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## Human Capital Management Disclosure: Lessons Learned and Future Approaches



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Most companies have now completed the initial exercise to report material information related to Human Capital Management (HCM) in the Annual Report/10-K. What can we learn from a comprehensive look at these disclosures? And what are companies saying about their plans for future disclosure and the level of transparency they plan to provide on matters related to their workforce?

This webinar with Pearl Meyer and the NACD answers these questions and more with substantial data gleaned from 2020/2021 10-K reports, as well as new survey data from 125 organizations. We explore trends related to the degree of detail provided in this first year of disclosure, as well as future plans related to additional HCM disclosure beyond the 10-K, what communication channels might be used, and what additional topics may be covered, such as DE&I, training, employee well-being and engagement, and others.

### About the Authors

Deborah Lifshey is a managing director at Pearl Meyer, where she specializes in advising clients on compensation matters from a legal perspective including securities disclosure, taxation and corporate governance issues, negotiation contracts, and reasonableness opinion letters.

Sharon Podstupka is a principal at Pearl Meyer. She is a trusted advisor to boards and executive management teams in the areas of executive and broad-based employee compensation communication and change management. With over 25 years of consulting experience, she is one of the original pioneers of executive compensation disclosure best practices and has proven success in creating effective strategies and delivering content in challenging business environments and under intense scrutiny from investors and proxy advisory firms. Sharon has extensive experience in a broad range of industries, including financial services, manufacturing, oil and energy, retail, biopharma/biotech, and healthcare.

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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.