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## Creating Clarity in Incentive Strategy in an Uncertain Business Environment



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As companies navigate the lingering effects of the COVID pandemic and other macroeconomic shocks (inflation, talent shortages, supply chain disruptions, and the Russia/Ukraine conflict), tactical compensation decision-making and incentive strategy continues to present significant challenges to management teams and compensation committees.

This webinar provides a summary of best practices related to short- and long-term incentive plan design in a volatile environment, along with important considerations related to stockholder engagement, public disclosure, and governance best practices. We provide a preview of the trends beginning to emerge ahead of the 2023 pay cycle that can help compensation committee members prepare for the next round of pay-setting discussions.

### About the Authors

Brett Herand is a principal at Pearl Meyer. Specializing in executive compensation, he works with boards and management on issues related to performance measurement and value creation, incentive plan design, and technical advisory work with respect to tax, accounting, and SEC regulatory issues. Brett works with public and private companies across many industries, including financial and diversified services, technology, and manufacturing. He has been quoted in various publications, including Workspan and Directorship magazines, Agenda, and Bloomberg.

Joe McNeal is a managing director in Pearl Meyer's executive compensation consulting practice. Joe advises management teams and compensation committees on a broad range of issues and has deep expertise in the high technology and life sciences sectors. His clients range from early-stage startups to Fortune 500 companies.

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## About Pearl Meyer

Pearl Meyer is the leading advisor to boards and senior management helping organizations build, develop, and reward great leadership teams that drive long-term success. Our strategy-driven compensation and leadership consulting services act as powerful catalysts for value creation and competitive advantage by addressing the critical links between people and outcomes. Our clients stand at the forefront of their industries and range from emerging high-growth, not-for-profit, and private organizations to the Fortune 500.