Executive Compensation

What is executive compensation, and why does it matter?

What goes into it?

* Salary
* Cash incentive (performance bonus)
* Cash bonus (non-performance)
* Equity awards
* Benefits

Other considerations:

* Compensation Philosophy
* Severance and Change-In-Control (CIC)
* Employment contracts / agreements
* Payout curves
* Vesting schedules
* Performance metrics
  + STI
  + LTI
* Peer groups
* Say-on-Pay votes
* CEO Pay Ratio
* 162(m) considerations (maybe?)

Board of Directors

* Shareholder governance
* Committees
* Chairman of the Board / Lead Director
* Retainers
* Meeting fees
* Stock awards