

Executive Bodies and Personnel

Board of Directors (BoD)

Thomas Daum*, lic. iur., lawyer,
(Chairman until 31.12.2019)

was a board member of compenswiss AHV/IV/EO fund until 31 December 2019. He was a member of the ERG Commission before SERV was formed. He served as the Director of the Confederation of Swiss Employers, the Director of Swissmem and Vice Chairman of the BoD of SUVA.

Barbara Hayoz**, business economist, EMBA,
(Vice Chair until 31.12.2019)

is a self-employed management consultant as well as a chair and board member of various institutions. She served as full-time finance director and deputy mayor of the city of Berne.

Caroline Gueissaz*, Dipl. Ing. ETH,

is an associate partner at A. Vaccani & Partners, managing director of Business Angels Switzerland and a board member of various SMEs.

Burkhard Huber*, business economist KSZ,

has worked in the banking business for four decades, including 30 years spent with UBS. He held various management positions in corporate banking for Swiss and foreign companies, including in the area of trade finance.

Christoph Meier-Meier*, business economist HWV,
is CEO and partner at NEWTAG Communication AG. Prior to this, he worked in various positions at Bühler AG in Uzwil (SG), including ten years as Head of Financial Services.

Anne-Sophie Spérisen**, lic. oec.,

is President and CEO of SOLO Swiss SA. She is a member of the extra-parliamentary commission SME Forum and board member of the Chamber of Commerce of the Canton of Jura.

Reto Wyss**, MSc Economics,

is Central Secretary of the Swiss Federation of Trade Unions (SGB) and also represents it in the EFTA Consultative Committee, the Reka BoD and the Federal Statistics Committee.

Urs Ziswiler*, lic. iur., INDEL ETH,

was the ambassador to Spain and to the United States, Head of the Directorate of Political Affairs of the FDFA, the diplomatic advisor of Federal Councillor Calmy-Rey and the Director of the Political Affairs Division IV (Human Rights and Humanitarian Policy) of the FDFA.

CEO

Peter Gisler, Swiss-certified banking expert,

has been CEO at SERV since 1 January 2017. Prior to that, he held a senior position at Aargauische Kantonalbank, at ABB Switzerland and at ABB Group Holding.

Auditors

KPMG AG

Räffelstrasse 28
8045 Zurich

* Insurance Committee

** Finance and Organisation Committee
(As at 31 December 2019)

Board of Directors

The SERV Board of Directors (BoD) is appointed by the Federal Council for a term of four years; a new term of office commenced in 2020. It is composed of seven to nine members, with appropriate consideration of social partners (Art. 24 SERVG). The term of office is identical to the legislative period of the Federal Assembly.

Chairman Thomas Daum stepped down from the BoD on 31 December 2019. He is retiring after 17 years of service with ERG and then SERV. The Federal Council elected Barbara Hayoz as his successor. It also elected Christian Etter, an independent consultant, economist and former Ambassador and Delegate of the Federal Council for Trade Agreements, and Peter Jenelten, who is an agent in the rail sector, as new members of the BoD. They assumed office on 1 January 2020. The BoD appointed Urs Ziswiler as its Vice Chair.

The BoD is the supreme management and control body of SERV. Its tasks are outlined in Art. 24 SERVG and explained in more detail in the SERV internal rules of procedure. It appoints from amongst its members a committee for insurance business (Insurance Committee, Chair Barbara Hayoz with effect from 1 January 2020) and one for the areas of finance and organisation (Finance and Organisation Committee, Chair Urs Ziswiler with effect from 1 January 2020).

CEO

The CEO is elected by the BoD. He manages and organises SERV and represents it externally. Its tasks are defined in Art. 25 SERVG and further outlined in the SERV internal rules of procedure.

Human Resources

In 2019, SERV increased its workforce from 53 to 62 employees (excluding apprenticeships). At the end of 2019, the proportion of women was 48 per cent; there were also three business management apprenticeships and one internship.

