

newsbrief

March 2025

Friday 28 March 2025
09:00 to 14:00, Pomme d'Or Hotel, St Helier



Esop Centre/STEP Jersey Employee Share Plans & Trustees Conference



Keynote speaker:
Joe Moynihan, CEO,
Jersey Finance



David Pett, Barrister,
Temple Tax Chambers



Katherine Neal, Head of
Employee Incentives,
Ogier



Graham Muir,
Consultant, CMS



Claire Matthews,
Partner,
Taylor Wessing



Share Schemes Expert
David Craddock

Last chance to book: March 28 Employee share plans and trustees conference -Jersey

We are set to return to the Pomme d'Or hotel, St Helier for our **employee share plans and trustees conference** on Friday March 28.

Joe Moynihan, ceo of Jersey Finance, will make a keynote speech, updating delegates on the Jersey International Finance Centre and its plans for the future.

The programme is drafted to *provide relevant technical information, with a view to being acceptable as counting towards your Continuing Professional Development or Continuing Competence.*

It includes: a joint presentation and discussion on the Private Intermittent Securities and Capital Exchange System (PISCES), covering its aims, how it will work, timeline and latest updates on regulatory, financial, disclosure and employee tax issues; talks on unravelling share valuation for Eso purposes; and the increasing use of share plans to benefit non-employees and to create internal markets for shares; plus updates on the Middle East market; and on UK legal and tax issues.

Our panel of experts comprises barrister **David Pett** of Temple Tax Chambers; **Katherine Neal**, head of employee incentives at Ogier; **Claire Matthews**, partner at Taylor Wessing; CMS consultant **Graham Muir**; and share schemes specialist **David Craddock**.

Presentations will run from 09:00 to 13:00, followed by a networking lunch. The seminar is being held in conjunction with STEP Jersey.

Admission:

Esop Centre/STEP members: £450/each

Non-members: £548/each

Multi-booking discount: 50% off cost of ticket for your third delegate.

To reserve your place, email:
events@esopcentre.com

Sponsorship opportunities

We are pleased to be able to offer both headline and lunch sponsorship opportunities to Centre members for the Jersey conference. Please contact the Centre at esop@esopcentre.com for further information.



Annual share plans symposium – June 5

The Centre's eighth Share Plan Symposium will be held in-person at **Baker McKenzie's** London offices on the afternoon of **Thursday June 5**. The event will comprise four panel debates, running from approx. **13:45 to 17:15** followed by a reception, at which the 17th *newspad* Awards winners will be announced.

The presentations will all be pre-recorded and form the briefing material for what we hope will be lively panel and delegate discussions.

Centre conferences are equally celebrated for their level of speaker expertise and the quality of their networking opportunities.

Admission rates:

*Delegates from **plan issuer companies** will be admitted **free** of charge.*

Practitioners- Members: £450 Non-members: £800

Trustees- Members: £400 Non-members: £650

Multi-booking discount: 50% off cost of ticket for your third delegate.

**All prices are subject to UK standard rate VAT*

If you would like to offer a presentation, or suggest a topic, contact Juliet at esop@esopcentre.com.

To register a delegate, email events@esopcentre.com or phone the team on +44 (0)207 562 0586

We are putting together a programme of talks from expert speakers, relating to: The executive remuneration landscape; Employee share/share option plans in SME and unquoted companies; Trustees and employee equity; The future of all-employee share ownership plans; Global share plans.

The Esop Centre thanks Baker McKenzie for hosting the 2025 Share Plans Symposium

**Baker
McKenzie.**

The 17th *newspad* all-employee share plan awards

Photo by Myriam Zilles on Unsplash



The results of the 17th edition of the Centre's *newspad* awards will be announced after the symposium's closing remarks, when special guests will present awards to the winners, before a celebratory reception.



