

## ESOPs - beyond compensation

Wednesday, 13<sup>th</sup> Dec, 2017  
The Leela, Mumbai

## Agenda

## 8.30 am to 9.00 am Registration and Breakfast

09:00 am to 9:15 am	<b>Welcome Address</b>	<b>Harshu Ghate</b> Co-Founder and Managing Director ESOP Direct
09:15 am to 9:45 am	<b>Key Note address</b> Corporate Governance - Investor's perspective	<b>Amit Tandon</b> Founder and Managing Director Institutional Investor Advisory Services - liAS
9:45 am to 10:05 am	<b>First Technical session</b> Tailor made Plan design or Follow the market - what works?	<b>Harshu Ghate</b> Co-Founder and Managing Director ESOP Direct
10:05 am to 10:45 am	<b>Case study</b> Maturing from Start-up to a Growth stage business - how did we tweak our ESOP Plans ?	<b>Girish Menon</b> Head HR Swiggy

## 10:45 am to 11:20 am Tea break

11:20 am to 12:00 pm	<b>Case study</b> Equity compensation in a diversified conglomerate - objectives and challenges	<b>Madhav Keswani</b> Group Head - Rewards and Benefits Aditya Birla Group
12:00 pm to 12:30 pm	<b>Second Technical session</b> Implications of IND AS - how will they impact the Plan design	<b>Rahul Somani</b> General Manager, Equity Compensation Solutions ESOP Direct

## 12:30 pm to 1:45 pm Lunch

1:45 pm to 2:15 pm	<b>Third Technical session</b> Beyond ESOPs - available alternatives	<b>Jalaj Sinha</b> General Manager, Business Development Equity Compensation Solutions ESOP Direct
2:15 pm to 3:00 pm	<b>Case study</b> Evaluating a different Equity compensation instrument	<b>Manojkumar Sharma</b> SVP Human Resources Vedanta Resources
3:00 pm to 3:30 pm	Innovation in ESOP funding- Structured solutions in ESOP financing	<b>Vishal Sharan</b> SVP and Business Head Axis Finance Ltd.
	Broker funded Cashless exercise	<b>Prachi Worlikar</b> General Manager, Product Management ESOP Direct

## 3:30 pm to 4:00 pm Tea break

4:00 pm to 4:40pm	<b>Case study</b> Challenges in managing ESOPs to overseas employees	<b>Amit Muley</b> Director Compensation and Benefits CRISIL Ltd.
4:40 pm to 5:20 pm	<b>Case study</b> Plan branding and communication of a complex equity instrument	<b>Siby George</b> Director – Corporate Affairs SSH, Kuwait