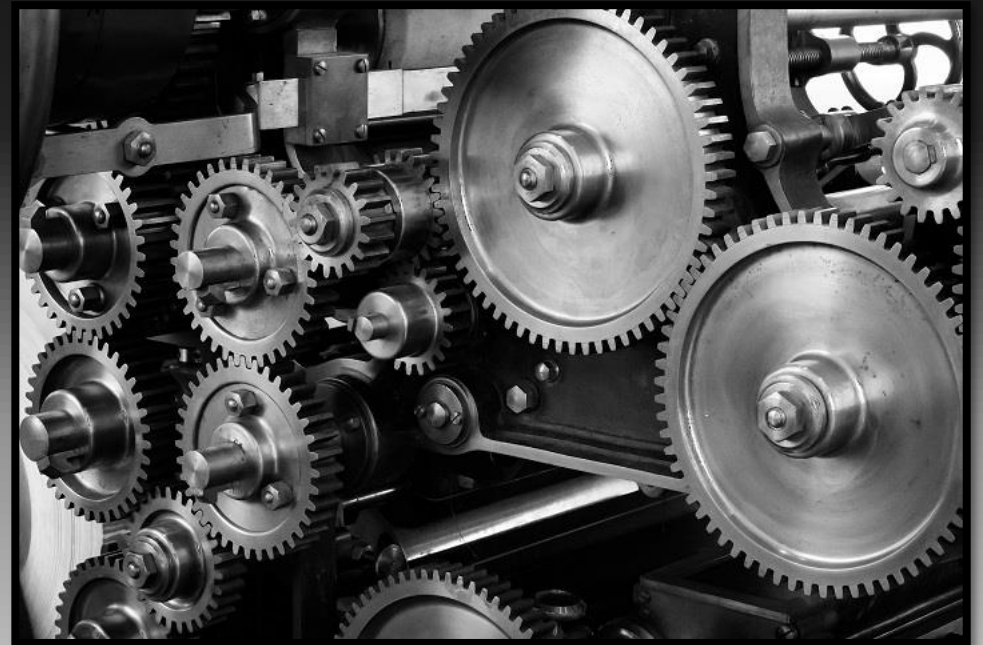




Tools Of Engagement: The Power Of All-Employee Plans

Webinar

Thursday 16 July 2020





A Word From The Chairman



**Professor Michael
Mainelli**

Executive Chairman

Z/Yen Group





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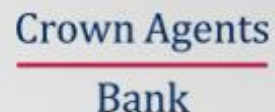
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Agenda



- 11:00 – 11:05 Chairman's Introduction
- 11:05 – 11:25 Keynote address
- 11:25 – 11:30 Final thoughts
- 11:30 – 11:45 Questions & Answers



Tools Of Engagement:
The Power Of All-Employee Plans



Sarah Keith

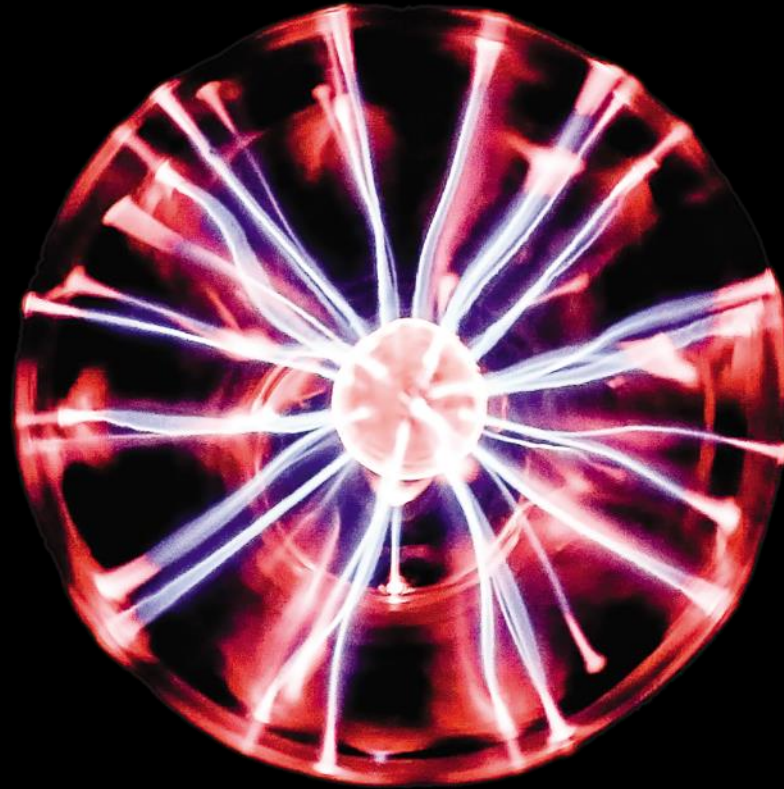
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Tools of engagement – the power of
all-employee plans

