Executive Compensation
CONFERENCE
Focusing on Success Strategies for 2020 Program and Beyond
October 24–25, 2019
Westin New York at Times Square
New York City

www.conferenceboard.org/execcomp
Agenda

Day One
Thursday, October 24, 2019

8.00 am – 8.50 am
Registration & Continental Breakfast

8.50 am – 9.00 am
Welcome and Introduction
Greg Lau, Conference Program Director, The Conference Board

9.00 am – 9.45 am
Current State of Executive Compensation and Why Pay Continues to Matter
Broad overview of the current U.S. environment on executive compensation and the political, regulatory and disclosure overlay, 2019 SOP votes, pay levels, impact of tariffs on ST/LT metrics, EVA, practices and marketplace positioning, CEO pay, SEC and legislative developments will be addressed.

Mike Marino, Managing Director, FW Cook
Rachel Gibbons, Senior Consultant, FW Cook

9.45 am – 10.30 am
Executive Compensation, Activism and SOP Vote
This session will review how activism can impact executive compensation and benefits and how ISS and Glass Lewis may suddenly recommend against SOP.

William P. Fiske, U.S. Head of M&A and Contested Situations, Georgeson LLC
Sandra Pace, Partner, Pay Governance, LLC

10.30 am – 10.45 am
Networking Refreshment Break

10.45 am – 11.30 am
Incentive Design and Goal Setting Through Transformational M&A
This session will examine novel approaches to short- and long-term incentive design in the face of transformational M&A. We’ll use Assurant’s 2018 acquisition of The Warranty Group as a case study to highlight challenges, solutions developed, and lessons learned when selecting metrics and establishing goals during a period of transformation.

Mark Emanuel, Managing Director, Semler Brossy
Millie Morales, Senior Vice President, Global Compensation and Benefits, Assurant

11.30 am – 12.30 pm
How The Legal Landscape Is Impacting Executive Compensation
We will survey the most common sources of litigation over executive compensation and discuss strategies for companies and their counsel to reduce the risk and stress the importance of process. We will also look at assessing certain litigation risks for directors and Compensation Committee members.

What is next for the plaintiffs’ bar?
Douglas Chia, Fellow, Rutgers Center for Corporate Law & Governance
Arthur Kohn, Partner, Cleary Gottlieb Steen & Hamilton LLP

12.30 pm – 1.30 pm
Luncheon

1.30 pm – 2.00 pm
Global Compensation Challenges
A discussion about some of the existing practical executive compensation challenges across the globe. What are the differences in U.S. and UK-EU compensation structures, including short and long-term target setting and metrics. Possible effect of Brexit on incentives and compensation and governance trends in the UK-EU that may come over to the U.S. Will also address differences in deferred compensation instruments.

Vismay Gada, Global Head of Financial Services & Customer Success, beqom
Philip Halliday, Senior Executive Compensation Consultant, EBG Advisors

2.00 pm – 3.00 pm
The session will present the key findings from the new edition of The Conference Board’s CEO and Executive Compensation Practices research, a review of five years of data on compensation disclosure across the Russell 3000 and the S&P 500. The presentation will illustrate trends in executive pay, covering pay movements and composition, industry, size and market index effects. Copies of the report will be sent to attendees.

Paul Hodgson, Senior Adviser, ESGauge
Lisa Hunter, Founder, Newport Consulting Group, Inc.; Program Director, Compensation Councils, The Conference Board
James Reda, Managing Director and Practice Leader, Executive Compensation, Gallagher HRCC

3.00 pm – 3.15 pm Refreshment Break

3.15 pm – 4.00 pm
Compensation Committee – What is Next in Governance?
How is the role of the Committee evolving? Are Committees broadening their charter – discussing ESG metrics, reviewing top talent, succession and development, using discretion, diversity, activists and more. How can the Committee counter short-termism and foster longer range thinking through compensation design? What defines a successful Committee?

