

An Summary of the UK Share Plan Environment

Monday 18 May 2009

**Julie Richardson
Head of Employee Share Ownership**



Agenda

- About *ifs ProShare*
- All-employee share plans
 - SAYE
 - SIP
- Executive share plans
- Key Lobbying Activities

About *ifs ProShare*

- Brief history
- Focus groups
- Lobbying
- Training courses and workshops
- Annual awards
- Annual conference & exhibition
- Research

All-Employee Share Plans

- Business as usual
- SAYE
 - D11
 - Headroom issues
 - Extra launches
 - Prospectus changes
- SIP
 - Increased savings levels
 - Dividend Shares

Executive Plans

Budget changes

- 50% tax rate for income over £150,000 (April 2010)
- Removal of personal allowances for those earning in excess of £100,000 (April 2010)
- Tax relief on pension contributions reduced for incomes in excess of £150,000 (April 2011)

Executive Plans

- What are companies considering?
 - maximising use of approved plans
 - FSA
 - Plan types
 - Capital Gains Tax regime

Key Lobbying Activities

- SAYE
 - increase in savings limit overdue
- SIP
 - tax free period reduced
 - Employers NIC capped
 - Dividend Shares
- All- employee share plans for Private Equity backed companies

Summary

- All-employee share plans alive & kicking
- Executive plans and remuneration on the radar
- Questions