



# PROSHARE SAYE & SIP REPORT – FINDINGS FROM 2018

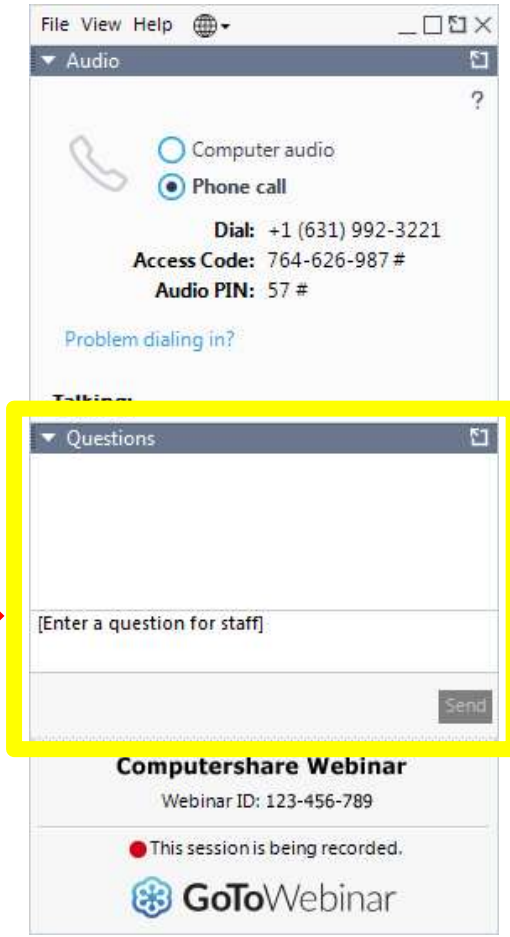
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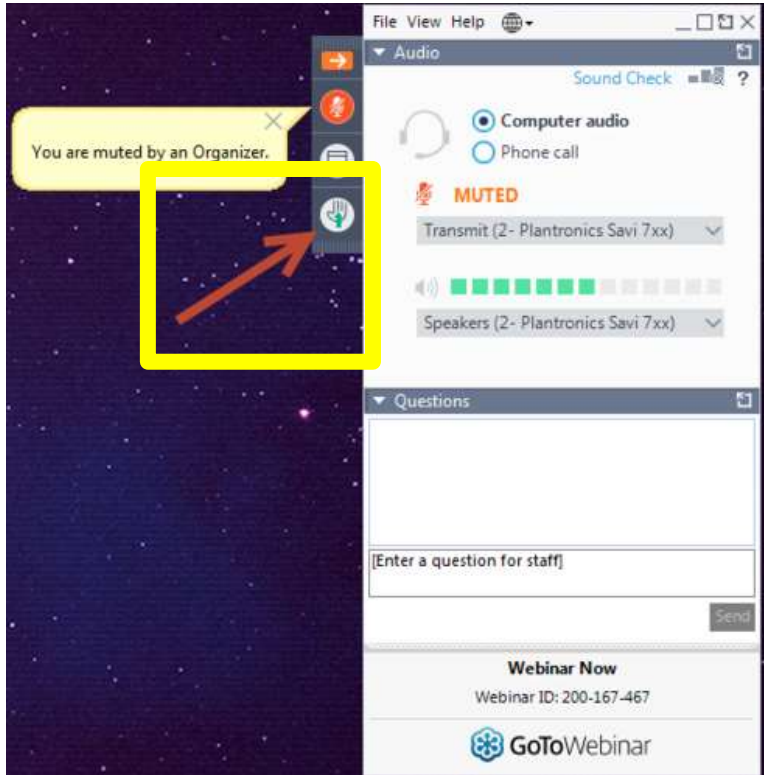
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# Introductions

**Stuart Bailey**, Associate Director, Business Development, Computershare UK

**Gabbi Stopp**, Executive Director, ProShare

# Agenda

- Introductions and Background
- About this year's report
- Key findings for SAYE (20 minutes)
- Key findings for SIP (20 minutes)
- Q&A (15 minutes)
- Thanks

# About this year's report

What's new?

