



Last chance to book:

PISCES, employee share ownership and incentives conference – September 25

The Centre and Corpgro invite you to a conference on new London Stock Exchange share trading platform **PISCES** and employee share ownership.

The event will run from 08:30 till 13:00 on **Wednesday September 25**, will be hosted by PwC at its More London offices and chaired by the Centre's Robert Pay.

Topics covered will include the aims and aspirations of PISCES; how share plans and incentives could benefit; legal, tax, share valuation and accounting issues; and the practicalities of share plan administration.

Speakers include:

- ⇒ Tom Simmons, PISCES lead at the London Stock Exchange Group
- ⇒ Rebecca Clayton, Andrew Nealy and Jonny Rodwell of PwC
- ⇒ Juliette Graham, director at Clifford Chance
- ⇒ Damian Carnell ceo of Corpgro
- ⇒ Ifty Nasir, ceo of Vestd
- ⇒ Alex Walsh, ceo of Howells Associates
- ⇒ Stuart Bailey of Wealth at Work
- ⇒ Ben Macnaghten, valuation director at Valuation Consulting
- ⇒ Sabine Hanson, adviser, Advent International

To register please email events@esopcentre.com.



PISCES: Employee Share Plans & Incentives

Conference

Wednesday, 25 September 2024
08:30 – 13:00 BST

Venue:
PwC
7 More London Riverside
London SE1 2RT



Topics of discussion:

- PISCES' aims and aspirations
- How share plans and incentives could benefit
- Legal, tax and accounting issues
- Practicalities of share plan administration





Share schemes & trustees conference Guernsey 2024

The Esop Centre is set to return to Guernsey for its **annual conference on employee share schemes and trustees**. Held in conjunction with STEP Guernsey, we look to emulate the success of the 2023 event, building on the achievements of this industry-leading networking and learning opportunity. The seminar will be on the morning of **Friday November 8** at the Old Government House Hotel, St Peter Port.

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

We are putting together a programme of talks from expert speakers, who will address the key issues currently facing trustees and employee share scheme professionals.

The programme is drafted to provide relevant technical information, which we trust will be acceptable as counting towards Continuing Professional Development or Continuing Competence.

Presentations will run from 09:00 to 13:15 (approx.), followed by a networking lunch for delegates and speakers.

Don't miss this great opportunity to update your knowledge.



Guernsey Les Hanois Lighthouse Photo by Enrapture Captivating Media on Unsplash

Tickets: Book early to secure discounted ticket prices:

Esop Centre/STEP members: **£380**/each
(if booked before 04 October 2024. £420 thereafter)

Non-members: **£485**/each
(if booked before 04 October 2024. £538 thereafter)

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

To book, email events@esopcentre.com

Sponsorship opportunities

We are pleased to be able to offer the following sponsorship opportunities to Centre members for the Guernsey conference:

Headline sponsor

The benefits will include mention in all the pre and post event publicity and promotion including mention of the sponsorship in Centre monthly publications *newspad* and newsbrief; company logo displayed on the event web page; a brief welcoming address to the participants; and inclusion of materials with the delegate pack. The sponsor will also be named on event signage produced.

Lunch sponsor

The lunch sponsor will be invited to address the delegates at the end of the morning's session and, if desired, to make a comment on the morning's proceedings and developments in the market. The lunch sponsor will also be named on event signage produced and may include materials in the delegate pack.

Please contact the esop@esopcentre.com for further information.

EVENTS

Employee voice webinar – November 19

Employee share schemes expert David Craddock will consider the empowerment of **the employee voice** through employee participation. His talk will include a case history and the principles developed to promote wider involvement in the company. David will cover employee representation, workers' groups and the voting rights of employee shareholders.

The 25-minute talk will be followed by a Q&A session, so have your questions and comments ready for David on Tuesday November 19 at 15:00 (GMT). [Register now to take part in the webinar.](#)

AWARDS

Annual all-employee share plan awards launched

Submissions are now open for the 2024 *newspad* all-employee share plan awards.

The awards recognise the achievements of companies which offer employee share plans and hold up best practice models for other companies to follow.

If your company or client made a notable contribution to employee share ownership, issued an inspirational share plan, or showed excellence in its communication and presentation; been creative in using share plans to overcome significant changes or challenging situations, increasing participation or using technology, Then why not tell the world about it?

