

# 2009 EXECUTIVE COMPENSATION SYMPOSIUM

New York City, September 24th  
 Silicon Valley, September 30th

## SYMPOSIUM AGENDA AT-A-GLANCE

7:45 AM - 8:45 AM	Continental Breakfast and Registration
8:45 AM - 9:00 AM	Event Kickoff and Welcome
9:00 AM - 10:00 AM	Aligning Pay with Performance in a Down Economy
10:00 AM - 10:30 AM	Networking Break
10:30 AM - 11:30 AM	Long-Term Incentives and Equity Grant Practices
11:30 AM - 12:30 PM	2009 Management Pay Trends — Insights from Equilar's Top 25 Survey
12:30 PM - 1:30 PM	Lunch
1:30 PM - 2:30 PM	The Changing Regulatory Landscape and its Impact on SEC Disclosure
2:30 PM - 3:30 PM	Let's Hear from the Institutions — Getting Ready for Say on Pay
3:30 PM - 4:00 PM	Networking Break
4:00 PM - 5:00 PM	Looking Ahead — What's in Store for 2010
5:00 PM - 6:00 PM	Networking Wine Reception

## WHY SHOULD I ATTEND?

- **The Only Conference that Puts Exec Comp in First Place.** The agenda for the 2009 Executive Compensation Symposium is carefully crafted to touch upon all of the critical issues facing compensation professionals today, including pay trends, emerging disclosure requirements, equity awards, pay for performance, say on pay, and potential issues for 2010.
- **Where Else Can You Hear the Full Story?** As an independent research firm, Equilar is uniquely positioned to bring together key leaders representing all points of view, including the media, shareholder advisory firms, institutional investors, compensation consulting firms, attorneys and corporations.
- **Take Advantage of Superior Networking Opportunities.** Networking is great, but networking with the right people is what really counts. As the only pure executive compensation conference, Equilar's Executive Compensation Symposiums offers you access to the network you care about most.
- **Make the Most of Your Time and Budget.** In today's challenging economic environment, everyone needs to maximize their training budgets. That's why we are bringing a focused one-day executive compensation conference to you.

# EXECUTIVE COMPENSATION SYMPOSIUM AGENDA\*

7:45 AM - 8:45 AM CONTINENTAL BREAKFAST AND REGISTRATION

8:45 AM - 9:00 AM EVENT KICKOFF AND WELCOME

**David Chun** Equilar  
*Chief Executive Officer and Founder*

9:00 AM - 10:00 AM **ALIGNING PAY WITH PERFORMANCE IN A DOWN ECONOMY**

Amid the clamor for increased links between pay and performance, few casual observers realize that setting performance targets in a volatile economy is fraught with difficulties. With little insight into future results, companies are adopting a plethora of new practices to manage the current environment. However, concerns about 'excessive risk' loom over compensation professionals who must balance short-term goals with long-term stability. Our panel will discuss the complex interplay between current needs and broader incentive plan design issues.

#### New York City Moderator

**Maria Sharpe** PepsiCo  
*Senior Vice President,  
Compensation & Benefits*

#### New York City Panelists

**Blair Jones** Semler Brossy Consulting Group  
*Managing Principal*

**Frederic W. Cook** Frederic W. Cook & Co.  
*Founding Director*

**Todd Gershkowitz** Farient Advisors  
*Senior Vice President*

**Dan Baker** Staples  
*Vice President, Compensation Benefits &  
HR Planning*

#### Silicon Valley Moderator

**Dave Larcker** Stanford  
*Co-Director of the Arthur and Toni Rembe  
Rock Center for Corporate Governance*

#### Silicon Valley Panelists

**Jack Dolmat-Connell** DolmatConnell  
*Managing Principal*

**Dan Marcus** Semler Brossy Consulting Group  
*Managing Principal*

**John Borneman** Farient Advisors  
*Senior Vice President, Client Delivery*

**Mark Gordon** Hewitt Associates  
*Principal*

10:00 AM - 10:30 AM NETWORKING BREAK

10:30 AM - 11:30 AM **LONG-TERM INCENTIVES AND EQUITY GRANT PRACTICES**

Although option exchanges and repricings grab headlines, they represent only a small fraction of the many changes companies made to equity grant practices in the last year. Some companies granted shares more frequently to address market volatility, others extended vesting terms to add new life to sinking stock options and a few firms 'doubled down' on equity grants to boost incentives in a down market. As these diverse practices proliferate, a new, more nuanced, equity compensation landscape is emerging. Our panel will discuss the pros and cons of new equity strategies.

#### New York City Moderator

**Kevin Hallock** Cornell University  
*Professor of Labor Economics and Human  
Resource Studies*

#### New York City Panelists

**Terry Adamson** Radford  
*Senior Vice President*

**Russ Miller** ClearBridge Compensation Advisors  
*Managing Director*

**Jack Dolmat-Connell** DolmatConnell  
*President and CEO*

**Haroon Saeed** Prudential  
*Vice President, Compensation*

#### Silicon Valley Moderator

**Brett Harsen** Radford  
*Vice President*

#### Silicon Valley Panelists

**Nancy Mesereau** Fidelity Stock Plan Services  
*Vice President, Stock Plan Services*

**Wendy Lynn Davis** Cooley Godward Kronish LLP  
*Partner*

**Chris Gann** Starbucks  
*Vice President, Total Pay*

**Brit Wittman** Intel  
*Director of Executive Compensation  
and Corporate Compensation Design*

11:30 AM - 12:30 PM

### 2009 MANAGEMENT PAY TRENDS — INSIGHTS FROM EQUILAR'S TOP 25 SURVEY

Leveraging a complete set of data from proxy season 2009 and new findings from Equilar's annual Fortune 1000 survey, this data driven presentation will look at key compensation trends for management positions. We will take an in-depth look at several key management positions, compensation and long term incentive grant practices along with comparisons to Top 5 pay trends.