Consultation outcomes and amendments to Employment Rights Bill: members' comments

This month in *Lexology*, **Baker McKenzie** commented on the consultation **outcomes and amendments to the government's flagship Employment Rights Bill (ERB)** which was published in October 2024. It noted that much of the Bill is subject to further consultations, the first tranche of which completed in December.

The government has now published its responses to those consultations, as well as proposed amendments to the Bill, both in areas covered by the consultations and others.

There are several significant developments; for example (a) the retention of the establishment test for collective redundancy consultation obligations, subject to a new overall threshold number of redundancies across an employer; (b) giving rights to agency workers to be offered guaranteed hours on a direct-hire basis; and (c) extending the right of access by trade unions to the workplace to digital access.

Key developments include: Collective redundancy consultation, compensation and fire and rehire rules; Modern framework for industrial relations; Zero hours workers protections for agency workers; Zero hours and shift-related protections generally; Holiday records; Fair Work Agency (FWA); Statutory sick pay; Umbrella companies.

Lewis Silkin commented on the key points from the amendments and consultation responses, adding that the responses to five consultations came right after the publication of a report by the Business and Trade Committee which suggested that some of the key reforms did not go far enough. The firm is updating its **Employment Rights Bill dashboard** with a full analysis of all the provisions in the Bill, including the latest developments.

Linklaters published a **detailed client briefing on the amendments**. The Bill is expected to receive Royal Assent in summer 2025. However, many of the reforms will require secondary legislation before they can take effect. Further wider-ranging consultation is likely to be conducted later in 2025 to help formulate crucial details of the new rights. Among other things, the consultation will address the framework for statutory probationary periods and the details of the right to a guaranteed hours contract. Linklaters will continue to update its **UK Employment Law Reform Tracker** as developments take place.





The EU Pay Transparency Directive: defining moment for employer brands

In a *Legal Briefs* blog for *Lexology*, **Deloitte Legal** expressed the view that the EU Pay Transparency Directive is more than just a regulatory update. It is a powerful catalyst for change, designed to dismantle the entrenched structures that perpetuate the gender pay gap. This directive goes beyond simply increasing transparency; it aims to create a cultural shift where pay equity is the norm, not the exception.

The EU Pay Transparency Directive is ushering in a new era of pay equity, empowering workers with knowledge and tools, driving systemic change, and increasing accountability.

“The EU Pay Transparency Directive is not just about legal compliance; it's a defining moment for employer brands. Organisations that fail to grasp the significance of this shift risk reputational damage and a diminished ability to attract and retain top talent. Conversely, those that embrace the spirit of the directive and proactively champion pay equity have a unique opportunity to strengthen their employer brand and gain a competitive edge.” It is “set to supercharge the landscape of data-driven platforms. The increased availability of pay data will potentially fuel their growth, allowing them to build comprehensive salary databases by leveraging publicly available reports and potentially integrating self-reported data with appropriate privacy safeguards. This in turn may aid more accurate salary benchmarking, considering a wider range of factors.”

Deloitte added “As organisations begin publishing their pay gap data, expect journalists and researchers to scrutinise the numbers, highlighting both leaders and laggards in pay equity. Social media could likely amplify these findings, with users sharing articles, commenting on company practices, and potentially **calling out organisations with significant disparities.**”

Pensions dashboards: the push for high-quality data

Equiniti warned that with the Pensions Dashboard set to launch, large pension schemes must connect by April 30 2025, with full compliance required by October 2026. The Pensions Regulator is urging schemes to digitise and maintain high-quality data to ensure accuracy and accessibility for users. In October 2024, The Regulator began engaging with schemes on data quality, warning of potential regulatory action for non-compliance. Its five-year strategy aims to drive efficiency, automation, and innovation in pension technology. Clean data are essential not only for compliance but also for reliable pension tracking and **successful de-risking strategies like buyouts.**

