

Restructuring Compensation Services

The Environment

There are several reasons why a corporation might find itself in financial distress: market instability, the cyclical nature of certain industry sectors, executive mismanagement, or extraordinary circumstances outside a company's control.

Once an organization makes the decision to restructure, or even if it has simply become a possibility, the impact on the retention of key employees is profound. How they are compensated before a bankruptcy filing, during the bankruptcy, and post-bankruptcy is critical to successful emergence.

Selecting an experienced partner to assist the management team is key to the creation of the right compensation strategy that will meet both short- and long-term business goals.

Our Approach

Pearl Meyer is uniquely positioned to help organizations that are restructuring. For over 30 years, we've provided executive compensation consulting services to both public and private company boards and management teams. We draw on this experience to guide firms during restructuring in the design of compensation programs that will withstand creditor and court scrutiny and are proven to retain key talent.

We work with clients in dozens of sectors to customize compensation programs tailored to the competitive dynamics of your industry to support your future business strategy post-bankruptcy. Our specific expertise includes working with clients in cyclical industries, including oil & gas, real estate, retail, restaurants, and hospitality.

Our Services

We support your organization through the entire restructuring process.

PRE-BANKRUPTCY	<ul style="list-style-type: none">• Compensation Strategy and Incentive Design• Pre-bankruptcy Retention Programs and Related Decisions• Executive Contract Review• Change-in-Control• 280G Assessment
DURING BANKRUPTCY	<ul style="list-style-type: none">• Key Employee Retention Plans• Key Employee Incentive Plans• Expert Testimony and Petition Document Preparation• Reasonableness Opinions• Mediation Among Parties
POST-BANKRUPTCY/EMERGENT	<ul style="list-style-type: none">• Compensation Strategy and Equity Structure• Management Incentive Plans• Compensation Governance• Board Governance• Board of Directors' Compensation

Our Commitment

Our goal is to create strategies that consider the optics of the compensation decisions you are making, appropriately link incentives to goals at each stage, look ahead to how equity programs can be best aligned to the leadership roles in the emergent organization, and how to structure both board and compensation governance for the new entity.

We work closely with you to help balance the retention of key employees and their reward programs with the concerns of outside interests and the bankruptcy court. We do this through the lens of our experience navigating the complex rules and regulations that govern executive pay.

To learn more about our Restructuring Compensation Services, contact us at restructuringcompensationservices@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 in the Fortune 500 and FTSE 350. The firm has offices in Atlanta, Boston, Charlotte, Chicago, Houston, London, Los Angeles, New York, Rochester, and San Jose.

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