

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.

SEPTEMBER 2019 SCHEDULE

WEEK 1 — ONLINE MEETING

ECIP Foundation

Tuesday, 9/17/2019 — 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, 9/23/19-9/27/19* — 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.

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, prerequisites and determining pay.

WEEK 3 — ONLINE MEETING

Director Compensation

Wednesday, 10/2/19 — 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, 10/9/19 — 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, 10/16/19 — 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.

- 3/31/20
- 6/23/20
- 9/15/20
- 3/20/21