

CENTER ON EXECUTIVE COMPENSATION'S ANNUAL MEETING

Navigating Uncertainty: Executive Compensation in Volatile Times

NOVEMBER 19-20, 2024

The Center will host its Annual Meeting at The Ritz-Carlton, Pentagon City in Arlington, Virginia on November 19 and 20. Join us for live discussions on the latest developments in executive compensation, governance, and public policy.

TUESDAY, NOVEMBER 19

6:00 p.m. – 8:00 p.m. ET

Welcome & Networking Reception

Join your peers in the Diplomat Room (first level near the lobby) at an evening reception; enjoy heavy hors d'oeuvres and cocktails.

WEDNESDAY, NOVEMBER 20

7:00 a.m. – 8:00 a.m. ET

Breakfast Buffet & Check-In

Prepare for the day with a hot breakfast buffet and coffee. Breakfast and general session will take place in Salons I & II (second level).

8:00 a.m. – 8:15 a.m. ET

Welcome and Overview



Ani Huang
President & CEO
Center On Executive Compensation

8:15 a.m. – 9:15 a.m. ET

Fireside Chat: Impact of the Election

Join former EEOC Chair Janet Dhillon for a discussion on how the U.S. Presidential election results will impact HR and the workforce.



The Honorable Janet Dhillon

Former Chair and Commissioner
U.S. Equal Employment Opportunity Commission
Former Chief Legal Officer, Dollar Tree Stores

Ani Huang *Moderator*

President & CEO
Center On Executive Compensation

9:15 a.m. – 10:15 a.m. ET

Get Ready: Pay Transparency & Pay Equity

Pay transparency and equity legislation are sweeping the globe, posing new hurdles for global companies. Join us for a discussion of best practices and regulatory pressures to ensure you are prepared for a plethora of upcoming disclosure mandates.



Maria Colacurcio

Chief Executive Officer
Syndio



Alim A. Dhanji

Chief Human Resources Officer
TD Synnex



Sameh Magdy

Senior Vice President Global Total Rewards
The Procter & Gamble Company



Megan Wolf *Moderator*

Director, Practice
Center On Executive Compensation

10:15 a.m. – 10:30 a.m. ET

Morning Break

Enjoy snacks and coffee.

10:30 a.m. – 11:30 a.m. ET

Compensation Committee & Human Capital

Hear how Management and Committees are handling human capital topics such as Talent, Culture, and DE&I in addition to Executive Compensation at the Compensation Committee meetings.



John M. Murabito

Former EVP and CHRO, Cigna Corporation
Board of Directors, Winnebago



Michelle O'Hara

Executive Vice President and
Chief Human Resources Officer
SAIC



Erin Ridge

Senior Vice President, Total Rewards
CVS Health Corporation



Richard R. Floersch *Moderator*

Senior Strategic Advisor
Center On Executive Compensation

11:30 a.m. – 12:30 p.m. ET

Three Models of Board ESG Governance

Dive into the Center's recent work on how board approaches to ESG oversight have evolved and matured – and where they are going.



Angela Beatty

Chief Leadership and Human Resources Officer
Accenture



Maryann P. Surrick

SVP, Associate General Counsel &
Deputy Corporate Secretary, SAIC



Nickle J. LaMoreaux

Senior Vice President and Chief Human Resources Officer
IBM Corporation
Center On Executive Compensation Advisory Board Member



Charles G. Tharp *Moderator*

Senior Advisor, Research and Practice
Center On Executive Compensation

WEDNESDAY, NOVEMBER 20 *continued*

12:30 p.m. – 1:30 p.m. ET

Networking & Buffet Luncheon

Get to know peers or reconnect with old friends at a buffet luncheon.

1:30 p.m. – 2:30 p.m. ET

State of the Union on DEI and Pay

Hear the latest on company use of DEI metrics, the status of legal challenges, and responding to shareholder proposals.



Kate Tekker

Head of Total Rewards & HR Operations and
Head HRBP International Business
Prudential Financial



Paul Hodgson

Senior Advisor
ESGAUGE



Gail Beauregard

Vice President, Global Total Rewards
Boston Scientific



Ani Huang *Moderator*

President & CEO
Center On Executive Compensation

2:30 p.m. – 2:45 p.m. ET

Afternoon Break

Enjoy snacks and coffee.

The Center On Executive Compensation would like to thank the following partners for their generous support of our 2024 Annual Meeting:

**CARVER
EDISON**

EgonZehnder

ORACLE
Cloud HCM

**Goldman Ayco
Sachs**

2:45 p.m. – 3:45 p.m. ET

Developing the Head of Total Rewards: Strategies for Strong Internal Partnerships

Explore innovative strategies to develop the Head of Total Rewards into a pivotal leader who effectively collaborates with a range of key internal stakeholders.



Lynn Castrataro
Vice President of Total Rewards
Trane Technologies



Jeff Geller
Senior Vice President, Global Rewards & HR Operations
Merck & Co., Inc.



Thaddeus Shepherd
Global Officer, Compensation & Benefits
Marriott International



Caryn Steinert
Vice President, Global Total Rewards
GE Aerospace



Michele A. Carlin *Moderator*
Executive Vice President
Center On Executive Compensation

3:45 p.m. – 4:00 p.m. ET

Closing Remarks



Ani Huang
President & CEO
Center On Executive Compensation