



## • SID-CNPL BoardMatch Premium •

### The Need

Research shows that among the characteristics of high performing boards is a balanced and diverse board of directors. However, most companies today tend to depend on the personal networks of their board and management when searching for board candidates. A few are widening their reach and taking a more arm's length approach by using professional search firms. Notwithstanding, companies tend to limit their use of search firms to specific situations such as finding international directors, for cost reasons.

### SID's Solution

SID is working with CNPL to offer a set of affordable board appointment services that NonProfit Organisations can tap on to find and appoint suitable directors and committee members. To meet the NPO needs and interests, it can leverage on SID's services to reach out to potential candidates through its SID - CNPL BoardMatch Premium service.



### Available Pool of Qualified Directors

SID has an extensive directory of directors who are willing to serve as independent directors on boards. SID members comprise directors of private companies, companies listed on the Singapore Exchange and other international exchanges, and nonprofit organisations. They have the depth and breadth of technical competencies and experiences in a diverse range of backgrounds. More importantly, SID's Continuing Professional Development requirements and comprehensive training curriculum ensure that its members are developed professionally, and stay abreast of the latest developments in boardroom matters.



### Affordable Fees

SID-CNPL BoardMatch Premium rate is only applicable for NPOs referred by CNPL.

NonProfit Organisation	SID-CNPL Board Match Plus SID Corporate Member (S\$)	Non- SID Corporate Member (S\$)
Administrative Fee	150	300
Success Fee	750	1,000

- All fees listed are before GST.
- For SID-CNPL BoardMatch Premium, there is a one-off administrative fee and a success fee for each candidate being selected and appointed either as a Committee or Board Member of an NPO.

SID's fees for commercial organisations are tiered based on the size of companies.

Corporate	SID Corporate Member (S\$)	Non-SID Corporate Member (S\$)
Administrative Fee	1,000	2,000
Success Fee		
- Large Cap Companies	10,000	15,000
- Mid Cap Companies	5,000	8,000
- Small Cap Companies	1,000	3,000

- For commercial organisations, market capitalisation is used to differentiate the level of success fee. Large cap companies with market capitalisation of S\$1 billion and above, mid caps are those with market capitalisation from S\$300 million to below S\$1 billion, and small caps are those with market capitalisation below S\$300 million.



## Comprehensive Search and Assessment Process

Finding the right fit for your board can be a long process. **SID-CNPL BoardMatch Premium** offers a comprehensive approach to help companies search for independent directors. SID works hand-in-hand with the organisation in each part of the search and appointment process which includes discussing with the company the potential skills and gaps that need to be filled. It allows an organisation to directly reach out to SID members in its search for new directors or committee members. The organisation will identify its specific needs and requisite qualifications of the new director or committee member candidate(s). The profile of the company and its desired director or committee member candidate(s) will be communicated to SID members via an e-circular sent to its members (except for those who opt out of Board Appointment Services).

### STEPS

<b>1</b>	<p><b>Initial Contact and Referral</b></p> <p>NPO to contact CNPL. CNPL will assess needs and may refer NPO to SID-CNPL BoardMatch Premium service to embark on a comprehensive search.</p>
<b>2</b>	<p><b>Needs and Profiling</b></p> <p>Upon referral by CNPL to SID, the NPO will need to complete a Questionnaire Form on the desired profile of the candidate.</p>
<b>3</b>	<p><b>Search</b></p> <p>SID reaches out to its members on the opportunity without reference to the NPO. It also searches and filters its database for potential candidates that may fit the profile.</p>
<b>4</b>	<p><b>Shortlist</b></p> <p>SID presents a list of candidates with brief profiles to the NPO for review and approaches the candidates shortlisted by the company to affirm their participation in the interviews.</p>
<b>5</b>	<p><b>Assessment</b></p> <p>The NPO assesses the candidates and contacts them directly for interview and future discussions.</p>
<b>6</b>	<p><b>Reference Checks</b></p> <p>SID makes reference checks on the selected candidate.</p>
<b>7</b>	<p><b>Appointment</b></p> <p>The NPO takes the candidate through its internal board or committee appointment process.</p>



“SID’s Board Appointment Services was a positive experience for us. We were pleased with their thorough scoping of our board requirements and effectiveness in sourcing of relevant candidates. With SID’s support and recommendations, we have successfully recruited a new board member.”

**Michael Lien**  
Co-founder & Board Chairman LEAP201



“SID’s Board Appointment Service provided a critical bridge to the NTUC First Campus Board, without which I would not have had the opportunity to serve. This in turn has opened new vistas for me and has been greatly beneficial in my directorship journey.”

**Wong Su Yen**  
Director, NTUC First Campus

We look forward to a discussion and better understanding of your board requirements. For more information, please contact

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