



8th Annual

Executive Compensation Summit

June 12-14, 2017 | Swissôtel | Chicago, IL



2017

Dear Colleague,

For the past eight years, the Equilar Executive Compensation Summit has attracted leaders in executive compensation to explore the complex, interrelated issues around executive pay. We are pleased to invite you to join more than 400 senior-level professionals in Chicago from June 12-14, 2017 for what is sure to be our strongest program to date.

As the leading resource for unbiased data and solutions on executive compensation benchmarking, board governance and shareholder engagement issues, Equilar is proud to partner with an esteemed group of industry advisors to deliver a thought-provoking, content-rich agenda with an unparalleled lineup of speakers.

Make plans to join us this summer to gain unique insights from experienced HR, compensation and governance executives, network with an elite mix of business leaders representing public companies across industries and geographies, and take away proven ideas and new initiatives to help your company implement executive pay programs that meet both management's and shareholders' expectations.

We look forward to seeing you in Chicago!



A handwritten signature in black ink, appearing to read "David Chun". The signature is fluid and cursive.

David Chun
Chief Executive Officer
Equilar, Inc.



Network with compensation and HR executives of the nation's top companies.

3M Co.	AutoNation Inc.	CBS Corp.	Dover Corp.	Harsco Corp.
ADP Inc.	Bank of America Corp.	Cisco Systems Inc.	Dunkin' Brands Group Inc.	Hilton Worldwide Holdings
Aeropostale Inc.	BioScrip Inc.	Cox Enterprises Inc.	DuPont	Huntington Bancshares
Aetna Inc.	Boston Scientific Inc.	Darden Restaurants	Exxon Mobil Corp.	Iron Mountain Inc.
Albemarle Corp.	Brunswick Corp.	Deere & Company	Gap Inc.	Johnson & Johnson
Altria Group Inc.	Bunge Ltd.	Dell Inc.	Graco Inc.	Key Bank
American Express Co.	Callaway Golf Co.	Delphi Automotive	Halliburton Co.	LifeLock Inc.
Asbury Automotive Group Inc.	Capital One Financial	Delta Air Lines Inc.	Harley-Davidson Motor Co.	LinkedIn Corp.

SUMMIT HIGHLIGHTS

Candid Advice From Experienced Compensation Executives

A mix of general session panels and targeted breakouts will cover a broad range of compensation challenges related to regulatory requirements, shareholder expectations, talent management and much more.

Industry-Focused Roundtables

Intensive, audience-driven industry workshops provide a forum to share ideas, challenges and solutions with your peers to help you make the most informed compensation decisions.

Unmatched Networking

Attendee networking is an integral part of the Summit. An interactive exhibit hall with meals, receptions and an attendee scavenger hunt offer ample opportunities to build relationships and engage with other compensation and HR executives from across the country.

Kick off the Summit with unique networking opportunities on Monday, June 12!

Activities hosted by



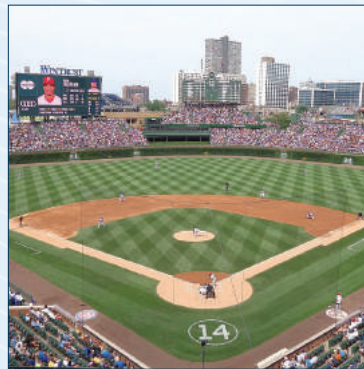
Golf Outing at Ruffled Feathers Golf Club

Anchored by an exquisite Pete Dye-designed championship layout, Ruffled Feathers Golf Club boasts remarkable amenities and a breathtaking natural setting, earning its recognition among the state's premier golf properties.



Lunch and Wrigley Field Tour

Following lunch at the iconic Rokit Burger Bar across the street from Wrigley Field, experience the 100-year history of Wrigley Field with visits to the Seating Bowl, Upper Deck, Bleachers, Jack Daniels Patio and Field. The tour will be led by a Chicago Cubs' legend.



**Transportation will be provided from the Swissôtel for both activities. Space is limited to 40 participants per activity.*

We are proud to list the following companies as past and current participants of the Summit.

