EMPLOYEE BENEFITS ASIA
14 – 15 MAY 2019, SINGAPORE

#EmployeeBenefitsAsia

The region’s leading compensation & benefits, and total rewards conference

www.humanresourcesonline.net/employee-benefits/2019/sg
TABLE OF CONTENT

EVENT SUMMARY 3
WHY YOU SHOULD ATTEND 4
SPEAKERS 5-6
WHO YOU WILL MEET 7-8
AGENDA 9-12
TESTIMONIALS 13
REGISTRATION 14
SPONSORSHIP BENEFITS 15
SPONSORS AND EXHIBITOR 16
FOLLOW US ON SOCIAL MEDIA 17
RETHINK BENEFITS. RETAIN TALENT

An effective total rewards strategy has the ability to enable your employees, attaining high levels of employee loyalty while empowering them to strive for greater heights. It’s a powerful tool that should not be overlooked and has an irrefutable positive effect on both the recruitment and retention process. Do it right and your company will have the pick of the talent to assemble an A-team.

Tailored for HR professionals keen to discover the latest employee benefits trends and challenges in the market, Employee Benefits Asia will inject interactivity and creativity interwoven with networking and learning to revolutionise your human resources practices to attain long-term sustainability and effectiveness.

Join us on the **14-15 May** to gear up and stay ahead of the curve. Meet over 150 HR leads and C&B specialists and be inspired by their insights on strategic total rewards planning. We look forward to meeting you.
WHY SHOULD YOU ATTEND

Be in the know
• Keep up to date with the shifting landscapes of C&B and gear up for the future.
• Speakers from fast-paced tech-savvy start-ups to leading global and regional organisations.

Forge your place in the C&B community
• With our brand new interactive formats, engage in in-depth discussions with HR peers throughout the day.

Be a forerunner in innovation
• Learn innovative and sustainable strategies for a productive workforce
• Be inspired by innovations in total reward programmes

Network and build new opportunities
• Over 150 senior HR leaders and C&B specialists will be attending
• Multiple networking sessions for you to mingle with like-minded professionals who face the same challenges as you
SPEAKERS

Shah Rouf
Chief Executive Officer, Group Corporate Solutions
AIA Group

Alvin Fu
Chief Corporate Solutions Officer
AIA Singapore

Dushyant Ajwani
Director – O&B, APAC, Global Total Rewards and Medical, Human Resources
American Express

Koljit Singh
Head of Organisational and Cultural Excellence
BASF PETRONAS Chemicals

Sajjad Parmar
Regional Rewards Partner APAC
eBay

Paul O’Malley
Director, Global Total Rewards
Franklin Templeton Investments

Phan Yoke Fei
Senior director, Human Resources and Corporate Administration
Gardens by the Bay

Raymund Chua
Managing director Heraeus Materials Singapore;
Head of HR, Asia Pacific
Heraeus Asia Pacific

Aditi Sharma Karla
Regional Editor
Human Resources magazine
SPEAKERS

Ray Chua
Head of Human Resources (SEA, HK & Shen Zhen)
KLA-Tencor

Jason Ho
Head, Group Human Resources
OCBC Bank

Mayur Chaturvedi
Head of Rewards, ASEAN Pacific & Japan
Philips

Mukta Arya
Head of Human Resources South East Asia
Societe Generale Asia-Pacific

Raamann Ahuja
Senior Director, Human Resources Southeast Asia and Taiwan
Thermo Fisher Scientific

Elena Choy
Chief Human Resources Officer
Thome Group

Jalaine Wong
HR Business Partner
WE Communications

For speaking opportunities, contact Heather Ang at heathera@humanresourcesonline.net
WHO YOU WILL MEET

BY INDUSTRY

- Automotive
- Business Services
- Education
- Energy & Utilities
- Financial Services
- FMCG & Retail
- Government
- Healthcare
- Hospitality & Travel
- IT & Telecomm
- Logistics
- Manufacturing
- Media & Marketing
- Real Estate
- HR Solution Provider

