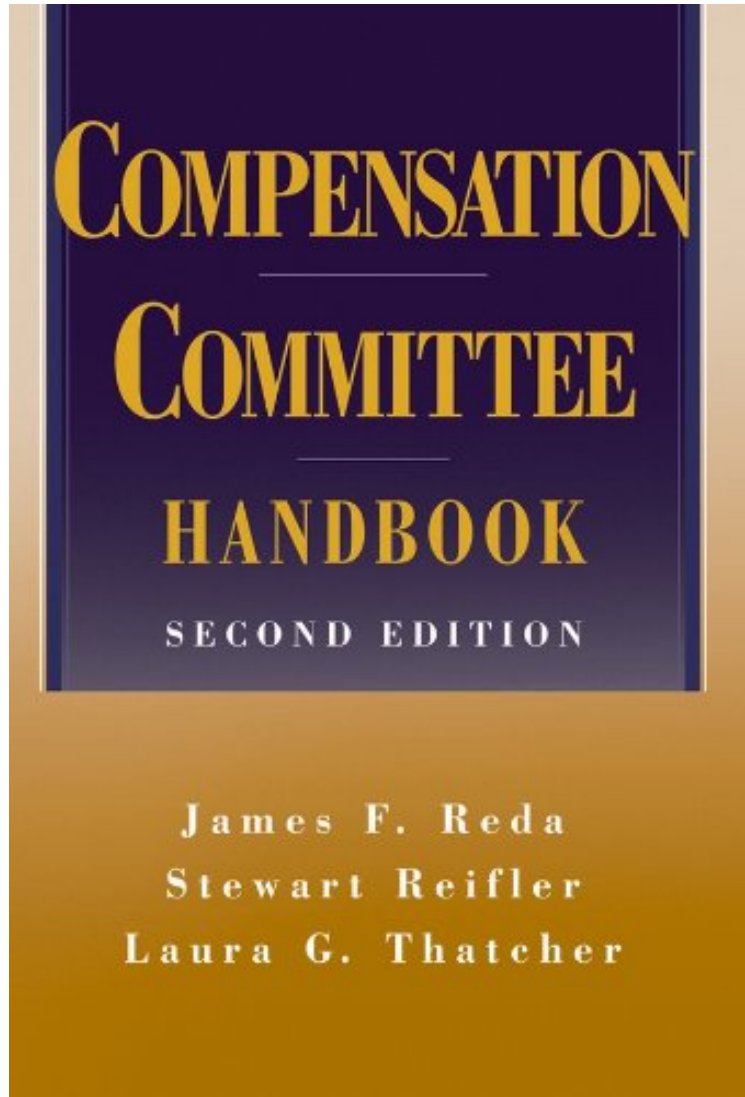


(Download free pdf) Compensation Committee Handbook

Compensation Committee Handbook

James F. Reda, Stewart Reifler, Laura G. Thatcher
*ePub | *DOC | audiobook | ebooks | Download PDF*



 Download

 Read Online

#2993113 in eBooks 2007-07-23 2007-07-23 File Name: B000PY4F8O | File size: 46.Mb

James F. Reda, Stewart Reifler, Laura G. Thatcher : Compensation Committee Handbook before purchasing it in order to gauge whether or not it would be worth my time, and all praised Compensation Committee Handbook:

0 of 0 people found the following review helpful. Excellent ResourceBy Magic MikeProfessionally written and contains information useable at the executive and director levels. I keep it on my bookshelf and use it for quick reference and brainstorming ideas.5 of 5 people found the following review helpful. A wealth of information presented in an organized, helpful, and readable mannerBy Craig MattesonBoards of Directors, and especially compensation committees within the board, are in a period of transition. They are required to be more independent from the company and its management than ever before, and the mega-compensation packages of CEOs is now getting more negative

