

### Executive Compensation Advisory Services

#### The Current Compensation Environment

Pressure from institutional and activist investors, increased focus on governance, as well as continuing disclosure and government regulations make navigating compensation strategy and design more complex. Particularly challenging is creating flexible pay programs that are nimble enough to remain relevant in today's uncertain economic environment.

#### Our Approach

Compensation can act as a catalyst to help you execute your strategy and create long-term value. Our consulting advice is designed around the requirements of your unique situation. We work closely with you to understand your business and leadership strategies, culture, and industry dynamics. We believe that external pay practices and compliance considerations play a role in influencing your compensation strategy, however, business and human capital objectives should drive your program design. Together, we create tailored compensation solutions that help you attract and retain the best people and maximize shareholder value.

#### Our Services

##### Strategic Alignment:

- Business and leadership strategy review
- Compensation philosophy and strategy
- Compensation committee charter review
- Leadership strategy profiling

##### Sophisticated Analytics:

- Peer group selection and competitive analysis
- Market-based pay studies
- Short- and long-term incentive plan design (cash and equity-based)
- Metric selection and goal setting
- Value driver analysis
- Dynamic pay modeling
- Employment contracts, severance agreements, and change-in-control arrangements
- Pay-for-performance analysis
- Executive benefits and perquisites, including non-qualified deferred compensation arrangements
- Historical performance assessment
- Probability and pay leverage analyses

##### Compliance Confidence:

- SEC and regulatory advice
- CD&A and disclosure communication
- Plan documentation and disclosure requirements
- ISS/Glass Lewis expertise
- Institutional shareholder policy and practices review
- Share plan authorizations
- Shareholder communication

## Tailored Solutions

We believe that there is no such thing as one-size-fits-all compensation design. We partner with you to understand what makes your organization unique and through our proven methodology, we create tailored solutions that align your executive pay programs with your business strategy and goals.



## Leaders in Aligning Pay to Strategy

For more than 27 years, Pearl Meyer has been a recognized leader in executive and director compensation strategy and governance. We have guided the philosophy and implementation of executive reward programs at hundreds of organizations, helping them link pay and performance to deliver maximum return on their compensation investment. We have in-depth expertise in both internal and external pay communication, ensuring all stakeholders understand the value your programs deliver to each constituency.

Our leadership in executive compensation can benefit your entire organization. Clients also call on us to provide broad-based compensation advice and rely on our annual compensation surveys to provide a complete picture of pay and pay practices at all levels within their organization. Learn more about our expertise in:

- Executive Compensation
- Director Compensation
- Compensation Governance
- Employee Compensation
- Compensation Communication
- Compensation Surveys

Join hundreds of directors and senior management teams who count on Pearl Meyer to deliver strategic, independent, and credible advice...challenging times demand it...Pearl Meyer delivers it.

**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](http://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 Francisco.

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