Companies can nominate themselves or advisers can make submissions on behalf of clients. Entrants can apply for awards in more than one category. **Submitting nominations** is free and simple. Required information kept to a minimum. Clarity matters more than length. The deadline for all nominations **is 17:00 on Tuesday December 17 2024.**

The awards present an opportunity to celebrate your company or clients' achievements.

The winners will be decided by two impartial judges, experts in the use of employee equities, plus Malcolm Hurlston CBE, founder of the Esop Centre. The finalists will be announced in *newspad* and award certificates will be presented during the Centre's Employee Share Plans Symposium 2025.

If you have any questions, please contact us at: esop@esopcentre.com or call +44 (0)20 7562 0586.

The award categories this year are:

1. **Best all-employee share plan**
2. **Best share plan communications**
3. **Best use of technology, AI or behavioural science**
4. **Best share plan response to significant changes or challenging situations**

Category descriptions and rules of entry can be viewed on the [Awards 2024 webpage](#).

Application process

To submit an application for the *newspad* all-employee share plan awards, please complete both of the following stages:

- ⇒ **Online application form** - complete all sections of the **online form**, providing as much detail as possible. (Alternatively, entries can be made by one or two explanatory documents)
- ⇒ **Supporting documentation** - where appropriate, please back up your application with supporting documentation. Either upload the files at the end of the form, or email them to: esop@esopcentre.com.

CENTRE AND MEMBERS NEWS

Recent changes impacting the Eso world

EQ provided an update on Eso changes and news through its monthly bulletin. Latest edition topics include:

- ⇒ The Kings Speech
- ⇒ Dormant Assets Act 2022
- ⇒ Financial Conduct Authority – Primary Market Bulletin 50
- ⇒ Financial Conduct Authority Consultations
- ⇒ Enhancing the National Storage Mechanism
- ⇒ Financial Reporting Council Updates to the Stewardship Code

Employment tax update - September 2024

Macfarlanes reported on the most relevant employment tax and reward activities, including:

- ⇒ PAYE Settlement Agreement calculations 2023/24
- ⇒ Employer liabilities and payments: “Earlier Year Update” becomes “End of tax year adjustment”
- ⇒ Student and postgraduate loans
- ⇒ Support for sole traders as they get started in business

Assessing the recent claims against sellers and other non-trustees in lawsuits relating to Esops

The **NCEO** hosted a webinar addressing the types of claims recently brought against sellers, company executives, outside investors and other non-trustees in recent lawsuits relating to Esops, providing insight into how to protect against and defend such lawsuits.

Growth shares

Pinsent Masons published a guide to the advantages and disadvantages, tax treatment and setting up of growth share plans. In a snapshot: Growth shares are usually granted by private unlisted companies and typically:

- ⇒ *confer no rights to dividends or voting*
- ⇒ *often restricted to participation on an exit only basis*
- ⇒ *subject to a 'hurdle' to encourage future growth of the company*
- ⇒ *can have a relatively low market value when issued*
- ⇒ *only allow their holders to share in the future growth of the company (no dilution for existing shareholders)*
- ⇒ *can be used in conjunction with an Enterprise Management Incentive (EMI) plan*
- ⇒ *do not have a time limit*

Employment Rights Bill

The new UK government has promised “the biggest upgrade to workers' rights in a generation” with a number of key changes to be introduced under a new Employment Rights Bill. In terms of timing, the government promised to introduce the Bill within 100 days of taking office, so is therefore expected to be laid in parliament by October 12 2024.

Travers Smith gave an overview in its September employment update for Lexology.

Lewis Silkin published a dashboard explaining the impact of Labour’s employment law changes in England, Wales and Scotland. Topics covered include dismissals and outsourcing; sickness, wellbeing and disability; work life balance; pay and tax and diversity; and discrimination and pay reporting.

CENTRE AND MEMBERS NEWS

Employee share schemes in startups

In a **Vestd** interview, Chris Tingley, founder of EVware, a company developing hardware and software for electric vehicle manufacturing, discussed the keys to startup success, including the benefits of employee share schemes. An EMI options scheme is in place for EVware's initial small team to allow employees a share in the startup's success and to provide a key incentive to motivate commitment and dedication. Tingley notes that *potential investors "are keen to see an employee options scheme"* as it shows that the startup values the wellbeing and financial success of its employees.

JTC to acquire Buck share plan and trustee businesses

On August 19 JTC, announced that it proposed to buy the **Buck** UK and European Share Plan Administration and Trustee businesses ("Buck Share Plans") from Arthur J Gallagher & Co, a global insurance brokerage, risk management and consulting services firm. Completion is subject to regulatory approvals.

