

Performance Award Essentials

Say-on-Pay and heightened shareholder scrutiny have influenced executive compensation in numerous ways—probably none more than the design of long-term incentive programs—and particularly the use of performance-based equity. Companies have even been required to attach performance conditions to existing service-based awards to ensure passage of their Say-on-Pay proposals.

Design, administration and reporting for performance awards raise new concerns for companies and administrators. Communication with award recipients and investors can be challenging and complex. This course will provide a “nuts and bolts” study of performance awards, giving attendees the tools and understanding needed to account for, administer and report on these challenging new awards.

Why this education is critical:

- Equity compensation has come under heightened scrutiny since Say-On-Pay became the standard and shareholder organizations such as ISS and Glass Lewis began exerting significant influence on equity compensation practices.
- Achievement metrics vary considerably, as do the accounting, administration and reporting requirements associated with performance awards.
- Increased complexity of administration and reporting has added new complications in communicating with executives and other award recipients, as well as shareholders.

How we present the course:

- Webcast sessions with industry experts will explore complex issues and recent trends.
- Supplemental materials provide in-depth coverage of session topics.
- Quizzes test your understanding of the topics presented.

All webcasts are archived and available online after the live presentation, so you can listen to any part or all of a webcast again, at your convenience. You can begin the program at any time!

What we cover:

Two webcasts will cover the “nuts and bolts” of performance awards, including:

- Recent trends, Say-On-Pay and shareholder scrutiny.
- Design considerations, including award types, metrics, sizing awards and target opportunities.
- Accounting and valuation requirements, recognition of expense, tax accounting and diluted EPS.
- Communication with participants and documentation, *i.e.*, award agreements.
- Determination of achievement, vesting and tax withholding.

Visit Naspp.com for a complete webcast schedule and register today.

Return the enclosed form or register online at Naspp.com today.

Register Now!

Registration The NASPP's Online Education Performance Awards Essentials

Member Tuition \$245

- I would like to join NASPP on a No-Risk Trial Basis so that I can receive the member's tuition rate.
- Corporate Annual Membership (issuers only) (\$725 up to 3 employees; each add'l employee \$145)
 - Individual Annual Membership (\$575) (Service providers)

Non-Member tuition \$795

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- High-Tech Fin/Ins Health Care
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