

FACT SHEET

# The work of compensation committees has never been more critical or difficult

2024



Alongside their core task of setting executive pay, compensation committees are taking on a broad range of responsibilities tied to talent oversight. There are no one-size-fits-all solutions for these challenges. Success calls for judgment, developed from personal experience and from engaging with others who have faced similar situations.

The Compensation and Talent Governance Network (CTGN) is a select, invitation-only group of compensation committee chairs, other board members, and senior human resources leaders from leading companies in North America. The network typically limits invitations to companies with at least \$5 billion in annual revenue or market capitalization. Members meet for private discussions about compensation, human capital oversight, management succession planning, and other relevant matters.

*“This network is where I hear what other people are thinking and validate that I’m on the right track. I always come out with good ideas.”*

Tapestry Networks orchestrates the CTGN, building on nearly two decades of experience in convening board leaders for meaningful conversations designed to yield practical insights. Meetings, whether face-to-face or virtual, feature world-class guests, but the directors’ voices dominate the conversations and drive the agenda. Leaders from Meridian Compensation

Partners participate and provide technical expertise.

Network discussions are synthesized into post-meeting publications that can be shared with colleagues. Everything is done under a non-attribution agreement that ensures candor and protects personal and company confidentiality.

The following companies have participated in the CTGN :

- Adient
- AIG
- Ameren
- American Tower
- Booking Holdings
- Carter’s
- Celsius Holdings
- Coca-Cola
- Cognizant Technology Solutions
- Energizer Holdings
- Entergy
- Exelon
- Ford Motor Company
- Hartford Financial Services Group
- Hasbro
- Kaiser Permanente
- Lumen Technologies
- Marriott International
- Moody’s
- Norfolk Southern
- PVH
- Quanta Services
- Raytheon Technologies
- Rockwell Automation
- Sun Life Financial
- TD Bank Group
- TJX
- Tyson Foods
- Union Pacific

CTGN members gather several times a year through a mix of virtual and in-person meetings. Knowing that director time is scarce, Tapestry goes to great lengths to ensure that every moment of every meeting is used efficiently.

## RECENT DISCUSSION TOPICS

- [Leadership development and CEO succession planning with Lyndon Taylor, Heidrick & Struggles](#)
- [Dialogue with the EEOC's Keith Sonderling current priorities and expectations for boards regarding human capital management and member discussion on executive compensation](#)
- [Dialogue with Michelle Edkins, on BlackRock's approach to investment stewardship and its current priorities](#)
- [Compensation chairs discuss accomplishments and goals](#)

*"The timely discussions of relevant topics allow me to add even more value in my role as Compensation Chair."*

## Commitment

The network's success depends on the commitment of its member companies and their compensation committee chairs and other leaders. The cost of network participation—\$8,500 per year—is typically paid by each member company. Most committee chairs participate in at least half of the meetings each year, while additional board members and senior human resources executives from member companies are regularly invited to participate as relevant.

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**tapestry** NETWORKS Tapestry Networks brings world-class leaders together to tackle complex challenges and promote positive change through the power of connected thinking.

*"I find the network to be much more relevant than other programs due to its targeted discussions and the peer exchange."*

## CONTACT US

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