Buck Share Plans will bring with it an existing book of high-quality blue-chip clients, as well as an experienced, client focused and committed *team of 16 professionals based in the UK, Guernsey and Germany.*

Congratulations!

This year, **MM&K** celebrates *50 years* in business as an independent firm specialising in executive remuneration, performance and remuneration governance.

The **Menke Group**, a leading single-source Employee Stock Ownership Plan provider in the United States—founded by John Menke, former associate of Louis Kelso who invented the Esop—announced that *2024 marks its fiftieth anniversary* of advising companies on designing and managing Esops. In addition, the company announced that Trevor Gilmore, former cfo and coo of the Menke Group, was promoted to ceo, following Kyle Coltman's retirement.



balloon 50 Image courtesy of Kendall Scott on Unsplash

Investor tax reliefs extended to 2035

Shares issued before April 6 2035 will qualify for relief under the enterprise investment scheme (EIS) and the venture capital trust (VCT) scheme if all other conditions are met. The EIS and the VCT scheme offer tax reliefs to individuals investing in small and medium-sized companies.

A number of conditions must be met for a claim for tax relief to be valid. One of these conditions is that the shares in the company (for EIS relief) or in the VCT are issued before a date specified in the legislation (often referred to as the ‘sunset date’). That date has now been extended from April 6 2025 to April 6 2035.

The [Institute of Chartered Accountants in England and Wales](#) warned in its response to the April 2022 Treasury Committee call for evidence, that allowing the schemes to lapse would lead to a significant gap in early-stage equity finance. This change is welcomed as it will provide certainty to companies and investors.

Challenger bank Oaknorth rewards shareholders with first-ever dividend

Businessmole.com reported that British challenger bank, Oaknorth, chaired by former City watchdog chairman Lord Turner, will distribute *approximately \$40m (£31.2m)* as a “*special dividend*” to institutional investors and [employees who hold shares in the company](#).

IEA research publication: *Unions Resurgent? The Past, Present and Uncertain Future of Trade Unions in Britain*

In a new [IEA research publication](#), [friend of the Centre Len Shackleton](#), professor of economics at the University of Buckingham and research and editorial fellow at the Institute of Economic Affairs, discusses the history and economics of trade unionism.

Kristian Niemietz, editorial director and head of political economy, IEA, notes in the foreword that a persistent misconception is that free marketeers are opposed to trade unions. But pro-market economists have in fact historically criticised legislation giving ‘*special privileges*’, not the guaranteed right to set up or join trade unions. Professor Shackleton’s work addresses the issue of strikes in the public sector, noting that while “*unions have a legitimate role in the economy and civil society*”, inconveniencing the public is often considered an effective way to leverage change, and some restrictions may be necessary to protect “*health, safety and important government functions*” from serious disruptions or damage.

In a summary of the main themes, the IEA noted:

- ⇒ “*There is unlikely to be a spontaneous revival in union membership, and attempts by government to encourage such a revival are not an effective vehicle for pursuing ‘economic justice’.*”
- ⇒ “*Governments in other comparable countries make use of compulsory arbitration and strike bans in some important public services. If we were to see a return to continuing costly disruption on the lines of the 1970s, these options might have to be explored even by a Labour government.*”

WORLD NEWS

How to manage your stock options

Panel discussion series, *Sifted Talks*, recently hosted decision-makers from startups: Remote, Easop, CloudNC and Printify, to discuss the **importance and benefits of employee equity**. A key item on the agenda was the importance of education - for the company, to limit misconception and non-compliance issues, and for the employee, to ensure buy-in and the ability to make informed decisions. Other considerations included professionally managing exits, prioritising fairness and maintaining generosity through increasing stock allocations over time.

Ireland/USA: Private fintech Stripe again proposes staff share tender offer

Stripe is planning **to buy back shares held by its employees** in a new tender offer as speculation continues around when the payments giant may file for an initial public offering.

According to *The Information*, which first reported on the story, Stripe will finance the tender offer by itself and without any help from institutional investors as it had in previous instances. The publication was told by those with knowledge of its financial performance that Stripe had a free cash flow of \$615m in the quarter ended June, a significant improvement in its financial health since the pandemic.