Bullish outlook for private credit in 2025

The private credit market is poised for strong growth in 2025, driven by lower interest rates, reduced default risks, and economic resilience in the US and Europe. According to **Fieldfisher**, increased deal activity and fundraising efforts indicate sustained momentum, while lending vehicles continue to diversify, with rated feeders gaining traction among insurance investors. Key trends shaping the market include lender control dynamics, EBITDA adjustments, asset movement between funding structures, and servicer risk. With a rapidly evolving landscape, private credit remains an attractive and flexible **financing option for various asset classes.**

The future of work

In its podcast series *In Conversation...*, **Lewis Silkin**'s Lucy Lewis and CPID ceo Peter Cheese revisit their 2021 conversation and reflect on how the workplace focus on flexible working and return to the office has evolved since the pandemic.

They consider how the demands on leadership and line manager capabilities are having a significant impact on the ability of organisations to meet their strategic objectives and explore why **DEI must be anchored in real business outcomes.**



HMRC: guidance on reporting carried interest in tax returns

HMRC has published new guidance on how carried interest should be reported in self-assessment tax returns, emphasising the need for people to provide comprehensive supporting information to avoid compliance checks. According to the guidance, relying solely on non-UK tax reports, such as US tax forms, without further verification may not meet the standard of “reasonable care,” potentially leading to penalties. **Macfarlanes** warn that this shift in HMRC’s approach raises concerns, as obtaining the necessary information can be complex and costly. With a new carried interest regime set to take effect from April 2026, the compliance burden should ease in the future. However, for the 2025/26 tax year, private capital firms and individual executives must review their tax reporting processes and ensure appropriate **disclosures are made to mitigate risks.**

FRC consultation on the proposed new UK Stewardship Code

The FRC closed its consultation on the proposed new Stewardship Code on February 19. **MM&K** responded as proposals focused on engagement with investors and the role of proxy advisers are matters that affect many of its clients.

In the **published summary of its response** to the questions posed by the FRC, MM&K supported the revised definition of stewardship, noting that a focus on long-term value creation aligns directly with the principal focus of issuers’ boards of directors.

Not-so-Great British Railways?

Friend of the Centre, Prof Len Shackleton, writing for the *iea blog* said that this month’s increase in the cost of travel by train – 4.6 percent on regulated fares in England and Wales – reminds us of the continuing parlous state of our railways.

As one of its first actions on entering government, Labour settled long-running disputes with the rail unions by making expensive pay settlements without any commitment to reform of working arrangements or increases in productivity. This was, as always, only a temporary truce in an industrial battle which has continued for the best part of the **near-150 years of this country’s railway history.**

In a separate article for *CapX*, Prof Shackleton expressed his opinion on The Employment Rights Bill, declaring that **Labour’s employment crusade could kill jobs.** He said because this is a huge piece of legislation – it runs to 191 pages – it is unlikely to receive the scrutiny it deserves, and reported that Jonathan Reynolds, the Business Secretary, tried to clarify the government’s intentions by reporting back on consultations about the detail of some provisions. He added “*One concerned the application of zero-hours contracts to agency workers, with a proposed amendment to stop recruitment agencies exploiting loopholes to prevent zero-hours workers from receiving offers for permanent fixed-hours contracts and payment for cancelled shifts. However, the question of who should pay for cancelled shifts – the agency or the end hirer – turns out to be so complicated that a detailed rule still cannot be provided. So once again, we are going to have written in law a power for the Secretary of State or relevant minion to sign off some cobbled-together solution in a year or two’s time when office-holders have changed and everybody has forgotten the arguments.*”





HMRC to use voice recognition to speed up calls

Callers to HMRC will be able to use their voice as a password in a bid to speed up calls. The UK tax authority has been heavily criticised for its failure to answer tens of thousands of calls, and for long delays on phonelines. It will now trial a system used by banks to use voice recognition to improve call handling. The system is expected to be introduced across HMRC phonelines during the rest of the year, [the BBC reported](#).