Marathon Oil Corp.	Mondelez International Inc.	PetSmart	Rockwell Collins Inc.	The Home Depot Inc.
Masonite International Corp.	Mylan	Philip Morris International Inc.	Seagate Technologies	Time Warner Inc.
MasterCard Inc.	Newfield Exploration	Phillips 66	Sonoco Products	Torchmark Corp.
McDonald's Corp.	Nordstrom Inc.	Pier 1 Imports Inc.	Spectra Energy	TripAdvisor Inc.
McKesson Corp.	Norfolk Southern	Pioneer Natural Resources	State Street Corp.	United Airlines Inc.
Medtronic	Novelis Inc.	Procter & Gamble Co.	The Cheesecake Factory Inc.	UPS Inc.
MetLife	ONEOK Inc.	Qualcomm Inc.	The Coca-Cola Co.	Ventas Inc.
Microsoft Corp.	Outerwall Inc.	Ralph Lauren Corp.	The Hershey Co.	Walmart Stores Inc.

KEYNOTE SPEAKER

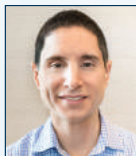


Tom Quadman

Executive Vice President

U.S. Chamber Center for Capital Market Competitiveness

FEATURED SPEAKERS



Chris Bellanca

Vice President,
Executive Compensation
PepsiCo



Shelly Carlin

Executive Vice President
**Center On Executive
Compensation**



Marcia Casey

Director,
Executive Compensation
Northrop Grumman



Michael Davis

HR Advisor; Former EVP,
Global Human Resources
General Mills



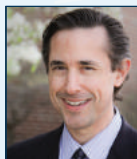
Emily Del Toro

Director of Executive
Compensation, Equity and
Retirement Programs
Intuit, Inc.



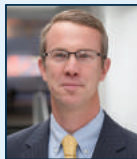
Christina Hall

Vice President,
Global Compensation and HR
LinkedIn



Steve Keyes

Vice President,
Compensation & Benefits
Abercrombie & Fitch



Rob Main

Senior Manager,
Corporate Governance
The Vanguard Group



Shane Meredith

SVP & Head of Executive and
Strategic Compensation
Northern Trust



Gary Prescott

Vice President,
Compensation
Exelon



Fran Skinner

Compensation Committee Chair
Diamond Hill Investment Group



Brit Wittman

Director,
Executive Compensation
Intel



Jim Woodrum

Compensation Committee Chair
**Packaging Corporation of
America**



ADDITIONAL FEATURED SPEAKERS

Jennifer Anderson

Vice President,
Human Resources
Janus Capital

Kelly Geerts

Director, Advanced Solutions
E*TRADE Corporate Services, Inc.

Daniel Laddin

Partner
Compensation Advisory Partners

Robert Purser

Partner
PwC

Irv Becker

North American Leader, Executive
Compensation Practice
Korn Ferry Hay Group

Matthew Goforth

Associate Research Manager
Equilar, Inc.

Doreen Lilienfeld

Partner
Shearman & Sterling

Daniel Rodda

Lead Consultant
Meridian Compensation Partners

Kasey Belyea

Director, Total Rewards
Qualcomm Inc.

Ryan Harvey

Partner
Meridian Compensation Partners

Takis Makridis

Chief Executive Officer
Equity Methods

Megan Arthur Schilling

Associate
Cooley

Melissa Burek

Partner
Compensation Advisory Partners

Eric Hosken

Partner
Compensation Advisory Partners

David Martin

Principal
CamberView Partners

Ron Schneider

Director, Governance Services
Donnelley Financial Solutions

Jon Burg

Partner
Radford

Blair Jones

Managing Director
Semler Brossy Consulting Group

Chelsea Mason

Senior Associate
ClearBridge Compensation Group

Marshall Scott

Senior Director
Alvarez & Marsal

Emily Cervino

Vice President
Fidelity Stock Plan Services

Dan Kapinos

Associate Partner
Aon

Jamie McGough

Partner
Meridian Compensation Partners

Aalap Shah

Managing Director
Pearl Meyer

Benjamin Chereskin

Compensation Committee
Member
Cinemark Holdings

Ira Kay

Managing Partner
Pay Governance

Michael Melbinger

Partner
Winston & Strawn

Brant Shelor

Partner
Mercer

David Chun

Chief Executive Officer
Equilar, Inc.

