

Fact Sheet

Overview

The Compensation Committee Leadership Network (CCLN) brings together a select group of approximately 20 compensation committee chairs from North America's leading companies for private discussions about how to improve the performance of their corporations and earn the trust of their shareholders through more effective compensation committee work.

Membership

The CCLN comprises compensation committee chairs, typically representing enterprises with over \$10bn in annual revenue. Member companies are highly admired, as determined by Fortune magazine's Most Admired Companies list and/or are recognized for good governance practices.

Current members include:

- John L. Anderson, Meridian Compensation Partners
- Loren K. Carroll, KBR
- Jill M. Considine, Interpublic Group
- Thomas J. Donohue, Union Pacific Corporation
- Donald E. Felsing, Northrop Grumman Corporation
- David R. Goode, Caterpillar and Delta Air Lines
- Marshall O. Larsen, Lowe's Companies
- Robert J. Lawless, Constellation Energy Group
- Linda Fayne Levinson, NCR and Western Union
- Marjorie Magner, Accenture
- Richard C. Notebaert, Aon Corporation
- Michael J. Powers, Meridian Compensation Partners
- Stephen W. Sanger, Wells Fargo
- Daniel H. Schulman, Symantec
- Laurie Siegel, CenturyLink
- William D. Smithburg, Abbott Laboratories and Corning
- Anne Stevens, Lockheed Martin
- Kelvin R. Westbrook, Archer Daniels Midland

Origins

Since 2005, the CCLN has been convened and produced by Tapestry Networks. Tapestry orchestrates the discussions and works with members to develop practical insights and solutions that enhance the functioning of financial markets, and strengthen relationships among leading companies and their directors. Members of the CCLN believe that a sustained leader-to-leader network of compensation committee chairs, effectively orchestrated, can contribute to the necessary development of leading-edge thinking, pragmatic policies and commitment to change.

Member value

- Private peer-to-peer dialogue on personally relevant challenges and opportunities facing compensation committees
- Privileged conversations with third parties who members may choose to invite to a CCLN meeting
- Shared best practices at the leading edge of executive development and compensation
- Access to content based on CCLN discussions
- A contribution to enhancing shareholder and public trust

Time commitment

Members commit to a highly leveraged use of their time in which a total of approximately 4 days per calendar year is invested in network business.

The annual time commitment is:

- 3 days for 3 face-to-face meetings
- 3 x 45 minute telephone calls to contribute to setting the agenda

Network meetings typically commence at approximately 4:00 pm, include dinner, and continue through approximately 12:00 pm the following day.

Program and fees

The format of the network meetings is informal, roundtable discussions in which peers exchange perspectives and develop insight on shared challenges.

Participating corporations pay a \$22,000 annual fee for their compensation committee chairs' participation in the CCLN, plus travel expenses.

Content

Members receive network-related content from Tapestry Networks before and after each meeting.

- *PreView* - Preparation document distributed to network members in advance of network meeting to confirm the agenda and stimulate dialogue
- *ViewPoints* - Primary document containing shared insights (non-attributed) from the meeting for distribution to network members, their board and management colleagues, and their advisors following networks meetings

Network alumni

Members are encouraged to remain in contact with the network after they have ceased to be active members. Network alumni:

- Can attend a final network meeting after they have moved to alumni status
- Will continue to receive network-related content from Tapestry Networks
- Are recognized in the network Membership Directory and are encouraged to remain in contact with network members and other alumni
- May be invited to special events and dinners on an ad hoc basis

Confidentiality

The network uses a modified version of the Chatham House Rule whereby names of members and their company affiliations are a matter of public record, but comments made during the meetings are not attributed to individuals.

Contacts

George M. Anderson
Partner
Tapestry Networks
Tel: +1 781 290 2274
ganderson@tapestrynetworks.com

Thomas M. Woodard
Partner
Tapestry Networks
Tel: +1 781 290 2281
twoodard@tapestrynetworks.com