

Compensation Committee Leadership Network



FACTSHEET

Overview

The Compensation Committee Leadership Network (CCLN) brings together approximately 20 compensation committee leaders from North America's most prominent companies for private discussions about improving the performance of their corporations and earning the trust of their shareholders.

Origin and purpose

Leading the compensation committee of a public company has never been more difficult, especially in an era when executive compensation and broader issues of human capital have become the topic of heated public debate.

Since 2005, the CCLN has been led by Tapestry Networks. Tapestry orchestrates the discussions and works with members to develop practical insights and solutions in executive compensation. The network's goal is to help members become more effective in their work as committee leaders and board directors, and more confident as they act. Members tell us that peer learning and exchange offers a powerful access to leading-edge thinking and pragmatic policy innovation. By improving the state of the art in executive compensation, members enhance society's trust in public corporations and their leaders.

Members

CCLN members are active chairs of the compensation committees of leading companies in North America, together with leaders of Meridian Compensation Partners who provide technical expertise and industry knowledge.

Membership is by invitation. The current network members are:

John L. Anderson, Meridian Compensation Partners
Beth Cobert, CBRE
Erroll B. Davis, Jr., Union Pacific
Marianne Harris, SunLife Financial
Kathryn M. Hill, Moody's, NetApp, and Celanese
Jim Kennedy, United Continental
William T. Kerr, IPG
Maria E. Lagomasino, The Coca-Cola Company

Karen Maidment, TD Bank Group
Michael J. Powers, Meridian Compensation Partners
Steven S. Reinemund, Marriott International and Walmart, Inc.
Joyce Roché, AT&T
Virginia Ruesterholz, The Hartford and Frontier
Laurie Siegel, CenturyLink
Samme Thompson, American Tower

Member value

Private peer-to-peer dialogue on challenges and opportunities facing compensation committees

Privileged conversations with experts and industry influencers – investors, activists, journalists, academics, etc. – whom members may choose to invite to a CCLN meeting

Shared best practices at the leading edge of executive development and compensation

Access to content based on the CCLN discussions

Opportunities to build shareholder and public trust in corporations and their leaders

Time commitment

Members commit approximately 4 days per calendar year to network activities:

Three days for face-to-face meetings

Three telephone calls, each roughly 45 minutes, to help set meeting agendas

Network meetings typically begin at approximately 4:00 pm, include dinner, and continue through roughly 11:00 am the following day.

Program and fees

The network uses informal, roundtable discussions in which peers exchange perspectives and develop insight on shared challenges. Tapestry Networks provides guidance for the meetings; outside experts join certain sessions to brief the network on new developments in compensation and to stimulate dialogue.

Participating corporations pay a \$26,000 annual fee for their compensation committee chairs' participation in the CCLN, plus travel expenses.

Content

Members receive network-related content from Tapestry Networks before and after each meeting:

PreView – Document distributed to network members in advance of the network meeting to confirm the agenda and stimulate dialogue

Meeting Themes – Brief, members-only summary of the meeting discussion issued shortly after each meeting

ViewPoints – Primary document containing shared, non-attributed insights from the meeting for distribution to network members, who are encouraged to share *ViewPoints* with their board and management colleagues as well as their advisers

Network alumni

Members are encouraged to remain in contact with the network after they have ceased to be active compensation chairs or otherwise stepped down from CCLN.
Network alumni:

Can attend a final network meeting after they have moved to alumni status

Continue to receive network-related content from Tapestry Networks

Are invited to special events and dinners

Confidentiality

The network uses a modified version of the Chatham House Rule whereby names of members and their company affiliations are a matter of public record, but comments made during the meetings are not attributed to individuals.

Contact

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