publicity, regulatory scrutiny, and public pushback. This valuable handbook can provide compensation committee members with helpful information on what to do and how to proceed in discharging their responsibilities. The book has 15 chapters divided into three parts. Part One describes what the compensation committee is and does. It also covers how the board should go about selecting and training the members of the compensation committee. CEO succession and evaluation is covered in a very helpful way as is the issue of director compensation (since they have so much more to do nowadays). Part Two covers the legal and regulatory issues boards and committees face. It covers issues of corporate governance (from the board's point of view), disclosure of executive and director compensation, securities issues, tax rules and issues, accounting rules and issues, and ERISA and labor law, rules, and issues. Part Three deals with the practical applications of these rules, regulations, and duties. It covers executive employment, severance, and change-in-control arrangements, incentive compensation, equity based compensation, executive pension-benefit, welfare-benefit, and perquisites. There is also a chapter dealing with option grants, the repricing of stock options, and if the company should "go dark", which is different than going private. While not the most lively material, the authors do a great job of keeping it from becoming too dry or dusty. And if you need to know this material, you will love this book's organization and wealth of helpful information. Reviewed by Craig Matteson, Ann Arbor, MI 4 of 6 people found the following review helpful. **AN EXCEPTIONALLY VALUABLE REFERENCE!** By Gerry Stern Written for compensation committee members and those who work with them, this text covers: information on the committee's responsibilities; ways to organize a committee; legal position of the committee; selection and training of members; a broad framework for accounting, tax, and securities rules; and the basics of compensation programs. It examines current issues on executive employment agreements, option repricing, reload stock options, pooling-of-interests accounting, and new accounting rules. It provides guidance, especially for small- to medium-sized companies. Includes detailed information on rules and regulations, comparison charts to monitor the progress against compensation strategies, an enormous glossary, and information and training resources geared to committee needs. This is a unique and exceptionally valuable reference for compensation subjects that require committee action. It has exceptional technical depth and clarity. As a compensation consultant myself, I highly recommend this book. James Reda has done an outstanding job!

This Second Edition provides a comprehensive review of the issues facing compensation committees and covers functional issues such as organizing, planning, and best practice tips. Compliance advice on the implications of Sarbanes-Oxley and other regulations is addressed along with new requirements on disclosures of financial transactions involving management and principal stockholders.

"This er...finds nothing to quarrel with in Reda's presentation of several hotly contested matters and strongly recommends the book." ("Financial Analysts Journal," April/May 2003) From the Inside Flap The Compensation Committee Handbook, Second Edition is an indispensable resource to all compensation committee members navigating through the corporate governance world following Enron, WorldCom, and Sarbanes-Oxley. It is a practical, how-to reference providing in-depth review and analysis of timely and relevant issues facing compensation committees at both public and privately held companies, including: New securities laws and regulations impacting director independence, committee processes, and disclosure New accounting rules and tax laws necessitating a redesign of executive compensation programs New insights into director compensation and protections against liability New perspectives on the traditional duties required of corporate directors, as viewed through recent shareholder litigation in the Delaware courts This Second Edition also covers in detail such topics as who should be on the compensation committee, how compensation committees should function, guidelines for responsible performance, and some of the "tools" that compensation committees must use in order to fully and properly perform their jobs. Specific chapters are devoted to: CEO evaluations Short-term and long-term incentive compensation plans Equity-based compensation Employment, severance, and change-in-control arrangements Pension-benefit, welfare-benefit, and perquisite programs All the essential information regarding finance, compensation, legal issues, and the recruitment and training of directors is succinctly and conveniently brought together in this single, easy-to-use volume. The coauthors of this new edition are nationally recognized experts in the world of executive compensation and corporate governance. Written in a straightforward, practical manner, this updated handbook provides focused guidance to compensation committee members and their advisors on how to maximize the committee's potential, whether at a large public company or a small private company. The Compensation Committee Handbook, Second Edition will help all compensation committee members, as well as CEOs, COOs, CFOs, human resource officers, general counsel, and corporate secretaries succeed in melding highly complex technical information and concepts with both corporate governance principles and sound business judgment. From the Back Cover Comprehensive guidance on executive compensation strategies and practices This Second Edition offers a single-source guidebook to the latest key executive compensation strategies and practices. This new and updated edition of the Compensation Committee Handbook addresses a full range of functional issues facing compensation committees, including organizing, planning, and best practices tips. Complete with compliance advice on the implications of Sarbanes-Oxley and other regulations,

this authoritative guide provides compensation committee members, board directors, CEOs, CFOs, HR executives, and auditors with reliable information on: New requirements on disclosures of financial transactions involving management and principal stockholders The roles and responsibilities of the compensation committee Developing compensation committees to act as a performance driver for a company And much more!