

Pearl Meyer



On Point

TIMELY, ACCURATE, INSIGHTFUL

Communicating Compensation in 2018

Executive Summary



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What We Set Out to Do

- Compensation can be a highly emotional and complicated subject. Communicating it effectively is not easy for anyone.
- In today's emotionally charged environment, where income disparity issues are a ubiquitous topic, management and board members must keep a pulse on their workforces' concerns, and commit to delivering clear messages about how compensation at their respective organizations really works.
- This special survey was designed to understand how the CEO Pay Ratio and other issues like gender pay equity may be affecting strategies around employee communication.
- *The bottom line? We still have lots of work to do.*

About the Survey: The full survey report reflects responses from 244 companies, including 39 outside directors and 205 senior executives, and is summarized across several demographics including company size by revenue, form of ownership, primary role (employee versus outside director), and industry.

Non-participants may purchase a full copy of the survey results [here](#).

To discuss any details about the survey, please contact:

Sharon Podstupka
Principal, Pearl Meyer
sharon.podstupka@pearlmeier.com

What We Gleaned from the Results

Perceptions
About
Compensation

1

Things are mediocre at best.

Understanding, Quality, and Perceived Value

Access to
Information and
Proficiency

2

Compensation is still a tough subject.

Where We Struggle the Most

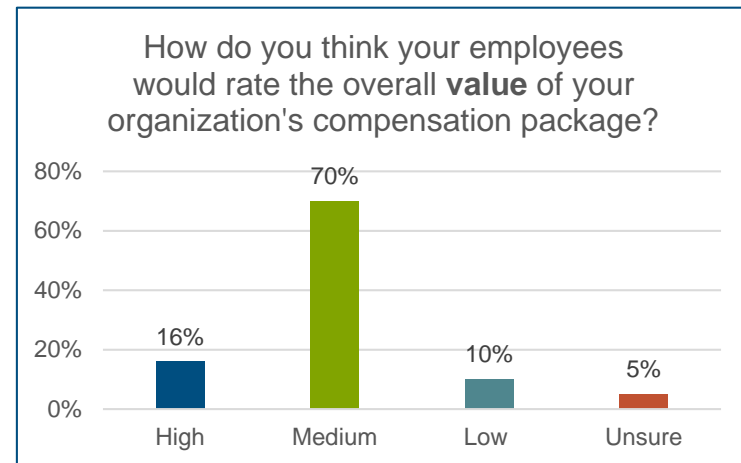
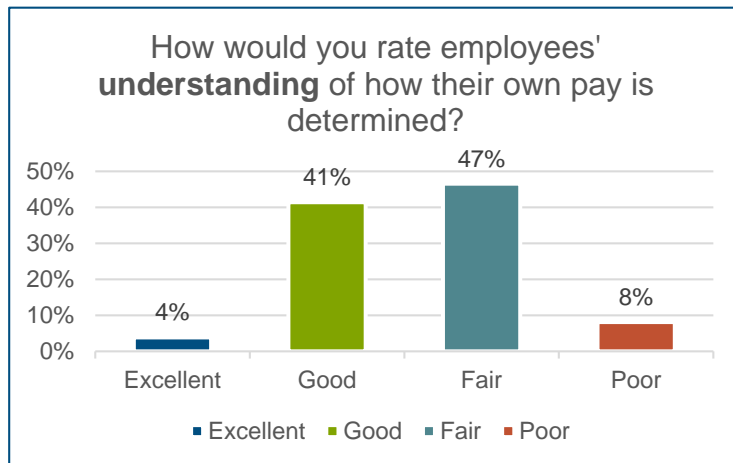
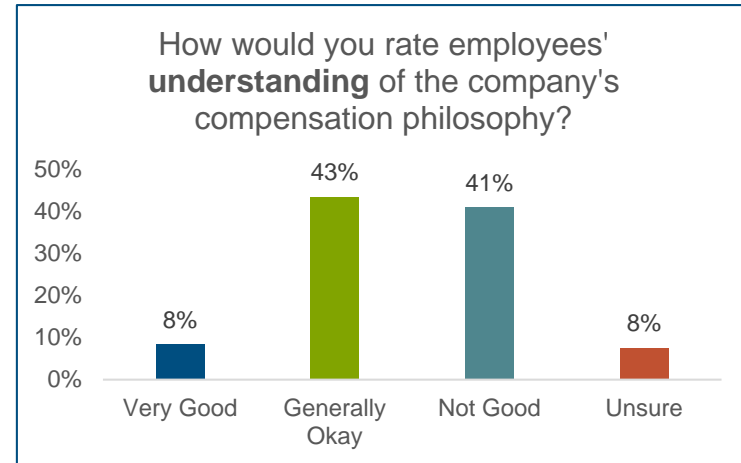
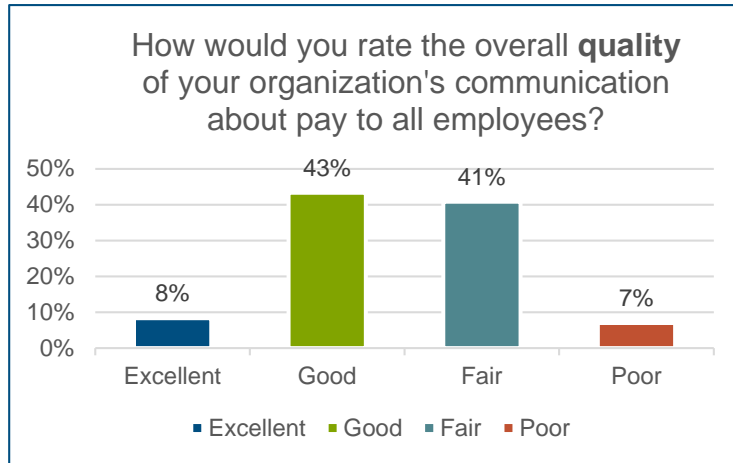
Emerging
Issues

