

# SHARE SCHEMES

*A long term share incentive scheme that is well designed and supported by a sound communicated strategy not only reaps the reward of retaining valuable employees but also enables the execution of the long term strategy of the business. Long term share incentive schemes are regarded one of the most complex and specialised areas in a company's reward offering, with the superior challenges of aligning employer and employee expectations and to establish mutual respect and trust.*

## Our Value Proposition

We support our clients to unleash the value of share incentive schemes as we pay attention to employer and employee specific needs. Our customized solutions allow our clients to focus on their core business while we focus on ours.....

### SHARE INCENTIVE SCHEMES & EMPLOYEE SHARE OWNERSHIP PLANS(ESOP'S).

To ensure alignment between Employer and Employee expectations we support our clients in all the major anchor elements of share incentive schemes & ESOPs such as implementation, communication, Trustee support and administration.

- ▲ We have more than 50 years' combined field experience
- ▲ We perceive ourselves as a strategic partner – therefore we help our clients to manage risks whilst capitalizing on the employee investment
- ▲ We guarantee a quick turnaround time and value-adding support to maximise employee satisfaction
- ▲ Having access to your Personnel information is a privilege and is treated as such

#### Design Support

- ▲ Strategy and Philosophy design
- ▲ Benchmarking
- ▲ Scheme rules/Trust Deed
- ▲ JSE/Shareholder approval

#### Implementation

- ▲ Project management
- ▲ Trustee elections
- ▲ Communication strategy
- ▲ Launch
- ▲ Training & Communication

#### Administration

- ▲ Awards
- ▲ Transactions
- ▲ Reporting & Reconciliations
- ▲ Dividend Payments
- ▲ Unwinding

#### Supplementary Services

- ▲ Trust Financial Accounting
- ▲ Auditing (Internal & External)
- ▲ Trustee and Management Support

## Our Approach

We understand that companies differ in terms of their HR Strategy, Culture and Climate. Hence our offering is unique as we do not follow a “one size fits all” approach and are flexible to accommodate our client specific needs.

Through our comprehensive service level agreement process do we ensure a personal and customised solution for each client, enabling us to administer our client's scheme independently – leaving the client to focus on their core business.

## Contact Us