

Summer Update - NEWS FROM MM & K

Our party at the Globe Theatre was the highlight of H1 2008, when 100 clients and friends celebrated the launch of our new subsidiary [higher talent](#) and 35 years of MM & K's existence.

[higher talent](#) are HR Search Specialists and offer executive recruitment services for HR professionals. Our consultants' unrivalled breadth and depth of HR knowledge provides us with a special insight into senior HR positions and into specialist functions, such as Reward. We currently have on our database 271 HR professionals who are actively seeking new positions. Please visit our website www.higher-talent.com to see the list of current vacancies.

On 25 February 2008, we held a dinner for clients and friends, most of whom were Chairmen of companies, CEOs or Chairmen of Remuneration Committees. Over dinner, there was a discussion about: "Is Performance Related Pay really working? How to make performance related pay achieve its objectives?" [Click here to download a copy of the summary of the discussion and learning points.](#)

The 2008 Executive Directors Total Remuneration Survey, produced in association with [Manifest](#), was published in May. Around 100 companies buy the survey each year and the feedback about its ease of use and degree of detail is most positive. Click here for reports in the [FT](#) and the [Independent](#) or [Buy your copy online](#).

On the subject of surveys our Private Equity survey goes from strength to strength. This year around 50 Private Equity firms have committed to participate and we have also launched a Middle East Private Equity survey, working in association with [PRPi Consulting](#).

The credit crunch and probable recession are affecting our clients just like everyone else. In this environment, the linkage of strategy and pay is even more important. Retaining and motivating key executives is crucial. There have been a number of high profile cases where pay is out of line with performance and this has generated highly negative press: this piles even more pressure on the company and its directors, but could have been avoided by a properly thought through remuneration strategy. Cliff Weight has written two articles in Financial World addressing some of these issues. The July article is about CEO pay and the May article is about bankers' pay. [Click here to download these articles.](#)

We have updated our website www.mm-k.com. Please visit it. Any feedback will be much appreciated.

The Share Option Centre (TSOC) has also updated its website www.TheShareOptionCentre.com. TSOC manages and communicates complex discretionary share plans on a fully outsourced, co-sourced and ad hoc basis. If you wish to discuss what is involved, please ring Kay Ballard or Tom Giles on 020 7283 8200.

The administration of large share plans can cause quite a headache for many companies even when it is outsourced. We have just completed a project to work with a FTSE100 company to manage the procurement of their share plan administrator. We were able to reduce their costs significantly and agree service standards with their new supplier. In these austere times such savings are very important. Rashree Chhatrisha led this project. Please contact her on 020 7283 7200 if you have similar problems/concerns.

Valuing Share Options and other share plans under IFRS2 has produced some surprising results. In association with the [Quoted Companies Alliance](#) we produced the QCA/IRS Share Option Valuer which provides a cost effective solution to the challenges of IFRS2/FRS20 for many companies. Please contact Cliff Weight on 020 7283 7200 for further information about this.

The Finance Act 2008 received Royal Assent on 21 July 2008. This contains a number of new provisions relating to the taxation of UK employee share schemes particularly in relation to non doms. Further details will appear in our next newsletter.

We thank all our clients for their continuing support and look forward to working with you over the coming months and years.