16 July 2020 – Sarah Keith, Deloitte LLP



MAKING AN
IMPACT THAT
MATTERS
since 1845

The story so far

- The challenge of share price movement
 - Timing
 - Windfall gains
 - Underwater options
- The change in employee status
 - Furlough
 - Voluntary reductions in pay/hours
 - Unpaid leave

So what's in the toolbox?

- Tax-advantaged share plans
- Some non tax-advantaged arrangements



The compensation equation



Quick poll

Question 1

Do you currently operate an all-employee plan?

Answer:

A YES

B NO

Question 2

Do you operate it in the UK only or globally?

Answer:

A UK ONLY

B UK AND OVERSEAS

Question 3

To what extent do you believe that your current arrangements satisfy the compensation equation?

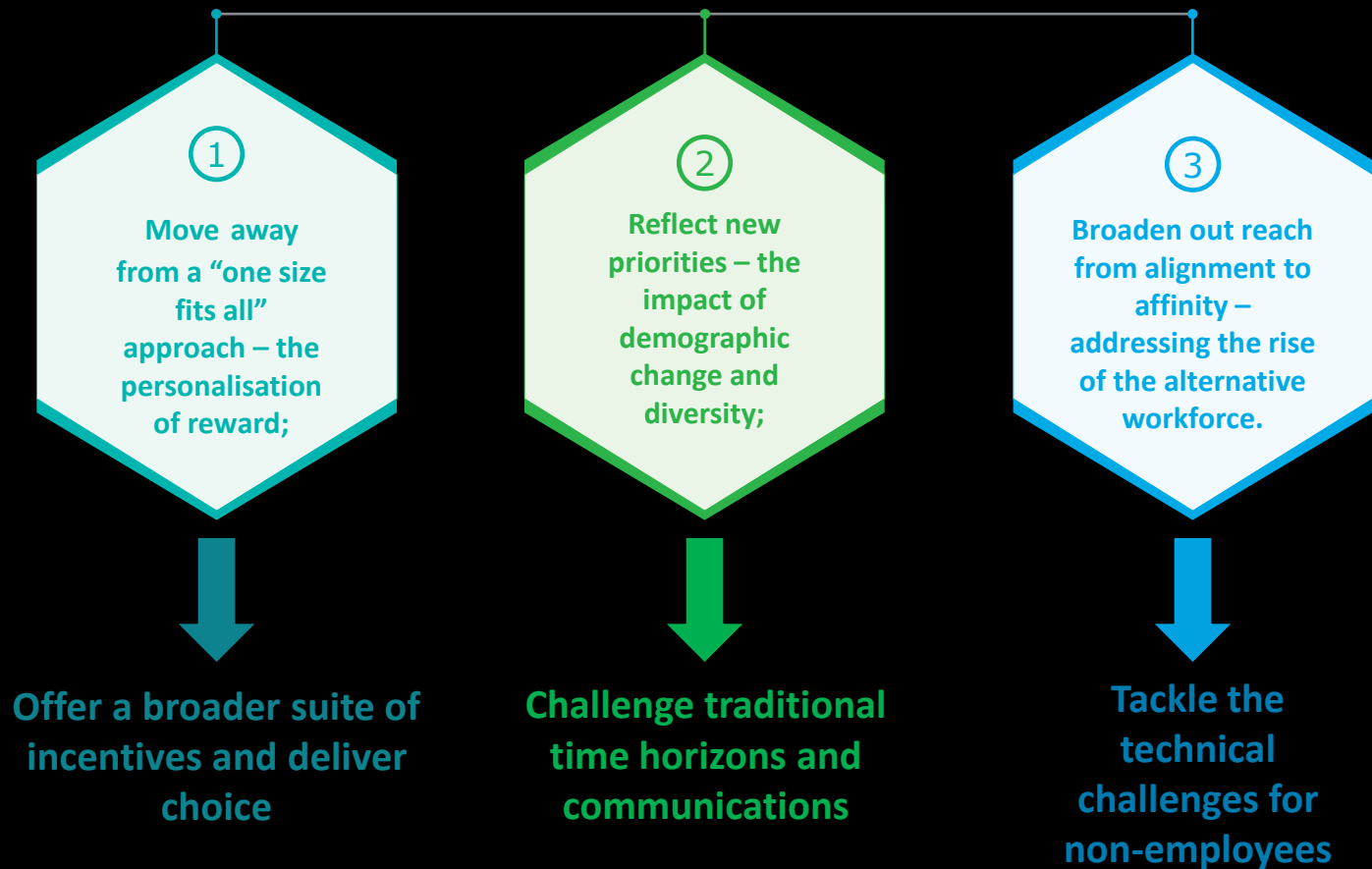
Answer:

