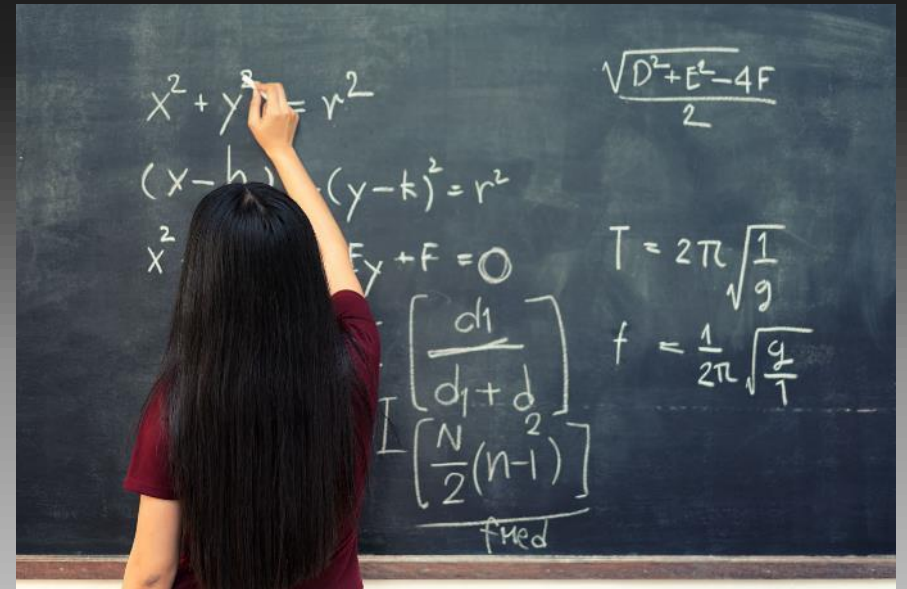




Lessons From Lockdown: Re-Assessing How You Manage Share Plans In A Digital Way

Webinar

Friday, 6 November 2020





A Word From The Chairman



**Professor Michael
Mainelli**

Executive Chairman

Z/Yen Group



Agenda



- 11:00 – 11:05 Introduction
- 11:05 – 11:30 Keynote speech followed by panel discussion
- 11:30 – 11:45 Questions from the audience



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Adva Lewitte
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LESSONS FROM LOCKDOWN:

RE-ASSESSING HOW YOU MANAGE
SHARE PLANS IN A DIGITAL WAY.



SHAREFORCE



A LOOK AT OUR NEW WORLD



- Availability of key skills or lack thereof
- Remote working highlighted by COVID
- Millennials make up most of the workforce
- Key staff retention
- Exacerbated risks due to economic crisis



RISKS HIGHLIGHTED BY COVID

- ✔ Lack of employee engagement.
- ✔ Accessing networks remotely via VPN.
- ✔ Processes are reliant on key individuals.
- ✔ Manual paper-based process create risk.
- ✔ Less controls in place outside the office.
- ✔ Employee remuneration cuts & retention risk.
- ✔ Rushed decision making.
- ✔ Regulatory & governance implications.
- ✔ Security of data.
- ✔ Reporting back to stakeholders.
- ✔ Structural changes to companies.
- ✔ Delistings.
- ✔ Performance targets not met.
- ✔ Segregated management & approval.



