



The Implementation of the FSA Remuneration Code

A Practical Guide

America Square Conference Centre, London EC3

The FSA expects firms to make their first disclosures under the code for 2010 remuneration "as soon as practicable, and no later than 31 December 2011."

Firms that were already within the scope of the FSA's Remuneration Code, and who had to comply with the revised Code from 1 January 2011, will need to be ready to make their disclosures sooner rather than later. Firms having to meet the Code for the first time currently benefit from a transitional period, which will end on 1 July 2011. They will have until the end of the year before making their first disclosures.

This conference will provide an ideal opportunity for anyone that is responsible for remuneration to ensure they are fully up to speed with the Revised Remuneration Code. They will also benefit from tangible examples of institutions that have already adapted their remuneration policies to comply with the code and prepared their disclosures.

The event includes a session on contingent convertibles in relation to remuneration, with a presentation by Barclays on their innovative use of CoCos, followed by a panel discussion with senior representatives of other financial institutions.

The emphasis of all the sessions will be on the practical, drawing on the experience that firms have already managed to build up. They will be as follows:

- The FSA and the implementation process
- The experience of implementation I
- Implementation and proportionality
- Remuneration and the use of contingent convertibles
- Conflicts of interest
- Profit based measurement, risk adjustment and claw back
- Employment law issues
- The experience of implementation II
- The experience on private equity and asset management

The conference should be attended by the senior management of all financial institutions, particularly chief operating officers, heads of compensation, benefits and reward, heads of human resources, heads of internal audit, heads of compliance, legal, tax specialists, in-house counsel and their legal and financial advisers.

Chairmen

- **Morning: Paul Fontes**, Partner, Eversheds LLP
- **Afternoon: Gus Black**, Partner, Dechert LLP

Speaker Panel

- **Caroline Carter**, Partner, Ashurst LLP
- **Janet Cooper**, Partner, Linklaters LLP
- **Tom Gosling**, Partner, PricewaterhouseCoopers LLP
- **Peter Haller**, Director and Counsel, Global Co-Head, Equity Incentive Plans, Credit Suisse Securities(USA) LLC
- **Simon Hodges**, Director, Compensation and Benefits, Barclays
- **Oliver Lodge**, Managing Director, OWL Regulatory Consulting
- **Nigel Mills**, Director, MM & K
- **Paul Randall**, Partner, Ashurst LLP
- **Matthew Sinnott**, Regional Head of Compensation, EMEA, Nomura
- **Lex Verweij**, Head of Reward Consulting and Executive Compensation, McLagan
- **Alistair Woodland**, Partner, Clifford Chance LLP

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As part of AON Hewitt we are uniquely equipped to help our clients in the financial sector design, execute and govern remuneration in an increasingly regulated and global environment. McLagan works with nearly all financial sector companies around the world from offices in the US, Europe and Asia.

Forthcoming events

The Challenges of MiFID II

A One Day conference

Thursday, 26th May 2011

Central London

In association with the European Capital Markets Institute

The impact of the financial crisis and pressure from the G20 has transformed the planned review into MiFID into a complete re-think of Europe's financial markets structure and into an instrument for fixing its problems. The financial crisis has brought demands for increased investor protection and for much greater pre- and post-trade transparency. The latter is easier to bring about than the former and, for the equity side, means that data consolidation is the strong issue. MiFID II will also be more hard edged on the subject of market access from third country regimes than was its predecessor. The focus on derivatives means that MiFID II will embrace not only financial institutions but also energy firms. This conference will address these key issues.

Keynote speaker: Kay Swinburne, MEP, Member of the Economic and Monetary Affairs Committee and Rapporteur for MiFID II

Topics covered: MiFID II: What's next for Europe's capital markets * Developments in market structures and practices * Pre- and post-trade transparency * Data consolidation * Commodity derivative markets * Transaction reporting * Investor protection * Convergence of regulatory structure and supervision

Standard delegate fee: £495.00 plus VAT (£594.00)

To book, call this number: +44(0)1483 720 707

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Conference Programme

8:30 Coffee and registration

9:15 Morning chairman's opening remarks

Paul Fontes, Partner, Eversheds LLP

9:20 The FSA and the implementation process

Caroline Carter, Partner, Ashurst LLP

Paul Randall, Partner, Ashurst LLP

**9:45 The experience of implementation I –
A large bank**

Alistair Woodland, Partner,
Clifford Chance LLP

10:20 Implementation – proportionality

Janet Cooper, Partner, Linklaters LLP

10:55 Morning coffee

**11:15 Remuneration and the use of
contingent convertibles**

Presentation

Simon Hodges, Director, Compensation
and Benefits, Barclays

Panel discussion

Peter Haller, Director and Counsel, Global
Co-Head, Equity Incentive Plans,
Credit Suisse Securities(USA) LLC

Matthew Sinnott, Regional Head of
Compensation, EMEA, Nomura
Further speaker to be confirmed

12:05 Conflicts of interest

Oliver Lodge, Managing Director, OWL
Regulatory Consulting

12:40 Lunch

13:55 Afternoon chairman's opening remarks

Gus Black, Partner, Dechert LLP

**14:00 Profit based measurement, risk
adjustment and claw back**

Tom Gosling, Partner,
PricewaterhouseCoopers LLP

14:35 Employment law issues

Paul Fontes, Partner, Eversheds LLP

15:10 Afternoon tea

15:25 The experience of implementation II

Lex Verweij, Head of Reward Consulting
and Executive Compensation, McLagan

**16:00 The impact on private equity and
asset management**

Nigel Mills, Director, MM & K

16:35 Close

This conference is accredited by both the Solicitors' Regulation Authority and the Securities and Investment Institute for 6 Continuing Professional Development Points

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- To order, complete the registration form and method of payment. Payment must be received before the documentation and password can be despatched
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