Pearl Meyer

PODCAST | OCT 2025 | THE PEARL MEYER UNSCRIPTED PODCAST

Do Metrics Based on ESG Objectives Belong in Incentive Plans?



Jannice Koors

SENIOR MANAGING DIRECTOR



Aalap Shah

MANAGING DIRECTOR



Mark Rosen

MANAGING DIRECTOR

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.

Aalap specializes in executive compensation strategy—governance, pay-for-performance, and incentives—helping companies align business, people, and compensation strategy for effective programs.

Mark is a consulting team leader who brings 20+ years advising on executive and board pay, including benchmarking, retirement plan design, and tax/accounting and governance considerations.

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.