**Andrew Comstock** Equilar  
*Top 25 Survey Product Manager*

12:30 PM - 1:30 PM

### LUNCH

1:30 PM - 2:30 PM

### THE CHANGING REGULATORY LANDSCAPE AND ITS IMPACT ON SEC DISCLOSURE

New leadership in Washington has ushered-in an unprecedented wave of legislation regarding executive compensation. In the midst of these regulatory changes, a reinvigorated SEC is starting to take aim at a number of key disclosure issues. Our panel will discuss the new SEC agenda including, improved disclosure of director qualifications, broadened disclosure of the intersection between incentives and risk and calls for information on the pay of executives beyond the top-5.

#### New York City Moderator

**Stewart Reifler** Vedder Price  
*Head - NY Executive Compensation*

#### New York City Panelists

**David Della Rocca** Latham & Watkins  
*Partner*

**Robbi Fox** Hewitt Associates  
*Principal and Senior Consultant*

**Michael Segal** Wachtell, Lipton,  
Rosen & Katz  
*Partner, Executive Compensation  
and Employee Benefits*

**Phil Lochner** Clarcor, CMS Energy, Crane  
*Director*

#### Silicon Valley Moderator

**F. Daniel Siciliano** Stanford Law School  
*Arthur & Toni Rembi Rock Center for  
Corporate Governance, Faculty Director  
Associate Dean for Executive Education  
and Special Programs*

#### Silicon Valley Panelists

**Joseph Yaffe** Skadden, Arps, Slate,  
Meagher & Flom LLP  
*Partner*

**Ross Zimmerman** Exequity  
*Co-Founder*

**Sharon Hendricks** Gunderson Dettmer  
*Executive Compensation Partner*

2:30 PM - 3:30 PM

### LET'S HEAR FROM THE INSTITUTIONS — GETTING READY FOR SAY ON PAY

While shareholder votes on compensation are not yet a reality for all companies, the winds of change are blowing strongly in favor of Say on Pay. As Say on Pay approaches, companies need to know where the battle lines will be drawn. Will investors focus on governance practices, the link between pay and performance or potential termination payments? Or all of the above? Our panel of shareholder advisors and institutional investors will offer their opinions on the key issues for shareholders and companies to consider. With these possibilities in mind, our panel will discuss what's in store for 2010.

#### New York City Moderator

**Christian Plath** Moody's  
*Vice President, Corporate Governance*

#### New York City Panelists

**Robert McCormick** Glass Lewis & Co.  
*Chief Policy Officer*

**Valerie Ho** RiskMetrics  
*Head of Compensation Research*

**Yvonne Chen** Pearl Meyer & Partners  
*Managing Director*

**Doug Wilson** Dover Corporation  
*Global Leader, Compensation & Benefits*

#### Silicon Valley Moderator

**Doug Chu** NYSE  
*Senior Vice President,  
Head of Western Region*

#### Silicon Valley Panelists

**Robert McCormick** Glass Lewis & Co.  
*Chief Policy Officer*

**Valerie Ho** RiskMetrics  
*Head of Compensation Research*

**Marty Somelofske** Deloitte  
*Principal & Practice Leader*

3:30 PM - 4:00 PM NETWORKING BREAK

4:00 PM - 5:00 PM LOOKING AHEAD — WHAT'S IN STORE FOR 2010

2008 and early 2009 were periods of tremendous upheaval in the world of executive compensation. And while we would all appreciate some rest and recuperation, that is probably not in the cards for 2010. Still, next year offers some promise of resolution. We will likely have new disclosure rules, Say on Pay, more guidance on dealing with excessive risk and hopefully more visibility on when an economic recovery will occur.

**New York City Moderator**

**Charlie Tharp** Center on Executive Compensation  
*Executive Vice President for Policy*

**New York City Panelists**

**Doug Friske** Towers Perrin  
*Managing Principal & Executive Compensation and Rewards Global Practice Leader*

**Irv Becker** Hay Group  
*National Practice Leader for Executive Compensation*

**Ira Kay Watson** Wyatt  
*Practice Director, Compensation Consulting*

**Silicon Valley Moderator**

**Tim Bartl** Center on Executive Compensation  
*Senior Vice President and General Counsel*

**Silicon Valley Panelists**

**Jim Hughes** Pearl Meyer & Partners  
*Senior Managing Director and Office Director*

**George Paulin** Frederic W. Cook  
*Chairman and Chief Executive Officer*

**Tim Sparks** Compensia  
*President*

**Scott Thurm** The Wall Street Journal  
*Management Bureau Chief*

5:00 PM - 6:00 PM NETWORKING WINE RECEPTION

\*Agenda as of most recent publish date, subject to change.

## WITH SPECIAL THANKS

Equilar would like to thank the following organizations for supporting and participating in the 2009 Executive Compensation Symposium:



# REGISTRATION AND PRICING

## NEW YORK CITY

September 24, 2009  
Embassy Suites New York  
New York, NY

## SILICON VALLEY

September 30, 2009  
Techmart  
Santa Clara, CA

ATTENDEE TYPE	STANDARD PRICE
CLIENTS	
Corporations	\$449
Service Providers*	\$999**
NON-CLIENTS	\$1,499

\* Limit two per client.

\*\* Requires discount code. To receive your discount code, please contact your Account Manager or email [symposium2009@equilar.com](mailto:symposium2009@equilar.com).

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