Pearl Meyer

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How Do We Have a More Productive Compensation Committee Conversation about ESG?

Mark Rosen

MANAGING DIRECTOR

Prevalence data outlining the inclusion of ESG goals in incentive plans provide some interesting historical context. However, at this point in the broad ESG conversation, boards also require more practical information. Directors need a framework in order to think through their company's unique position relative to industry-applicable ESG factors, evaluate their company's readiness, and incorporate in a compensation plan design—*if* that is the right answer in their circumstance.

In this webcast with Pearl Meyer and the NACD, we take a case study approach to outline:

- How boards are making critical, step-by-step decisions about the environmental, social, and governance components that are important to them;
- How a select few are altering their incentives; and
- The benefits of communicating the company's approach to ESG, no matter your position on incentive-driven goals.

About the Author

Mark Rosen is a managing director and consulting team leader at Pearl Meyer. In his management role, he oversees a team of senior compensation consultants in the execution of the firm's growth strategy and in the development of consultants at various stages in their careers. Mark has consulted on executive and board compensation issues for more than 20 years for a broad range of public companies, as well as tax-exempt organizations and academic institutions. He has extensive experience with benchmarking, retirement plan design, governance issues, and tax and accounting considerations.

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.