

**NACD Northwest
Program Takeaways
2017-2018**

Compensation Committee Roundtable

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Seattle, WA

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1. Homogeneous design can lead to highly variable outcomes.
2. A perspective on volatility can help to create alignment between shareholders and executives.
3. Granting stock options to senior executives is back in fashion.
4. Compensation strategies need to mirror the company's volatility.
5. Companies are moving away from TSR as it was too complicated to measure.
6. Stock options are back in vogue for senior management while RSUs remain more popular with those below senior management.