

NEWS RELEASE

Date:	OCTOBER 1, 2014
Subject:	London School of Economics and University of Toronto research proves the benefits of employee share plans

TORONTO, OCTOBER 1, 2014 – Employees who take part in a company share plan work longer hours, take less time off and are less likely to leave the company. Research from the London School of Economics, commissioned by Computershare (ASX: CPU), the global provider of employee share plans, shows how offering a plan can make a significant difference to workforce performance.

The research, conducted by senior research professionals at the London School of Economics and the University of Toronto over 6 months across nine countries (UK, Ireland, Australia, New Zealand, the USA, Canada, Hong Kong, Germany and South Africa), surveyed over 3,800 staff and evaluated their perceptions and resulting behavioural actions, whether or not they were in a company share plan.

Headline results include findings that plan participants:

- Work longer hours
- Take less time off
- Are less likely to leave the company
- Are more motivated
- Are more satisfied with their jobs

In addition to the behavioural effects seen from plan participation, the research also highlighted other benefits of having a well-designed share plan in an employer's benefits package:

- 36% of respondents said that a share plan was greatly or somewhat likely to attract talented people to the company
- 43% of respondents said that the share plan made it more likely they'd recommend the company to others, with the effect much higher for participants (55%) versus non-participants (34%)

"Although there are some signs that the economy is picking up; it remains vital for companies to understand whether the money they're investing in employee reward and engagement is giving them measurable benefit. For companies looking to attract or incentivise talented people, this research proves that an effective share plan should be a key tool in the overall benefit package", said David Nugent, Senior Vice President of Computershare Plan Managers Canada.

"The weight of evidence is clear; company share plans work. They work for employees in terms of increasing job satisfaction and they work for employers in that they are a catalyst for positive employee behaviours such as higher effort and greater loyalty", said Dr. Rafael Gomez, Associate Professor & Undergraduate Director of Employment Relations Program at the University of Toronto.

[Click here](#) to download a copy of the results summary.

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Founded in 1978, Computershare is renowned for its expertise in high integrity data management, high volume transaction processing and reconciliations, payments and stakeholder engagement. Many of the world's leading organisations use us to streamline and maximise the value of relationships with their investors, employees, creditors and customers. Computershare is represented in all major financial markets and has over 14,000 employees worldwide.

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