3

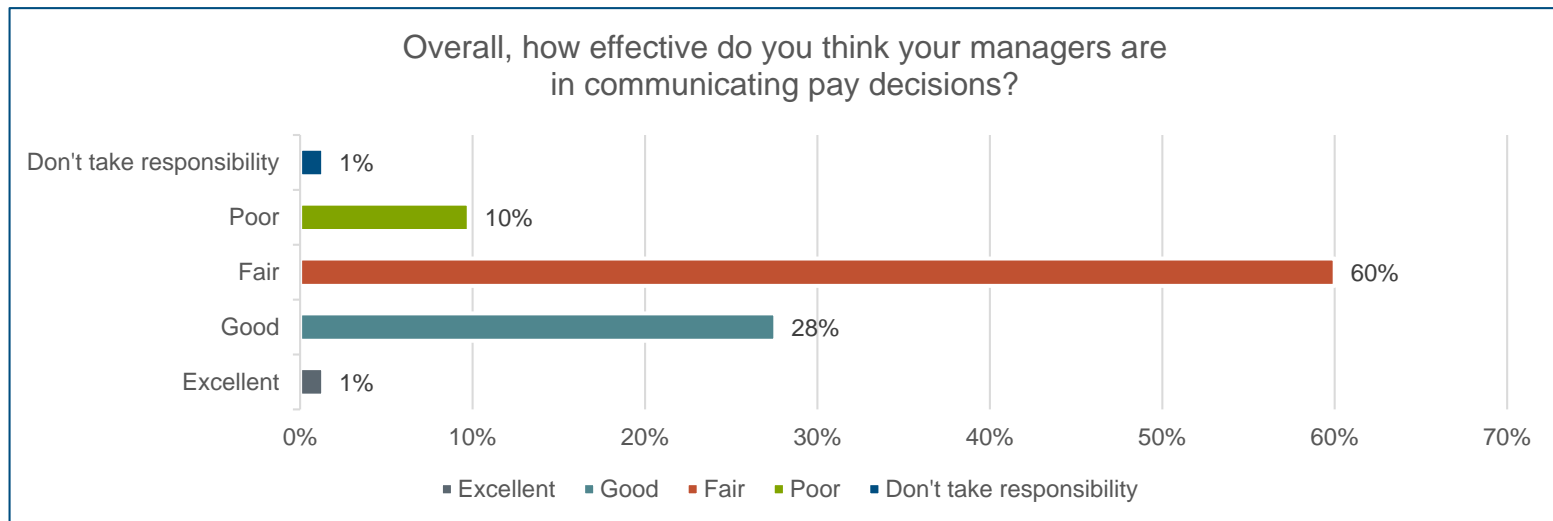
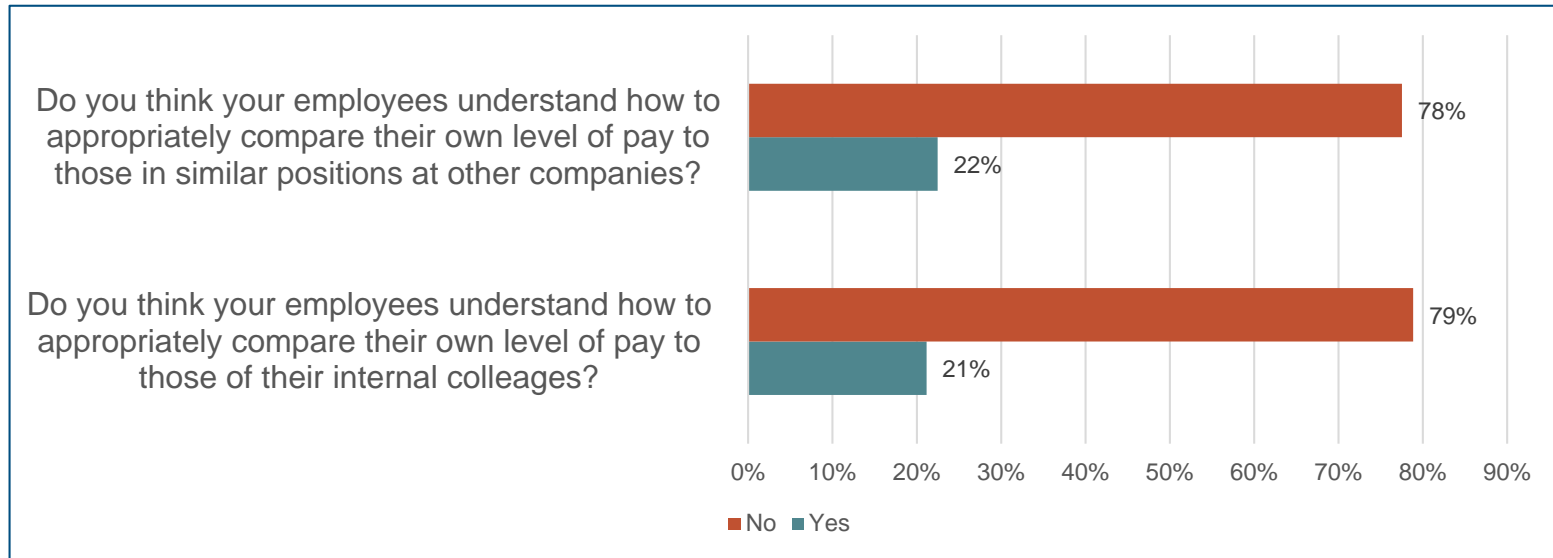
The CEO Pay Ratio was a snoozer; gender pay is driving action.

