Executive compensation continues to attract considerable attention, much of it critical, from shareholders, the press, and Congress. The ability of bank CEOs to take home large pay packages as subprime markets (and banks) melted down strengthened the widely held view that CEO pay is not adequately tied to performance. This half day conference, sponsored by the Berkeley Center for Law, Business and the Economy (BCLBE) will bring together leading academics, compensation practitioners, and directors to explore “out-of-the-box” ways to better tie CEO pay to performance.

Meeting Agenda

7:45 – 8:20  
Registration and Breakfast

8:25 – 8:30  
Opening Remarks  
Jesse Fried  
Co-Director BCBLE and Professor, Berkeley Law

8:30 – 10:00  
Panel 1: Rethinking Share-Price Based Incentive Plans  
Moderator: James E. Kim  
Frederic Cook & Co.

This panel will discuss how share-price based incentive plans should be structured to provide optimal incentives, including the use of stock vs. options, and the desirability of performance-vesting, indexing, holding periods, and restrictions on unwinding of equity incentives.

Panelist: David Chun, Chief Executive Officer, Equilar  
Panelist: Graef “Bud” Crystal, University of California, Berkeley  
Panelist: Ira Kay, Practice Director - Compensation Practice, Watson Wyatt Worldwide  
Panelist: Jesse Fried, Co-Director BCBLE and Professor, Berkeley Law

10:00 – 10:15  
Break
Executive Compensation Workshop:
Rethinking Pay for Performance
Friday, September 26, 2008

10:15 – 11:45

Panel 2: Structuring Non-Share-Price Based Incentive Plans
Moderator: Jesse Fried
Co-Director BCLBE and Professor, Berkeley Law

This panel will consider the role and structure of non-share-price incentive plans (e.g., plans using metrics such as operating performance and achievement of strategic objectives). Among the issues to be considered are 1) which non-share-price metrics drive shareholder value; 2) the appropriate time horizon; and 3) accounting for industry cyclicality.

Panelist: David Chun, Chief Executive Officer, Equilar
Panelist: James E. Kim, Frederic Cook & Co.
Panelist: Kevin Murphy, Professor, Marshall School of Business, University of Southern California

11:45 – 11:55
Closing Remarks
Ken Taymor
Executive Director BCLBE

12:00 – 1:15
Lunch

Attendance is by Registration only.
To register, go to our website at: http://www.law.berkeley.edu/centers/bclbe/. Three (3) hours of CLE credit is available.

- Early Registration – due by September 12 – $395
- Regular Registration - $495

Questions? Contact Phyliss Martinez at BCBLE@law.berkeley.edu or 510/642-0532