



## ICSA Certificate in Employee Share Plans - Summer School 2019

### Programme

1. A deep dive on corporate governance requirements - stemming from the new Corporate Governance Code and Investment Association (IA) Principles of Remuneration
  - What impact have these had on executive incentives?
  - A detailed look at the new requirements and what you should be doing about them - including in relation to:
    - holding periods
    - post-termination restrictions for retirees
    - discretions to adjust outcomes
  - The new Shareholder Rights Directive
2. Malus and clawback
  - What impact have the new IA principles had?
  - The most recent cases and the consequences
  - What you should be including in your malus and clawback policy
  - What we are seeing globally
3. Post-termination shareholding requirements
  - Exploring the legal issues
  - What is market practice?
  - What you should be including in your shareholding policy
4. Deeds of grant
  - Common errors
  - Tips and tricks to ensure a legally robust grant and acceptance process
5. Employee engagement
  - Strengthening employee voice
  - What is market practice?
  - Using employee share plans as a vehicle for engagement
6. Latest trends in designing global plans and documentation
  - Popular plan structures and features

- The influence of global considerations on design
- Approaches to documents and communications

## 7. Legal, trust and tax updates - UK and globally

- What's been happening globally?
- A detailed look at the EU - the latest on the EU Prospectus Regulation, GDPR and Brexit
- What you should be including in your plan documents for EU offers
- The latest in the world of SIP and SAYE
- The new Money Laundering Directive

## 8. Managing your career

- Tips for managing your career