

FALL 2014 PITTSBURGH COMPENSATION CONFERENCE

Tuesday, September 30, 2014

The Greater Pittsburgh Survey Group Inc.

and

The Western Pennsylvania Total Compensation Association

Program Information:

The Evolution of Corporate Wellness

Presented by Kristen Miller, Westinghouse Electric Company

We will be discussing the evolution of wellness at Westinghouse Electric Company. We will walk through how we began by small incentives for activities one at a time. We will then discuss how we incorporated an activity-based program into our benefit plan design. This involved a rethinking of our communication strategy to gain engagement. After three years of feedback on the program and analyzing results in our data warehouse, we knew the next step was to move toward an outcome-based program. We will also share lessons learned along the way. With the understanding that Dee Edington, noted wellness researcher, cautions against moving to an outcome-based program too soon, we can share the basis for this next step and why we are ready for this move while reviewing some of Mr. Edington's warnings.

Executive Compensation Trends

Presented by Brian Scheiring, Pay Governance

We will share the fundamentals of how executive compensation differs from other employee groups.

- Overview of Executive Pay Mix
- Annual Incentive Plan: Levels of Performance Management, Performance Measures, Individual Performance
- Long-Term Incentive Plan: Vehicles, Mix of Vehicles, Eligibility at various employee levels
- Pay-for-Performance Analysis, Stock Ownership Guidelines, Perquisites, Executive Severance
- 162(m) Overview
- 409A Overview
- Say on Pay and Regulatory Update

Presenter Information:

Kristen M. Miller, CEBS, PHR, Manager, Global Health and Welfare Plans

Westinghouse Electric Company

Kristen Miller has been with Westinghouse Electric Company since September 2008. In her role with Westinghouse, she oversees all health and welfare benefit plans by strategically partnering with vendors to provide an integrated program using best-in-class resources. Kristen has focused on integrating vendor activities for the optimal employee experience as well as integrating data through a data warehouse to plan, analyze and measure wellness initiatives.

Kristen has over 16 years of human resources and benefits experience from the technical staffing, railroad and energy industries. She has a Bachelor of Science degree in Management from the University of Pittsburgh and a Master of Science degree in Human Resources from Saint Francis University. She has also obtained the Professional in Human Resources (PHR) certification and is a Certified Employee Benefits Specialist (CEBS). She is currently serving on the board of directors for the Pittsburgh Business Group on Health (PBGH). Her passion for wellness extends outside the office where she can be found camping, mountain biking and running.

Brian Scheiring, Senior Consultant, Pay Governance

Brian Scheiring is a Senior Consultant in the Pittsburgh office of Pay Governance LLC. He supports compensation committees and works with senior management in a variety of areas including competitive compensation assessments, annual and long-term incentive plan design and modeling, board of director compensation assessments and the review of technical issues related to executive compensation. He also participates in the review, development and cost modeling of executive employment and change in control agreements.

Brian supports clients in all aspects of CD&A disclosure, including technical compliance, Say on Pay and related issues, as well as proxy advisor voting guidelines. He also works with clients when conducting shareholder outreach programs regarding Say on Pay and obtaining shareholder approval of annual and long-term incentive plans. Brian has worked with many diverse clients in the manufacturing, energy, consumer goods, financial services, telecommunications, utility, mining, retail, REIT, for-profit and not-for-profit education industries. Before joining Pay Governance, Brian worked for eight years as a consultant at Towers Perrin. Brian is a graduate of Miami University of Ohio with a Bachelor of Science degree in Business Administration with a major in Business Finance.