



BRITISH ISLES  
SHARE SCHEMES SYMPOSIUM  
LONDON 2019



March 7 2019

hosted by

**TRIVERS SMITH**

# British Isles Share Scheme Symposium London 2019

## British Isles Share Scheme Symposium London 2019

The employee equity ownership world changes so rapidly that the Esop Centre's share plans symposium, kindly hosted by legal member Travers Smith and logo-sponsored by trustee members Estera and Zedra, is most timely for companies, both larger and small, who use such plans to incentivise their employees, encourage their loyalty, and/or to raise productivity.

This event will be more than useful too for the dozens of consulting, legal, administrator, trustee and accounting practices who comprise the key service providers to employee share plans.

Our programme is divided into two halves - the morning presentations will cover issues primarily of interest to quoted companies, while most of the afternoon's session is given over to the specific problems facing SME businesses which aim to either install or extend Esops in their factories and/or offices.

To guide you through the maze of legal, regulatory and tax issues which affect employee equity plans, we have recruited a top-level speaker line-up. If you have any questions arising out of the topic presentations outlined below, there will be ample opportunity to ask the relevant speaker during the refreshment breaks, or during the informal drinks reception which follows immediately after closure.

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Brochure sponsors:



## Speaker Panel

- ◆ ***Bird & Bird***
  - ◆ ***David Craddock Consultancy Services***
  - ◆ ***Deloitte***
  - ◆ ***Equiniti***
  - ◆ ***Pett Franklin***
  - ◆ ***PwC***
  - ◆ ***RM2 Partnership***
  - ◆ ***Travers Smith***
  - ◆ ***White & Case***
  - ◆ ***Willis Towers Watson***
  - ◆ ***Zedra***
- 

## Employee Share Ownership Centre

Book your place now.

Please send delegate name and contact details to:

[britishisles@esopcentre.com](mailto:britishisles@esopcentre.com)

Telephone inquiries: +44 (0)20 7239 4971 or complete the booking form on the back page of this brochure.

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### Cancellation Policy

Cancellation policy: If you have to cancel your conference registration, you will receive a 90% refund of your fee if you cancel two or more months in advance (the 10% deduction covers administration charges). Owing to the financial obligations incurred by the ESOP Centre, our further refund policy for this conference is: Less than two but more than one month before the conference date, we shall refund 50%

Less than one month before, there will be no refunds though you will have the option of substituting another person from your organisation to attend in your place

# Symposium Programme

## Thursday March 7-Morning

### **09:10 Welcome & Introduction**

**Malcolm Hurlston CBE, chairman , Esop Centre**

### **09:25 Going global – expanding your share plan offshore**

- ◇ What are the Key factors to consider when expanding your share plan globally?
- ◇ Managing cross-border tax liability for incentivised mobile employees
- ◇ How to make Global equity plans cost effective while delivering value

**Elissavet Grout and Kevin Donegan, Travers Smith**

### **10:05 Brexit and employee share schemes**

- ◇ Could EMI be suspended again and could the Prospectus Directive exemption be cancelled for aThird Country UK after March 29?
- ◇ Will US and Major EU multinationals be wary of introducing or expanding employee equity plans within the UK post Brexit?

**Nicholas Greenacre, White & Case**

### **10:35 The Share Incentive Plan—The benefits to both employers and employees revisited**

- ◇ How to calculate potential employer NIC savings
- ◇ Potential Impact on employees of Dividend Allowance reduction this year
- ◇ Some SIP take-up statistics
- ◇ Whatever happened to SIP performance shares?

**Jennifer Rudman, Equiniti**

### **10:55 Refreshments**

# Symposium Programme

Thursday March 7-Morning

## **11:15 Discretion and judgement in executive share plans: issues arising from the 2018 UK Corporate Governance Code**

- ◇ The ability to override formulaic outcomes
- ◇ Evolving market practice regarding malus and claw-back
- ◇ Reminders from the recent High Court case of Daniels and another v Lloyds Bank plc and another

**Martin Macleod, Deloitte**

## **11:50 Employee share plans in volatile markets**

- ◇ When employee share / stock plans don't deliver - what can the corporate sponsors do? What happened to Esops in the aftermath of the global financial crash of 2007-2008?
- ◇ Underwater share options—to cancel or not to cancel? Employee reactions - is there a corporate image risk to consider?

