

What they say about this workshop

"An excellent workshop which focused on the relevant areas to us. It seems to be a unique service at present and one I would strongly recommend."

Roger Fairhead, Director, Group Compensation & Benefits
The Rank Group Plc

"I found the seminar to be extremely practical, very informative and excellent value for money. I have been on other courses and they barely scratch the surface of the issues and potential pitfalls surrounding share based payments."

Adrienne Clarke, Group Financial Controller
Countrywide Plc

"The workshop improved my understanding and made me think. The format is very good."

Andrew Jenkinson, Group Finance Director
Thomas Miller & Co Ltd

"An excellent course. It was very practical and pragmatic and put the numbers and issues into context."

Simon Dighton, Group Finance Director
Ferraris Group Plc

"We found the day relevant, informative and thoroughly enjoyable."

Mike Killick, Group Financial Controller and Company Secretary
The Peacock Group Plc

"Extremely interesting, a complex issue explained in simple terms."

Stuart Hamon, Associate Director
Sanne Trust Company Ltd

"The course provided welcome clarity on the issues surrounding share option schemes and was very well received by all attendees."

Yvonne Monaghan, Group Financial Controller and Company Secretary
Johnson Service Group Plc

"A very well planned and informative seminar presented by a knowledgeable speaker, providing detailed practical advice and interpretation."

Helen Broomfield, Group Company Secretary
ICAP Plc

"I found the workshop to be both enjoyable and stimulating. It confirmed my understanding of some issues and also answered questions that I had previously overlooked. A very worthwhile exercise."

Ken Blyth, Group Financial Controller & Company Secretary
VEGA Group Plc

"Excellent"

Adrian Wood, Company Secretary
Dawson Holdings Plc

The new
accounting standards
for employee share
incentives

**A practical workshop
programme**



To book, please contact: William Franklin or Nichola Boylan
T 0121 200 1050 E william.franklin@pinsentmasons.com

LONDON BIRMINGHAM BRISTOL EDINBURGH GLASGOW LEEDS MANCHESTER
BRUSSELS DUBAI HONG KONG SHANGHAI



Pinsent Masons

www.pinsentmasons.com



Pinsent Masons

Getting to grips with the new standards. An easier way to train your team.



For accounting periods that began on or after 1 January 2005 all listed companies will be required to account for share-based payments, creating yet another burden on the finance team.

With interim results to consider it is becoming increasingly important to understand this new standard.

The standard will also apply to unlisted and AIM companies.

Accounting for share-based payments is a potential minefield. Difficult areas include:

- *The introduction of new Accounting Standards IFRS2 and FRS20*
- *Understanding and selecting a valuation methodology (e.g. Black Scholes or Cox Ross Rubinstein)*
- *Making the Black Scholes assumptions (such as volatility) and calculating the expense to be charged through the accounts*
- *Implications for the future design and running of share schemes*

Half day workshops for your whole team, including our software and guide.

To help Finance Directors, Company Secretaries, HR professionals and scheme administrators get to grips with the new accounting standards, we have developed a practical workshop focused on your company.

We will adapt the workshop to address your particular issues whether you are listed, AIM or unlisted.

Benefits to you and your business

This workshop is designed so that at the end of it participants will:

- *Understand the requirements of the new accounting standards for share-based payments*
- *Be aware of potential opportunities and pitfalls in calculating the charge to the accounts*
- *Be able to prepare an initial calculation of the expense*
- *Be able to assess plan design and operational implications*
- *Receive a copy of our user-friendly software and guide*

Workshop programme

Part 1 – Introduction to the accounting standard

- *Economic analysis*
- *Implementation timetable*
- *Overview of IFRS2/FRS20 and UITF38*
- *Equity instruments*
- *Discounts for vesting conditions*
- *Assessment and implications of share price volatility*
- *Sources of shares*
- *Spreading costs*
- *Truing up*
- *Market-based v non-market based*
- *Disclosure*
- *Accounting for employee share trusts and treasury shares*
- *Black Scholes methodology*
- *Cox Ross Rubinstein methodology*
- *Monte Carlo methodology*
- *Accounting treatment*
- *Transfer pricing and accounting within groups*
- *Distributable reserves and Tech 64/04*

Part 2 – How this applies to your company

- *Worked examples using your own share schemes and accounts*
- *Potential planning opportunities and pitfalls*
- *Illustrative 'Note to the Accounts'*
- *Questions and answers*

Who should attend?

- *Finance staff*
- *Company secretarial team*
- *Share scheme administrators*
- *Employee benefits managers*
- *HR professionals*
- *Non executive directors*

Practicalities

Cost

Dependent upon numbers attending and location, subject to a minimum charge of £1,950 plus any travel costs and VAT.

Duration

Half day (morning or afternoon).

Venue

- *Your premises, or*
- *Pinsent Masons' offices in London, Birmingham, Bristol, Edinburgh, Glasgow, Leeds or Manchester*

Includes

- *A copy of our user-friendly software based on the Black Scholes and Cox Ross Rubinstein methodologies*
- *The Pinsent Masons guide to accounting for employee share schemes*
- *This workshop qualifies for Continuing Professional Development. Details available on application*

To book, please contact: William Franklin or Nichola Boylan
T 0121 200 1050 E william.franklin@pinsentmasons.com