PREVIOUS ATTENDEES INCLUDE

*SCAPE Co
ABB
Ademco
Akamai Technologies
AkzoNobel
ALSTOM
Amara Hotels and Resorts
Amcor
AON
Autodesk Asia
AXA Insurance
BDP International
BNY Mellon
Boehringer Ingelheim
BP

British American Tobacco
Charles & Keith
CIMB Bank
Commerzbank AG
DHL eCommerce
dnata
eBay
Edrington
Ericsson
Essence
H&M
HP
JT International
Keppel T&T
Kimberly-Clark
Maersk
Marina Centre Holdings
Microsoft
Mott MacDonald
National Gallery
National Library Board
Natwest Markets
NBC Universal Studios
Nexans
Nielsen
NTUC Income
NXP Semiconductors
Olam Cocoa
Philip Morris Asia
Prudential
Rakuten Asia
REHAU
Rio Tinto
Rolls-Royce
Schneider Electric
Scoot
SCOR Services
Sephora Asia
Sibelco
Siemens
Singapore General Hospital
Singapore Institute of Technology
Societe Generale
Standard Chartered Bank
SThree
HSBC
The Salvation Army
Times Publishing
Total E&P Asia Pacific
Toyota Tsusho
Trans Link
Trans-Power
UBS AG
Unity Technologies
VALE International
Vodafone Enterprise
Volkswagen Group
WorldVenture
WHO YOU WILL MEET

BY SENIORITY

- C-Level / GM
- CHRO / Head of HR
- HR VP / Dir
- HR Managers
- C&B Specialists and HR Executives

If you fall into one of the following categories, this conference is definitely for you!

C-Suite
- Chief Executive Officer
- Chief HR Officer
- Chief People Officer
- Chief Talent Officer
- Chief Operating Officer
- Chief Finance Officer
- General Manager

VPs, Directors, Managers and Specialists of
- Human Resources
- Compensation & Benefits
  - Total Rewards
- Employee Experience
- Talent Management
- Performance Management
- Organisational Development
- Talent Acquisition
## DAY 1: 14 MAY 2019

<table>
<thead>
<tr>
<th>Time</th>
<th>Session/Activity</th>
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<tr>
<td>8.00 am</td>
<td>Registration</td>
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<tr>
<td>8.30 am</td>
<td>Opening remarks and ice breaker session</td>
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</table>
| 9.30 am| **THE BIG PICTURE**<br>Opening plenary keynote: Aligning your rewards strategy to support the business agenda  
• Understand the importance of aligning your rewards scheme to organisational goals.  
• How to determine a best-fit approach for a rewards scheme aligned to organisational and employee needs.  
• How to secure key stakeholder buy in on reward scheme strategies?  
Speaker: Jason Ho, Head, Group Human Resources, OCBC Bank |
| 10.30 am| Networking refreshment break                                                     |
| 11.00 am| Incorporating physical and financial wellbeing into an all-encompassing wellness strategy.  
• Financial distress affects emotional and physical wellbeing - how can we avoid it?  
• Tailored and flexible employee healthcare solutions to cater to various demands.  
• How to encourage employees to take the initiative and be responsible for their personal financial wellbeing.  
• Reduce absenteeism: Improve productivity by helping your employees gain control over their physical and financial health.  
Speaker: Shah Rouf, Chief Executive Officer, Group Corporate Solutions, AIA Group |
| 11.30 am| Reserved for representative from RBC                                            |
| 12.00 pm| Networking lunch                                                                |

## A HOLISTIC APPROACH TO YOUR EMPLOYEES WELLBEING

<table>
<thead>
<tr>
<th>Time</th>
<th>Session/Activity</th>
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| 1.00 pm| Interactive panel discussion: Designing a holistic health management programme that seeks to engage and improve the performance of employees  
• Pinpointing the challenges of health and wellbeing in your firm to create a targeted and effective programme.  
• Determine a programme’s benefit based on the composition and what drives workforce engagement.  
• Understanding what you can do to deliver innovative and robust solutions for optimal results that benefit your team and the wider business.  
Panellists:  
Alvin Fu, Chief Corporate Solutions Officer, AIA Singapore  
Mukta Arya, Head of Human Resources – South East Asia, Societe Generale Asia-Pacific |
AGENDA

2.00pm 20-20 case study: Strategic communication of your total rewards programme
• Maximise the effectiveness of your total rewards programme by developing a strategic communication plan for employees.
• Understand the various channels that can be utilised when communicating your message to your stakeholders.
• Characteristics of an effective communication strategy and how can it promote open communication between employees and HR professionals.

