27th Annual Executive Compensation CONFERENCE
Navigating the Complexities of a Changing Landscape
VIRTUAL EVENT
September 28, 2021

www.conferenceboard.org/execcomp
Executive Compensation Conference (27th Annual)
Navigating the Complexities of a Changing Landscape

Tuesday, September 28, 2021

11:00 am – 11:05 am (ET)
Welcome and Introduction
The societal role and expectations of corporations continues to evolve in profound ways, and companies have begun to commit to serving a broader range of stakeholders. New voices are joining the conversation about responsibility and accountability in the process. This is therefore an excellent time to refresh our thinking about executive compensation and its links to broader issues. This conference will afford the opportunity to discuss top-of-mind issues and will expand your thinking in the process.

Lisa Hunter, Program Director and Senior Fellow, The Conference Board

11:05 am – 11:50 am (ET)
Keynote Conversation: Leading Executive Compensation in a Complex World
Executive compensation in 2021 is more complex and nuanced than ever. In this kickoff session, our speakers will address key topics facing companies today, including: ESG and DEI, continuing challenges in the COVID-19 pandemic, stakeholder activism and the broadening scope of compensation committees. Solutions in these areas are rarely black and white. They will therefore provide perspective on how to lead the way forward at your company in an increasingly gray environment.

Bindu Culas, Managing Director, FW Cook
Alexa Kierzkowski, Managing Director, FW Cook

11:50 – 11:55 am (ET) Break

11:55 am – 12:40 pm (ET)
Expanding Considerations for Executive Pay: Beyond Benchmarking to Valuing Business Impact
As the roles of executives and organizations continue to change along with the times, we need to think more broadly about compensation for leaders. This session will address developing trends and provide insights into why it is so important to consider the impact of roles and business value across your C-Suite when approaching executive compensation.

Maria Colacurcio, CEO, Syndio
Nancy Romanyszyn, Director of Pay Strategy and Partner Success, Syndio

12:40 pm – 12:45 pm (ET) Break

12:45 pm – 1:30 pm (ET)
Stakeholder Capitalism in Compensation Programs: Finding Balance
Boards and management teams are charged with assessing the organization’s corporate purpose, strategies and approach to complex business issues. This session will explore the impact of addressing broader stakeholder interests in incentive programs - from strategy through implementation. Our speakers will address how you can navigate the challenges and opportunities of incorporating a broader corporate purpose into compensation programs and what is critical to sustaining the company’s long-term value creation. They will also discuss considerations that Boards, investors and companies face in linking expanded metrics to executive compensation.

Michelle Tan, Partner, Hugessen Consulting

1:30 pm – 1:35 pm (ET) Break

1:35 pm – 2:00 pm (ET)
Public Policy Impact on Executive Compensation
This panel will discuss key issues confronting Boards and leaders and will address practical implications of recent regulatory changes and what is in the pipeline regarding such topics as: external disclosure requirements, potential action on the remaining Dodd-Frank rules, 10b5-1 plan reform, changes to non-competes, crucial shareholder proposals, SEC priorities and more.

Ani Huang, President & CEO, Center on Executive Compensation and SVP, HR Policy Association
Arthur Kohn, General Counsel - ERISA, Compensation and Benefits, Citi

2:00 pm – 2:15 pm (ET) Break

2:15 pm – 2:55 pm (ET)
Total Reward Leaders Roundtable: Navigating 2021 and Beyond
In this session, our panel will discuss what has happened over the past 18 months and what the path forward may hold for business. Our panelists will discuss how compensation committees and executive management are addressing the following critical issues as part of a broader strategy: the business impact of planning and rewarding during FY20 and ’21, shareholder priorities, ESG as part of their business strategy and company culture, establishing incentive goals in an uncertain environment and retention and transparency in communicating with employees and shareholders.

Robert Centonze, Vice President, Total Rewards, Campbell Soup Company
Nick Chakmakian, Vice President, Total Rewards, Executive, Equity and Sales Compensation, MasterCard
Julie Ann Overcash, Vice President, Total Rewards, Intel Corporation

For sponsorship opportunities, please contact david.turchetti@conference-board.org
ESG and Incentive Plans: One Size Does Not Fit All
The growing focus on ESG and the role of executive compensation plans poses a long and growing list of questions to address starting with: *Is incorporating an ESG-related metric now part of getting your pay program “right”?* This session will focus on practical advice and such considerations as: why using and designing ESG-related metrics should vary across companies and industries; how best practices should inform processes and timing and learnings from, and suggestions for, adding ESG metrics to incentive pay programs. Our speakers will include specific case studies and their expectations for what’s ahead.

Monika Cox, EVP, Head of Global Total Rewards, Liberty Mutual Insurance
Melissa Price, Senior Director, Executive Rewards & Mobility, Tapestry
Matt Vnuk, Partner, Compensation Advisory Partners LLC

The Top 10 Things on Compensation Committee Minds
Compensation committees are addressing a growing number of complex issues. Our speakers will provide insight on what is most pressing and a glimpse into the path forward.

Joshua Bright, Principal, Pay Governance
Mike Kesner, Partner, Pay Governance

Pay Equity: Beyond the Numbers
This panel will dig beneath the soundbites and discuss pay equity from a more holistic perspective. Our panelists will share insight on:

- Culture, data and analytics: making data-driven decisions day-to-day with perspective
- Issues that Boards and compensation committees are addressing as they navigate the unique pay equity questions involved in executive compensation
- Transparency and communication with leaders, employees and the public

Zev Eigen, Founder & Chief Data Scientist, Syndio
Michael Hines, Vice President, Inclusion & Diversity, Starbucks
Jeannie Pae, Vice President, Global Compensation and Mobility, Starbucks

Conclusion
Speakers will share highlights from the program and their key takeaways.

Steve Cross, Managing Director, FW Cook
Lisa Hunter, Program Director and Senior Fellow, The Conference Board

Hot Topics in Executive Compensation: ESG Center Highlights
This session will highlight research from The Conference Board’s ESG Center focused on interconnected challenges in governance, corporate social responsibility and executive compensation. Speakers will also discuss integrating executive compensation strategy into a broader human capital management narrative and will answer key questions, such as: *Which HCM and non-financial metrics are material to the company’s business and strategy? What are the implications of new ESG reporting categories? And how do ESG categories align with long-term value creation?*

Solange Charas, Ph.D., Distinguished Principle Research Fellow, The Conference Board and Founder & CEO, HCMoneyball
Paul Washington, Executive Director, ESG Center, The Conference Board