- Second year of gender-related breakdowns – so year-on-year comparison now possible
- First year of sector-specific take-up and contribution levels on both SAYE and SIP – so you can now benchmark against industry peer averages

# Scope of our report

Our report covers 447 companies operating SAYE (422 companies with live schemes), and 424 companies operating SIP, over the 2018 calendar year.

HMRC's latest share scheme statistics cover the 2017-18 tax year, for 330 SAYE and 460 SIP scheme returns (active schemes).



# Key findings for SAYE

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# SAYE in 2018: in numbers

**347**

companies with SAYE only

**100** companies

with both SAYE & SIP

**25** companies

brought in NEW plans

**1,332,342**

SAYE accounts

**33%**

average take-up

**462,195**

employees joined SAYE

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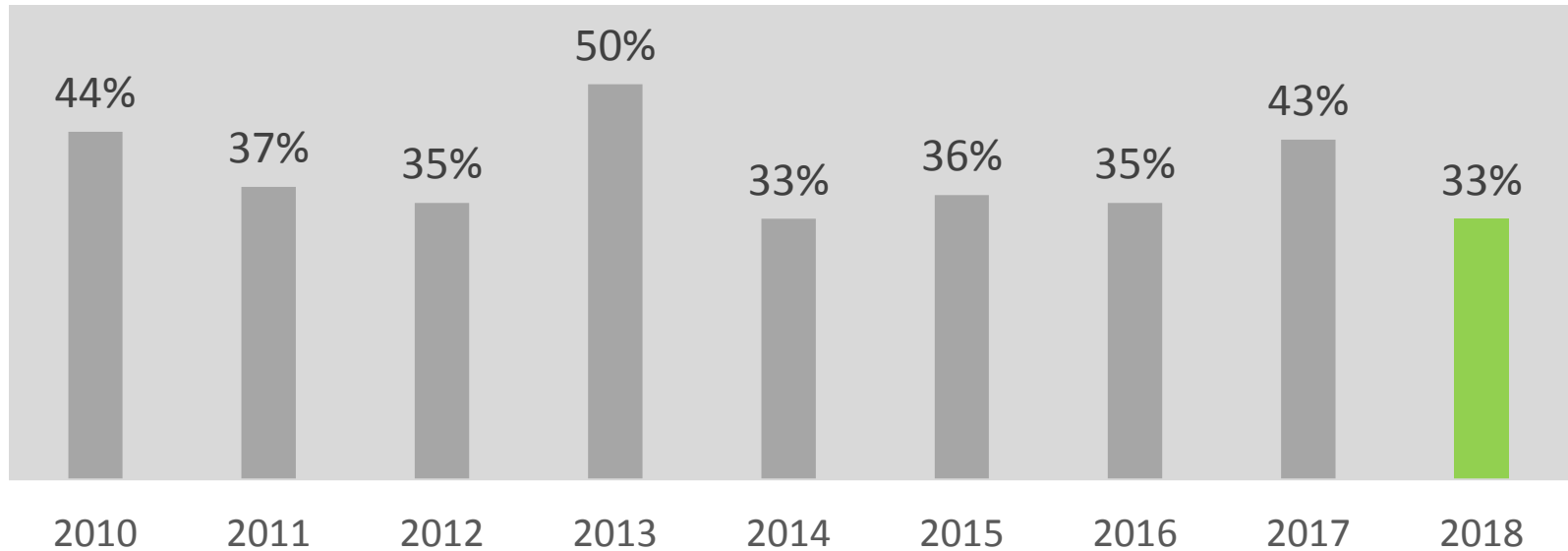
# New SAYE plans & invitations