TK Kerstetter

Host
Inside America's Boardrooms

Wells Miller

Counsel
Choate Hall & Stewart

Cimi Silverberg

Principal
FW Cook

Christopher Dorhmann

Executive Director, Business
Development – U.S.
Equatex

Arthur Kohn

Partner
Cleary Gottlieb Steen & Hamilton

Susan O'Donnell

Partner
Meridian Compensation Partners

Sven Skillrud

Senior Director, Executive &
North America Compensation
Mondelez International

Mark Emanuel

Principal
Semler Brossy Consulting Group

Jan Koors

Managing Director
Pearl Meyer

David Outlaw

Manager
Equity Methods

Eric Stern

Vice President,
Compensation & Benefits
Allergan plc

Will Ferguson

Senior Partner
Mercer

James Kroll

Director
Willis Towers Watson

Gregg Passin

Senior Partner, North America
Executive Rewards Practice Leader
Mercer

Roger Sturtevant

Senior Principal
Mercer | Comptryx

SUMMIT AGENDA

MONDAY, JUNE 12

Noon – 8:00 p.m.
Summit Registration

7:00 a.m. – 3:00 p.m.
Golf Outing at Ruffled Feathers
Golf Club*

11:00 a.m. – 3:00 p.m.
Lunch and Behind-the-Scenes
Tour of Wrigley Field*

5:30 p.m. – 7:00 p.m.
Partner Showcase Opening &
Cocktail Reception

7:00 p.m. – 9:00 p.m.
Welcome Reception, Casino and
Entertainment*

**These activities are hosted by*

E*TRADE[®]
CORPORATE SERVICES

TUESDAY, JUNE 13

7:00 a.m. – 7:00 p.m.
Exhibit Hall Open

7:00 a.m. – 8:00 a.m.
Breakfast in Exhibit Hall

7:00 a.m. – 11:30 a.m.
Barista Stand
Hosted by



Prudential

8:00 a.m. – 8:15 a.m.
Welcome Remarks

8:15 a.m. – 9:05 a.m.
Keynote: Tom Quaadman, Executive Vice
President, U.S. Chamber Center for Capital
Market Competitiveness

9:05 a.m. – 9:45 a.m.
Point Counterpoint: Debating
Compensation Practices

9:45 a.m. – 10:15 a.m.
Refreshments & Networking Break in
Exhibit Hall

TUESDAY, JUNE 13 (continued)

10:15 a.m. – 11:15 a.m.

Breakout Tracks *(select one)*

Global CEO Pay Trends: An Update

Game of Thrones: Performance
Grants Revisited

Effective Incentive Plan Disclosure in a
Skeptical World

11:15 a.m. – 12:15 p.m.

Breakout Tracks *(select one)*

Peer Groups: Helping or Hurting Your
Comp Program?

Incentive Goal-Setting in Difficult Times

CEO Pay Ratio Disclosure Case
Studies: What to Expect

12:15 p.m. – 1:50 p.m.

Power Lunch

Keynote: **Second City Communications**

Collaboration, compensation, engagement ... all tied into an entertaining short-form improvisation show. Don't miss this entirely original set with live audience participation to address executive compensation in the most interesting way imaginable!

The Second City
WORKS

1:50 p.m. – 2:40 p.m.

Breakout Tracks *(select one)*

The Reality of Restrictions:
Post-Vesting Holding Restrictions

Incentive Design Strategy in a
Post-TSR World

Reevaluating Compensation Disclosure
and Shareholder Engagement

2:40 p.m. – 3:10 p.m.

Refreshments & Networking Break in
Exhibit Hall

Hosted by



SUMMIT AGENDA

TUESDAY, JUNE 13 (continued)

3:10 p.m. – 4:00 p.m.

Insights From the Boardroom: What Comp Committees Want

4:00 p.m. – 4:50 p.m.

Through the Looking Glass: What Does the Future Hold for Executive Compensation?

4:50 p.m. – 5:00 p.m.

Closing Remarks

5:00 p.m. – 7:00 p.m.

Cocktail Reception in Exhibit Hall

**Dinner on own*

WEDNESDAY, JUNE 14

7:00 a.m. – 8:00 a.m.

Breakfast & Networking in Exhibit Hall

7:00 a.m. – 11:30 a.m.

Barista Stand in Exhibit Hall

Hosted by



8:00 a.m. – 8:10 a.m.

Welcome

8:10 a.m. – 9:00 a.m.

The Investors' Perspective: Key Compensation Considerations

9:00 a.m. – 10:30 a.m.

Industry Roundtables and Product Training

Attendees can choose to attend industry peer group discussions or a product training session with Equilar product experts who will walk through the different features and capabilities of Equilar's award-winning executive compensation benchmarking and shareholder engagement platform.

