

# EXECUTIVE COMPENSATION

## IMMERSION PROGRAM

It's Comprehensive. It's Effective. It's Fast.

The Executive Compensation Immersion Program online portal will be your one-stop resource for program information and roster. Access to the portal will be made available prior to your first online meeting.

## APRIL 2019 SCHEDULE

### WEEK 1 — ONLINE MEETING

#### ECIP Foundation

Wednesday, 4/3/19 — 12:00 p.m.–1:00 p.m. ET

In the first online meeting, you will meet your cohort and be a part of an active discussion about executive rewards that will lay the foundation for the Executive Compensation Immersion Program.

### WEEK 2 — FACE-TO-FACE MEETINGS

#### Executive Compensation

Monday-Friday, 4/8/19 - 4/12/19\* — 8:30 a.m.–5:00 p.m.\* ET

- Program Begins: 8:30 a.m.
- Morning Break: 10:00 a.m.–10:30 a.m.
- Lunch: 12:00 p.m.–1:00 p.m.
- Afternoon Break: 3:00 p.m.–3:30 p.m.
- Program Ends: 5:00 p.m., \*Program Ends 12:00 p.m. Friday.

#### Location:

Westin  
Phoenix Downtown  
333 N. Central Ave.  
Phoenix, AZ 85004  
(866)-238-4218

**Special room rate:** \$239

**Reservation deadline:** Mar. 15, 2019

**Mention:** WorldatWork Executive Compensation Immersion Program

A Welcome Reception will be held Sunday starting at 5:30 p.m. in the hotel. This informal get-together is optional and provides an opportunity to meet program leaders and members of your cohort.

On Monday and Tuesday, you will concentrate on the fundamental principles of executive rewards, including strategy, U.S. taxation and regulations, short-term and long-term incentive strategies and plan design, and performance measures.

On Wednesday, you will learn about judgment, ethics, and the ins and outs of a career in executive rewards. For continued discussion and a bit of relaxation, a group networking dinner will be planned for Wednesday evening.

On Thursday and Friday, your focus will be on supplemental benefits, perquisites and determining pay.

### WEEK 3 — ONLINE MEETING

#### Director Compensation

Wednesday, 4/17/19 — 12:00 p.m.–1:00 p.m. ET

During this online meeting, we will explore the role of the board of directors in committee roles and functions within a company with specific attention to the philosophy and trends that guide the valuation of director compensation. We will investigate the governance of director pay and analyze the impact of those decisions through specific examples.

### WEEK 4 — ONLINE MEETING

#### Preparing for a Compensation Committee

Wednesday, 4/24/19 — 12:00 p.m.–1:00 p.m. ET

During week four, you will learn how to plan and prepare for a compensation committee meeting, including determining content, securing internal buy-in, understanding historical context and working effectively with compensation committee consultants.

### WEEK 5 — ONLINE MEETING

#### Gaining Shareholder Approval

Thursday, 5/1/19 — 12:00 p.m.–1:00 p.m. ET

In week five, you will focus on the processes and challenges you may face when working with senior management, compensation committees and shareholders to obtain approval for an equity plan.

### FOLLOW-UP — CONFERENCE CALLS

#### Reconnect

Four one-hour live sessions — 12:00 p.m.–1:00 p.m. ET

Reconnect with peers in follow-up conference calls. During these sessions, participants will have the opportunity to share challenges, solutions and discuss hot topics.

- 6/25/19
- 9/17/19
- 3/31/20
- 6/23/20