



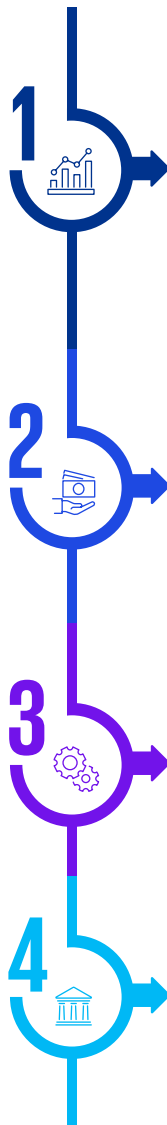
Empowering your business with transparent and compliant executive compensation programs

KPMG Global Reward Services
Executive Compensation Consulting

Getting executive compensation right is crucial for any company looking to attract and retain top talent, align management with shareholder interests, and drive business success. However, failing to properly design and implement compensation programs can lead to unintended tax consequences, governance issues, and misalignment between management and shareholders, ultimately derailing a company's long-term strategy. By working with our Executive Compensation Consulting practice, companies can help ensure that their compensation programs are transparent, fair, and compliant with regulatory requirements, while also driving performance and helping maximize shareholder value.

Our services

The KPMG Global Reward Services practice offers full-service compensation consulting support, working with employers of all sizes with the following matters:



Benchmarking

- Assess competitiveness of current compensation programs against market practices:
 - Base salary, annual and long-term incentive opportunities
 - Performance metrics and award leverage
 - Pay mix (fixed versus variable)
 - Value sharing between management and shareholders
 - Board of director compensation

Annual and Long-term Incentive Design

- Design compensation programs that support short- and long-term strategies, align participants with shareholders and key stakeholders, and comply with all applicable tax and other regulatory matters
- We also help ensure our clients' compensation plans are the best fit for their organization

Implementation and maintenance

- Draft internal and external communications
- Develop key plan terms for use in plan documents and agreements
- Assist management with disclosures to shareholders and the public

Corporate governance

- Support human resources, finance, tax, legal, and investor relations with implementation and administration of compensation programs
- Advise compensation committee and board of directors on their evolving roles and responsibilities

Contact us to learn more:

Terrance Richardson

**Principal, Global Reward Services, US and
Americas Lead, KPMG LLP**

T: 214-840-2532

E: trichardson@kpmg.com

Some or all of the services described herein may not be permissible for KPMG audit clients and their affiliates or related entities.

Learn about us:



kpmg.com

The information contained herein is of a general nature and is not intended to address the circumstances of any particular individual or entity. Although we endeavor to provide accurate and timely information, there can be no guarantee that such information is accurate as of the date it is received or that it will continue to be accurate in the future. No one should act upon such information without appropriate professional advice after a thorough examination of the particular situation.

© 2025 KPMG LLP, a Delaware limited liability partnership and a member firm of the KPMG global organization of independent member firms affiliated with KPMG International Limited, a private English company limited by guarantee. All rights reserved. The KPMG name and logo are trademarks used under license by the independent member firms of the KPMG global organization. USCS009550-1A