Treasury to shelve plans for VAT on funds

According to *City A.M.*, ministers are looking to block HMRC's proposal to apply VAT to investment funds, following warnings from City bosses. Currently, third-party fund management operations are free from the 20 percent consumption tax. Senior finance executives warned City minister Emma Reynolds that the move would exert a £147m hit on the finance sector – most of which would be passed onto investors – and deter foreign investors from [ploughing money into the UK](#).

Investors Association: January blues hit investors

Investors pulled £3bn out of funds amid geopolitical and economic instability in January. This marked a sharp reverse from December, when £2.3bn flowed into funds, [according to the Investment Association](#). Macroeconomic conditions on the home front, namely the reacceleration of inflation, had played a part in the investment outpourings. The lack of GDP growth at the end of 2024 had damaged investor confidence, triggering the outflows.

Boohoo rebrands as Debenhams

The online fashion retailer Boohoo – which in 2022 handed shares to almost 5,000 of its employees as part of its commitment to encouraging all employees to be shareholders – is rebranding as Debenhams. Boohoo bought Debenhams out of administration four years ago, as it took a £40m hit on excess stock in its brands aimed at younger shoppers.

Debenhams, founded as a single store in London in 1778, disappeared from the high street when it collapsed in 2021, costing thousands of jobs. Boohoo then swooped for the brand [and relaunched it as an online-only retailer](#).

The *Guardian* reported that Boohoo last year faced a bruising public battle with the billionaire Sports Direct founder, Mike Ashley, whose Frasers Group owns a 27 percent stake in the struggling fashion retailer. Boohoo shareholders blocked Ashley and an associate from joining its board in December in a blow to his attempt to control the business.





Denmark:

Svitzer Group introduces new share-based incentive plan

Svitzer Group A/S has announced the implementation of its 2025 Employee Share Purchase Plan (ESPP) and the annual grant of Restricted Share Units (RSUs) under its Long-Term Incentive Plan (LTI). The ESPP, aimed at fostering an ownership culture and enhancing employee retention, allows its global leadership team members to acquire Investment Shares at market price, with a matching grant of free shares subject to a three-year vesting period.

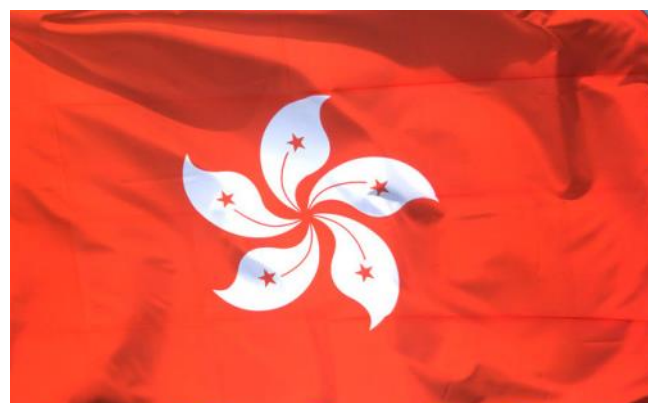
The total value of Matching Shares granted in 2025 is estimated at up to DKK3m (approximately £339,000). Additionally, the LTI programme will provide the CEO with RSUs worth 85 percent of annual salary and the CFO with RSUs equal to 60 percent of their salary, with grants based on the volume-weighted average price of Svitzer shares. These RSUs, valued at up to DKK12.2m (approximately £1,379,000), will vest over three years, contingent on continued employment.



