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Regulatory Issues and Compensation Trends Going into 2025



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This year featured an abundance of regulatory issues and executive compensation headlines. In the news, the *Tesla* case examined director independence in setting pay and the *Chemours* case outlined the optics of potentially inappropriate actions with respect to incentive programs.

In the regulatory arena, there was judicial tug-of-war around the validity of a federal non-compete, as well as continued regulatory gridlock on the oversight and regulation of proxy advisors, which may require that ISS and Glass Lewis make some changes. Further, proxy advisors are updating their voting policies for 2025.

This webcast with the NACD reviews the details of these developments and what they mean for compensation committees going into a new proxy season. And as committees prepare for 2025, we will also offer fresh data that look at how companies plan to set 2024

payouts and compensation levels for the new year.

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.

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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.