

# Hit the Major Milestones Faster this Executive Compensation Planning Season

Using the right tools can ensure a smoother process while simplifying your competitive analysis and governance compliance.



## Peer Group Selection & Approval

Ditch the annual reports and proxies. Instead, use CG Pro's Peer Builder tool to simplify the creation of peer groups that serve as the basis for pay and performance comparisons.

Avoid outsized peers and tighten your industry focus to avoid the pitfalls of advisory firm negative vote recommendations.



## Executive Benchmarking

Consolidate and summarize pay information from peers through one easily accessible report. Spend less time on data collection and more time designing pay packages that drive results.



## Review Pay for Performance

Get an initial look at how pay aligns to key metrics using CG Pro's Pay for Performance tool.



## Prepare First Draft of Proxy

Use the CD&A Report and Proxy Searcher features to get insights into how your peers are designing pay programs. CG Pro scrapes actual language from other proxy statements, helping to speed up your drafting process.



## Establish Goals for the Upcoming Pay Program

Go beyond metric selection when establishing goals for the new year. CG Pro's Pay and Performance Curves feature allows you to look at the design of pay programs at other companies.

Answer questions such as:

- ▶ What is the reward for different levels of performance among your peers?
- ▶ What is the relationship required for performance between threshold and target and target and maximum?



## Run Rate and Dilution

Manage your authorized share pools and awards with confidence when you know how your overhang, burnrate and equity dilution compare to your benchmarking peers.



## Shareholder Meeting

Mitigate the risk of an unfavorable "Say on Pay" vote by using the Pay for Performance and Realizable Pay features in CG Pro—the same type of test that ISS and Glass Lewis use to evaluate executive pay.



## Calculate Realizable Pay

Design the 'right' amount of leverage in your pay programs. Assess if your pay goals are realistically achievable. Use CG Pro's Realizable Pay feature to compare the value of the awards over time for both your own NEOs and your peers.

FALL

WINTER

SPRING

See what CG Pro can do for you. Request a free demo today on [www.globalcompensation.net](http://www.globalcompensation.net).