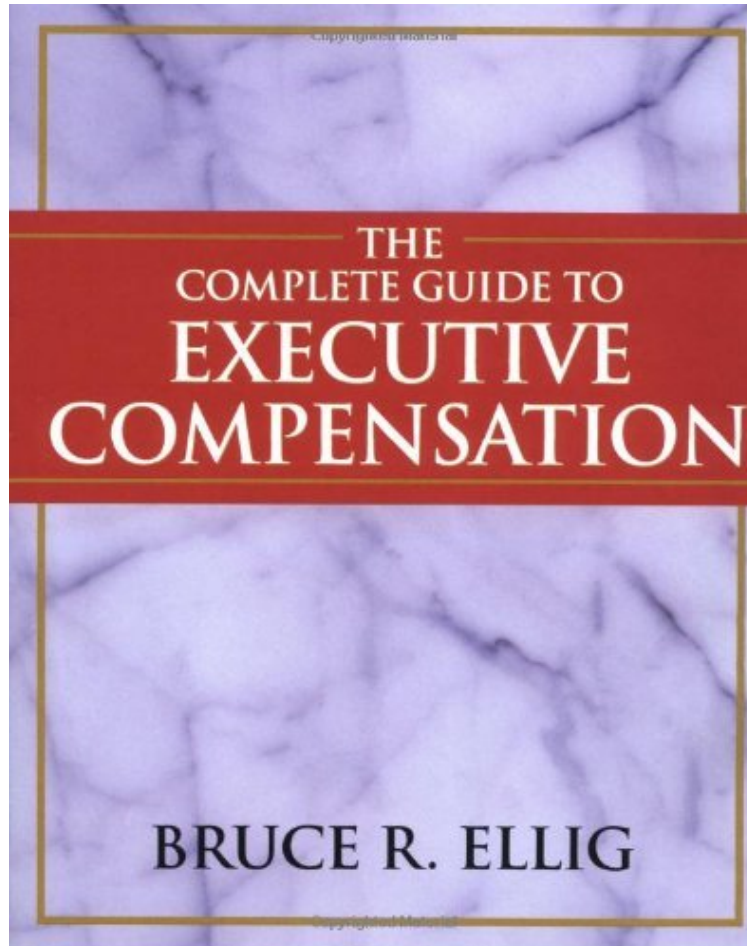


(Free download) The Complete Guide to Executive Compensation

## The Complete Guide to Executive Compensation

*Bruce R. Ellig*

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**Bruce R. Ellig : The Complete Guide to Executive Compensation** before purchasing it in order to gage whether or not it would be worth my time, and all praised The Complete Guide to Executive Compensation:

0 of 0 people found the following review helpful. Very comprehensive...By CLawsI can't imagine they left anything out of this volume. The first part is mostly a general business review. It is Straight forward with modest graphics.8 of 9 people found the following review helpful. AN EXCEPTIONALLY RICH, ACCESSIBLE REFERENCE!By Gerry SternThis volume provides comprehensive information for understanding the issues involved in developing a sound executive compensation package that blends all elements, while taking into account government regulations, tax law, organization and executive needs, and the rewarding of performance. The author provides a framework for the subject and chapters devoted to: performance measurement and standards; current versus deferred compensation; the stakeholders; salary; benefits and perquisites; short-term and long-term incentives; design and communication considerations; and board of directors. Appendices cover selected: laws; internal revenue code sections; revenue rulings; SEC actions; and accounting interpretations. This is an exceptionally rich and accessible work. A list of about

one-hundred definitions and formulas of financial measurements is just one feature that reveals the depth and quality of this book. Very highly recommended. 0 of 2 people found the following review helpful. Five years in the making... By Mike Bruce Ellig has revised his original classic book on exec comp in major ways by dedicating almost daily efforts towards this work for the past five years. This book on executive compensation is insightful, effectively bringing together all of his experience as a senior HR executive for Pfizer, key player at WorldatWork (formerly the American Compensation Association) and past chair of the SHRM board of directors. In doing so he provides new concepts and approaches to executive comp.

Strategies for gaining a powerful edge in the executive talent wars The competition for executive talent is fierce, making it imperative that executive compensation programs become an integral part of every company's strategic business plan. The Complete Guide to Executive Compensation provides in-depth coverage of current issues and trends in designing and administering executive compensation packages that are strategically, economically, and culturally sound. Renowned compensation and benefit expert Bruce Ellig begins by providing guidance for board members and company executives on defining a company's organization, culture, and business strategy, in order to establish a framework for executive compensation. He then discusses the often difficultshy;shy;but essentialshy;shy;issues within that framework, including: Pay positioningshy;shy;relative to the competitive environment Risk profileshy;shy;the mix of salary, incentive compensation, and benefits Leverageshy;shy;the relationship between incentive plan payouts and performance Timingshy;shy;the mix of short- versus long-term incentive programs Incentive plan designshy;shy;objectives, performance measures, and participation