The drafting of a new HR strategy marked an important milestone for SERV. It forms an integral part of the corporate strategy and is intended to support SERV's employees and managers, particularly during the current transformation process.

The public sector wishes to set an example on the issue of equal pay. To this end, several organisations with close ties to the Confederation, including SERV, were invited to co-sign the Confederation's pay charter at the 4th national meeting to promote equal pay in the public sector. In 2018, the external consulting firm Klingler Consultants AG had certified that SERV ensures equal pay for men and women. By signing this pay charter, SERV is sending out a strong signal that it will continue to promote equal opportunities in the future and live the true equality between women and men.

Vested Interests and Conflicts of Interest

SERV's internal rules of procedure, code of conduct and general conditions of employment govern how vested interests and conflicts of interest of members of the BoD and employees are handled.

In particular, members of the BoD are obliged to report their vested interests when they are elected and on an annual basis thereafter, and to report any relevant changes without delay. The Finance and Organisation Committee receives these notifications and reports them to the BoD at least annually. Where appropriate, the BoD takes the necessary measures to protect SERV's interests. The members of the BoD and employees are obliged to observe the regulations on recusal pursuant to Art. 10 of the Administrative Procedure Act.

Auditors

The auditors of SERV are appointed by the Federal Council at the request of the BoD. The auditors review the income statement, balance sheet, cash flow statement, income statement by segment, the balance sheet by segment, the notes on the financial statements, the proof of economic viability and the existence of an internal control system (ICS). The auditors report their audit findings to the BoD and the Federal Council. Following a tender procedure pursuant to the Ordinance on Public Procurement (OPP), the Federal Council awarded the audit mandate for 2019 to 2021 to KPMG AG, Zurich.

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Remuneration

Board of Directors

In 2019, remuneration paid to the entire Board of Directors (BoD), excluding the Chairman, totalled KCHF 340.1. This figure is slightly higher than in the previous year. BoD Chairman Thomas Daum was paid remuneration amounting to KCHF 123.0. The remuneration includes in each case the meeting attendance fees, compensation for special tasks and other expenses, and does not include a pension entitlement.

CEO and members of the Executive Board

The remuneration of the CEO and the members of the Executive Board consists of a basic salary and a variable salary component, which is determined annually on the basis of the achievement of individual and company targets. The variable component reported pertains to the prior-year period; this amount plus the fixed salary represents the total remuneration for the year of the CEO and the other members of the Executive Board. Total remuneration amounted to KCHF 868.7 in 2019 (previous year KCHF 832.3) for three members of the Executive Board. The highest total compensation of KCHF 353.7 was paid to the CEO.

Executive Salary Reporting – Senior Management (Board of Directors)

in CHF (previous year in grey)

