

## PROGRAM SCHEDULE

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### WEEK 1

MONDAY -- FRIDAY

A.M. and P.M. Sessions held in 3.5 hour blocks with a 30 minute break and 1 hour break between sessions.

Morning Session: 8:30 a.m. - 12:00 p.m. Local time  
Afternoon Session 1:00 p.m. - 5:00 p.m. Local time

- Monday -Thursday: A.M. and P.M. Sessions
- Friday: A.M. Session Only

ECIP Foundation and Executive Compensation  
This week, 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. You will dive into about judgment, ethics, and the ins and outs of a career in executive rewards. Time will also be spent on supplemental benefits, perquisites and determining pay. On Friday morning we will meet for an open discussion forum and Q&A.

### WEEK 2

WEDNESDAY

Online Session: 12:00 p.m. -- 1:00 p.m. Eastern time.

Director Compensation

During this 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 3

WEDNESDAY

Online Session: 12:00 p.m. -- 1:00 p.m. Eastern time.

Preparing for a Compensation Committee 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 4

WEDNESDAY

Online Session: 12:00 p.m. -- 1:00 p.m. Eastern time

Gaining Shareholder Approval

This week 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.

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## PROGRAM CREDITS

Upon completion of the entire program, attendees will receive the following professional development credits:

WorldatWork Recertification 5 credits

CEUs: 3.5 credits

HRCI: 35 classroom hours

SHRM Recertification: 35 classroom hours

