

# Compensation Committee Forum Agenda

NACD | GLOBAL BOARD LEADERS' SUMMIT | SEPTEMBER 21 - 24, 2019 | WASHINGTON, DC

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## SUNDAY, SEPTEMBER 22, 2019

10:30 a.m. – 10:35 a.m.

### Welcoming Remarks



**Mary Jacobson**

Regional Director, NACD

10:35 a.m. – 11:30 a.m.

### Director Compensation as a Catalyst: Building a Better Board

The 2019 NACD Blue Ribbon Commission Report on The Future of Board Leadership looks at how the board's role may change in the future. With the report as a backdrop, we will discuss the current state of director pay, and how practices might change in the future to align with changing roles.



**W. Roy Dunbar**

Director, Humana Inc., Johnson Controls International PLC, SiteOne Landscape Supply Inc.



**Ryan Hourihan**

Principal, Pearl Meyer



**Jannice Koors**

Senior Managing Director, President Western Region, Pearl Meyer

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11:30 a.m. – 11:45 a.m.

### Networking Break

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11:45 a.m. – 12:30 p.m.

### The Future of Work: Gender Pay Gap, Pay Equity, Talent Management, and More

Compensation committees are being tasked with much more than executive pay plans and CEO succession. This panel will discuss how compensation committees are expanding their oversight into areas that impact the entire workforce, such as pay equity, talent management, and corporate culture.



**Evelyn Dilsaver**

Director, Bailard Real Estate Investment Trust, Blue Shield of California, Tempur Sealy International Inc., HealthEquity Inc.



**Melissa Means**

Managing Director, Pearl Meyer



**Libby Sartain**

Compensation Committee Chair, Shutterfly Inc.; Director, AARP, ManPower Group, SHRM Foundation

12:30 p.m. – 2:30 p.m.

## Networking Lunch and Keynote

*Please make your way to the convention center.*

2:30 p.m. – 3:30 p.m.

### Peer Exchange & Key Takeaways—Concentrating on Performance Metrics

Discussion leaders will guide small groups to explore and exchange ideas on multiple aspects of incentive plan design and corresponding performance metric selection and calibration.



**David Bixby**

Managing Director, Pearl Meyer



**Robert James**

Principal, Pearl Meyer



**Greg Stoeckel**

Managing Director, Pearl Meyer



**Matt Turner**

Managing Director, Pearl Meyer

3:30 p.m. – 3:45 p.m.

## Networking Break

3:45 p.m. – 4:30 p.m.

### ESG: To Pay or Not to Pay?

As environmental, social, and governance issues gain traction among investors, activists, customers and employees, companies will struggle with their proper placement in executive compensation plans. Is ESG best driven by culture, by measurement and payment, or some combination? This panel will discuss the pros and cons of including ESG into incentive metrics.



**Mark Rosen**

Managing Director, Pearl Meyer



**Katie Schmitz Eulitt**

Director, Investor Outreach, Sustainability Accounting Standards Board (SASB)



**Susan Gray**

Global Head of Corporate and Infrastructure Ratings, S&P Global



**Richard (Dick) Schapiro**

Compensation Committee Chair, Molina Healthcare, Transamerica



**Aalap Shah**

Managing Director, Pearl Meyer

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4:30 p.m.  
**Forum Concludes**

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