Hong Kong:

Navigating Esop legal risks after a capital raise in Hong Kong

Many early-stage companies in Hong Kong focus on growth and fundraising but often overlook legal risks associated with equity-based compensation plans like Esops and other incentive schemes. Following a capital raise, businesses must navigate dilution concerns, shareholder approval, regulatory compliance under Hong Kong's Securities and Futures Ordinance and cross-border legal hurdles. Esop taxation is also complex, as employees in Hong Kong are taxed on exercising their options, while withholding obligations vary for those based in other jurisdictions like China. Structuring vesting schedules, managing employee departures, and ensuring proper documentation and governance are crucial to avoid disputes. Companies must align Esop structures with investor expectations, as new shareholders are often wary of further dilution. Best practices include early planning, regulatory reviews, and considering alternatives like cash-based shadow plans. Legal guidance helps businesses balance talent retention and compliance **while expanding post-fundraising.**





Japan:

Yaoko disposes of treasury shares to support Esop

Yaoko has resolved to dispose of 448,200 treasury shares through a third-party allotment to sustain its Esop. The disposal, representing 1.07 percent of total issued shares, is priced at 9,134 yen (£47.70) per share, reflecting the average closing price over the past month to ensure fair market valuation. The company will make an additional monetary contribution to the trust, facilitating the acquisition of shares for future employee benefits. This move reinforces Yaoko's commitment to employee ownership while aligning with its long-term operational strategy. The company operates a chain of supermarkets in Japan, focusing on **quality products and customer service**.

South Korea:

Loan interest support extended to ease stock sales pressure

LG Display has extended interest support for loans related to its Esop until the end of the year to prevent a surge in employee stock sales once the mandatory protection escrow ends on 26 March. Employees had fully subscribed to 28,436,860 shares during last year's capital increase at 9,090 won (£5.40) per share, but with the stock closing at 9,120 won (£5.42), returns remain minimal. The company seeks to mitigate selling pressure and potential stock price drops by allowing employees more flexibility in timing their sales. LG Display's restructuring around OLED technology has improved financial performance, reducing last year's operating loss significantly, though it still recorded an annual deficit. Analysts expect profitability to improve in the second half of the year, with projected sales of 25.8728trn won (£15.38bn) and an operating profit of 535.3bn won (£318.40m). The average **target stock price stands at 12,875 won (£7.66)**.

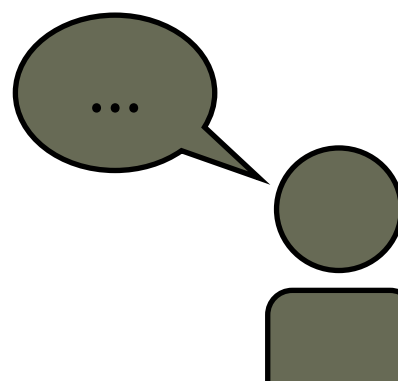
USA:

From Walmart parking lot to company owner: the power of Esops

Thirteen years ago, Keith Dixon was a cashier struggling to pay rent, sleeping in a Walmart parking lot. A temporary job at AMBAC International changed everything. The company, which manufactures fuel injection systems, operates under an Esop, with employees collectively owning part of the business. Dixon quickly realised that this ownership model fostered a culture where coworkers invested in his growth. He received financial training, learned business operations and worked his way up. During Covid, AMBAC employees made collective decisions to cut costs and avoid layoffs, which demonstrated the strength of Esops. Now the company's supply chain manager, Dixon advocates expanding Esops nationwide to close the wealth gap, using his personal journey **as an example**.

Opinion: Employee ownership - a key driver of economic stability

In an opinion piece for Forbes, Evan Edwards, ceo of Project Equity, reports that, with over 10 million American workers currently benefiting from Esops, they accumulate roughly double the retirement wealth of non-Esop employees, according to data from Rutgers University. Beyond individual financial gains, Esops contribute to job stability and local economic confidence, which is crucial as nearly 12 million small businesses are set to change ownership in the next 10 to 15 years. As homeownership and traditional wealth-building avenues become more challenging, employee ownership stands out as a viable solution for fostering long-term **prosperity at both personal and community levels**.