China



Waterdrop announces Q2 2024 financial results and special cash dividend

Waterdrop is a leading technology platform dedicated to insurance and healthcare services with a positive social impact, including supporting 3.25 million patients through Waterdrop Medical Crowdfunding. Over the past three years the **company has repurchased shares**, with a new plan approved by the board to repurchase shares and use them in employee share incentive plans.

“At the end of August, Waterdrop had cumulatively repurchased 49.3m EDF for over \$100m,” stated Peng Shen (chairman of the board, chief executive officer) on Thomson Reuters’ *StreetEvents*. The company plans to *“repurchase up to \$50m within the next 12 months. The repurchase shares will be used for the Esop, encouraging our employees and the company to grow together.”*

WORLD NEWS

France

Unlocking employee savings

Last month *Le Monde* reported that **employee savings are to become easier to unlock**.

With employee savings, money is blocked for several years in a dedicated financial product such as the Company Savings Plan (PEE), or till retirement in a group pension plan.

The Company Savings Plan (**Plan d'Epargne Entreprise**) is a collective savings scheme that allows employees (and managers of small companies) to purchase securities with the help of the company. Employees and companies may make payments to the PEE. The sums are unavailable for at least five years, except in exceptional cases of release.

Previously there were ten reasons that would allow release of funds, but by a July 5 decree, the list was extended by three more scenarios:

- ⇒ Energy renovation of main residence
- ⇒ Purchase of a “clean” vehicle
- ⇒ Allowance for caregivers

The advantages of the PEE scheme is that the employee receives employer's contribution (amount depends on agreement, but should at least cover admin costs), and The amounts allocated to a PEE are exempt from income tax and subject only to CSG (social security contributions) and CRDS (social debt repayment contributions).

The idea, which was adopted in February 2023 by the social partners as part of an inter-professional agreement on value sharing aimed, in particular, at "adapting employee savings to new challenges", has been slow to materialise. The implementing text has been waiting for almost a year and a half. And in practice, the twelve million or so employees who hold PEEs will have to wait a few more weeks before dipping into their employee savings.



Paris Image courtesy of Chris Karidis on unsplash

WORLD NEWS

France

Elis announces a 2024 “Elis for All” employee share ownership plan

Earlier this month, commercial laundry service supplier Elis announced the launch of a new **employee share ownership plan “Elis for All”** to encourage belongingness and Elis Group employee engagement in the company’s future performance. The first issuance is available to eligible employees that are members of the Elis Group Savings Plan, and the second will be offered to eligible employees of Elis' foreign subsidiaries.

The offering only comprises a “classic” formula with discount and employer matching contribution (abondement), under which the subscriber is fully exposed to fluctuations of the Elis share.

A common ceiling of two million euros, representing two million shares, applies to these two capital increases, i.e. 0.85 percent of the share capital at the date of the Management Board’s decision.

The “Elis for All” offer includes a 30 percent discount on the reference price and a matching contribution equal to one share offered for 10 shares subscribed.



Renault Group launches its third employee share ownership plan as part of the *Renaulution*

Renault Group aims to increase employee ownership to 10 percent by 2030, building on the 5.07 percent held by employees as at December 2023. The company has launched a third employee share ownership plan, the *2024 Renaulution Shareplan*, in which 98,000 eligible employees in 30 countries will receive an allocation of seven free shares in the form of a unilateral contribution, with no obligation to invest. Renault Group employees in 24 of these countries will have the option to purchase shares at a 30 percent discount with an additional matching contribution.

The reference share price for the plan is 41.80 euros, i.e. a subscription price of 29.26 euros after the discount. The subscription period will run from September 18 to October 2 2024.

Renault Group ceo Luca de Meo said “The new *2024 Renaulution Shareplan* is an extremely important initiative in my eyes. Our employee share ownership plan is one of the most advanced seen in any sector of industry. Renault Group’s commitment to this plan over the past two years is in keeping with its self-image as a company innovating in all areas, maintaining its tradition as a social laboratory, but anchored in the present day! And with the ambition of **placing 10 percent of equity in the hands of the people building our performance**, day after day.”

WORLD NEWS

India

Esop culture making India Inc top executives richer

The *Economic times* reported that approximately **90m Esop allocations were made in 2023 and 2024** in India, increasing the wealth of senior executives at the largest Nifty 50 companies by ₹10,300 crore (£935,434.98) as at August 30.

Esops have become a popular reward and retention strategy in the Indian jobs market as companies frequently compete for skilled professionals across sectors. Considered a tool to incentivise employee investment through creating executive stakeholders, Esops align employee financial success with company growth.

