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A message from our founder, John Egan

I am proud to reflect on the contribution and engagement of Egan Associates since its establishment in 1989 – thirty years ago!

Considering the last three decades since starting the company, I am sure I share with many others an astonishment at the pace and extent of change in our world.

In particular, a lot has changed in the way business is conducted and workplaces operate not just in Australia, but across the developed world.

Many issues which were topical thirty years ago still remain under the “spotlight” of media, politics and community concern today. These issues include the challenges of attracting and retaining talent, ensuring that talent is appropriately rewarded, and – increasingly – ensuring that Boards meet all stakeholder expectations of compliance and accountability.

To celebrate this milestone in Egan Associates' success, we've launched **a new website**, a **new logo** and injected a fresh emphasis into our **social media presence**.

We hope you'll like what you see!



**WE'RE TURNING 30
AND WE'RE CELEBRATING !**

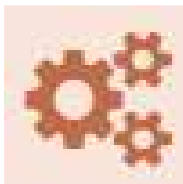
Thanks to all our clients who have trusted Egan Associates as their advisor in remuneration, governance and job evaluation since 1989.



30 years' experience.
One integrated solution.

Introducing ealQ. Whether you're a newcomer to the world of HR or you've been immersed in work value and pay for years, ealQ will be the game changer for you and your organisation.

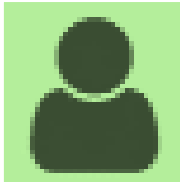
Capturing more than 30 years' knowledge, learning and experience in remuneration, ealQ is a comprehensive online software suite designed to assist management and HR professionals to become more effective and efficient.



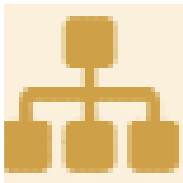
Job Evaluation

- Best-in-class interface with a logical and uncomplicated workflow.
- We don't just know job evaluation, we've perfected it in our new generation methodology

Position Descriptions



- Turn PDs into a pleasure with smart, customisable templates
- More than 1,000 pre-filled PDs and 10,000 accountability statements



Organisation Charts

- Organisation charts that do the thinking for you!
- PDs automatically generate organisation charts.
- Changes to reporting structures in PDs update organisation charts automatically.

Pay and Workforce Analytics



- Create clear, logical and objective analytics easily.
- More than 60 different analyses including demographics, gender, length of service and job family variances.

Define and evaluate positions. Analyse pay.
The easy way.

Visit [ealQ](#) for more information and see how 30 years' experience in remuneration and job evaluation in a powerful, user-friendly SaaS can work for you!

Egan
S I N C E 1 9 8 9

INITIAL PUBLIC
OFFERINGS

GOVERNMENT PAY
AND POLICY REVIEWS

INCENTIVE
STRUCTURES

EXPERT EVIDENCE
AND OPINION



Have we really put the GFC behind us?

GOVERNANCE AND
BOARD MATTERS

From where we're sitting, the answer would be "no".

Thankfully for many Australians, the impact of the GFC was somewhat lessened by the relatively strong position Australia was in civilly, economically and politically when the GFC hit.

But that didn't stop some tough lessons being learned.

With experience as the best teacher, the issues of governance and compliance has emerged as a particular challenge for senior management and Boards in managing, among other things, remuneration policy and reward outcomes. Pressure is also on Boards to apply higher standards of oversight, attentiveness and scrutiny to the activities of senior management.

The balancing act required of Boards to meet their internal obligations while simultaneously satisfying shareholder and broader stakeholder expectations has never been easy.

But these days, media and social media comment and corresponding scrutiny, together with unprecedented levels of shareholder engagement and community activism, are sure to quickly pinpoint where Boards are falling short of meeting their obligations.

Some tough lessons have been learned but experience proves itself again to be the best teacher.

There is also a new emphasis on the capabilities and skills required of Board members to ensure member contributions are aligned most effectively with the organisation's aspirations and stakeholder expectations.

So often senior HR managers and decision makers can be drawn into harsh criticism, even recriminations, when things go wrong.

It's in the interests of everyone in the organisation to ensure all levels of management and staff, particularly those engaged in HR, recognise their collective accountability.

Get the right advice.

Now more than ever it's critically important for organisations across all sectors to remain vigilant in meeting both stakeholder expectations and statutory obligations. Otherwise, organisations risk not only unwelcome scrutiny and criticism but also potential for diminished shareholder support or loss of confidence.

Egan Associates have vast experience in advising senior management and Boards on critical base remuneration and incentive strategies, Director's fees and capabilities, and Board effectiveness. Call us for a confidential discussion.

REMUNERATION
REVIEWS AND ADVICE

CORPORATE
TRANSACTIONS

BOARD AND NED FEE
REVIEWS

Let us help you make your Board the best it can be.
Visit us at **eganassociates** and find out what 30 years' experience can do for you.

Egan
S I N C E 1 9 8 9



Meet our Principals

John Egan and Zoe Lockyer are two of the most highly regarded professionals in the fields of remuneration and governance in Australia.

John Egan founded Egan Associates in 1989 and is considered to be one of Australia's foremost experts in resolving complex remuneration and governance matters.

Zoe Lockyer has extensive experience in managing all aspects of reward as both an in-house and external consultant at global, regional and local levels.

Call John or Zoe on

02-9225 3225 or visit us at
eganassociates.com.au

Egan Associates
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Manly NSW 1655

Keep an eye out for...

- **30 years in 30 days**

It's our birthday! Egan Associates opened its doors in 1989, so as part of our celebration we'll be featuring **"30 YEARS IN 30 DAYS"** on our **Facebook** and **LinkedIn** pages.

Each day during June we'll highlight a brief selection of news items for one of the last thirty years. It's a chance to see "how time flies" and recall some of the events that not only made the headlines, but also shaped who we are today.

Join us on FACEBOOK and LinkedIn for these and other exciting updates.

- **Our new website !**

Don't forget to check out **our new website**.

More services and more offerings of how Egan Associates can make a difference to your business.

Let our thirty years' experience and expertise in the Australian market give you the edge your company is looking for.

- **Search Articles and Newsletters Now Available Online**

Our new Egan Associates website enables visitors to **search** all articles, newsletters and KMP reports we've published over the last decade! It's a fantastic, quick and easy resource for anyone wanting to review important information and data on the issues that have mattered in the world of remuneration, governance and work.

- **May Newsletter**

We'll be sending out our regular newsletter soon, so keep an eye out for it!

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