

2009 EXECUTIVE COMPENSATION SYMPOSIUM

The Preeminent Event for Executive Compensation Professionals

Whether you're an experienced human resources professional or a first-year compensation analyst, you know that the stakes have never been higher in the world of executive compensation. Public scrutiny of pay practices has fueled a firestorm of criticism from politicians, institutional investors, the media and your fellow employees. Because the margin for error when setting pay programs is shrinking at an alarming rate, now is the time to arm yourself with the knowledge and tools you need to make informed decisions.

We invite you to join Equilar and industry leaders from all facets of the executive compensation landscape to explore today's top issues and emerging best practices at an Executive Compensation Symposium near you. Equilar's one-day conferences feature informative panels with top speakers, along with unparalleled networking opportunities with your peers and leading service providers.

Featured Speakers

- **Timothy J. Bartl**
Senior Vice President and General Counsel
Center on Executive Compensation
- **Irv Becker**
National Practice Leader for
Executive Compensation
Hay Group
- **Frederic W. Cook**
Founding Director
Frederic W. Cook & Co., Inc.
- **Douglas J. Friske**
Managing Principal and Executive
Compensation and Rewards Global
Practice Leader
Towers Perrin
- **Valerie Ho, CCP, CEP**
Head of Compensation Research
RiskMetrics Group
- **Blair N. Jones, CCP**
Managing Principal
Semler Brossy Consulting Group
- **Ira Kay**
Practice Director,
Compensation Consulting
Watson Wyatt Worldwide
- **David Larcker**
Co-Director of the Arthur and Toni Rembe
Rock Center for Corporate Governance
Stanford University Graduate School
of Business
- **Robert McCormick**
Chief Policy Officer
Glass Lewis & Co.
- **George Paulin**
Chairman and Chief Executive Officer
Frederic W. Cook & Co., Inc.
- **Stewart Reifler**
Head - NY Executive Compensation
Vedder Price
- **Tim Sparks**
President
Compensia, Inc.
- **Charlie Tharp**
Executive Vice President for Policy
HR Policy Association
- **Brit Wittman**
Director, Executive Compensation and
Corporate Compensation Design
Intel Corp.

Symposium Locations

New York City

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

Silicon Valley

September 30, 2009
Techmart
Santa Clara, CA

Register Now

www.equilar.com/symposium2009

Equilar, Inc.
303 Twin Dolphin Drive
Suite 201
Redwood Shores, CA 94065
symposium2009@equilar.com

Why should I attend?

- **Don't Waste Your Time at Conferences that put Executive Compensation in 2nd 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 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 Symposium series 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.

Symposium Schedule

TIME	SESSION
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	Emerging Executive Compensation Trends and Practices
10:00 AM – 10:30 AM	Networking Break
10:30 AM – 11:30 AM	The Changing Regulatory Landscape and its Impact on SEC Disclosure
11:30 AM – 12:30 PM	Long-Term Incentive Design and Equity Grant Practices
12:30 AM – 1:30 PM	Lunch
1:30 PM – 2:30 PM	Aligning Pay with Performance in a Down Economy
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

How do I register or get more information?

Visit www.equilar.com/symposium2009 or call our team at (877) 441-6090. We look forward to seeing you!