Pearl Meyer

WEBCAST | AUG 2020

Is 2020 Upending Compensation Committee “Best Practices”?



Deb Lifshey

MANAGING DIRECTOR



Lianne Richardson (Chew)

PRINCIPAL

Typically, compensation committees spend the summer months benchmarking executive and director pay and preparing for the fall work of developing strategic pay programs for the coming year. Of course, 2020 has been anything but typical, and the best laid plans are likely no longer relevant. Directors are now faced with managing outdated 2020 incentives and creating new programs without the benefit of solid data or reliable guidance for future expectations.

Given this unusual cycle, this webinar with Pearl Meyer and NACD explores some of the urgent questions committees are discussing now and into the Fall, including:

- Outdated benchmarking and considerations for core pay elements
- When is the right time to restore previous salary cuts and will there be merit increases
- How should companies address 2020 annual incentives and the use of discretion
- What to think about for outstanding LTI awards and 2021 grants
- The legal considerations of material changes to programs
- How shareholders and proxy advisory firms are likely to respond

About the Authors

Deb advises on executive compensation from a legal and regulatory perspective, including securities disclosure, tax and governance matters, contract negotiation, and reasonableness opinion letters.

Lianne provides compensation consulting for public and privately held clients across industries, specializing in pay strategy, benchmarking, incentives, proxy analysis, and director compensation.

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.