

# YOUR ALL-EMPLOYEE PLAN: WHERE COULD IT TAKE YOU?

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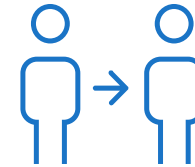
Micro Focus and HPE Software joined together in September 2017 to become one of the largest pure-play software companies in the world.



**17,000**  
employees



**50**  
countries



**12,000**  
employees gained  
through merger

# Deloitte.

Deloitte's Incentive & Reward practice provides commercial, innovative and expert advice on all areas of incentive plan design, implementation and operation.



600+ incentive plans practitioners  
across Deloitte's offices



Tax and legal advice on incentive plans  
provided in over 100 countries

## Computershare

Specialists in complex, regulated financial administration services: loan administration, transfer agency/share registration, equity compensation and employee share plans.



16,000+ employees in  
90 countries



16,000 clients



125 million stakeholders

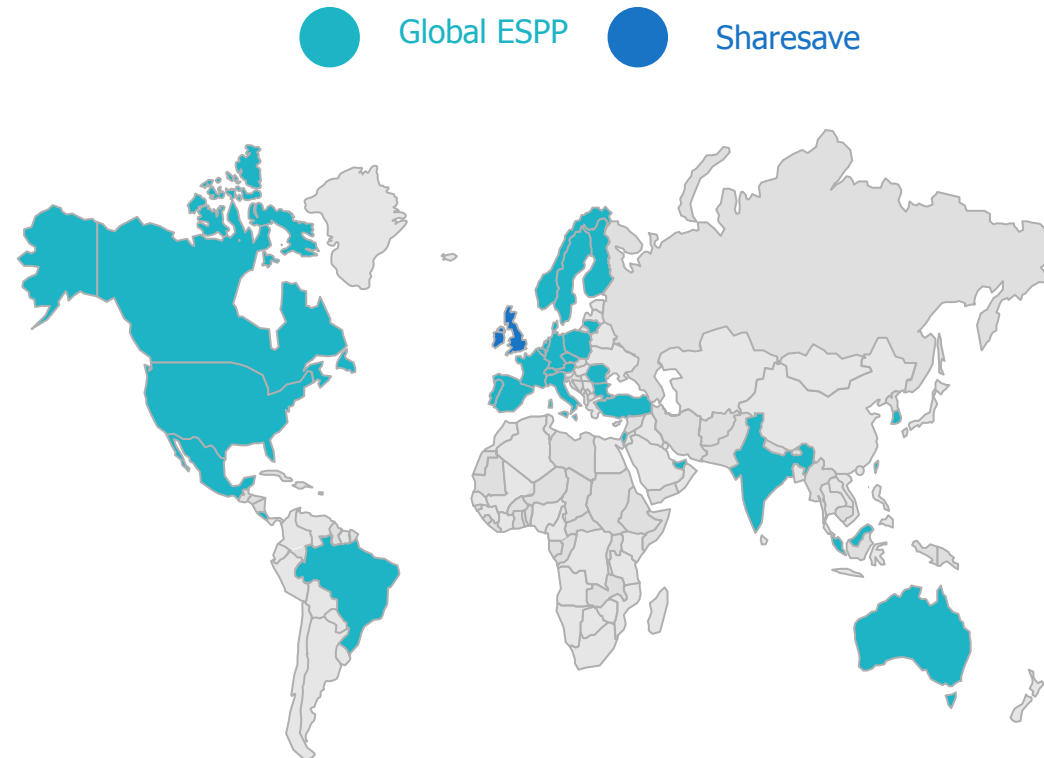
# About Micro Focus's all-employee plans

## Plan types:

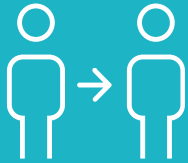
- > Global ESPP (34 countries)
- > Sharesave (UK and Ireland)

## Objectives of the plans:

- > For every employee to have the opportunity to invest in the company and own shares
- > To unite employees from both Micro Focus and HPE as one business



# What challenges did the partnership face?



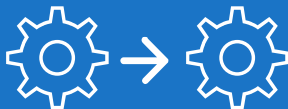
Two cultures coming together - hard to find one plan to suit both



One organisation but with separate HR systems – challenging to administer plans



Tight timescales – merged in September 2017 and launched the plans in February 2018



Merging of existing systems



New team launching the plans



Employees were hesitant to participate after a merger

# How did the partnership overcome these challenges?

## Focus on educating employees

Initial communications focused on the structure of the ESPP-style plan to educate employees, as those from HPE Software had much greater knowledge of the plan than Micro Focus.

## Careful timing of the launch

- › Recognised the need to delay launch until February 2018 rather than from Day 1 of the merger.
- › Phased the launch by prioritising countries with a population of 50+ and postponing complex countries to a later date.

## Clear communications to employees:



# How did the partnership overcome these challenges?

Creation of a microsite so all employees had 'one place to go' for plan information:

**MICRO FOCUS** Home ESPP Sharesave Discretionary Contact us

## MICRO FOCUS SHARE PLANS

### Welcome to Micro Focus Share Plans

You can find all of the information you need about our share plans here.

- Select the share plan type below that covers your region
- You can join our ESPP or Sharesave plans every 6 months. The next invitation is planned for February 2019.
- Don't miss your opportunity to own our future

#### News

**October 2018**  
The Micro Focus Sharesave 2015B matured on 1 October 2018. If you were a participant in this scheme and want to find out more press the button below.

[Find out more](#)

**July 2018**  
The ESPP and Sharesave invitation window is open. Eligible employees have until 5pm 30th July 2018 to apply. More information and refreshed documentation is now available on this site. Please take a moment to review and don't miss your opportunity to own our future!

**June 2018**  
The next invitation to join the ESPP and Sharesave is coming soon – More details and refreshed documentation will appear on this site at launch.

**April 2018**  
The Micro Focus Sharesave 2015A matured on 1 April 2018. If you were a participant in this scheme and want to find out more press the button below.

[FIND OUT MORE](#)

[ESPP](#) [SHARESAVE](#) [DISCRETIONARY](#)

# Micro Focus successfully met their objectives



Created share plans that were available to Micro Focus' existing and new employees.



Same experience for everyone.



All employees had the opportunity to join the plans.



# What did we learn?



## Consider the timing

It's important to consider the timing of a share plan launch. We found it favourable to launch our plans five months after 'Day 1'.



## Look at employee feedback

For the July launch (phase 2) we analysed employee feedback from the initial launch and simplified any communications that employees highlighted as confusing.

THANK YOU  
Any questions?

