

## Executive Compensation for the Business Executive

### Presented by CONNECT FrameWorks Workshops

Sheppard Mullin, Del Mar

08.24.2010

Executive Compensation, on either end of the negotiation, can be one of the most sensitive negotiations for an enterprise and executive. In addition, recent changes in securities, accounting and tax regulations have significantly impacted the structure of non-cash compensation. Executives, and those building their management team, need to consider the various options, benefits, and terms that can be offered, and be aware of the consequences their agreements and compensation programs will incur in the future. This workshop will present the fundamental concepts of executive and performance compensation, and explain how these concepts are reflected in a contract. It will also review standard compensation programs to incentivize management, and will demonstrate these points by using examples specific to executive employment agreements and equity incentive plans.

#### What You Will Learn:

- Building competitive employment agreements
- Examples of well prepared documentation
- Pitfalls to avoid
- Fundamentals of equity compensation
- Good corporate governance practices

#### Who Should Attend:

Founders, CEOs, Entrepreneurs, Business Development Professionals, Managers who are seeking fundamental knowledge about executive compensation, incentive compensation programs, equity compensation programs and trends in . There will be ample time for networking and Q&A provided. Please, no competing law firms.

#### When:

Tuesday, August 24, 2010

7:30 a.m. - 8:00 a.m. - Registration

8:00 a.m. – 10:00 a.m. - Program

*A light breakfast will be provided for participants.*

#### Where:

Sheppard Mullin

12275 El Camino Real, Suite 200

San Diego, CA 92130

**Fees:**

Pre-Registration - \$45.

At the Door - \$65.

**To RSVP please click here**

\*Note: Registration will close on or before August 23

**About the Presenters:**

Jeremy Anderson advises clients in the areas of executive pay, equity strategy design and sales force compensation. His experience includes the design and implementation of sales compensation programs, equity strategies, base pay structures, short-term incentives and performance management systems. In addition, he assists clients with the development of organization-wide communication strategies in support of new program launches. Prior to Barney & Barney, Jeremy was a founding Principal with Remedy Compensation Consulting, a consulting principal with Top Five Data Services, Inc., a consultant with iQuantic in their San Francisco office, and was a senior consultant in Arthur Andersen's Human Capital Service practice. Jeremy holds a B.B.A in both Finance and Organizational Behavior & Business Policy from Edwin L. Cox School of Business, Southern Methodist University.

Jamie Mercer is a partner in the Corporate Practice Group of Sheppard Mullin Richter & Hampton LLP. Jamie's practice concentrates on capital markets, including financing for both publicly traded and privately held companies. He regularly counsels management and Boards of Directors on executive compensation, compensation programs and corporate governance issues.

**Questions?** Please contact Linda Wells, [lmwells@connect.org](mailto:lmwells@connect.org) or (858) 964-1319