

VIRTUAL PROGRAM SCHEDULE

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 blocks.

A.M. Block: 10:00 a.m. - 1:30 p.m.

P.M. Block: 2:30 p.m. - 6:00 p.m.

- Monday: P.M. Block Only
- Tuesday --Thursday: A.M. and P.M. Blocks
- Friday: A.M. Block 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

This online session meets from 12:00 p.m. -- 1:00 p.m.

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

This online session meets from 12:00 p.m. -- 1:00 p.m.

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

This online session meets from 12:00 p.m. -- 1:00 p.m.

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.

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