TECHNOLOGY

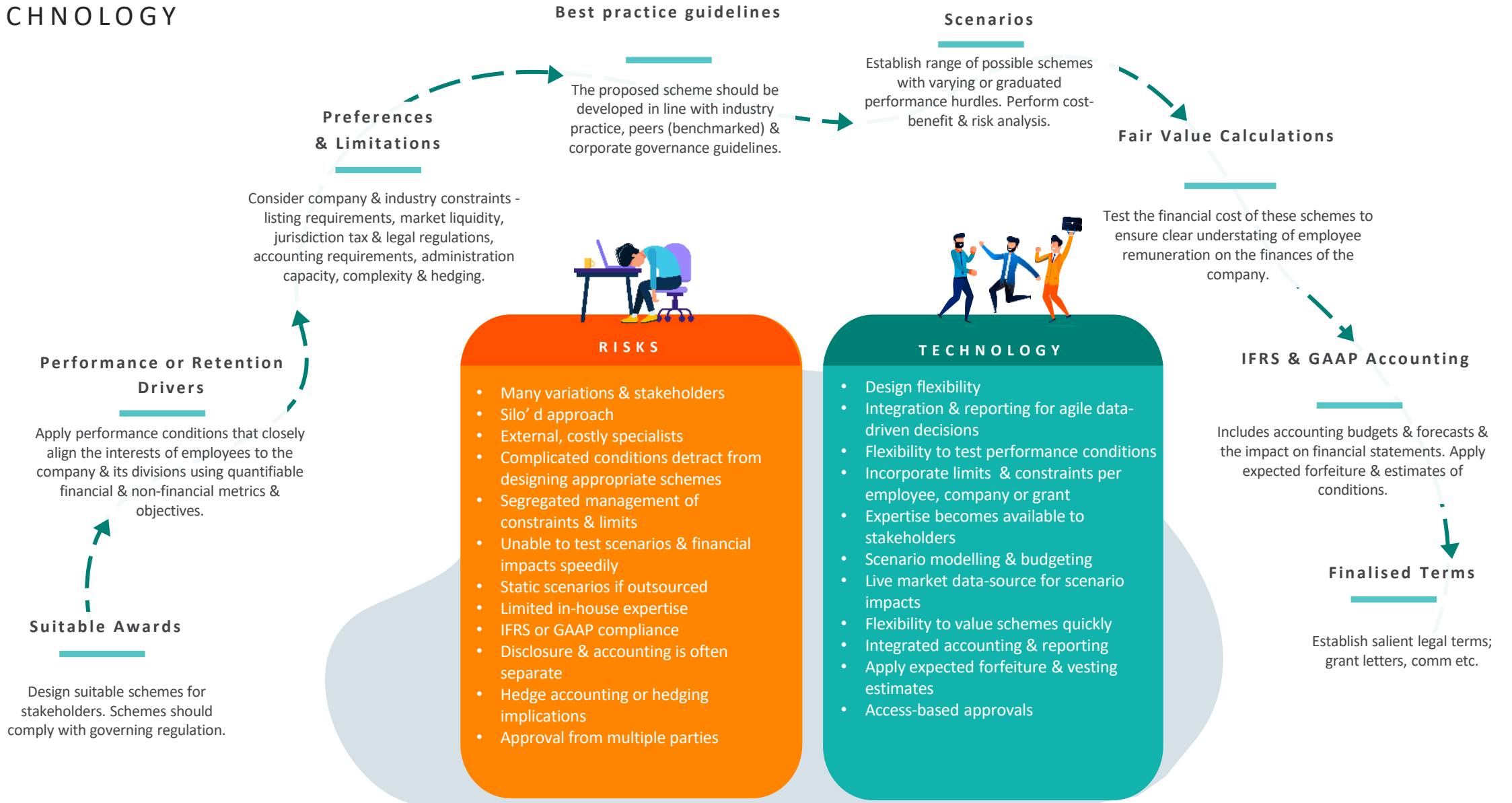
Changes in the way people work has made dependency on **cloud** technology undeniable. COVID-19 has provided opportunities for innovative technology systems to counter challenges, risks and room for error.



ADDRESSES RISKS

Security & data protection | Mitigate human error | Key-man dependency | Access control | Segmented data | Regulatory compliance | Local networks & hardware

