

IPEBLA

International Pension & Employee Benefits Lawyers Association



Workshop 21: “Executive Compensation (other than Pensions)”

Finding the right person to lead a corporation in the current economic times can be a challenge. Senior executives are expected to motivate employees and formulate a clear vision and direction for the company, while satisfying investors that are monitoring the company performance. Such visionaries are usually attracted by an interesting and challenging opportunity – but having a competitive compensation package, other than a generous wage and pension package, in place will help to attract and retain the right person. This workshop will analyze several other forms of alternate compensation packages that are being negotiated.

- Equity – is it as popular as it once was with executives?
 - Stock grants, stock options, phantom stock – tax implications
- Deferred Compensation – will the tax authorities still permit?
- Flexible work arrangements and other non-monetary forms of compensation
 - Club memberships, car allowances, insurance
- Pay for performance – how effective is it?
 - Putting more weight on variable compensation, including equity
 - Aligning compensation with risk assessments and desired outcomes
- Disclosure obligations – does more disclosure ensure better performance?
 - Should shareholders have a say in executive compensation?