India:

Esop pool expanded to \$55 million

Ninjacart has expanded its Esop - *63Ideas Infolabs Private Limited Esop 2023* - by granting 2,397 additional stock options, bringing the total pool to 8,919 options. The expansion aims to enhance employee ownership and extend welfare opportunities. The newly added Esops are valued at approximately Rs1.27bn (£11.92m), while the total pool is worth Rs4.72bn (£44.3m), based on the company's last funding round. Ninjacart, a B2B agritech marketplace connecting farmers, traders, and retailers, has secured over \$400m (£315m) in funding from investors including Tiger Global, Walmart, and Accel. Despite not raising funds in three years, the startup, valued at around \$815m (£641m), has recorded a 74 percent year-on-year growth in gross revenue, reaching Rs20.02bn (£187.8m) in FY24. Adjusted losses fell by 20 percent to Rs2.6bn (£24.4m). The company competes with DeHaat, Absolute, and Wacool, valued at approximately \$500m (£393m), \$500m, and \$460m (£362m), respectively.

Even healthcare announces \$500,000 Esop buyback

Bengaluru-based Even Healthcare has launched its first Employee Stock Ownership Plan buyback, worth \$500,000, within three years of its founding. Unlike typical buybacks, the company is offering shares at primary valuation without a discount, ensuring employees maximise their returns. This move follows Even Healthcare's \$30m Series A funding round and reinforces its commitment to rewarding employees. The company provides Esops to all full-time employees under the same terms as founders, with transparent compensation structures and guaranteed refresher benefits. As Esop-driven hiring gains traction, startups are increasingly using equity-based incentives to attract and retain top talent, even drawing professionals from multinational firms.

India's AI startups fuel hiring boom with high salaries and esops

India's AI startups, including Krutrim, Sarvam AI, TurboML, and Smallest.ai, are aggressively recruiting AI engineers with salaries ranging from Rs4m (£38,000) to Rs15m (£142,000) per year, along with lucrative Esops and flexible work arrangements. TurboML offers Rs8m (£76,000) salaries for full-time roles and Rs100,000 (£950) monthly stipends for interns, while Smallest.ai hires full-stack engineers at Rs4m (£38,000) without requiring a resume or college degree. Startups are using Esops as a key talent retention tool, ensuring employees benefit from long-term wealth creation, with some even offering stock options on the same terms as founders. As India's foundation model development gains momentum, inspired by China's DeepSeek, AI hiring is surging, with the workforce expected to double from 600,000 in 2022 to 1.25million by 2027. However, while Esops are attracting talent, soaring salary expectations pose a challenge for 66 percent of companies, highlighting the growing demand for AI expertise in India's booming startup ecosystem.

Opinion: The Esop as “wealth multiplication engine”

In an opinion piece for *Fortune India*, Rahul Bhutoria explains why he believes traditional metrics for measuring employee compensation are becoming obsolete. He said 2024 revealed a striking paradox where while base salaries remained relatively flat, employee wealth creation has surged to unprecedented levels.

He believes the driving force of this has been Esops, which have evolved from a startup retention tool into a “wealth multiplication engine”. The numbers tell the story – 26 unlisted companies executed strategic buybacks this year, marking a clear inflection point in how both employers and employees perceive equity compensation.



India:

More share issues, grants and buy-backs:

- ◆ Delhivery expands issues 1,179,486 new shares for employees
- ◆ ixigo rolls out 12m stock options under Esos 2025 to reward employees
- ◆ Paytm board approves Esop grant - share price surges 7.19%

EMPLOYEE OWNERSHIP NEWS

Paper on EOT published

A paper by Andrew Pendleton (University of New South Wales) and Andrew Robinson (University of Leeds) - **Employee ownership trusts: an employee ownership success story** – was published this month by Taylor and Francis Online.

Since its creation in 2014, the employee ownership trust has become a widespread form of employee ownership in the UK, and has transformed the country's employee ownership scene. Given that it is over a decade since the legislation, and with the EOT now firmly established as a key

business succession tool, the authors thought it timely to take a closer, critical look at the role, characteristics, and potential dangers of the model. Using several unique data-sets of UK employee-owned businesses, it profiles key features of EOTs, and shows how the flexible approach of the EOT provides the potential to sidestep many of the obstacles faced by other forms of employee ownership. The paper is on an open access platform and Professor Pendleton welcomes comments.

