

## ATTORNEYS

Kenneth E. Werner

## PRACTICE AREAS

Tax

## Kenneth Werner quoted in the *American Banker* articles "Outcomes, Not Incomes, Steer Comp Debate" and "Ideas in Contention as Compensation Fix"

*American Banker*

October 19, 2009

Richards Kibbe & Orbe Partner Kenneth E. Werner was quoted in the *American Banker* article "Outcomes, Not Incomes, Steer Comp Debate" and in an accompanying piece titled "Ideas in Contention as Compensation Fix."

"Outcomes, Not Incomes, Steer Comp Debate" explains that the initial outrage regarding compensation deemed "too high" is now giving way to a focus on taking a long-term view of risk when deterring executive compensation. Mr. Werner asserts that the industry's problems were not created by pay being too high, but instead by the manner in which compensation was calculated.

Mr. Werner's suggestion that companies may want to extend the window on their incentive plans in order to better align bonuses with long-term performance was included within a list of five recommendations in "Ideas in Contention as Compensation Fix."