



The Complete Guide to Executive Compensation

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Bruce Ellig

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The authoritative guide to executive compensation--updated for today's business environment

The Complete Guide to Executive Compensation has long been recognized as the guide to executive pay.

Now in its third edition, *The Complete Guide to Executive Compensation* has been fully updated to address important changes regarding venture capitalism, boards of directors' responsibilities, shifts in stakeholder power, and laws like the Dodd-Frank Wall Street Reform and Consumer Protection Act and healthcare reform. It includes appendices of selected laws, Internal Revenue Code sections, IRS revenue rulings, SEC actions, accounting interpretations, a bibliography of selected books, DJIA history, and a glossary of more than 2,000 definitions. *The Complete Guide to Executive Compensation* covers:

- Critical-to-know executive pay elements: salary, employee benefits, executive benefits, and long- and shortterm incentives
- The difference between current and deferred compensation, including statutory requirements
- The role of the board of directors and its compensation committees, along with the influence of the major stakeholders
- Various performance measurements of the income statement, the balance sheet, and the cash flow statement that are used in incentive plan payouts

The Complete Guide to Executive Compensation addresses a wide range of needs. Consultants and in-house pay designers will find detailed examples that will trigger their own creativity, supplemented with more than 400 figures and tables. Boards of directors and compensation committees will benefit from the definitions and descriptions of various pay plans and the conditions under which they would be appropriate. Executives will not only better understand their own plans, but also those they may only have heard about, as well as many that have not yet caught their attention. Shareholders, legislators, and others will turn to it again and again as their go-to desktop reference book. Professors and students will be privy to invaluable insight they can find nowhere else.

The Complete Guide to Executive Compensation provides everything you need to gain the edge in the war for recruiting and rewarding executive talent.

PRAISE FOR THE COMPLETE GUIDE TO EXECUTIVE COMPENSATION

"The Complete Guide to Executive Compensation . . . could be described as an 'Execupedia.' Whether you're a professional advising on the subject, a manager in the field of human resources, an executive whose compensation is affected by the principles and practices explained in the book, this book is a must." -- Joseph E. Bachelder, Special Counsel, McCarter & English, LLP

"Whether you are a board member, shareholder, executive, or designer of executive compensation plans, this is an authoritative, go-to source. Ellig's guide is front and center on my bookshelf." -- Peter T. Chingos, Senior Partner, Compensation Advisory Partners LLC

"An essential reference and description on current practices in executive compensation, one of the most

critical responsibilities of board members." -- Ursie Fairbairn, Corporate Board Member and former CHRO, American Express; CEO, Fairbairn Group

"Bruce Ellig's tour de force . . . continues to be the 'must-have' resource for executives, board members, HR professionals and benefits consultants, and academic specialists interested in understanding the key elements of executive compensation." -- William C. (Curt) Hunter, Dean Emeritus of Tippie College of Business, University of Iowa; President, Beta Gamma Sigma International Business Honor Society

"The definitive source of information and expertise on executive compensation. Ellig has done it again! It truly is a 'Complete Guide.'" -- Ed Lawler, Director, Center for Effective Organizations, University of Southern California, Marshall School of Business

"Bruce Ellig, long regarded as one of the leading gurus of executive compensation, has done a tremendous service by producing the third edition of his highly regarded book." -- David A. Nadler, Vice Chairman, Marsh & McLennan Companies; author of **Building Better Boards**

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