

Director Compensation Advisory Services

The Current Compensation Environment

Say-on-pay, increasing shareholder pressure, enhanced disclosure rules, globalization, and an uncertain economy make navigating compensation strategy and design complex. Particularly challenging is designing and structuring pay programs in today's environment of increased transparency and demand for pay and performance alignment.

Today's directors' roles and responsibilities have never been so vital and are critical to investors' belief in the current and future success of an organization. Directors are no longer just advisors, nor are they just compliance officers; they are both assets of the firm and shepherds of shareholder interest.

Pearl Meyer understands the roles and responsibilities of directors.

Our Approach

Our consulting advice is designed around the requirements of your unique situation. We work closely with you to understand your business strategy, culture, and definition of success. Together, we create custom compensation programs, practices, and strategies that work to help you attract and retain the best people and maximize shareholder value.

Our Services

Our director compensation consulting services cover the full spectrum of design, compliance assistance, and implementation support, including:

Strategic Alignment:

- Compensation governance practices and committee charters
- Compensation philosophy
- Committee policies and procedures

Sophisticated Analytics:

- Outside director pay
- Committee compensation
- Board and committee chair compensation
- Director equity programs
- Equity ownership opportunities and requirements

Compliance Confidence:

- CD&A preparation
- Plan documentation and disclosure requirements
- ISS/Glass Lewis expertise
- Institutional shareholder policy and practices review
- Shareholder outreach

Our Commitment

Tailored Solutions

We partner with you to understand the unique needs and board service requirements for your organization. The result is a tailored solution that aligns with your strategy to create the right reward program for your board members and the confidence that you are receiving the right governance advice for these challenging times.



Our commitment begins with our first meeting with you. Each assignment is staffed by senior professionals who bring a wealth of knowledge and expertise. Pearl Meyer is dedicated to providing the best compensation advice in the industry.

For more information and to find out how Pearl Meyer can help you align business and leadership strategy to your pay programs, contact the Pearl Meyer office nearest you or visit us at pearlmeyer.com.

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.

NEW YORK

461 Fifth Avenue, 19th Floor
New York, NY 10017
(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 N. 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, UK
+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

333 West San Carlos Street
San Jose, CA 95110
(669) 800-5074
sanjose@pearlmeyer.com