



## Compensation 2012 – 2014: What does the future hold?

Wednesday, November 2nd, 2011

Dear IHRC-Friend,

We invite you to attend the second annual IHRC compensation event which offers a dynamic and interactive platform involving the key experts and practitioners in the world of Compensation & Benefits. Our keynote speakers and practitioners represent a wide cross section of industries and as well as providing some thought provoking ideas on future trends, will also lead a series of Master Classes on key topics.

### "Compensation 2012-2014: What does the future hold?"

Date Wednesday, November 2<sup>nd</sup>, 2011  
Location Stiftung zum Glockenhaus, Sihlstrasse 33, Zürich,

The event will be moderated by **Michelle Holmes**, Managing Partner M-Rewarding

#### Program

14:30	Registration and welcome coffee
15:00	Welcome and Opening
15:20	Keynote addresses <ul style="list-style-type: none"><li>• <b>Salary and Economic Forecasts</b> Dani Kalt, Global Functional Macro Economics Head, Wealth Management Research, UBS</li><li>• <b>Future Trends in Compensation</b> Martin Emmerich, Director, Towers Watson</li><li>• <b>What are Companies focusing on in 2012?</b> Thomas Haussmann, Senior Vice President, Practice Leader Reward, Hay Group Germany</li></ul>
16:30	Short Break
16:45	Please indicate upon registration, which Master Class you would like to attend: <ol style="list-style-type: none"><li>1. <b>Salary structures, grading and benchmarking</b> <u>Facilitator:</u> Michael Bruggmann, Head of C&amp;B, Swisscom AG</li><li>2. <b>Short Term Incentive Plan (Re)Design</b> <u>Facilitator:</u> Sonja Helfenstein, Head of C&amp;B, Gate Group</li><li>3. <b>Long Term Incentive Plan (Re)Design</b> <u>Facilitator:</u> Peter Hebeisen, Head of C&amp;B, Private Banking, UBS</li><li>4. <b>Benefit Management</b> <u>Facilitator:</u> Domenica Huber, Head of C&amp;B, Nobel Biocare</li><li>5. <b>Corporate Governance and Remuneration Reporting</b> <u>Facilitator:</u> Paul Sutton, Head of Total Rewards, Zurich Financial Services</li></ol>
18:00	Plenum Summary
18:45	Apéro and close

This event is open to members and guests with reduced fees for members.

- CHF 100.— IHRC Members
- CHF 150.— Guests

We kindly ask you to register for this unique annual event no later than October 25, 2011:  
<http://www.zgp.ch/netzwerke/international/registration-international>

This event is sponsored by

TOWERS WATSON  and 

We look forward to seeing you at this great event!

Kind regards,  
The IHRC Core Team  
Carsten Sudhoff (chair), Barbara Bourouba, Anna Cocca, Rolf Erny, Hanneke Frese,  
Diana Perez, Ruud Rikhof, Max Scheidegger, Esther Martin