

Dear All,

It's nice to feel some slightly cooler temperatures as we enter the fall season and start drawing closer to the end of 2019! It's a good time to refocus our energies to tackle the last few months of the year and finish strong.

We have some great reads for you this month, starting with a summary of ISS' latest Benchmark Policy Survey as we start to take a peek into some of the changes that may affect the 2020 proxy season. Some of the key topics include board composition and capital structure, CEO compensation, and climate change risk oversight and disclosure.

The second article takes a look at executive compensation from an investor standpoint and goes over the most common types of compensation. It also provides some guidelines on how to evaluate the numbers, assisting potential investors in making their decisions.

The final piece is about a new rule from the DOL that is good news for small businesses and their employees. This new rule was passed this summer to aid small businesses in providing retirement savings plans to their workers. The article provides more detail on how the plans work and is a great step in the right direction for the security of American workers.

We appreciate each and every one of you and as always, let us know if there is a particular subject you'd like to learn more about or if you have any questions about the topics touched in this L-Blast.

Sincerely,



Brent Longnecker and the L&A Team
Chairman and CEO
Longnecker & Associates



2019 ISS Benchmarking Policy Survey - Key Findings

On Sept. 11, 2019, Institutional Shareholder Services Inc. (ISS) announced the results of its 2019 Global Policy Survey based on respondents including investors, public company executives and company advisors. ISS will use these results to inform its policies for shareholder meetings occurring on or after February 1, 2020. ISS expects to release its final policies in mid-November 2019 based on the results.

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Evaluating Executive Compensation

Executive compensation is a significant thing to consider when evaluating an investment opportunity. Executives who are improperly compensated may not have the incentive to perform in the best interest of shareholders, which can be costly for those shareholders. While new laws and regulations have made executive compensation much clearer in company filings, many investors remain clueless as to how to find and read these critical reports. This article will take a look at the different types of executive compensation and how investors can find and evaluate compensation information.

[READ MORE](#)

U.S. Department of Labor Announces Rule to Strengthen Retirement Security for Millions of American Workers

On July 29, 2019, the U.S. Department of Labor announced a rule to help strengthen retirement security for millions of small business employees across America.

The rule makes it easier for small businesses to offer retirement savings plans to their workers through Association Retirement Plans (ARPs), which would allow small businesses to band together to offer retirement plans to their employees.

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A little motivation...
Words of Wisdom

“You cannot paddle the boat alone. Find someone to share your life with. Make as many friends as possible, and never forget that your success depends on others.”

– WILLIAM H. McRAVEN

JOIN US AT UPCOMING EVENTS

[NACD Houston Breakfast - The Board's Role in Building Effective Strategy](#)

Thursday, September 26
7:00 a.m. – 9:00 a.m.

The Houstonian Hotel
111 N Post Oak Ln
Houston, TX 77056

In this special event in partnership with KPMG, hear from a panel of speakers that will explore the forces reshaping the business and risk landscape and how boards can help the company envision the future and engage in quality discussions to evaluate the strategy.

[REGISTER](#)

[NACD Austin Luncheon - Data Privacy: What Boards Need to Know to Avoid Serious Consequences](#)

Thursday, October 3
11:00 a.m. – 1:00 p.m.

The Junior League of Austin
5330 Bluffstone Lane
Austin, TX 78759

Join us for a discussion on emerging technologies that could improve data privacy, evolving legislative/regulatory landscape, and key takeaways on what boards need to know and do.

[REGISTER](#)

[Colorado Nonprofit Conference](#)

Monday, October 21 -
Tuesday, October 22
7:30 a.m. – 6:00 p.m.

Sheraton Hotel
Downtown Denver
550 Court Place
Denver, CO 80202

Visit L&A at Booth 14!

Join hundreds of nonprofit professionals from across the state for an experience that will leave you better equipped to lead within your organization and better your community.

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Let's Work Together

We know what it takes to attract, retain and motivate key talent. Contact us to develop a plan that works for your business.

[GET IN TOUCH](#)

281.378.1350

Compensation Services
Incentive Plan Design
Litigation Support
Strategic & Governance Advisory
Restructuring Services

Get to Know Us

Alicia Wilson

CONTROLLER & HR ADMINISTRATOR

How long have you been with L&A?
I started in 2005!!

Hometown: Houston, TX

Alma Mater: University of Houston

What is the best advice you've been given?
Nothing is free and you will not value anything unless you work hard for it and take care of it

What's your key to success? Time management (I keep a 30 minute by 30 minute schedule)

Children (names/ages): Emma (11), Kate (8), Charlotte (6)

Do you have a hidden talent? I still enjoy wakeboarding and wakesurfing on the weekends

