

WEBCAST | APR 2020

## Executive Compensation in the Time of COVID-19



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WCD and Pearl Meyer joined together for this webcast to discuss the short- and long-term implications of the coronavirus pandemic on executive compensation and what boards and compensation committees should consider as they make pay decisions. Topics include:

- Different impacts and responses by industry
- Considerations for core pay elements
  - Base salary
  - Annual incentive plans
  - Long-term incentive plans
- Considerations for non-employee director programs
- CAREs Act
- ISS and Glass Lewis policy guidance

### 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.

Jane Park is a managing director at Pearl Meyer. With nearly 20 years of experience, Jane advises

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public and privately-held clients on executive and non-employee director compensation issues. Her work is focused on pay governance, incentive plan design, pay-for-performance alignment, compensation benchmarking, proxy analysis, and special programs for IPO and M&A transactions.

Lianne Richardson a principal at Pearl Meyer, joined the firm in 2002. With over 15 years of experience, Lianne specializes in providing compensation consulting services to public and privately-held clients, including compensation market benchmarking, proxy analysis, incentive plan design, executive compensation strategy and philosophy development, and non-employee director compensation. She has worked with clients in the manufacturing, energy/utility, aerospace/defense, hospitality, insurance, banking, medical device, and healthcare sectors.

## 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.