

# Managing a Remuneration Committee...

## ...the pitfalls & successes

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**Thanks  
for the  
vote of  
confidence!**









“Excessive boardroom pay is the unacceptable face of capitalism which undermines enterprise and damages the social fabric of our country”



“Britain’s economic model is broken.

The seemingly runaway nature of high pay among the richest and most powerful bears little relation to the experience of the majority of people”





**57.8 years**

**37.3% women**

**5 meetings a year**

**£20,455 p.a. fee**





high EQ



preparation



good listening skills



toughness & resolve

EXECUTIVE COMPENSATION  
REVIEW BOARD

HOW MUCH SHOULD  
WE PAY OUR CEO IF  
HE JUST SHOWS UP  
FOR WORK?



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FIFTY  
MILLION  
DOLLARS!!!



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THE CLOWN  
MAKES A GOOD  
ARGUMENT.

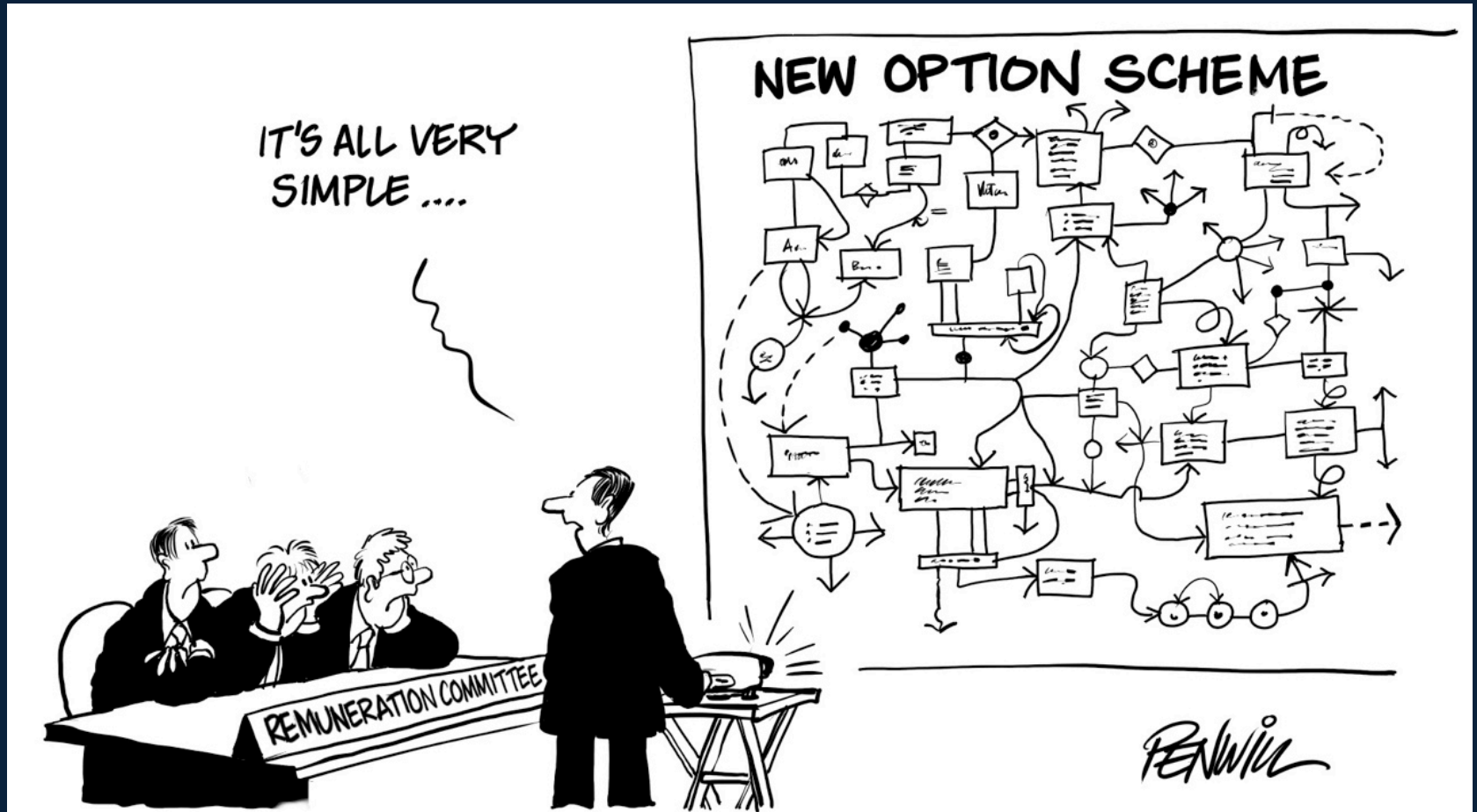




# Tip 1. Engage, listen, relate, evaluate



## Tip 2. Keep it simple





## Tip 3. No surprises



## Tip 4. Don't be the meat in the sandwich





# Tip 5. Develop a network of trusted advisors



Thank you for listening.