**David Craddock, David Craddock Consultancy Services**

## **12:20 Expanding the remco remit - engaging with employees**

- ◇ Ceo: employee pay ratio publication issues - mandatory and prospective
- ◇ Institutional shareholder activism and employee shareholder rights

**Damian Carnell, Willis Towers Watson**

## **12:50 CASE STUDY: The employee shareholder experience**

**Eva** worked for **Atos**, the global French IT services corporation, which specialises in hi-tech transactional services, cloud, big data and cyber security. As an ex-participant in the Atos 'Sprint 2016' share purchase plan, Eva explains how it works and assesses its effectiveness. She compares share purchase plans in France and the UK and discusses research on how companies can interest the millennial generation in such plans.

**Eva Simpson-Fryer, Pett Franklin**

## **13:10 Buffet luncheon**

# Symposium Programme

## Thursday March 7-Afternoon

### 14:00 Trustee issues

- ◇ Trustees and employee equity plan administration
- ◇ Employee Benefit Trusts - uses and abuses - the Roadchef scandal
- ◇ Fiduciary risk for executive plan trustees
- ◇ Regulated Dependencies and offshore tax issues

**Elaine Graham, Zedra (Guernsey)**

### 14:30 CASE STUDY: Enterprise Management Incentive (EMI)

- ◇ **Coconut** is the current account which takes care of SME businesses' accounting and tax. It is designed specifically for freelancers, the self employed and SME owners. Coconut is using EMI share options to attract and retain the best team. **Sam O'Connor**, Coconut's co-founder and ceo, discusses with **Nigel Mason** and **Robin Hartley** of **The RM2 Partnership** the rationale for this strategy

### 15:15 Share plan administration in privately-held SMEs

- ◇ The challenges of automating the administration of share schemes in private companies

**Robin Hartley, RM2 Partnership** and **granted.co.uk**

### 15:30 Managing expectations - the EMI risk & reward rollercoaster

- ◇ EMI is being called an El Dorado for key SME employees. Is that fair?
- ◇ Exit-only EMIs: how are they set up and with what effect?
- ◇ How best could the government improve EMI?

**Sue Wilson and Elizabeth Bowdler, PwC**

### 15:55 Refreshments

# Symposium Programme

## Thursday March 7-Afternoon

### **16:30 Alternatives to EMI**

- ◇ What if your company or employees don't qualify for EMI?
- ◇ What's better: non-qualifying options, CSOPs, nil paid shares, JSOPs or growth shares?
- ◇ How should growth shares be structured and can they qualify for entrepreneurs' relief?

**Colin Kendon, Bird & Bird**

### **17:00 Hybrid EOTs: a new way to structure MBOs and employee ownership**

- ◇ The structure and business economics of hybrid EOTs
- ◇ How they provide a new way to structure MBOs and employee ownership.

**William Franklin, Pett Franklin**

### **17:30 Q & A session**

- ◇ **Regulation** - How are GDPR and Mifid II affecting the operation of all employee equity plans? Is data monitoring out of control? What must equity plan sponsors and their advisers do to keep themselves compliant?
- ◇ Employee share ownership, financial education and 'pension' planning
- ◇ Is a tax-approved share scheme always the best solution?
- ◇ Are the minimum holding periods in approved schemes too long?
- ◇ Should the Company Share Option Plan (CSOP) be used more often?

**Speaker panel and delegates**

### **17:45 Closure and drinks reception, hosted by Travers Smith**

# Employee Share Ownership Centre

## Booking form

British Isles share scheme  
symposium:

March 7 2019

Travers Smith London

### Delegate rates

To book please complete this form and email to <a href="mailto:britishisles@esopcentre.com">britishisles@esopcentre.com</a> or call +44 (0)20 7239 4971		
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Please reserve ___ member places	<b>FREE</b>	£395 + vat
Please reserve ___ non-member places	<b>FREE</b>	£595 + vat
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Contact person		
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telephone		
Address		
Delegate name		
Delegate name		
Delegate name		

### The Venue:

**Travers Smith LLP - London**

10 Snow Hill, London EC1A  
2AL



Delegates are responsible for  
their own travel arrangements.

The Nearest tube stations are  
**Farringdon** (Metropolitan and  
Circle) and **St. Pauls** (Central).

*Please see the Centre's cancellation policy  
on page three of this brochure*

## About the Centre

The **Employee Share Ownership Centre**, is a non profit organisation which draws from over 25 years of experience to inform, lobby and research in the interest of broad-based employee share ownership in the UK and Europe. Its membership consists of share plan advisers, trustees and plan user companies.

**Become a member:** Join the Centre to enjoy discounted rates at events and many other benefits. Contact us at [esop@esopcentre.com](mailto:esop@esopcentre.com) or call +44 (0)207 239 4971