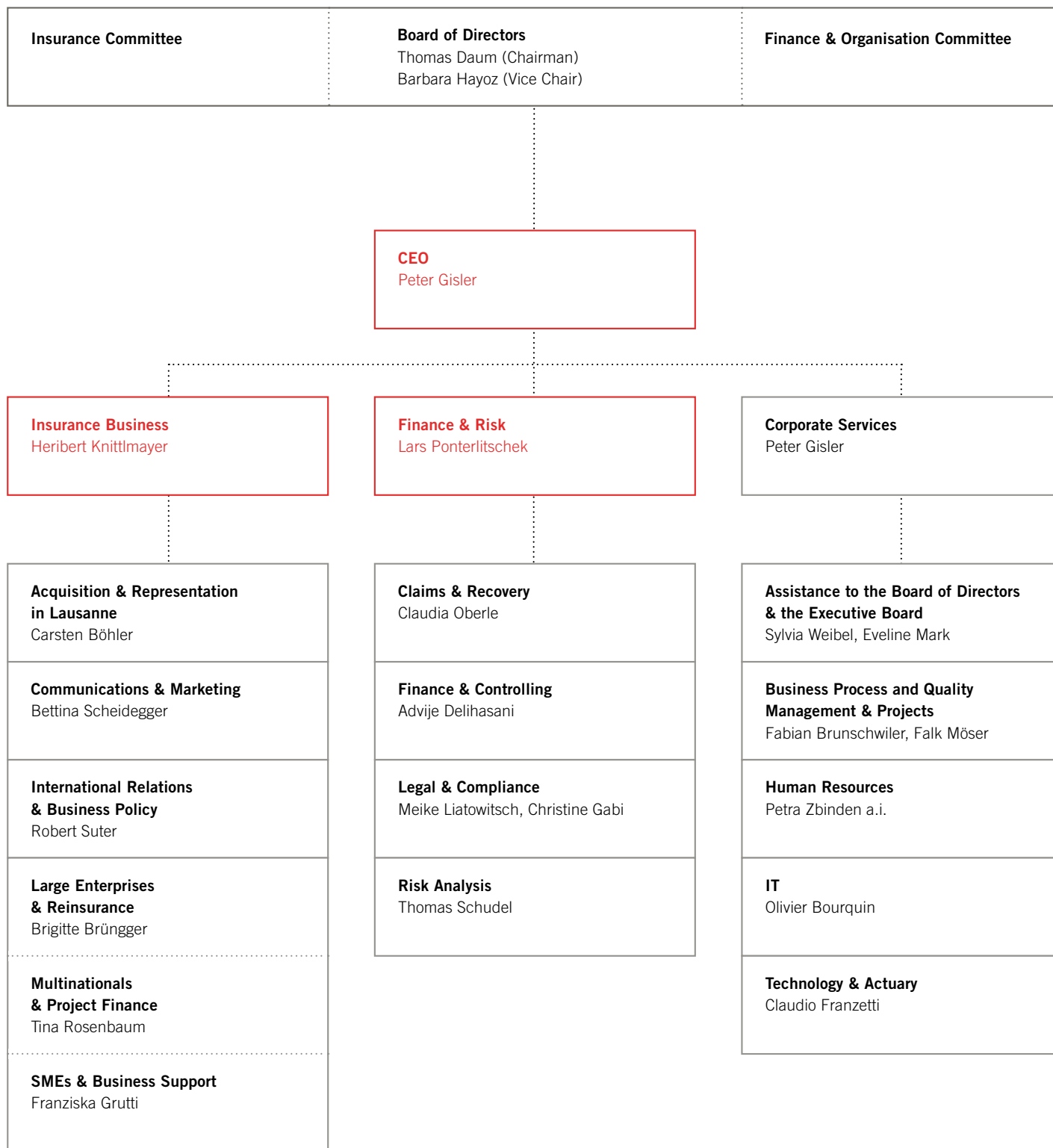
	Chairman	Board (7 members, excluding chairman)	
		Total	Average
Level of activity			
(percentage of time spent on function)	45%		BoD 10%
			IC 20%
			FOC 10%
Remuneration			
Meeting attendance fee	81 000	289 000	41 286
	79 500	274 500	39 214
Cash payments for compensation of special tasks	40 900	23 450	3 350
	41 325	23 150	3 307
Other expenses (travelling expenses, accommodation, board and representation)	1 139	27 681	3 954
	3 345	27 878	3 983
Other contractual terms			
Post-employment benefits	–	–	–
Severance compensation	–	–	–

Executive Salary Reporting – Executive Board (CEO and Department Heads)

in CHF (previous year in grey)

	CEO	Members of the Executive Board (2 members without CEO)	
		Total	Average
Remuneration			
Fixed part (salary)	295 800	454 404	227 202
	292 789	424 400	212 200
Cash payments for compensation of special tasks	–	–	–
	–	–	–
Cash payments (justified by function or labour market)	–	–	–
	–	–	–
Bonuses (variable salary part)	57 094	58 875	29 438
	47 851	64 707	32 354
Other expenses	840	1 680	840
	840	1 680	840
Other contractual terms			
Post-employment benefits	Management plan	Management plan	–
Severance compensation	–	–	–

Organisation



■ Member of the Executive Board
(As at 31 December 2019)