

6th National Conference

Equity Based Compensation – Emerging Paradigms

ESOP Direct

The Leela, Mumbai - 4th December 2015

Agenda

8:30 am

Registrations

9.30 am to 10.00 am	Theme address - Equity Based Compensation Emerging Paradigms	Harshu Ghate - Co Founder and Managing Director, ESOP Direct
10.00 am to 10.15 am	Equity compensation trends - 2015 Highlights of the survey conducted by ESOP Direct	Prachi Worlikar - Senior Manager, Special Projects, ESOP Direct
10.15 am to 10.45 am	Panel discussion - Equity compensation stakeholder perspectives perspectives of shareholders / investors, HR and company management	Shriram Subramaniam - Founder and Managing Director, inGovern Research Services KG Subramanian - CFO, Nexus Venture Partners Zubin Mody - Head Human Resources, IndusInd Bank

10.45 am to 11.00 am

Tea break

11.00 am to 1.00 pm	Plan Design	
11.00 am to 11.45 am	Decisions - Decisions - Decisions: From what to whom to how much to offer	Jalaj Sinha - Senior Manager- Consulting , ESOP Direct
11.45 am to 12.15 pm	ESOPs for CXOs - What are they looking for ?	Sachin Rajan - Consultant , Russell Reynolds Associates
12.15 pm to 1.00 pm	Case study : Stock Appreciation Rights - Why and how we chose them? Case study : Designing ESOPs in an unlisted company	Ramesh CD - Senior VP - HR , Dewan Housing Finance Corporation Ltd. Vimal Malhotra - Head - HR , Sterlite Networks Ltd.

1.00 pm to 2.00 pm

Lunch

2.00 pm to 3.30 pm	Regulations	
2.00 pm to 2.30 pm	What's new ? - SEBI (SBEB) Regulations 2015 and Companies Act 2013	Uma Shankar Acharya - Senior Manager Consulting, ESOP Direct
2.30 pm to 3.00 pm	Tackling complexity - Other Regulations impacting Equity compensation	Shuva Mandal - National Practice Head, M&A and Corporate, Shardul Amarchand Mangaldas
3.00 pm to 3.30 pm	Accounting for ESOPs - How does Ind AS affect your ESOP cost?	Rahul Somani - Senior Manager-Consulting, ESOP Direct

3.30 pm to 3.45 pm

Tea break

3.45 pm to 5.00 pm	Plan administration	
3.45 pm to 5.00 pm	Case study : Cashless exercise - How and why we provide this? Case study : Impact of Corporate restructuring on ESOPs Case study : Handling overseas ESOP holder employees	Vaishali Vaid - Vice President - Head- Global HR, KPIT Infosystems Ltd. Sanjay Rathi - Head Legal and Corporate Governance, Future group Rajireddy Suluguri - SSU Secretarial, TechMahindra