



# NATIONAL ASSOCIATION OF CORPORATE DIRECTORS

## Compensation Design to Maintain a Competitive Advantage

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December 15, 2016  
The Westin Riverwalk, San Antonio, TX

### AGENDA

7:00am – Registration, Networking and Breakfast  
7:45am – Welcome and Program Presentation Begins  
9:00am – Adjourn  
9:15am – Final Networking



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TEXAS TRICITIES



## Key Takeaways

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1. Develop a long-term perspective for your company that can weather short-term peaks and valleys.
2. The current climate of uncertainty offers a good opportunity to step back and holistically evaluate the state of your compensation programs, independent of outside influences.
3. Improve executive engagement and alignment by integrating your compensation and leadership programs.
4. Understand the company's public position and messaging on pay inequality issues.
5. Recognize the benefits of a proactive shareholder engagement strategy and the role of effective communication in advancing long-term value creation.





# Upcoming Texas TriCities Chapter Programs



## HOUSTON PROGRAMS

- Jan 20**     **State of the Economy in Light of Political Landscape**  
*Junior League of Houston*  
*Breakfast 7:00am – 9:00am*
  
- Feb 3**     **Compensation Oversight in 2017: Creating a Competitive Advantage**  
*Junior League of Houston*  
*Breakfast 7:00am – 9:00am*
  
- Mar 10**    **Building the Strategic-Asset Nonprofit Board...Is it time to refresh?**  
*Junior League of Houston*  
*Breakfast 7:00am – 9:00am*
  
- Apr 6**     **Succession Planning and Talent Oversight in 2017**  
*Junior League of Houston*  
*Breakfast 7:00am – 9:00am*

## AUSTIN PROGRAMS

- Jan**        **Early Stage Company Roundtable**  
*(Inquire with Staff for Invitation)*
  
- Mar 2**     **Member and Prospective Member Happy Hour –**  
*JW Marriott Lobby Bar*  
*5:00pm – 7:00pm*
  
- Mar 3**     **Top Hot Topics for Directors in 2017**  
*JW Marriott*  
*Breakfast 7:00am – 9:00am*

## SAN ANTONIO PROGRAMS

- Feb 16**    **Director Golf Scramble and Happy Hour, Oak Hills Club**  
*12:00pm – 6:00pm*
  
- Feb 17**    **Top Hot Topics for Directors in 2017**  
*Westin Riverwalk Hotel*  
*Breakfast – 7:00am – 9:00am*

**REGISTER AT [texastricities.nacdonline.org](http://texastricities.nacdonline.org)**





# NACD Director Professionalism®

- NACD's world-renowned foundation course in boardroom fundamentals launches **Virtual Director Professionalism Course** for Corporate Directors.
- The *NEW* **online format** provides the flexibility to learn at your own pace, from anywhere in the world.
- The *NEXT* **location-based course** diverse perspectives, networking, and dynamic Q&A. Join us in **New Orleans, LA, March 13-15, 2017.**

Visit [NACDonline.org/DirectorProfessionalism](https://NACDonline.org/DirectorProfessionalism) to register.





# Upcoming Cybersecurity Program



## CYBERSECURITY OF CRITICAL INFRASTRUCTURE SUMMIT 2017

ADDRESSING CHALLENGES IN THE ENERGY AND MANUFACTURING SECTORS

**JANUARY 11-13, 2017**

Limited Seating | Invitation-Only

**ANNENBERG PRESIDENTIAL CONFERENCE CENTER**

Texas A&M University  
College Station, Texas

### MAIN KEYNOTE



**JOHN LAUNCHBURY**

Director, Defense Advanced Research Projects (DARPA) Information Innovation Office

### KEYNOTES:

**RAY ROTHROCK**

CEO at RedSeal and Partner Emeritus at Verneq

**DANIEL ENNIS**

Senior Fellow, Center for International and Strategic Studies, University of Maryland; Executive Director, University of Maryland Cyber Initiative; CEO of DRE Consulting.

**RHONDA MACLEAN**

CEO, McLean Risk Partners; Board of Directors Member, RedSeal and ThreadMetric; Member, AXELOS CREATE

**NADAV ZAFRIR**

Co-Founder and CEO, Team8

### EXPERT PANELS INCLUDE:

**Rick Howard**

Chief Security Officer at Palo Alto Networks. Served as U.S. Army's Computer Emergency Response Team Chief (ACERT). Contributed as an executive editor to two books: "Cyber Fraud: Tactics, Techniques and Procedures" and "Cyber Security Essentials."

**Casey Fleming**

CEO / Founder of BLACKOPS Partners Corporation; Consultant on Cybersecurity to Fortune 500 Companies and governments, named Cybersecurity Professional of the Year, 2016, in the Cybersecurity Excellence Awards.

**Emily Goldman**

Director of U.S. Cyber Command / National Security Agency Combined Action Group. Published on strategic, military, and arms control policy, military innovation, revolution in military affairs, organizational change, and defense resource allocation.

**Bob Butler**

Co-Founder / Managing Director Cyber Strategies, LLC. Over 34 years experience in intelligence, information technology, national security. Fellow at Center for New American Security, and Texas State Cyber Security. Education and Economic Development Council member.

## Annenberg Presidential Conference Center, Texas A&M University, College Station

This inaugural event, sponsored by the Bradley Foundation and hosted by the Texas A&M Cybersecurity Center, will convene thought leaders, experts, and strategic decision makers from government, industry, and academia to discuss the technology and policy implications of the ever-evolving cyber-threats to critical infrastructures. This summit will focus on two sectors that are among those at greatest risk, the energy and manufacturing sectors.

Complimentary NACD VIP Registration available if Member brings another energy or critical infrastructure director or c-level guest. **RSVP:** Jennifer Cutler, [jenniferjoe@tamu.edu](mailto:jenniferjoe@tamu.edu), 979-845-2098





# Thank you for attending!



**To download** materials from this session and others,  
please visit



<http://texastriocities.nacdonline.org/Resources/meeting.cfm>

**To watch** prior recorded programs visit  
NACD Texas TriCities Chapter YouTube



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## Chapter Administrators:

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