



MASTERTEK

Engaging People + Rewarding Success

Executive Remuneration.  
Partnering with  
MasterTek Pty Ltd

[www.mastertek.com.au](http://www.mastertek.com.au)

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## The level and structure of executive remuneration is a key responsibility of the Board and particularly its independent directors.

Increased focus since the GFC has led to more stringent disclosure requirements along with greater consequences for Boards that are not in tune with their shareholders and able to clearly demonstrate an effective link between performance and reward. In short, Boards are more accountable than ever for the effective management of executive remuneration. We recognise the challenges.

- + Clearly demonstrate how remuneration drives performance and aligns with tangible business outcomes
- + Ensure absolute compliance with legislated disclosure and related mandates
- + Continue to engage, motivate and reward executives with the appropriate capabilities to deliver shareholder value in the short, medium and long term

Along with the greater powers vested in shareholders regarding the size and shape of executive remuneration, increased regulations are in place regarding the source and nature of advice for Board members regarding executive remuneration. We're here to help.

- + Depth of internal and external advisory experience across the full range of relevant disciplines
- + Leading-edge approaches to assessing the relative & absolute link between executive remuneration and business performance
- + Proprietary Performance Pay Index® analysis tools providing market leading benchmarking insights

# Executive Reward Solutions by Mastertek.

Mastertek consultants bring deep experience in the design and management of Executive and enterprise-wide remuneration and reward solutions.

An organisation's reward offering will likely consist of a variety of interrelated programs. By managing the offering in a holistic way whilst considering the relationship between performance and rewards, our approaches seek to define how executives earn their remuneration, helping to focus their efforts on activities and results which drive business performance.

We are committed to helping our clients build high-performing, sustainable and resilient organisations. Our solutions are based on active, global research and honed through many years of practical application.

As a result, our approach extends beyond short-term monetary rewards and incorporates non-financial motivators such as recognition and support, capability development strategies and opportunities for autonomy and strategic ownership. In other words, the factors that truly drive motivation, engagement and performance.

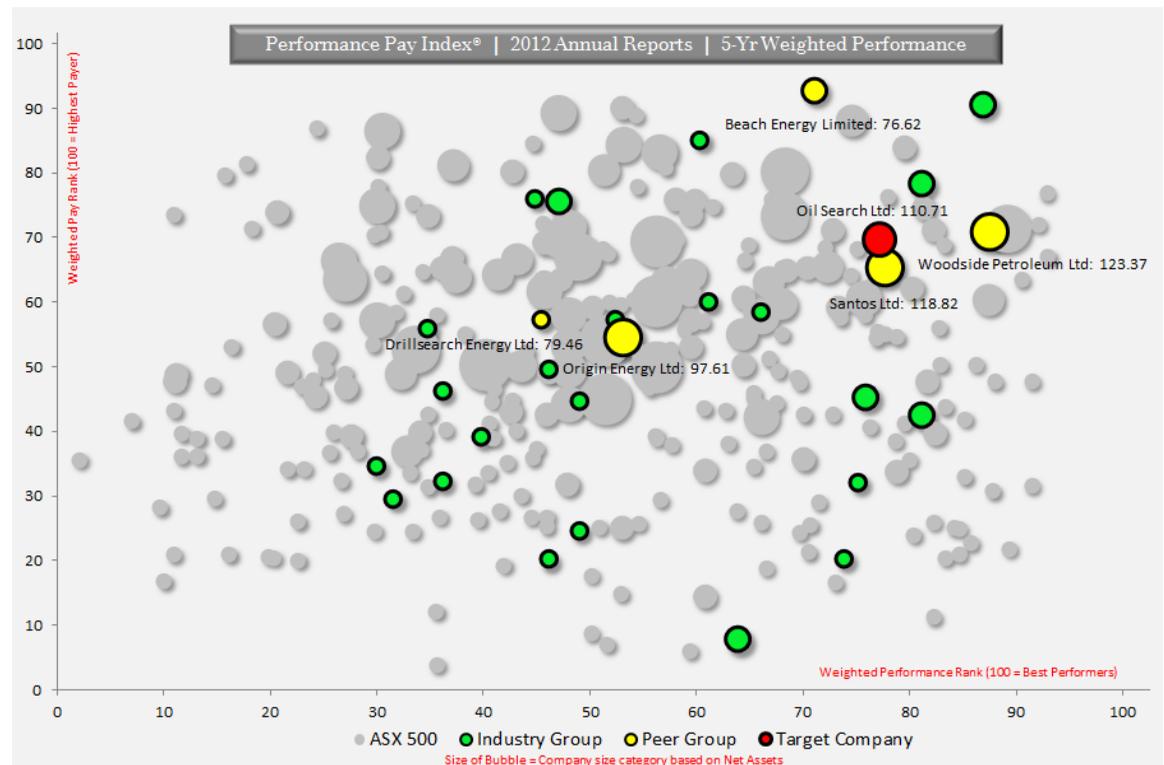


# Top Executive Database and Performance Pay Index™

To support our clients in making effective decisions regarding Executive Remuneration we have developed the proprietary Performance Pay Index®. Our consultants work with you to define the relevant measures of performance that can be benchmarked against peers, going far beyond the routine use of relative Total Shareholder Return.

We also work to define a relevant peer group for comparison purposes and to confirm an appropriate industry sector to provide wider context to our analysis.

The results provide deeper insights into the relative outcomes delivered by our client's Executive remuneration frameworks and a sound basis to commence discussion on the future reward models to be deployed.



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## Independent, Honest & Ethical Advice.

Recognising the sensitivities and legalities that surround Executive Remuneration and in particular the provision of independent recommendations, Mastertek established an internal Code of Conduct to guide our client engagements.

The Code demonstrates our commitment to providing independent, expert advice and support for our clients whilst ensuring absolute compliance with prevailing legislation. The full Code is characterised by four key pillars of strength;

- + Transparency & Disclosure
- + Professionalism & Expertise
- + Independence & Objectivity
- + Confidentiality & Clarity.

In order to ensure our ability to provide the relevant level of support, advice and recommendations should they be required, we recommend to our clients that a formal engagement process be followed whenever the subject matter involves executive remuneration.

This process does not impede the efficiency of work, but serves to ensure that all parties are compliant with prevailing legislation – regardless of whether we ultimately make a formal Remuneration Recommendation or provide other services covered by regulations.

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We would be very happy to provide a detailed proposal to assist you in managing executive remuneration and reward arrangements into the future.

We recognise that effective working relationships are the key to success in any venture. We know that Boards and Directors also need to feel comfortable with the individual advisors engaged to provide support and recommendations in this critical area.

Prior to developing a proposal to assist we'd like to offer to meet with you to discuss our philosophies and approaches in more detail and to also take the opportunity to learn a little more about the specific challenges and objectives facing Dick Smith.

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*If you would like to organise a time to meet and discuss how our team can assist yours please contact Jamie direct using the following details.*

Jamie Anderson  
CEO | Mastertek Pty Ltd  
Mob: +61 (0)402 062050  
Tel: +61 (0)2 8224 8477  
[www.mastertek.com.au](http://www.mastertek.com.au)



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Jamie Anderson

CEO | Mastertek Pty Ltd

Mob: +61 (0)402 062050

Tel: +61 (0)2 8224 8477

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