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## Are Your Board Compensation Practices Keeping Pace?



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The director's role is evolving with unprecedented speed. Boards must ensure a diversity of voice, experience, and talent while balancing the traditional responsibilities of guiding the CEO and the business strategy, ensuring compliance, and providing audit, compensation, and governance expertise. Today, a director's responsibilities and pressures go far beyond the traditional, as basic operations and workforce issues present real enterprise risk. How directors are compensated can factor heavily on a board's ability to attract and retain the right talent for the times.

This webcast offers a preview of the annual Pearl Meyer/NACD Director Compensation report, and includes some of the most recently available board pay data for more than 1400 public companies, as well as information on trends emerging from the data. We present some important board compensation considerations—for both public and private companies—that warrant discussion and possibly action in order to ensure your board is optimally configured and best positioned to guide the organization.

### About the Authors

Pete Lupo is the president of executive compensation and leads the executive and broad-based compensation consulting practices at Pearl Meyer. In this role, Pete works closely with the firm's senior leaders helping clients build innovative compensation programs that retain, motivate, and reward senior leaders and employees. Pete has worked extensively with compensation committees and management teams on a variety of strategic needs including the development of total compensation programs for the senior leadership team, aligning pay to performance, designing annual and long-term incentive plans, developing board of director pay programs, and advising on change-in-control, executive benefits, perquisites, and governance-related matters.

Ryan Hourihan is a managing director with Pearl Meyer. He has over ten years of experience advising boards and senior management on incentive compensation design, corporate governance, and performance measurement with the objective of supporting business strategy, value creation, and

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shareholder interests. Ryan is particularly experienced in compensation challenges unique to privately held firms seeking to compete with publicly traded firms. His clients have included Fortune 500 organizations, privately held companies, and pre-IPO ventures across an array of industries.

## 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.