

# Feedback on the Next Practices and Changing Long-Term Incentive Practice in South Africa



**South African Reward Association**

Presents:

## Feedback on the Next Practices and Changing Long-Term Incentive Practice in South Africa

**9 June 2010**

**Country Club Johannesburg, Woodmead**

You would have received an email during the course of business yesterday inviting you to complete a survey on Executive Share Based Incentive Schemes. The survey is designed to take less than 15 minutes to complete and we would like SARA members to participate. Survey returns will be kept strictly confidential and will only be reported in aggregated form.

The deadline to complete this survey is 21<sup>st</sup> May 2010. Please refer to the email from yesterday and click the link to begin the survey.

Thank you in advance for your participation.

Long-Term Incentives (LTI) have seen dramatic change over the last 5 years due to the introduction of IFRS2, changes in tax legislation section 8C, the introduction of performance conditions, stakeholder activism and the impact of the King Reports.

International trends in this field have proven to be of limited assistance in SA, mainly due to differences in tax legislation and other local issues. A further development has been to offer choice of LTI schemes to executives.

Companies have consequently needed to

<b>Date:</b>	Wednesday, 9 June 2010
<b>Venue:</b>	Country Club Johannesburg, Woodmead
<b>Time:</b>	07h00 Registration 07h30 Breakfast 08h00 Robert Gad 08h45 Chris Blair 09h15 Questions and Answers 09h30 Closure
<b>Cost:</b>	SARA Members: No charge Non-Members: R250.00

determine:

- what schemes to offer
- what the ratio between the scheme choices should be
- the extent (if any) to which company minima and maxima need to be set to encourage (or discourage) certain behaviour.

We would like to share and educate SARA members based on the collective outcomes of the survey at a breakfast session to be held at the Johannesburg Country Club. **Renowned expert tax and legal specialist on LTI's (profile attached), Robert Gad a Director of Edward Nathan Sonnenbergs will present an informative view of tax and legal implications of LTI schemes and the changes thereof.**

**Cancellation Fee:** Please note that a cancellation fee of R250.00 will be charged to members and non-members if registration is not cancelled 48 hours before the function or if delegate is a 'No Show' at the function.

**RSVP:** Please RSVP by 4 June 2010.

**Click [here](#) to register.**

**Dietary Requirements:** Please advise of any dietary requirements: halaal, kosher, vegetarian

The topics covered will include:

- Eligibility
- Types of schemes
- Accounting and tax practices
- Performance conditions
- Choice based LTI trends
- LTI quantum's

### MORE ABOUT THE SPEAKER

"Robert has over 20 years of experience in all aspects of South African direct and indirect tax. He has been a director at Edward Nathan Sonnenbergs since 1994 and is Deputy Chairman of the South African Law Society's Committee on Exchange Control and Tax Matters.

He has advised leading corporations on tax planning and tax disputes with SARS. He is active in the employee incentive scheme field, having consulted on numerous incentive arrangements since the mid- 1990's, Robert is highly rated as a tax practitioner by the authoritative international guide Chambers Global which states: "Robert Gad impresses with his knowledge and focus: 'He manages to marry his technical know-how with the commercial requirements which are always present in a tax matter,' sources say. He advises clients from the retail, property and financial services sectors".

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