What's Really on Our Radar Screens

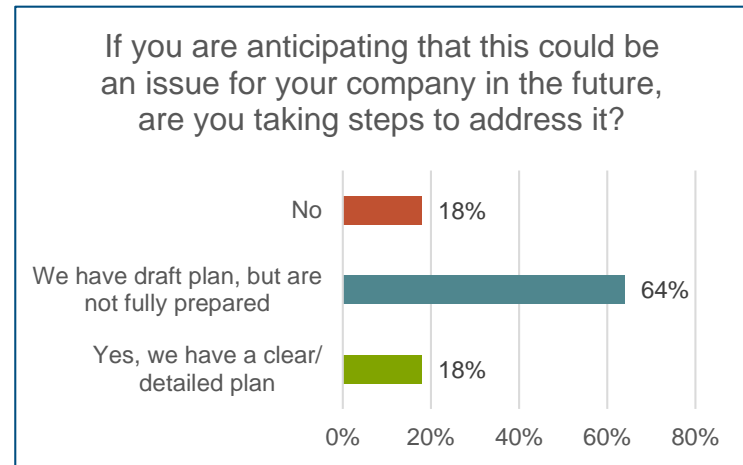
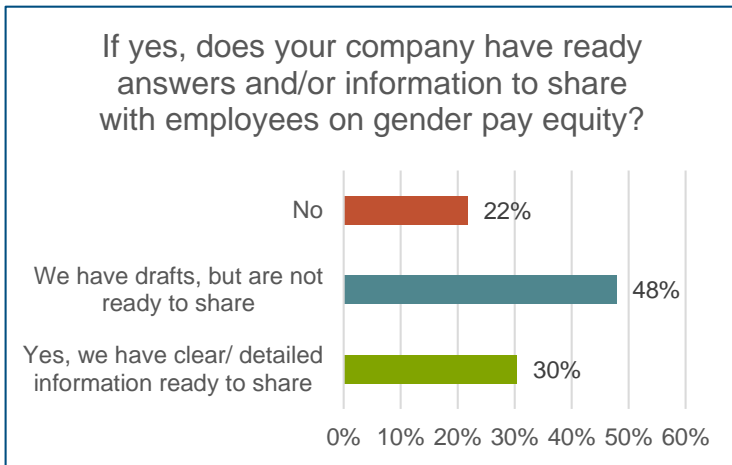
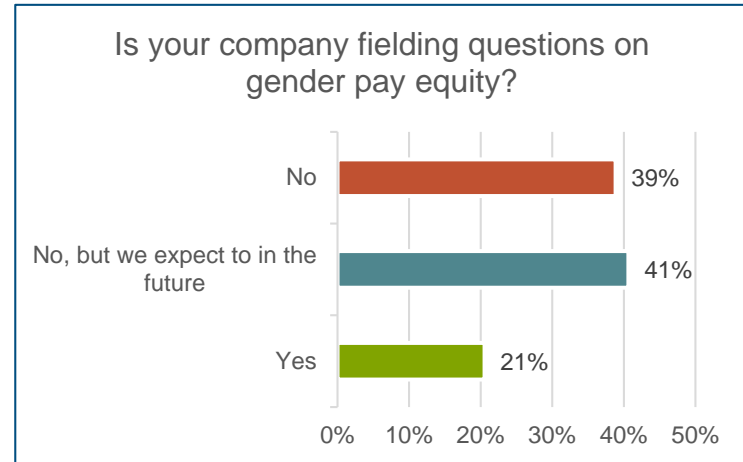
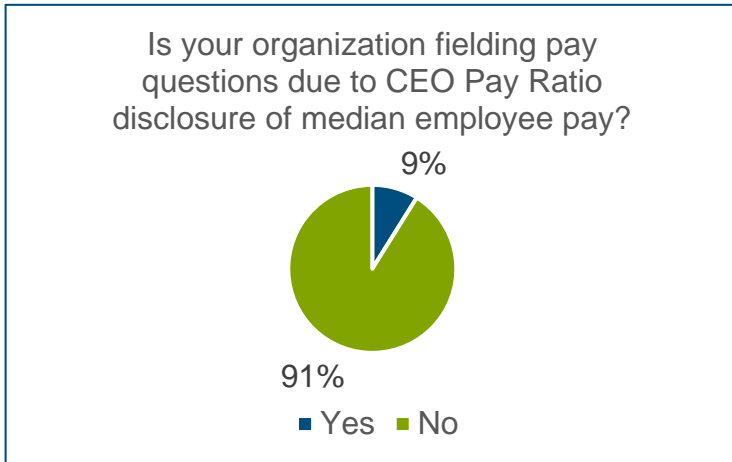
1. Things Are Mediocre at Best



2. Compensation Is Still a Tough Subject



3. The CEO Pay Ratio Was a Snoozer; Gender Pay Is Driving Action





About Pearl Meyer

Pearl Meyer is the leading advisor to boards and senior management on the alignment of executive compensation with business and leadership strategy, making pay programs a powerful catalyst for value creation and competitive advantage. Pearl Meyer's global clients stand at the forefront of their industries and range from emerging high-growth, not-for-profit, and private companies to the Fortune 500 and FTSE 350. The firm has offices in New York, Atlanta, Boston, Charlotte, Chicago, Houston, London, Los Angeles, and San Jose.



Pearl Meyer

NEW YORK

570 Lexington Avenue, 7th Floor
New York, NY 10022
