

## Quick Poll: Human Capital Management Disclosure



**Sharon Podstupka**

PRINCIPAL



**Deb Lifshey**

MANAGING DIRECTOR

Our Quick Poll was designed to assess whether the new SEC requirement to disclose material information related to Human Capital Management (HCM) has spurred additional disclosure beyond the Annual Report/10-K and if so, through what channels and on what topics. This study focuses on 125 participant responses from a mix of publicly traded companies and private for profit and not-for-profit organizations.

Among the key findings:

- The pressure is on—most respondents (80%) are feeling obligated in some way to disclose more information about HCM initiatives/priorities;
- The Annual Report/10-K filing is just the tip of the iceberg; and
- There is room for improvement in HCM practices, with diversity, equity, and inclusion (DE&I) being the front-runner by far.

### About the Authors

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.

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.

### 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.