EOT round-up

- ◆ Engineering consultancy **Butler Consulting**
- ◆ Marketing firm **Coda**
- ◆ Trading group **Purston Park**
- ◆ Cornish pasty maker **Prima Bakeries Group**
- ◆ Law firm **Progression Solicitors**



LIBRARY OF WEBINAR BROADCASTS:

Esop Sofa 2024 Review: Budget & PISCES; The Employee Voice; The Role Of Direct Employee Share Ownership In Market Economics; Esop Sofa: Hot Topics In Employee Share Ownership – Newspad Review VIII ; Esop Centre *newspad* Online Round-table; Esop Sofa: Esop Round-Table *newspad* Review VII; Esop Sofa: Hot Topics In Employee Share Ownership – *newspad* Review VI; Employee Share Plans & The Benefits For SMEs; Employee Share Schemes, Levelling-Up & Social Mobility; Why Employee Share Ownership Matters; International Share Schemes: Exporting the Vision; Esop Sofa: Hot Topics In Employee Share Ownership – *newspad* Review V; Share Schemes And The Impact Of Inflation; The Future of Gig Working As A Dynamic Economic Alternative; The Employee Voice: Share Plan Votes ; Esop Sofa: Hot Topics In Employee Share Ownership – *newspad* Review IV; Innovative Tax Techniques For Employee Share Schemes; Share Schemes For Non-Employees & The Gig Economy; Esop Sofa: Hot Topics In Employee Share Ownership; Building Back Better With Your Employees Through Shared Ownership ; EOTs: The Credible Alternative To Succession; The Role of Employee Share Schemes In Achieving The UN Sustainable Development Goals; Esop Sofa: Hot Topics In Employee Share Ownership - *newspad* Review ; Beyond Brexit: EU-UK Social Security Contribution Rules; Esop Sofa: Hot Topics – *newspad* Review; The Share Valuation Worked Examples Group In The Changing Valuation Landscape ; Looking Ahead To 2021: Moving Beyond Brexit In Financial Services Regulation; Insights Into Share Valuation for Employee Share Schemes: Revealed Through Dynamic Case Studies;

Lessons From Lockdown: Re-Assessing How You Manage Share Plans In A Digital Way; Employee Share Schemes: Innovative Communication Strategies Guaranteed To Increase Employee Take-Up ; Selling Your Company To An EOT - How It Differs From An MBO; Institutional Investors' Views On The Use Of Share Plans; Esop Sofa – Hot Topics; Employment-Related Securities: The Complexity Unravelling Into Practical Application; Employee Ownership & The Future Of Capitalism; Could Equity Be Used To Replace A Portion Of An Employee's Salary?; The Case For Employee Share Ownership: The Heart Of The Matter Revealed; Esop Sofa Lockdown Stories; Share Valuation: The Wisdom On Price-Setting For Your Employee Share Schemes; Tools Of Engagement: The Power Of All-Employee Plans; Awarding Shares To Employees In A Covid-19 World; The Employee Share Trust: Establishing A Dynamic Market For Your Employee Share Schemes; How To Ensure All -Employee Share Plans Remain Relevant; Esop Sofa - What Are Today's Big Employee Share Ownership Questions?; Enterprise Management Incentives (EMIs) – Powerful Lessons From Five Practical Case Studies; Enterprise Management Incentives (EMIs) – Igniting Your Business By Sharing Success; Esop's Tales: The Foundation Of The Esop Centre.

Broadening horizons, Z/Yen Group is hosting a range of webinars over the coming weeks. For a full listing of Z/Yen, Long Finance, FS Club, and Esop Centre webinars look here - <https://fsclub.zyen.com/events/webinars/> - or sign up for mailings - <https://fsclub.zyen.com/#Subscribe>



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ABOUT NEWSBRIEF

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