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## Conducting Business Under Lockdown: Do Your Executive and Director Compensation Programs Need to Change?



**Mark Rosen**

MANAGING DIRECTOR

Pearl Meyer and NACD provide an overview of how organizations should think about executive compensation given this unprecedented global pandemic. Report authors Deb Lifshy and Mark Rosen discuss how to balance appropriate changes to pay programs with staying the course. They also review the current regulatory and legislative environment, provide examples of what a diverse group of companies across industries are doing, and share perspectives that can be applied to both near-term and long-term decision making.

### About the Author

Mark Rosen is a managing director and consulting team leader at Pearl Meyer. In his management role, he oversees a team of senior compensation consultants in the execution of the firm's growth strategy and in the development of consultants at various stages in their careers. Mark has consulted on executive and board compensation issues for more than 20 years for a broad range of public companies, as well as tax-exempt organizations and academic institutions. He has extensive experience with benchmarking, retirement plan design, governance issues, and tax and accounting 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.

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