Speaker: Mayur Chaturvedi, Head of Rewards, ASEAN Pacific & Japan, Philips

2.40pm 20-20 case study: Nurturing mental fortitude in your employees
• Mental wellness plays a critical role in the overall wellbeing of employees – affecting productivity and performance.
• What different strategies can employers adopt to help employees cope with workplace pressures?
• What methods can be adopted to reduce stigma on mental health issues and encourage employees to come forward to seek help when necessary?

3.20pm Networking refreshment break

SHEDDING THE LIGHT ON COMPENSATION

3.50pm Keeping your remuneration package competitive and attractive
• Learn how to attract and retain your organisation’s best talent with a competitive pay and salary packages.
• Tips on how to conduct a thorough pay analysis, benchmarking compensation structures and base pay design.
• Understand how to negotiate executive remuneration packages.

Speaker: Paul O’ Malley, Director, Global Total Rewards, Franklin Templeton Investments

4.20pm Supporting a pay-for-performance culture in your company
• Reviewing the pay-for-performance culture by pegging compensation to the achievement of key performance targets.
• Discover innovative pay structures and learn how to determine a best-fit approach in accordance to your company goals.
• Consider the benefits of implementing a variable-pay strategy into your compensation structure and discover the ROI in doing so.

5.00pm Closing remarks

More than 120+ HR Leaders, C&B and Total Rewards specialists will be attending. Reserve your seat today.
# AGENDA

## DAY 2: 15 MAY 2019

<table>
<thead>
<tr>
<th>Time</th>
<th>Activity</th>
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<tr>
<td>8.00 am</td>
<td>Registration</td>
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<tr>
<td>9.00 am</td>
<td>Opening remarks and ice breaker session</td>
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## IMPROVING THE EMPLOYEE EXPERIENCE

<table>
<thead>
<tr>
<th>Time</th>
<th>Activity</th>
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<tbody>
<tr>
<td>9.20 am</td>
<td>Opening plenary keynote: Examining the effects of workplace environment on employee engagement</td>
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<tr>
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<td>• What are some considerations to keep in mind when designing the workplace environment to improve the employee experience?</td>
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<td>• What different elements can be introduced to the workplace across differing budgets? (e.g. facilities and design of office space)</td>
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<td>• Experimenting with innovative workplace designs that encourage employees to step out of their routine and think outside the box.</td>
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<td>Speaker: Raymund Chua, Managing Director, Heraeus Materials Singapore; Head of Regional Center; and Head of HR, Asia Pacific, Heraeus Asia Pacific</td>
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<tr>
<td>10.20 am</td>
<td>Networking refreshment break</td>
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<tr>
<td>10.50 am</td>
<td>Fishbowl panel: Do you live to work or work to live?</td>
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<td></td>
<td>• The inability to balance work and home responsibilities can have detrimental results on the organisation – including reduced productivity, increased absenteeism and higher turnover rates.</td>
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<td></td>
<td>• How does the company help employees manage the balance between work and life? What alternatives can we offer to encourage equilibrium between work and home life?</td>
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<td></td>
<td>• How does provision of alternative solutions affect the company? Hear from the industry experts on the results of implementing work-life balance solutions.</td>
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<td></td>
<td>Panellist(s): Koljit Singh, Head of Organisational and Cultural Excellence, BASF PETRONAS Chemicals</td>
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<td>Ray Chua, Head of Human Resources (SEA, Hong Kong and Shen Zhen), KLA-Tencor</td>
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<td>Raamann Ahuja, Senior Director, Human Resources, Southeast Asia and Taiwan, Thermo Fisher Scientific</td>
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## AN INNOVATIVE APPROACH TO EMPLOYEE BENEFITS

