

SID Focus Series

Executive & Directors Remuneration

Organised by:	Singapore Institute of Directors and Mercer
Designed for:	Directors, C-suites and Senior Management
Date:	Wednesday, 26 July 2017
Venue:	Marina Mandarin Singapore
Time:	9.00 am to 11.00 am
CPD Hours:	2 Hours
SID Member:	S\$128.00 (Inclusive of GST)
Non-SID Member:	S\$158.00 (Inclusive of GST)

Getting directors remuneration and executive pay right has never been more crucial, especially in the current environment of economic uncertainty, more onerous director's responsibilities as well as greater shareholder scrutiny. Decisions on top executive remuneration needs to be substantiated by robust research, insights and industry trends that will enable a balanced and prudent compensation package.

SID is pleased to partner with Mercer to present the latest trends in 'Directors & Executive Pay' in 2017. The reports will examine the remuneration practice, remuneration level and structure, and progress of compliance with the requirements under the Code of Corporate Governance for Singapore listed companies. Experts from Mercer will share insights on the forces shaping remuneration decisions globally, coupled with their latest research on 2017 trends in NED and Executive pay, especially in the context of Singapore.

During this interactive session, we will also discuss best practices in executive remuneration, and how movements such as 'Say-on-pay' and regulatory disclosures may play a significant role on how remuneration decisions are arrived at. Participants can expect an insightful presentation followed by discussions where they will be taken through details of their report findings.

Course Outline

- Latest trends in NED remuneration
- Latest trends in executive remuneration
- Forces impacting Remuneration Committees' decisions
- Best practices in executive compensation

Proposed Programme:

8.30 am: Registration/Breakfast

9.00 am: 2017 Trends in Non-Executive Director Remuneration

9.30 am: 2017 Trends in Top Executive Remuneration

10.00am: Force impacting Remuneration Decisions

10.30am: Q&A

11.00am: End of Programme

About the Speakers



Jon Robinson

Jon Robinson leads the Executive Rewards practice for Mercer Singapore. He brings over twenty-five years of human resources consulting experience combined with extensive knowledge of financial markets. Jon advises the remuneration committees and senior executives of a wide range of companies, including some of the most recognised names in the region. He consults on a range of remuneration and governance issues.

Jon served on the Singapore Central Provident Fund's Advisory Panel from 2006 to 2008 as well as the government's Economic Review Committee's CPF group in 2002. He has been a governor of Tanglin Trust School since 2006 and he now chairs the Board. Jon is a senior adviser of the M&A firm, Pickering Pacific, and a Fellow of the Singapore Institute of Directors.



Nishant Mahajan

Nishant Mahajan has recently joined Mercer's Singapore office as a Principal in the Executive Rewards practice. Until recently, Nishant was serving as a Vice President with Pearl Meyer in London. He brings over thirteen years of experience in evaluating, designing, and developing executive compensation programs that drive value creation.

His primary area of expertise lies in designing executive incentive structures that help align management efforts and business outcomes with investor expectations. He has worked with a diverse set of clients, including private and public companies across Europe, with a special focus on high growth and global businesses. Prior to joining Pearl Meyer, Nishant held senior compensation consultant roles with EY and Aon Hewitt where he helped develop new approaches to help drive business growth in a highly competitive market-place. He holds an M.B.A from the University of Hull.

Registration

Please register online at www.sid.org.sg by **19 July 2017**.

Should you require assistance, contact us at:

The Secretariat - Tel: 6422 1188; Fax: 6422 1199

TERMS AND CONDITIONS FOR SID COURSES/EVENTS

SID's courses and events are subject to terms and conditions as set out below. The Institute reserves the right to changes these terms and conditions without notice.

COURSE/EVENT REGISTRATION

A participant is successfully enrolled for the course/event once an invoice is generated.

NO CANCELLATION

There will be strictly no cancellation once the participant is successfully enrolled for the course/event.

NO-SHOW

There will be strictly no refund of fees for no-show.

REQUEST FOR REPLACEMENT OR DEFERMENT

Where a participant cannot attend a course, he/she may request to send a replacement or defer the course subject to the following conditions:

1. Replacement of a participant is subject to at least 5 working days prior notice in writing. In the case whereby a SID member participant is replaced by a non-member, a top-up fee will be levied. No refund will be made if a non-member participant is replaced by a member.
2. Deferment of a course to the next scheduled date (for same course) is subject to at least 10 working days prior notice in writing. Deferment is only allowed for half day and full day courses run by SID. An administration fee for each deferment of S\$50 (for half day course) and S\$100 (for full day course) shall apply.

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If SID cancels a course, a full refund will be made to the participants.

CPD HOURS

CPD hours/attendance letter is subject to the participant arriving no later than 30 minutes after the programme starts or leaving no more than 30 minutes before the programme ends, and submitting the module Assessment Form only at the end of the event.

CAR PARK COUPONS

Complimentary car park coupons, where available, are given on a first-come-first-served basis.

PAYMENT POLICY AND OPTIONS

Course/Event fees are due upon registration, and payment should reach SID at least 7 working days before the course date. SID reserves the right to refuse admission if payment is not received in full before a course/event.

1. Online Payment
Log in to your account at www.sid.org.sg
Select invoice to pay at "My Open Invoices".
2. Cheque Payment
Payable to: Singapore Institute of Directors (please quote invoice number behind the cheque)
Mail to: 168 Robinson Road, #09-06, Capital Tower, Singapore 068912
Attention to: Finance Department
3. Telegraphic Transfer
Bank Name: DBS Bank Limited
Branch: Raffles Place Branch
Bank Code: 7171
Beneficiary Name: Singapore Institute of Directors Account Number: 048-016620-2
Swift Code: dbsssgsg
Reference: Please quote invoice number
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