A younger generation of executives expect to balance salary earnings with future wealth creation, and the success stories of many startup Esops have impacted more traditional sectors. In the last 18 months many industrial and manufacturing companies have reconfigured their compensation plans to incorporate Esops.

The wealth of senior executives has increased due to strong post-Covid performance, capital market gains and increased offers of RSUs and discounted options.

Allegations mount against India market regulator

BBC News reported that India's market regulator is facing a threat to its credibility as Madhabi Puri Buch, chairperson of the Securities and Exchange Board of India (Sebi), has been accused of conflict of interest, among other charges. Most charges she has denied, with others given no public response.

The main opposition Congress party has accused Ms Buch of receiving rental income from a company she was investigating. It has also alleged that she held an "office of profit" at ICICI Bank, one of India's largest private lenders, continuing to **earn large sums of money through Employee Stock Ownership Plans long after her stint with them was over**.

India's equity markets are performing strongly this year, with \$6bn (£4.5bn) foreign investment and a boom in inexperienced investors.



Photo by Akhil Chandran on Unsplash

WORLD NEWS

Norway

PCI Biotech employee share option scheme

Biopharmaceutical company PCI Biotech announced an **award of 885,000 share options to key employees**.

Each share option gives the right to subscribe for or acquire one share per option (after PCI Biotech's choice), at a strike price of NOK 1.81, equal to the volume weighted average share price (VWAP) for the last five days of trade prior to the grant date. The share options are granted without consideration and are subject to service-based vesting conditions, and the share options will vest equally over a three-year vesting term. The share options are lapsing in Q3 2029.

Of the 885,000 share options, 530,000 share options were allotted to just two key employees: Ronny Skuggedal ceo/cfo, and cso Anders Høgset.

Ensurge Micropower ASA - subscription rights exercise and employee share purchase plan

Ensurge Micropower, a company that produces ultrathin lithium micro-batteries for wearable devices, **announced a release of 2,216,074 new shares** under its 2024 Employee Share Purchase Plan (2024 ESPP). All eligible participants have been offered to subscribe for shares in two offer rounds, with shares valued at NOK 0.50 (NOK 311,113,173 share capital divided into 622,226,346 shares). The company agm granted authorisation to increase the ESPP share capital in May 2024.



Oslo Opera House Photo by Oliver Cole on Unsplash

WORLD NEWS

USA: Stock options lost in job termination - how one fired employee won big

A blog post on mystockoptions.com commented on a recent Californian lawsuit, *Shah v Skillz Inc*, between a fired employee and a mobile game company. Gautum Shah received a grant of stock options in 2015 when Skillz was a private startup. In 2018 he was fired for forwarding a confidential report to his personal email address. As the termination was on the grounds of a violation of company policy Shah was not able to exercise his stock options as his post-termination agreement immediately voided them. In 2020 employees of Skillz profited when the company listed publicly via an IPO, following which Shah sued Skillz for

wrongful termination and breach of contract. The jury awarded Shah damages as it found he was fired through unfounded miscalculation.

The ruling is notable as the damages involving the stock options were calculated based on the worth of Shah's shares after the IPO (\$11.5m), and not their worth at the time of his termination (\$41,032). Skillz appealed the decision, but it was upheld as *"under both California and Delaware law, damages for lost stock options in a breach-of-contract action can in certain circumstances be assessed from a date other than the date of the breach"*, though the amount was reduced to \$6.7m.

EMPLOYEE OWNERSHIP NEWS

EOT owned surveying firm secures B Corp certification

Insider Media reported that an employee-owned surveying practice, [Trident Building Consultancy](#), has secured B Corp certification, scoring 101.1 points in the accreditation process, more than 20 points above the score needed to achieve certification. B Corp certification verifies a company's high standard of performance, accountability and transparency and demonstrates commitment to social responsibility, inclusion and the environment.

EOT round-up

- ◆ IT support firm [Excellence IT](#)
- ◆ Industrial electronic repair company [Kontroltek](#)
- ◆ Metal finishers [Leeds Galvanising and Powder Coating](#)
- ◆ Law firm [Myerson Solicitors](#)
- ◆ Legal recruitment consultancy [QED Legal](#)

LIBRARY OF WEBINAR BROADCASTS:

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

Newsbrief is the Employee Share Ownership Centre's members-only mid-month publication.

To submit a story for the next issue of newsbrief, sponsor the publication, or to propose someone for a member profile, contact Juliet Wigzell:

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