DESIGN & TEST TECHNOLOGY



AWARD ISSUE TECHNOLOGY



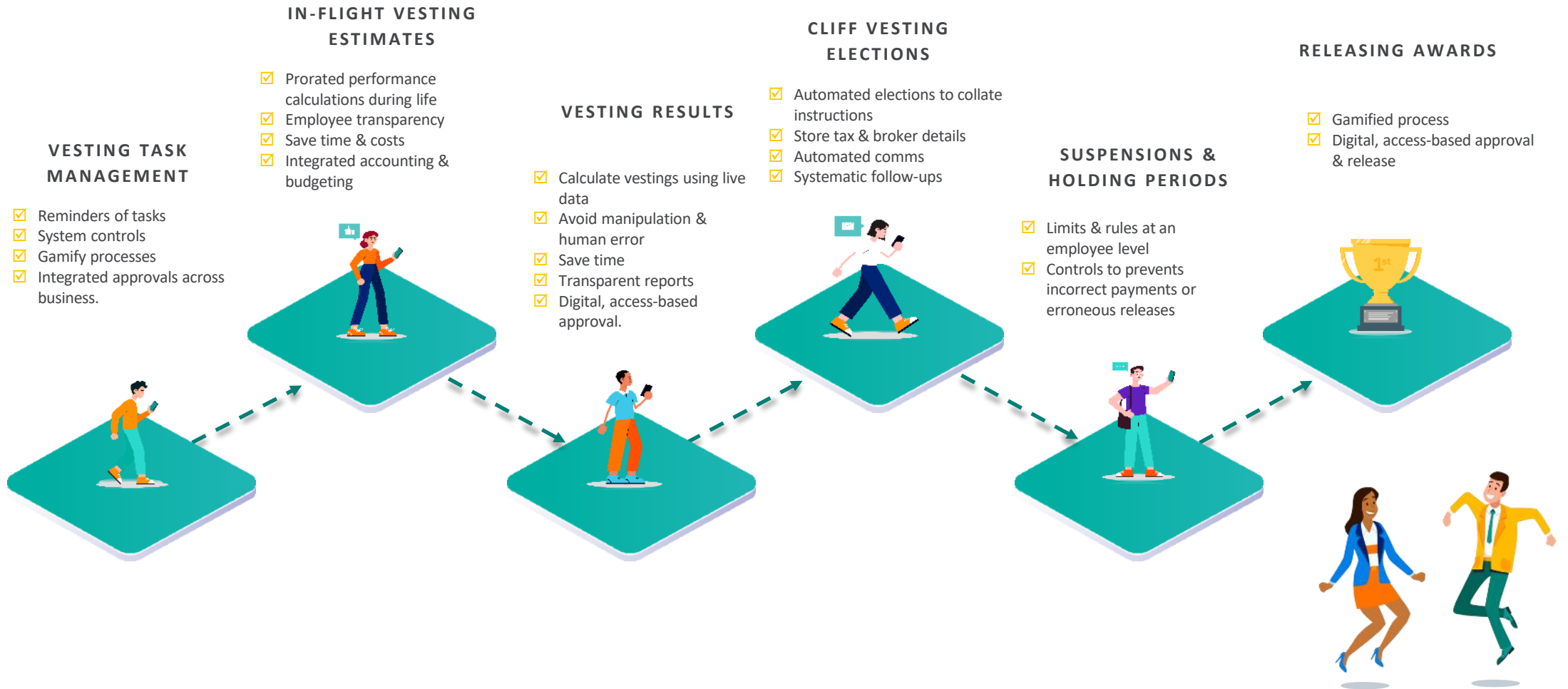
POLL QUESTION:

HAS YOUR NEW AWARD ISSUE REMAINED A
MANUAL PROCESS?

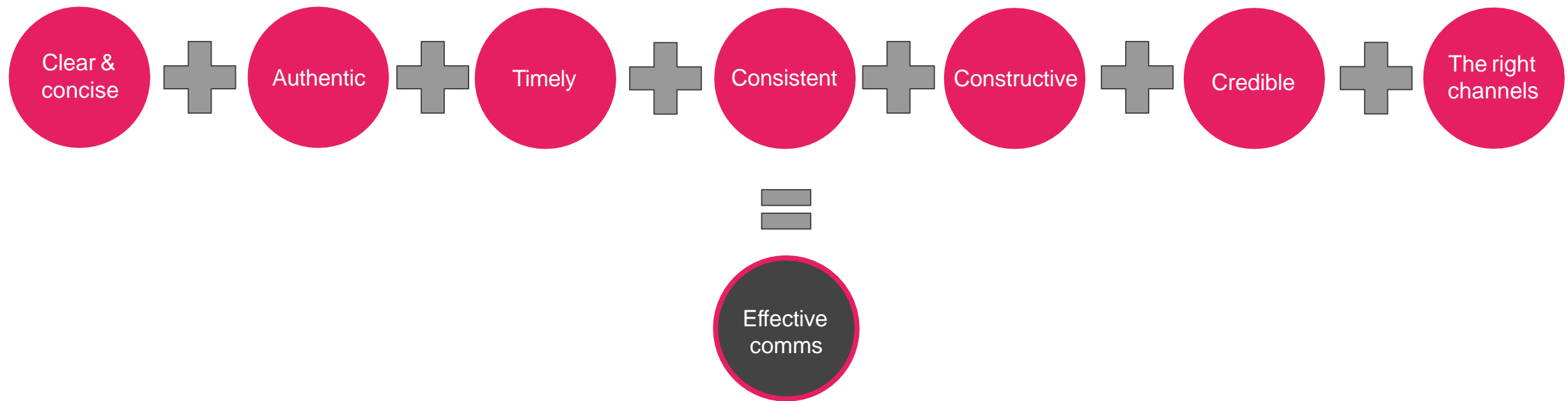
- a. Yes totally
- b. Partly
- c. Totally Automated



VESTING TECHNOLOGY



What is the formula for effective employee communications?



