Pearl Meyer

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Applying Method to the Madness: Tools for Managing 2020 Payouts and Setting 2021 Target Compensation



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This year, incentive plan payout questions are problematic and the debates are still ongoing for many compensation committees. Of course, how 2020 plans pay out depends largely on how significantly COVID-19 affected “normal” business plans, but there are also questions about optics, retention, and how these choices affect goal-setting in 2021. A lack of historical guidance only compounds the difficult task.

In this webinar with the NACD, Pearl Meyer offers techniques and guidelines for compensation committees to use in making the decisions that are right for a variety of circumstances this year and next, as well as provides initial data from early-filing companies. The agenda includes:

- A Lot Has Changed Since March
- Balancing All Stakeholders is Critical
- Consider a Holistic Approach –2020 and 2021 Compensation
- Early Compensation Disclosures
- Analytics to Inform Discretion and Plan Design
- ISS and Glass Lewis Considerations
- Case Studies

About the Authors

Jan brings 30+ years of executive compensation and governance experience, advising boards and management on strategic human capital decisions tied to long-term value creation.

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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.