A COMPLETELY

B SOMEWHAT

C NOT AT ALL

An analysis of all-employee plans – three key findings



The story right now – the revised compensation equation



Let's revisit the tool box

- SAYE and CSOP
 - SIP – in all of its forms
 - Hybrid plans
 - Other taxable benefits
- What about the alternative workforce?
 - The legal challenges of not being an “employees’ share scheme”
 - Taxation
 - Administration
 - Technology

Final thoughts....

Is it time to put reward before tax?



After all, we are already doing it globally.....

Any questions?



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Questions & Comments



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newspad

The Esop Centre’s *newspad*, edited by Fred Hackworth, is a monthly publication providing in-depth coverage of the main international news in the employee share ownership field.

July 2020

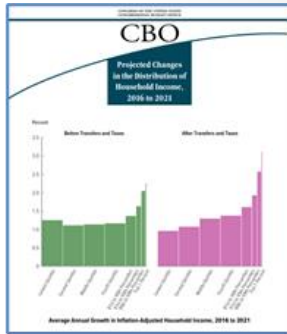
In this month’s edition:

- EMI soars in popularity and in cost to taxpayers
- Limited Covid Sharesave disruption
- Sharesave triumph for Smiths
- No extension to reporting deadline
- Jersey conference for trustees September 25
- Share plans symposium rescheduled for March 24
- Pandemic furlough and tax risk to EMI
- Employee shareholder stake crucial to Royal Mail future
- Coping with Covid – members’ reactions
- State should invest in SMEs, urges report
- Companies ignore big shareholder revolts
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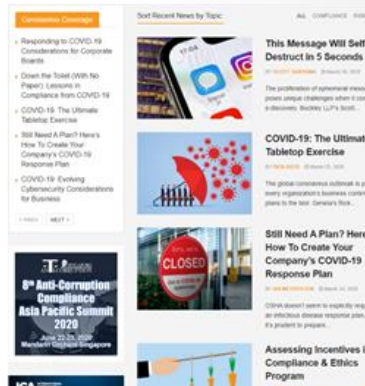
[Read this month’s *newspad* in full.](#)



Resources – Bulletins



From 43,000 curated sources, you get a machine summary of the key point(s) from forward-looking articles, not just article titles:



(LF.10) Reduced Inequalities

In September 2015, 193 world leaders agreed to 17 Global Goals for Sustainable Development. If these Goals are completed, it would mean an end to extreme poverty, inequality and climate change by 2030. Goal 10: Reduce inequality within and among countries.



