

# CHRO Impact: Executive Compensation Discussion & The Board

December 6, 2022 | Zoom Webinar

1:00 p.m. – 4:00 p.m. ET

In addition to understanding the context in which executive compensation is structured and having a reasoned perspective on the external environment, CHROs are expected to be able to deal effectively with the Compensation Committee and senior management on compensation issues. This interactive session allows participants to learn from the experience and insights of leading CHROs through discussions of how they work with the Compensation Committee Chair, outside consultant, and senior management on issues ranging from difficult pay decisions to pay-related succession issues and media scrutiny.

## AGENDA

*Note: All times are in Eastern Time*

*1:00 p.m. – 1:15 p.m. ET*

### Welcome and Introductions



**Ani Huang**  
Senior Vice President, HR Policy Association  
President & CEO, Center On Executive Compensation

*1:15 p.m. – 2:00 p.m. ET*

### Fireside Chat: Interview with Compensation Committee Chair, Kim Underhill



**Kimberly Underhill**  
Chair, Compensation and Management Resources Committee  
Foot Locker, Inc.



**Richard R. Floersch**  
Senior Strategic Advisor  
HR Policy Association and Center On Executive Compensation

2:00 p.m. – 2:20 p.m.

## Discussion: Expanded Role of the Compensation Committee



**Ani Huang**, *moderator*  
Senior Vice President, HR Policy Association  
President & CEO, Center On Executive Compensation

2:20 p.m. – 2:35 p.m.

## Break

2:35 p.m. – 3:20 p.m.

## Executive Compensation Issues & Trends



**Dr. Charles G. Tharp**, *moderator*  
Executive Vice President  
HR Policy Association and Center On Executive Compensation



**Stephen F. Fry**  
Senior Vice President, Human Resources and Diversity  
Eli Lilly and Company



**Tracey Grabowski**  
Chief Human Resources Officer  
The Procter & Gamble Company



**Bala V. Sathyanarayanan**  
Chief Human Resources Officer  
Grief, Inc.

3:20 p.m. – 3:45 p.m.

## Participant Coaching Sessions: Small Group Breakouts

Small groups of participants will be paired with a Center staff member and CHRO coach for intimate discussions on issues they are experiencing. Participants are encouraged to ask candid questions which may range from specific pay issues to working with the Compensation Committee Chair, managing the executive compensation team, and working with other members of senior management.

3:45 p.m. – 4:00 p.m. ET

## Re-Group and Wrap Up

Participants share key learnings with the group.