Executive compensation is highly visible and often controversial. Both for-profit and non-profit organizations face regulatory pressures to pay appropriately while being able to attract and retain top executive talent.

Recent legislation requires shareholders to have a say-on-pay (SOP) vote on the compensation policies and practices of the named executive officers (NEOs) of public companies. This has created new areas of risk for public companies, their boards of directors and their senior executives, such as director elections and requests for new/additional shares under equity-based compensation plans.

**What We Hear From Clients**

- The press is all over our CEO’s total package, calling it “over the top”.
- We’re concerned that our stock plans are not well aligned with key performance metrics or motivate the right behavior.
- We have change in control agreements, but we’re not sure if they’re competitive or appropriate.
- Do we need employment agreements? How should they be structured?
- We want to be sure our cash and equity incentive plans are truly performance-based.
- As a non-profit, we need to ensure that total remuneration for our executives isn’t excessive.

**How We Help**

We know shareholder optics are getting more attention and both public and private organizations are responding to these demands, while the global executive talent market is increasingly competitive. Our objective is to prevent your executive compensation plans from ending up in the spotlight that say-on-pay and other continually evolving reporting requirements have created — while ensuring your total compensation packages is competitive in the market. Our services achieve these goals in several ways:

- Ensure total compensation packages are competitive, reasonable, and designed to attract and retain top executive talent
- Identify strategies to achieve compensation philosophies based on organizational priorities, competitor practices and affordability
- Conduct detailed market analyses on levels of pay and pay mix
- Recommend long-term incentive equity and cash alternatives that are appropriate for organization size, ownership and industry
- Review compensation plans and recommend changes to ensure compliance and tax effectiveness with the ever-changing regulations of the SEC and IRS

Is your executive compensation satisfying both stakeholders and executives?
Optimal People, Optimal Pay, Optimal Performance

We help our clients develop, implement, and put into operation a people strategy that drives business success.

Outcomes of Balanced Executive Compensation:
- Attraction and retention of top-tier executives
- Managed shareholder or donor optics and expectations
- Mitigation of financial and legal risks by ensuring compliance and documentation

Learn More
To find out more, contact our Career Practice consulting team at 1 866.355.6647 or hrconsulting@xerox.com.

Xerox HR Consulting is delivered through Buck Consultants at Xerox.

Career: People, Pay & Performance

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