(212) 644-2300
newyork@pearlmeyer.com

ATLANTA

One Alliance Center
3500 Lenox Road, NE, Suite 1708
Atlanta, GA 30326
(770) 261-4080
atlanta@pearlmeyer.com

BOSTON

93 Worcester Street, Suite 100
Wellesley, MA 02481
(508) 460-9600
boston@pearlmeyer.com

CHARLOTTE

3326 Siskey Parkway, Suite 330
Matthews, NC 28105
(704) 844-6626
charlotte@pearlmeyer.com

CHICAGO

151 North Franklin Street, Suite 450
Chicago, IL 60606
(312) 242-3050
chicago@pearlmeyer.com

HOUSTON

Three Riverway, Suite 1575
Houston, TX 77056
(713) 568-2200
houston@pearlmeyer.com

LONDON

Collegiate House
9 St. Thomas Street
London SE1 9RY
+44 (0)20 3384 6711
london@pearlmeyer.com

LOS ANGELES

550 S. Hope Street, Suite 1600
Los Angeles, CA 90071
(213) 438-6500
losangeles@pearlmeyer.com

SAN JOSE

15105 Concord Circle, Suite 210
Morgan Hill, CA 95037
(669) 800-5074
sanjose@pearlmeyer.com

**For more information on
Pearl Meyer, visit us at
www.pearlmeyer.com or
contact us at (212) 644-2300.**