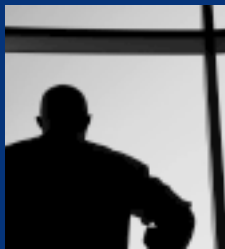


Comprehensive Compensation[®]

Complete Expertise for the Complexities
of Executive Compensation – and More





Pearl Meyer & Partners
Comprehensive Compensation[®]



Pearl Meyer & Partners

Aligning compensation with strategic goals
to increase long-term value.




Pearl Meyer & Partners is a premier compensation consultancy, offering Directors and their Management the complete range of knowledge and resources that today's more complex business and compensation environments demand. Research. Assessment. Strategy and Planning. Implementation. Compliance. ***Comprehensive Compensation.*** The kind of complete expertise required to align compensation with overall strategic and business goals, while safely navigating the constant changes in regulation.

With headquarters in New York, and senior consultants in major business centers, we serve clients from the Fortune 500 to emerging, high-growth organizations. For complete expertise in executive compensation and more, Directors and executives increasingly turn to one source: Pearl Meyer & Partners. Comprehensive CompensationSM.

*Today's
more complex
environment
demands more
complete
expertise*

To make the best decisions, you need a partner you can trust to give you *all* the information you need.





DIRECTOR COMPENSATION & GOVERNANCE. Today more than ever, Directors need truly independent, credible and thorough compensation advice and counsel. Shareholders demand it. Regulators require it. And Pearl Meyer & Partners (PM&P) delivers it. Directors can be confident that PM&P will provide the depth and breadth of expertise required to address:

Director Pay

- Board compensation
- Committee pay
- Director equity plans
- Chairman compensation

Compensation Governance

- Committee charters
- Committee policies and procedures
- Disclosure preparation
- Compliance assistance

Directors need independent, credible and complete compensation advice

Working directly with our top people,
it's easier to focus on your bottom line.



EXECUTIVE COMPENSATION. How do you plan to attract and reward top-flight executive talent to keep you competitive? Do you have the resources to effectively design a total compensation program that reinforces your business strategy? And do you have the support to efficiently implement your pay programs? You do, with Pearl Meyer & Partners on your team. Our comprehensive expertise in executive compensation covers:

- Compensation philosophy and guiding principles
- Plan documentation and disclosure requirements
- Peer group selection and competitive analysis
- Short and long-term incentive plan design, both cash and equity-based
- Performance measurement selection and calibration
- Executive benefits and perquisites, including non-qualified deferred compensation arrangements
- Employment contracts, severance agreements and change-in-control
- “Special situation” programs, e.g., retention plans, carried interest arrangements, etc.

*We have
the resources
to effectively
align total
rewards with
business strategy*

Our strength in executive compensation helps us exceed expectations at all levels.



EMPLOYEE COMPENSATION. From base salary structures and reward systems to performance alignment and management strategies, we tailor programs to your people, your organization, your goals.

SALES COMPENSATION. PM&P works with companies to develop a holistic, integrated approach to sales compensation, providing pragmatic, sustainable plans that enhance and reward sales performance.

COMPENSATION SURVEYS. The nine PM&P compensation surveys are an invaluable competitive asset, providing the most complete perspective on total compensation for the broadest group of employee positions available.

*Our leadership
in executive
compensation
can benefit
your entire
organization*

Insight, creativity and a commitment
to finding *your* best answers.





UNSURPASSED COMPREHENSIVE COMPENSATION SERVICES

- Compensation committee governance
- Board compensation
- Compensation surveys and competitive analyses
- Salary structures
- Annual incentive design
- Cash and equity-based long-term incentive design
- Performance measurement selection and calibration
- Deferred compensation and capital accumulation
- Supplementary retirement income
- Senior executive contracts
- Change-in-control and severance programs
- Special co-investment and carried interest plans
- Special situation incentives
- Plan documentation
- Litigation support

*Comprehensive
compensation
services from
assessment and
planning to
implementation*

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