

WEBCAST | JUN 2023

## The Proxies are Done: Putting Pay vs Performance in Perspective



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For the most part, Year One of the pay versus performance exercise is complete. An enormous amount of data has been generated through a prescribed set of descriptions, tables, and charts as dictated by the SEC. Most public companies now have some comparative ratios between executive pay and corporate performance as defined by the regulation. But what does it all mean?

In this webinar with Pearl Meyer and the NACD, our panel of experts set the stage with a comprehensive review of the first year's pay versus performance data and any trends that are evident. They use that data to illustrate myriad issues that exist with the regulation itself, the various definitions in the mandate, and key points that directors can highlight as they discuss PVP with investors and other stakeholders.

### About the Authors

Jan Koors is a senior managing director with Pearl Meyer and head of consulting services. In this role, Jan is focused on leveraging the firm's consulting capabilities and enhancing relationships with our national marketing partners. She is a member of the leadership team which guides the firm's strategy.

Adam Kahle is a principal at Pearl Meyer. He has more than 20 years of experience in both corporate compensation and consulting. His consulting experience covers a range of industries, including business services, consumer products, education, energy, financial services, healthcare, industrial manufacturing, life sciences, media and telecommunications, retail, transportation, and technology. Additionally, Adam is a privately-held company executive compensation expert with experience in pre-IPO planning and long-term incentive plan design.

### 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

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