

Contact: Amanda Beck
(202) 789-8604
abeck@execcomp.org

FOR IMMEDIATE RELEASE
November 13, 2013

Equilar Platform to Include Center-Led Working Group Best Practice Approach to Pay for Performance Analysis

Washington, D.C. – As a co-leader of The Conference Board Working Group on Supplemental Pay Disclosure, The Center On Executive Compensation today announced its partnership with Equilar, the leader in executive compensation benchmarking and governance research to encourage the adoption of more standardized Realizable and Realized Pay methodologies as defined by the [Working Group’s Realizable/Realized Pay Conceptual Framework](#) that reflect industry best practices. By adding the Working Group’s Realizable/Realized methodologies to Equilar’s P4P analytics platform, companies will now be able to enhance their analyses comparing to their peers over a one-, three-, or five-year time horizon.

“The Working Group’s framework represents an important step in allowing companies to more effectively tell their pay for performance stories using standardized methodologies,” said Center On Executive Compensation Co-CEO, Charlie Tharp, “and having the ability to test it on the Equilar platform will make the process even easier.”

“As a leader in providing companies with the ability to engage in pay for performance analysis, Equilar is pleased to collaborate with The Conference Board Working Group to provide greater clarity on this critical topic,” said Brian Sohmers, Executive Vice President and General Manager for Equilar Insight products. “Multiple definitions of Realizable and Realized Pay have resulted in inconsistencies in pay for performance comparisons,” added Donna Dabney, Executive Director of The Conference Board Governance Center. “We are thrilled that Equilar has added our framework to its platform, which will help in promoting greater standardization.”

“We are proud of the hard work of the Working Group which included vetting with institutional investors,” said Darla Stuckey, Senior Vice President, Policy & Advocacy at The Society of Corporate Secretaries & Governance Professionals. “The resulting framework provides a principles-based model for corporate issuers to use to supplement their disclosure in the Summary Compensation Table if they so choose.”

In addition to utilizing the Working Group’s methodologies, Equilar clients can also use methodologies from proxy advisory firms Institutional Investors Services (ISS) and Glass Lewis. As a result, Equilar clients can tailor analyses to view the same pay for performance analysis that investors see.

For further discussion, [join Equilar and The Center On Executive Compensation for a webinar](#) addressing supplemental pay for performance analyses, including Realizable and Realized pay. The topics of the presentation will include commentary on why Realizable and Realized Pay analyses should be used, and provide an understanding of the new methodologies and how they can be implemented.

Co-Hosts:

- **Charlie Tharp**, Co-Chief Executive Officer, Center On Executive Compensation
- **Brian Sohmers**, Executive Vice President & General Manager, Equilar Insight

Conference Board Working Group members include:

James D. C. Barrall

Partner, Latham & Watkins LLP

Timothy J. Bartl

President, Center On Executive Compensation

Kenneth A. Bertsch

President and Chief Executive Officer, The Society of Corporate Secretaries & Governance Professionals

Marcel Bucsescu

Assistant Director, Governance Center, The Conference Board

Donna C. Dabney

Executive Director, Governance Center, The Conference Board

Lisa L. Hunter

Program Director, The Conference Board

Ira T. Kay

Managing Partner, Pay Governance LLC

Arthur H. Kohn

Partner, Cleary Gottlieb Steen & Hamilton LLP

Robert B. Lamm

Senior Fellow, Governance Center, The Conference Board

Charles M. Nathan

Partner & Senior Advisor, RLM Finsbury

Darla C. Stuckey

Senior Vice President, Policy & Advocacy, The Society of Corporate Secretaries & Governance Professionals

Charles G. Tharp

Co-Chief Executive Officer, Center On Executive Compensation

c13-68

###

The Center On Executive Compensation is dedicated to developing and promoting principled pay and governance practices and advocating compensation policies that serve the best interests of shareholders and other corporate stakeholders. Headquartered in Washington, D.C., the Center was created at the direction of the Board of Directors of HR Policy Association, which represents the senior human resource officers of more than 350 of the largest corporations in the United States. For further information on the Center On Executive Compensation, please visit www.execcomp.org.

Equilar is the leading provider of executive compensation data and governance tools for corporations, non-profits, consulting firms, institutional investors, and the media. As the trusted data provider to 70% of the Fortune 500, Equilar helps companies accurately benchmark and track executive and board compensation, Say on Pay results, and compensation practices. In addition, Equilar offers the industry's leading business networking solution for identifying pathways to executives and board members at companies of interest. Equilar's research is cited regularly by *Bloomberg*, *The New York Times*, *The Wall Street Journal*, and other leading media outlets. For more information, please visit www.equilar.com.