<table>
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<tr>
<th>Time</th>
<th>Activity</th>
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<tbody>
<tr>
<td>11.50 am</td>
<td>Redesigning your rewards scheme to incorporate customisation</td>
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<td>• Understand how customisation can help increase the relevancy of reward programmes to suit employees’ needs, improving employee satisfaction and engagement rate while increasing cost efficiency.</td>
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<td></td>
<td>• To what extent should autonomy be given to employees? What are some of the core elements to retain control of when providing a flexible rewards package?</td>
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<td></td>
<td>• What considerations should you be aware of when implementing a customisable benefits scheme? (E.g. legal, cost, complexity etc.)</td>
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<tr>
<td>12.30 pm</td>
<td>Networking lunch</td>
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AGENDA

1.30pm
Drive revolutionising changes in your total rewards scheme with the power of analytics

- In the war for talent, leverage on analytics to make strategic interventions in your rewards strategy and programs to add value to your investment
- Using analytics to really understand the impact of your programs on the company and on employees, drive meaningful decision making and optimising cost
- Numbers speak louder than words – convincing leaders on the effectiveness of programmes with the power of statistics and leading the discussion with confidence

Speaker:
Sajjad Parmar, Regional Rewards Partner APAC, eBay

2.10pm
20-20 case study: A glimpse into the future – people management in start-ups

- People management in start-ups typically runs on a lean budget, learn the tricks of the trade on how they operate effectively in line with budget constraints.
- What incentives do start-ups offer that gain the loyalty of their employees? Examples include flexible working hours, employee stock options and experience etc.
- How do start-ups leverage on tools such as technology and personalisation to gain cost savings in employee benefits programmes.

2.50pm
Networking refreshment break

3.20pm
Thrive in the age of the gig economy

- Tips on how to manage the rise of the gig economy from a C&B perspective.
- Incentives to provide for the contingent workforce to maintain a high level of employee satisfaction and retention?
- How do you encourage job loyalty in the gig economy?

4.00pm
Fishbowl panel: Creating an irresistible rewards package for millennials

- Millennials are set to dominate 75% of the workforce by 2025 and this makes it pertinent for rewards professionals to understand the generation’s characteristics and what their priorities are.
- How will workplace culture evolve with the changing demographics and how do we learn to adapt quickly to remain relevant?
- Incorporating millennial values into your company’s reward strategy to optimise high levels of engagement and retention.

Panellist(s):
Dushyant Ajwani, Director – Compensation and Benefits, APAC, Global Total Rewards and Medical, Human Resources, American Express
Phan Yoke Fei, Senior Director, Human Resources and Corporate Administration, Gardens by the Bay
Jalaine Wong, HR Business Partner, WE-Worldwide

4.50pm
Closing remarks

5.00pm
End of Employee Benefits Asia 2019
"Good opportunity to stay ahead of the latest relevant market trends and practices"
-C&B Manager, UEM Sunrise

"Topics provided good learning opportunities. Abundance of networking"
-Section Head, Rewards Mgt, Agrobank

"Good variety of topics that goes beyond typical benefits-related conferences"
-Country HR Manager, Rolls-Royce

"Interesting perspectives from various industries. You get to learn about the challenges other faced and how they overcome it."
-Section Manager, HR, Scoot TigerAir
REGISTRATION

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<th>CONFERENCE PACKAGE</th>
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<td>SGD1,540</td>
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<td>HR vendors and non-HR practitioners</td>
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<td>SGD2,699</td>
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BRING YOUR TEAM FOR ADDITIONAL DISCOUNTS!

GET IN TOUCH WITH US

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+65 6423 0329

Ryan Ciceron
ryanc@humanresourcesonline.net
+65 6423 0329

#EmployeeBenefitsAsia
# SPONSORSHIP BENEFITS

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<thead>
<tr>
<th>Thought Leadership Benefits</th>
<th>Platinum</th>
<th>Gold</th>
<th>Silver</th>
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<td>Website company description</td>
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<td>Event signage logo placement</td>
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<td>Event photos</td>
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To discuss packages, contact the sponsorship & exhibition team at sales@humanresourcesonline.net

*All sponsorship and exhibition bookings are allocated on a first come, first served basis and can be tailored to suit your requirements.*
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