From the Back Cover **STRATEGIES FOR GAINING A POWERFUL EDGE IN THE EXECUTIVE TALENT WARS** The competition for executive talent is fierce, making it imperative that executive compensation programs become an integral part of every company's strategic business plan. The Complete Guide to Executive Compensation provides in-depth coverage of current issues and trends in designing and administering executive compensation packages that are strategically, economically, and culturally sound. It also includes both a historical review of key developments and a look ahead. Written by renowned compensation and benefit expert Bruce Ellig, this book is a must read for the designers, approvers, and recipients of executive compensation. Consultants and in-house pay designers will find detailed examples (supplemented with over 350 figures and tables) to trigger their own creativity. Compensation committees and other approvers of executive pay plans will value the definitions and descriptions of various pay plans and the conditions under which they would be appropriate. Executives themselves will find the book useful. Not only in better understanding their own plans, but learning more about other plans, both those they may only have heard about, as well as many that have not yet caught their attention. This book takes an in-depth look at each of the executive pay elements: salary, executive benefits and incentives (both short and long term). This review also includes the role of the board of directors (and its compensation committee) along with the influence of the major stakeholders (most notably the shareholder). And a complete chapter is devoted to various measurements of executive performance. This book also contains a compendium of selected key information on executive compensation, including laws, Internal Revenue Code sections, IRS revenue rulings, accounting interpretations, and SEC actions. No other book has such a complete resource section. Today's Most In-Depth Examination of Executive Compensation Models, Practices, and Strategies Executive pay is one of the most fluid, flexible, and vital aspects of today's corporate landscape. The Complete Guide to Executive Compensation features top techniques for attracting and keeping dynamic, effective leaders, while protecting your organization from paying top dollar for second-rate performance. In addition, it is today's most hands-on resource for executives looking to receive full value from their current employers, or determine their value and pursue it on the open market. Every aspect of the complex arena of executive pay is given comprehensive, straightforward coverage, including: Salaries, benefits, and perquisites Awards, bonuses, and other short-term incentives Performance measurements Stock options and other long-term incentives For-profit versus non-profit companies Performance measurements and standards Deferred compensation Stakeholders and their Roles Responsibilities of the board Today's most accomplished corporations know how to stock their executive ranks with stars and stars-in-making. Discover their strategies, and how you can apply their proven programs in your own organization, in The Complete Guide to Executive Compensation. Praise for The Complete Guide to Executive Compensation "This book is a human resource executive's dream. It has something for everyone involved with executive compensation shy;shy; designers, approvers, and beneficiaries. It is especially valuable for executives and Board members. I know of no book that is anywhere near as extensive or exhaustive on the topic. It is a must book for anyone truly wishing to completely understand the subject, or deal with any aspect of it."shy;shy;Richard A. Beaumont, Chairman, Board of Directors Organizaton Resources Counselors, Inc. "The executive pay package must be sufficiently attractive for executives to join (and remain) with a company. It must also be focused on rewarding the creation of a shareholder value. In other words, it must meet both executive and shareholder expectations. That is why I believe this book is a 'must' read for both designers and approvers of executive pay plans."shy;shy;Dennis C. Carey, Vice Chairman, Spencer Stuart U.S. and Co-Founder MA Group "Bruce Ellig has earned the reputation as one of the

best corporate executive compensation practitioners and innovators in America. This book will be a valuable reference for compensation professionals and those interested in the hows and whys of U.S. executive compensation practices."shy;shy;Frederick W. Cook, Frederick W. Cook Co., Inc. "Ellig is not just a wise counselor shy;shy; he is also a practitioner who has created many landmark executive compensation programs. In this book he has taken his considerable expertise in executive compensation and created a must-have comprehensive reference for compensation planners and decision makers."shy;shy;Madelyn Pulver Jennings, Senior Vice President, Human Resources (Retired), Gannett Co. and Distinguished Fellow, National Academy of Human Resources "Bruce Ellig's book on executive compensation is insightful, effectively bringing together all of his experience to provide new concepts and approaches to executive compensation."shy;shy;Michael R. Losey, SPHR, CAE, Executive Consultant, President CEO (retired) Society for Human Resources Management (SHRM) "Executives, as well as board directors (especially those on a compensation committee) would benefit greatly from reading this book. It is crammed with definitions and examples on all aspects of executive pay."shy;shy;Edmund T. Pratt, Jr., Chair Emeritus, Pfizer Inc.About the AuthorBruce R. Ellig graduated Phi Beta Kappa with a BBA and MBA from University of Wisconsin. Before his retirement after over 35 years at Pfizer he served as its Corporate Vice President in charge of worldwide HR for his last 11 years reporting to the Company Chairman and CEO. During his last twenty-five years he was in charge of Pfizer's executive compensation program; during his last 11 years he also served as secretary of the board's executive compensation committee. Since then he has served on several other boards and their compensation committees. He has held leadership positions in many professional HR organizations, is a prominent author, has guested at many prestigious colleges and universities, has been interviewed on national radio and television programs and has been widely quoted in print throughout the world. He is both a program designer and instructor for World at Work's executive compensation program.