▶ **Financial Services & Insurance**

Facilitated by
Meridian Compensation Partners

▶ **Technology, Media & Telecom**

Facilitated by
Mercer

▶ **Industrial Products**

Facilitated by
Pearl Meyer

▶ **Healthcare & Pharmaceutical**

Facilitated by
Pay Governance

▶ **Energy & Utilities**

Facilitated by
FW Cook

▶ **Retail & Leisure**

Facilitated by
Semler Brossy

▶ **Consumer Products**

Facilitated by
Compensation Advisory Partners

SUMMIT AGENDA

WEDNESDAY, JUNE 14 (continued)

10:30 a.m. – 10:45 a.m.
Refreshments & Networking Break in Exhibit Hall

10:45 a.m. – Noon
Industry Roundtables and Product Training Reconvene

Noon – 1:00 p.m.
Lunch Buffet in Exhibit Hall

1:00 p.m. – 4:00 p.m.
WorldatWork Session:

The Art of Gaining Shareholder Approval of Equity Compensation Plans

How do you get buy-in from your shareholders when your company needs more shares for your equity pool or you need to redesign your long-term incentive plan? Your proposal needs to be comprehensive and delicately balanced to ensure your shareholders understand the value this change has for the company, but also how it will lead to increased shareholder value. Why should they give up shares and approve this plan? Careful planning is critical to gain acceptance for the equity plan or request for additional shares.

In this educational session, you will gain the knowledge, tools and insights necessary to gain shareholder approval. Learn about the processes and challenges you may face when working with senior management, compensation committees and shareholders. Also, learn how to identify key stakeholders and tailor your approach to address their concerns. Join our panel of expert practitioners, and learn from their experience.

“It’s the one event I look forward to every year. If I could only go to one conference, it would be Equilar’s Summit”

– 2016 Summit Attendee



“The Summit provides a lot of interesting ideas—immediately applicable.”

– 2016 Summit Attendee



“Fantastic event. Something for everyone”

– 2015 Summit Attendee



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REGISTRATION AND HOTEL DETAILS

REGISTER ONLINE at www.equilar.com/summit2017

For registration questions, please contact:

(844) 359-3389 or equilarsummit2017@registration.eeginc.com

REGISTRATION RATES

Equilar Clients: \$1,795 | Non-Clients: \$3,590

The registration fee does not include optional networking activities on Monday, June 12, travel or hotel accommodations. Golf is an additional \$250, and the Wrigley Tour is \$200.

Conference Cancellation & Substitution Policy

Confirmed Summit registrants who fail to notify Equilar of cancellation in advance forfeit all fees paid. All cancellation notices must be submitted in writing to equilarsummit2017@registration.eeginc.com. Notices received before May 1, 2017 are eligible for a 100% refund of the registration fees. Notices received between May 1, 2017 and May 29, 2017 will be subject to a \$150 cancellation fee. Notices received after May 29, 2017 will receive a credit of equal value that may be used toward another Equilar event within one year. Prices and programs are subject to change without notice.

You may transfer your registration to another person until 72 hours before the Summit by providing authorization to us at equilarsummit2017@registration.eeginc.com. In the unlikely event of cancellation of the conference, the liability of Equilar is limited to the return of paid registration fees. Equilar Inc. assumes no liability for any nonrefundable travel, hotel, or related expenses incurred by registrants.

EVENT VENUE



SWISSÔTEL CHICAGO

www.swissotel.com/hotels/chicago

Equilar has reserved a block of rooms with a discounted rate of \$359/per night. Hotel reservations are made during the Summit registration process and not directly with the hotel.

Designed by renowned Chicago architect Harry Weese, the Swissôtel Chicago is an award winning luxury hotel ideally situated in the confluence of the Chicago River and Lake Michigan. The hotel is just steps away from exclusive shopping on The Magnificent Mile in downtown Chicago, with fabulous wrap-around views from Navy Pier to Millennium Park.

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SUMMIT300

BEFORE APRIL 30



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WHY YOU SHOULD ATTEND

The Premier Compensation Event

No other event offers as elite an audience of public company compensation and HR executives with top-notch speakers on the topics that matter most.

Real-World Solutions

Comprehensive sessions deliver pertinent, firsthand insights to help you tackle the dizzying array of compensation challenges, regulatory requirements and shareholder expectations.



Keynote Speaker

Tom Quadman

Executive Vice President
U.S. Chamber Center for Capital Market Competitiveness