Know your audience



POLL QUESTION:

HAS YOUR EMPLOYER'S EMPLOYEE
ENGAGEMENT CHANGED SINCE COVID?

- a. It's better
- b. It's about the same
- c. It's worse





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Client Testimonials – Legal 500 2020

- *‘The team at Pinsents are exemplary in terms of responsiveness, accuracy and completeness of advice, commercial nous and overall professionalism. First-class service without a doubt. Lynette Jacobs is pioneering and leads her team with class.’*
- *‘Lynette Jacobs is a standout lawyer and partner. I’d want her on my side in any negotiation or discussion, without a doubt. Lynette gets it from the get-go – she pragmatic sensible and knows her subject – what an expert she is and she is so likeable and practical yet an expert in her field.’*
- *‘A very well established firm in the field of share schemes and has been so for the last 20 years and so has an excellent pedigree, considerable experience and is highly regarded. It serves both London and the rest of the country very well and has consistently high standards.’*

Questions & Comments



Resources



Esop Centre website & newspad

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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.

NB Reminder: The email address of Fred Hackworth, editor of *newspad*, has now changed to: fred_hackworth@zyen.com (please note the under-score). Please send all press releases, company bulletins and news items for *newspad* to the above address. Thank you.

November 2020

In this month's edition:

- Fears for share schemes at takeover target Asda
- Valuation battle sours digital bank's CSOP
- Webinars reports: Esop Sofa YBS – Employee share scheme hot topics, Institutional investors' views on Eso schemes, Selling your company to an EOT and Innovative communication strategies to increase employee take-up
- Corporate governance: protecting shareholder rights at virtual agms
- Roadchef: disturbing questions re the compensation process
- Share Plans Symposium goes virtual on March 23-25
- Gandhi's EOT legacy
- Reward: Public sector Golden Goodbyes curbed

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FS Club 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, access to education, and labor force follow CBO's projections, income inequality will be greater in 2035 than it was in 2015.
- High growth over the past decade has been based on unsustainable resource exploitation, allowing 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 20 years is a warning threat to France's social contract.
- America's polarized political environment is pushing 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 nations 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 for G7 group of the 7, target advanced economic plan for the European Union will focus on fighting inequality, including poverty induced by climate change.
- Leadership might require compromise to take positions and advocate for change on global inequality – including for work poverty.
- Advancing 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 \$4 trillion by 2030.
- The next decade offers an opportunity to address Africa's extreme poverty and inequality and shape development priorities to ensure that education helps foster wealth, entrepreneurship, broader and sustainable cities.
- In Africa and in the LDCs, reducing poverty by 2030 will require both double-digit GDP growth and dramatic declines in inequality, illustrating the scale of the economic challenges faced.
- The economic catch up of Asia with the West will continue in the coming decade – thereby reducing global inequality among countries and saving vital climate.

(FS.3.05) Employee Share Ownership

Considering 75 percent of the 2022 global workforce 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 optimization with designs that boost office morale and employee wellness while facilitating a creative work environment.
- By 2026, Customer Predicts Twice as Many Enterprise On-Call 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 mandated earlier this year by Financial Reporting Council.
- For WFL 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 automation 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 2023.
- 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 labor pool, small businesses will find 2019 to be the year to focus on employee engagement and happiness.
- Nearly 30 percent of companies also expect that automation will lead to some reductions in their full-time workforce by 2025, 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 to 85 percent, which puts the RPA market on track to hit \$1 billion by 2020.
- This year, more organizations will look to employee scheduling software to solve problems around creating, publishing and managing employee schedules that include varying in turn shifts or other unique and irregular duty on which to help identify employee specific patterns to optimize worker output.

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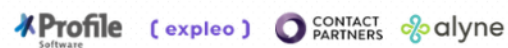
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|---------------------------------|--|
| 10 November 2020 (11:00) | From Paper Tape To Low Latency Data – A Lifetime In Market Data |
| 11 November 2020 (15:00) | Building Operational Resilience: Bringing Together Multiple Disciplines |
| 12 November 2020 (09:00) | Functional Programming In Finance |
| 17 November 2020 (15:00) | Insights Into Share Valuation for Employee Share Schemes: Revealed Through Dynamic Case Studies |

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