



## Fidelis Igiehon

Head of Global Compensation & Employee Programs  
Netflix

Fidelis Igiehon is the Global Head of Compensation & Employee Programs at Netflix, where he leads the global strategy and execution of compensation, benefits, wellbeing, and mobility programs. In this role, he partners with business and HR leaders worldwide to ensure that Netflix's pay and employee programs are competitive, equitable, and aligned with the company's unique culture and values.

With more than 20 years of experience across financial services, sports, and entertainment, Fidelis brings a strong track record of shaping global rewards strategies in complex, matrixed organizations. Prior to Netflix, he spent over eight years as Head of Compensation at the National Basketball Association (NBA), where he oversaw the League's compensation programs worldwide, including executive pay analysis and recommendations for the Board. He also held senior compensation roles at American Express and Citibank, and earlier in his career at JP Morgan Chase, Corning Inc., Schroders Investment Management, and Xerox.

Fidelis is particularly skilled at aligning compensation and employee programs with broader business and people strategies to attract, retain, and reward top talent. His experience spans global acquisitions, the design of cash and equity programs, and building and developing high-performing HR teams across regions.

Born and raised in North London, England, next door to Arsenal F.C. He remains an avid English Premier League fan. He attended Middlesex University Business School, graduating with a BA in Business Studies, and moved to New York in 2007. Today, Fidelis lives in Brooklyn with his wife Monique, their three children, Fidel Jr., Madison, and Melody, their puggle Bailey, and their newest addition, a rabbit named Brownie. As a family, they love traveling the world together, with recent adventures to Tokyo, Singapore, Bali, London, Paris, Athens, and Nairobi, along with a standing annual trip to

Disney.