Margaret Engel, Founding Partner, Compensation Advisory Partners
Lyndon Park, Managing Director, Head of Governance Advisory Solutions, ICR
Paul Washington, Executive Director, Environmental, Social and Governance Center, The Conference Board

For sponsorship opportunities, please contact michael.felden@conferenceboard.org
2019 Proxy Disclosures – The Best, Most Effective and Some Surprises
Here we’ll explore the ongoing evolution of proxy summaries (format and content), new and innovative CD&A disclosures, pay ratio trends, Say-on-Pay voting results, and various shareholder proposals on executive compensation-related matters.

Mark Borges, Principal, Compensia
Amy Wood, Partner, Chair Compensation & Benefits Practice Group, Cooley LLP

Total Rewards Today and Planning for 2020 and Beyond
This session will focus on the roles and responsibilities and hot topics for Global Total Rewards. We will discuss what the key interactions are with the CEO, Compensation Committee, Consultants, CHRO and CFO. What have been the most interesting and toughest challenges in 2019? (Brexit, ISS, Pay Ratio, UK gender pay gap law, investor outreach, new performance designs, BRT purpose, retention....). What are you working on now for 2020 and beyond? How are benefits adapting to a changing world? How do you develop your staff? What skills are essential? How does the incentive program align with the company’s desired culture and behaviors? What is your involvement in M&A? What are best practices in dealing with shareholder, special interest groups and Congressional inquiries on pay and much more?

Steve Pennacchio, Senior Vice President, Total Rewards, Pfizer

Networking Reception

Day Two
Friday, October 25th, 2019

Talking to Your Compensation Committee About Gender Pay Equity
Will examine how gender pay is being discussed at compensation committee meetings, key disparity issues that should be addressed and how actions may also impact the pay gap ratio.

Kelly Malafis, Founding Partner, Compensation Advisory Partners
Takis Makridis, President and CEO, Equity Methods
Martha N. Steinman, Partner, Hogan Lovells US LLP

Human Capital Management – Keeping Your Committee Informed
Today’s workforce is changing. Employee expectations, recent scandals, and new institutional investor guidance are increasing scrutiny on an organization’s culture and approach to human capital management. How an organization recruits, trains, optimizes, and retains a workforce can have a positive impact on an organization’s long-term success and Boards are interested in understanding and overseeing a company’s HCM strategy. This session will cover how companies have responded to the evolving expectations and provide a few practical examples on how these topics can be appropriately incorporated into a Compensation Committee’s agenda.

Kathryn Neel, Managing Director, Semler Brossy Consulting Group, LLC
Michelle Tan, Principal, Hugessen Consulting

Aligning Pay and Performance
The presentation will show how to measure the 3 key dimensions of executive pay: incentive strength, alignment and the pay premium at industry average performance. It will present data on changes in top 5 pay leverage and alignment 1992-2018. And it will present a performance share plan that provides perfect alignment of relative pay and relative performance and show how it can be used to improve more conventional plan designs.

Stephen F. O’Byrne, President, Shareholder Value Advisors Inc.

Ask the Experts and Closing Remarks
Your opportunity to ask a panel of experts’ questions on any issues not addressed by our speakers or that you would like more clarity on.

Lisa Hunter, Program Director, Compensation Councils, The Conference Board

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REGISTRATION INFORMATION

Online  www.conferenceboard.org/execcomp
Email   customer.service@conferenceboard.org
Phone   212.339.0345
         8:30 am – 5:30 pm ET, Monday – Friday

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Fees do not include hotel accommodations.

Location
The Westin New York at Times Square
270 West 43rd Street
New York, NY 10036
Phone: 212-201-2700

Cancellation Policy
Full refund until three weeks before the meeting. $500 administration fee up to two weeks before the meeting. No refund after two weeks before the meeting. Confirmed registrants who fail to attend and do not cancel prior to the meeting will be charged the entire registration fee.

Team Discounts per Person
For a team of three or more registering from the same company at the same time, take $300 off each person’s registration. One discount per registration. Multiple discounts may not be combined.