

# THOUGHT CENTER WEBCASTS

## BUSINESS INSIGHTS FROM ERNST & YOUNG

Thought Center Webcasts provide you with a series of live and archived interactive webcasts that display Ernst & Young's point of view on key business issues facing companies today. These webcasts are available for no charge and provide new perspectives for dealing with complex issues, which enable company executives to interact with Ernst & Young, as well as industry panelists over the Internet. Archived webcasts are indexed for your convenience, enabling you to view a webcast by individual segment or the entire event.

# Executive Compensation

## How to Attract, Reward and Retain Key Talent



Tuesday, October 24, 2006

**For Information Technology Executives:**

12:00–1:30 p.m. ET New York; 17:00–18:30 London; 18:00–19:30 Paris  
Register at <http://www.ey.com/webcast?ir&pid=397>

**For Health/Life Sciences Executives:**

2:30–4:00 p.m. ET New York; 19:30–21:00 London; 20:30–22:00 Paris  
Register at <http://www.ey.com/webcast?ir&pid=396>

Format: A/S

Duration: 90 minutes

In a period that has seen venture capital investment in many sectors steadily increase and new companies formed, the competition for executive talent is intense. For the past 8 years, Ernst & Young LLP, in conjunction with Academics from Harvard Business School, J. Robert Scott and WilmerHale, has completed separate comprehensive compensation surveys of venture-backed technology and life sciences companies. This year the surveys received nearly 500 responses from venture-backed companies across the United States.

Join us on October 24 as a distinguished panel from Ernst & Young LLP, WilmerHale, Harvard Business School and J. Robert Scott discuss the findings of the survey, as well as other timely topics relating to legal and tax issues involving executive compensation. They will review the correlation between executive compensation and a number of variables, including financing stage, company size in terms of revenue and headcount, founder/non-founder status, industry segment and geography.

This webcast is a must-hear for CEOs, CFOs, HR Executives, Investors, Board and Compensation Committee members as you begin your preparation for 2007 executive remuneration changes.

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J. ROBERT SCOTT  
EXECUTIVE SEARCH

### How do I register?

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1. Go to <http://www.ey.com/webcasts> and click "Upcoming Webcasts" on the right side of the page to select the program for which you would like to register.
2. Click the "Register" button, enter your e-mail address, and complete our simple registration form.
3. After you have completed the registration form, follow the instructions to test your system for the webcast technology.

### Featured Panelists:

**William A. Holodnak**  
Founder and President  
J. Robert Scott

**David G. Johnson**  
Principal  
Tax Advisory—Performance & Reward  
Ernst & Young LLP

**Aaron Lapat**  
Managing Director  
J. Robert Scott

**Arthur Miller**  
Principal  
Valuation and Business Modeling  
Ernst & Young LLP

**Noam Wasserman**  
Assistant Professor  
Harvard Business School

**Kimberly Wethly**  
Partner, Tax Department  
WilmerHale

### Moderator:

**Bryan Pearce**  
Northeast Strategic Growth Markets Leader  
Ernst & Young LLP

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