

# EXECUTIVE COMPENSATION

## IMMERSION PROGRAM

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

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

**NOVEMBER 2020**  
**VIRTUAL SCHEDULE**

### WEEK 1 — VIRTUAL LIVE MEETING

#### ECIP Foundation and Executive Compensation

**Monday-Friday, 11/2/20 -11/6/20**

(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. ET

P.M. Block: 2:30 p.m. – 6:00 p.m. ET

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

Combining weeks 1 and 2 from our in-person programming, the week will begin with meeting your cohort and being a part of an active discussion about executive rewards that will lay the foundation for the Executive Compensation Immersion Program.

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, prerequisites and determining pay. On Friday morning we will meet for an open discussion forum and Q&A.

### WEEK 2 — ONLINE MEETING

#### Director Compensation

**Wednesday, 11/11/20 — 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 3 — ONLINE MEETING

#### Preparing for a Compensation Committee

**Wednesday, 11/18/20 — 12:00 p.m. – 1:00 p.m. ET**

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 — ONLINE MEETING

#### Gaining Shareholder Approval

**Tuesday, 12/2/20 — 12:00 p.m. – 1:00 p.m. ET**

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.

### 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.

- 3/30/21
- 6/22/21
- 9/14/21
- 3/22/22