

# it's good to Share

October 2009

Supporting employee  
share ownership

## Annual Conference & Exhibition

The fourth *ifs ProShare* Annual Conference & Exhibition was held on 24 September 2009 at the Royal Society of Medicine. Attendance levels were high with an excellent mix of issuers, administrators and advisers. Many delegates commented that this was our best conference to date – so no pressure for next year! Our thanks go to our major sponsor HBOS Employee Equity Solutions, supporting sponsors Equiniti and Killik Employee Services, and to our exhibiting sponsors Baker & McKenzie, GEO, ICSA and Ogier. Their support contributed greatly to the overall success of the event. Our thanks also go to all the speakers and panellists.



The keynote speaker this year was Donald Brydon, former chairman of the *ifs School of Finance* and the current and former chairman of a number of companies. Donald gave a very topical speech stressing the need for all organisations to review their appetite for risk.

This year, for the first time, we invited potential speakers to put forward suggestions for sessions they would like to run. A number of excellent suggestions were made so the task of deciding which to include was a difficult one. Based on the feedback received, we believe the variety of sessions on offer was well received by delegates. Our inclusion of areas more wide reaching than employee share plans, such as the panel discussion on the challenges of employee engagement, was also well received. It was good to hear from Greg Hands, Shadow Treasury Minister for the Conservatives, and Lord Richard Newby, Liberal Democrat Treasury Spokesman in the House of Lords. Both reiterated their parties' commitment to employee share ownership.

Commenting on the conference, Paul Stoddart from HBOS Employee Equity Solutions said: 'HBOS EES was once again delighted to play such an important part in this year's Conference & Exhibition, which I thought was an unmitigated success. The 2009 event presented us with a forum of experts and issuers discussing new ideas and many fresh approaches.

'When trading conditions are harsh, it is imperative to keep an eye on the right dials and to be actively looking for new solutions that deliver better client

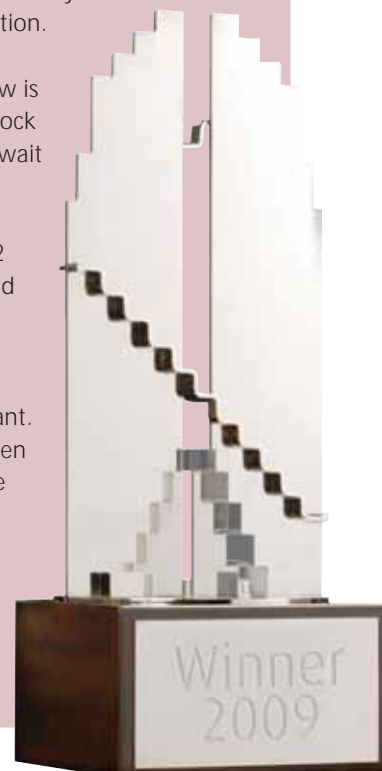
value. To be seen to be doing the right things, and to be seen to be delivering them at the right time, is critical to our business. That is why keeping in touch with the market's ebb and flow, and responding effectively to the needs of employers in the marketplace, is essential if we want to stay ahead in challenging times. So it is no wonder that we value so highly the work *ifs ProShare* does in bringing our industry together under one roof, and why we take such a high-profile position at forums such as this Annual Conference and Exhibition.'

We are presently looking at venues for next year and as soon as we have confirmed a date and venue we will let you know.

## Annual Awards

Entries for this year's awards closed on 28 September and shortlisted companies have been notified. The final, rigorous part of our objective judging process is now under way. This is never an easy task for the judges. All shortlisted companies should feel justifiably proud to have made it to the final shortlist, as they have already beaten off stiff opposition.

All that remains now is to dust off the posh frock or dinner jacket and await the awards ceremony, which this year takes place on Wednesday 2 December at the Grand Connaught Rooms in Covent Garden. This year's host and guest speaker is John Sergeant. The Grand Hall has been sold out for some time now but we still have availability in the Balmoral Room. Tables and/or individual places can be [booked online](#).



it's good to Share

ifs ProShare

ifs ProShare wish to thank...

Major Sponsor

**HBOS** Employee Equity Solutions  
Partner of choice for the world's best companies

Supporting Sponsors

**EQUINITI** Killik Employee Services

Exhibiting Sponsors

**BAKER & MCKENZIE** **global equity ORGANISATION**  
**ICSA** **OGIER**  
INTERNATIONAL

for their generous support

## Training courses and workshop programme November 2009

Tuesday 10 November  
14.00 – 17.00

### Workshop

#### Employment law changes impacting share plans

This new workshop will consider the following issues: discrimination – impact of age discrimination; losses on termination of employment – what can employees claim; latest update on exclusion clauses; exercise of discretion – how to go about it; clawback provisions; insolvency and liquidation – what happens if the employer can't afford to pay; assets held in employee benefit trusts – who gets the assets; top 5 pitfalls to avoid.

Hosted by:



8th Floor  
Peninsular House  
36 Monument Street  
London  
EC3R 8LJ

Tuesday 17 November  
10.00 – 16.00

### Training course

#### An introduction to employee share plans – technical course

This course covers three areas: the jargon associated with employee share plans, the HMRC-approved plans (SAYE, SIP, CSOP, EMI) and the most commonly used unapproved plans (LTIPs, unapproved options, etc).  
Course presenters will explain the design features of each plan and tax charges/concessions linked to each plan type.

Hosted by:



8th Floor  
Peninsular House  
36 Monument Street  
London  
EC3R 8LJ

Wednesday 25 November  
10.00 – 16.00

### Training course

#### An introduction to employee share plans – practical course

This course addresses the practical issues you need to consider when setting up a share plan. Attendees should have a basic understanding of the different share plans in common use (as covered by 'An introduction to employee share plans – technical course').  
We will look at the process of choosing the right plan to meet your business objectives; the processes and procedures you need to follow in order to set up and run your share plan; communication and maturity issues.

Hosted by:



8th Floor  
Peninsular House  
36 Monument Street  
London  
EC3R 8LJ

### Booking

Each course will give delegates the practical skills and knowledge they need when managing or advising on employee share plans. If you are interested in attending, all you need to do is select the course that best suits your needs and make a booking.

To make a booking, please download and complete the relevant [Booking Form](#) from our website and return it with full payment to the address given. Courses are booked on a first come, first served basis.

Details of our 2010 programme will be announced before the end of November so look out for an email.