- If the distributions of **income**, means-tested transfers, and federal taxes follow CBO's projections, **income inequality** will be greater in 2021 than it was in 2016.
- **High growth** over the past decade has been based on unsustainable resource exploitation; addressing the **resulting growth in inequality** and environmental cost will be critical to ensure social stability and to ensure **strong sustainable growth** in the coming decade.
- The increase in **inequality** observed in the last 30 years is a serious threat to France's social contract.
- America's proto-populist president is peddling a tax plan that will further increase **economic inequality** at a time when **income** and wealth gaps are already widening.
- A failure to give the **world's poorest women control** over their bodies could widen **inequality in developing countries** and thwart progress towards global goals aimed at ending poverty by 2030.
- Under French leadership the G7 group of the 7 largest advanced economies plus the European Union will focus in 2019 on fighting **inequality**, including **poverty** induced by **climate change**.
- Leadership might require companies to take positions and advocate for **change on global inequality** - including **in-work poverty**.
- Achieving the 17 **Sustainable Development Goals** - which include clean water, clean energy, sustainable cities, climate action, responsible consumption, **reduced inequality** and more - could open a market opportunity of \$12 trillion by 2030.
- The next decades offer an opportunity to address **African urban poverty** and **inequality** and shape development priorities to ensure that urbanisation helps foster well-functioning, livable and sustainable cities.
- In Africa and in the LDCs, eradicating poverty by 2030 will require both **double-digit GDP growth** and dramatic declines in **inequality**, illustrating the scale of the current challenges faced.
- The economic catch-up of Asia with the West will continue in the coming decades - thereby reducing **global inequality** among countries and among world citizens.

(FS.3.05) Employee Share Ownership

Considering 75 percent of the 2025 global workplace will be Millennials and Generation Z, it's critical that **organizations keep a pulse on employee engagement** and in a way that's consistent with how the emerging generations communicate.



- 2019 will see a continued evolution in designers' understanding of workplace optimisation with design that boosts office morale and **employee wellness** while facilitating a creative work environment.
- By 2018, Gartner Predicts Twice as Many Employee-Owned Devices Used for Work than Enterprise-Owned Devices. With proposed revisions to the UK Corporate Governance Code, from 2020, companies will be required to report on **employee engagement**, as announced earlier this year by Financial Reporting Council.
- For HR leaders looking to better determine the attitudes that drive employee turnover and increase retention, using AI to provide insights into **employee engagement** will be crucial.
- By 2021, Artificial Intelligence (AI) will allow the rate of innovation in New Zealand to double. **Employee productivity gains** are expected to increase 1.3 times.
- Artificial Intelligence will double the rate of innovation improvements and improve **employee productivity gains** by 1.5 times in New Zealand by 2021.
- US health benefit costs per **employee** will increase 4.1% next year - slightly higher than inflation and less than the double-digit increases seen in years past.
- With a tight labour pool, small businesses will find 2019 is the year to focus on **employee engagement** and happiness.
- Nearly 50 percent of companies also expect that automation will lead to some reduction in their **full-time workforce** by 2022, based on the job profiles of their **employee base** today.
- **Employee wellness** has been on trend for years, but expect to see some high-tech changes in 2019.
- By 2020, automation and artificial intelligence will reduce **employee requirements in business shared-service centers** by 63 percent, which says the RPA market will top \$1 billion by 2020.
- This year, many **organizations** will look to employee scheduling software to solve problems around creating, publishing and managing employee schedules that include options to open shifts to select groups and integrate data on sales to help identify customer traffic patterns to optimize worker ratios.

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