■ Number of companies who introduced new SAYE plans

■ Number of companies who did not make their usual annual SAYE invitation

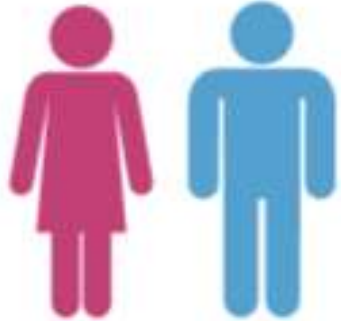
# SAYE Average take-up rates



# Average savings – new 2018 grants

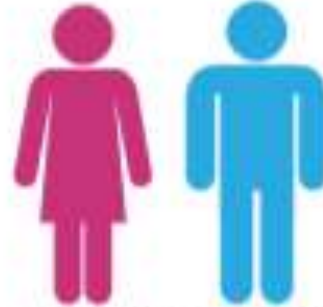


# Average savings & gender



£102.13 £131.04

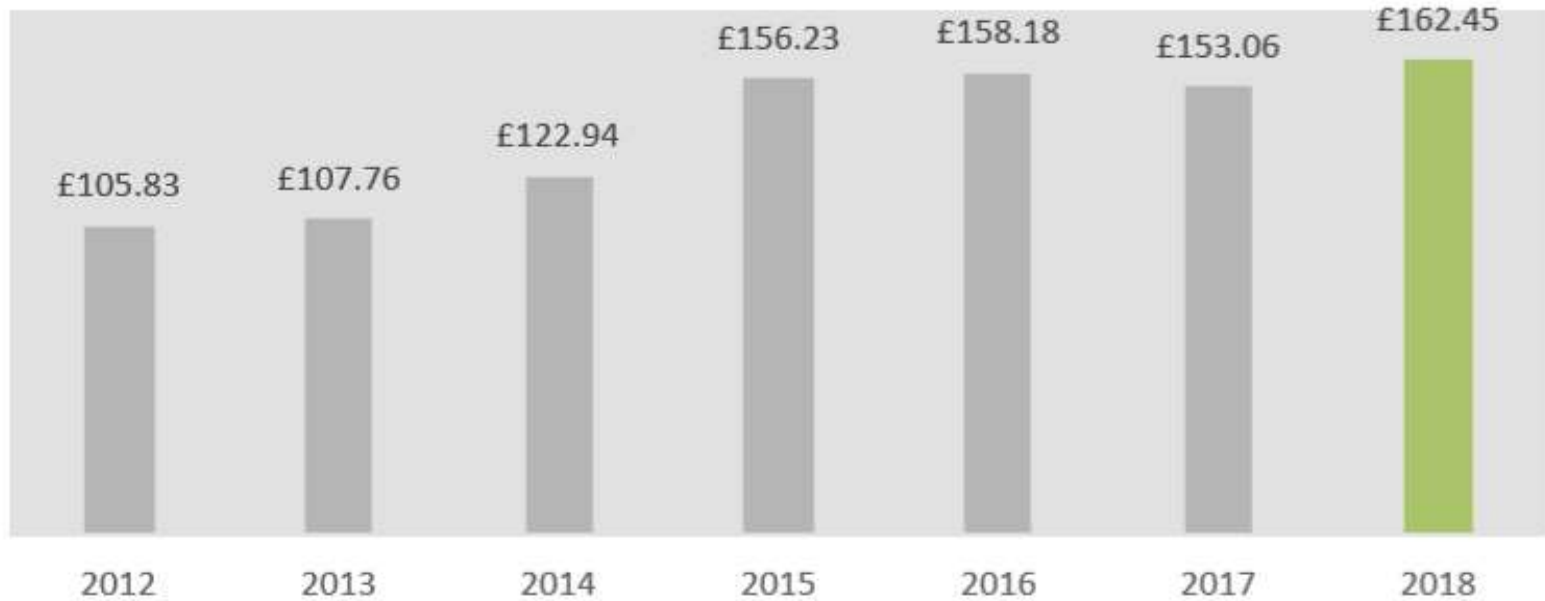
2018 SAYE grants  
**22% gap**



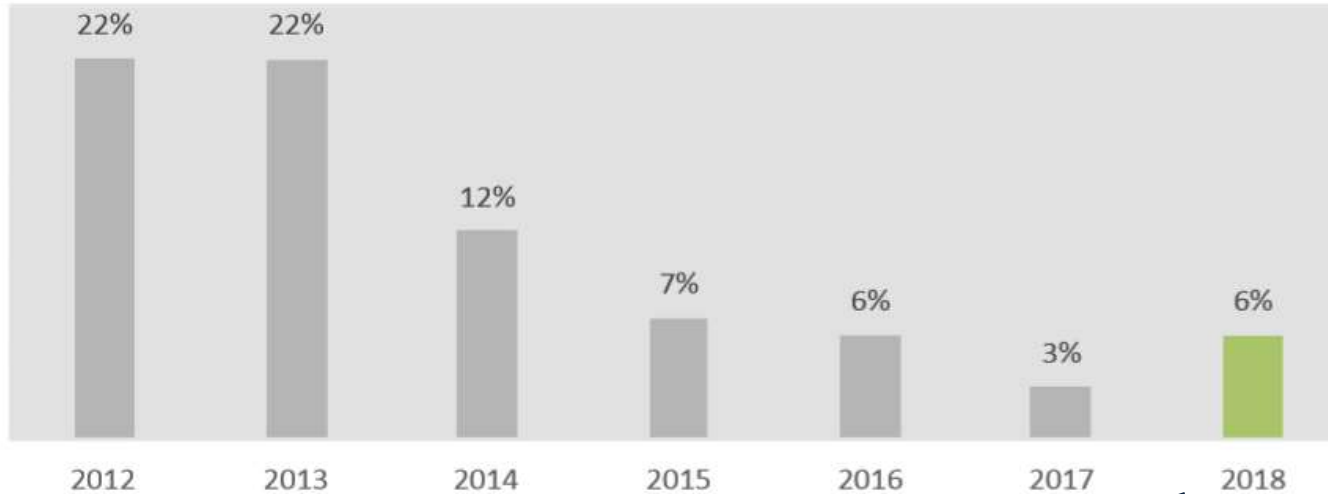
£104.37 £145.75

2017 SAYE grants  
**28% gap**

# Average savings – all grants



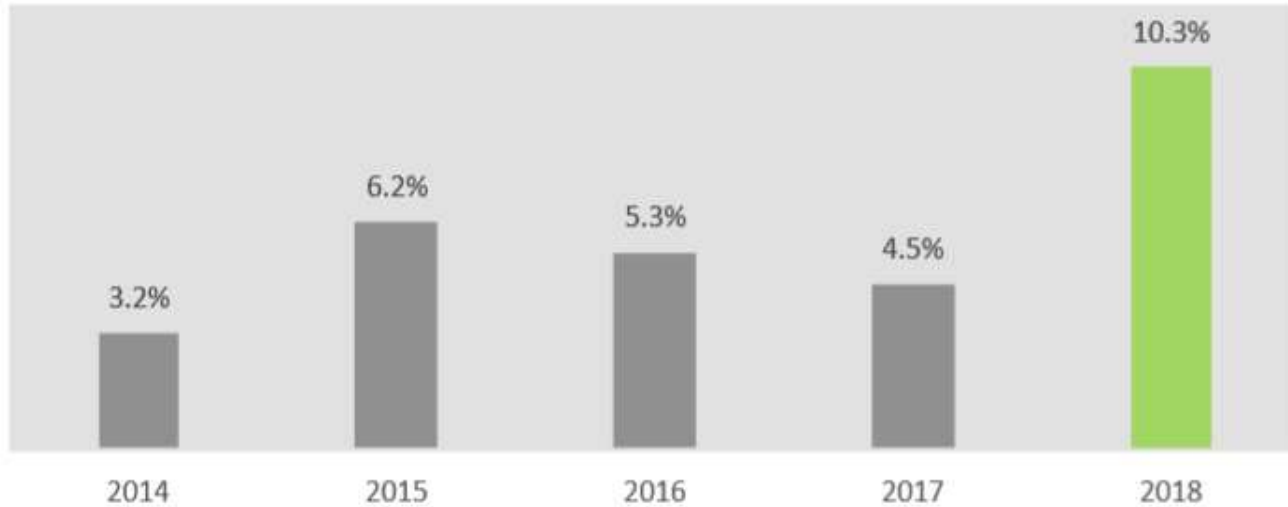
# Saving at £250 per month



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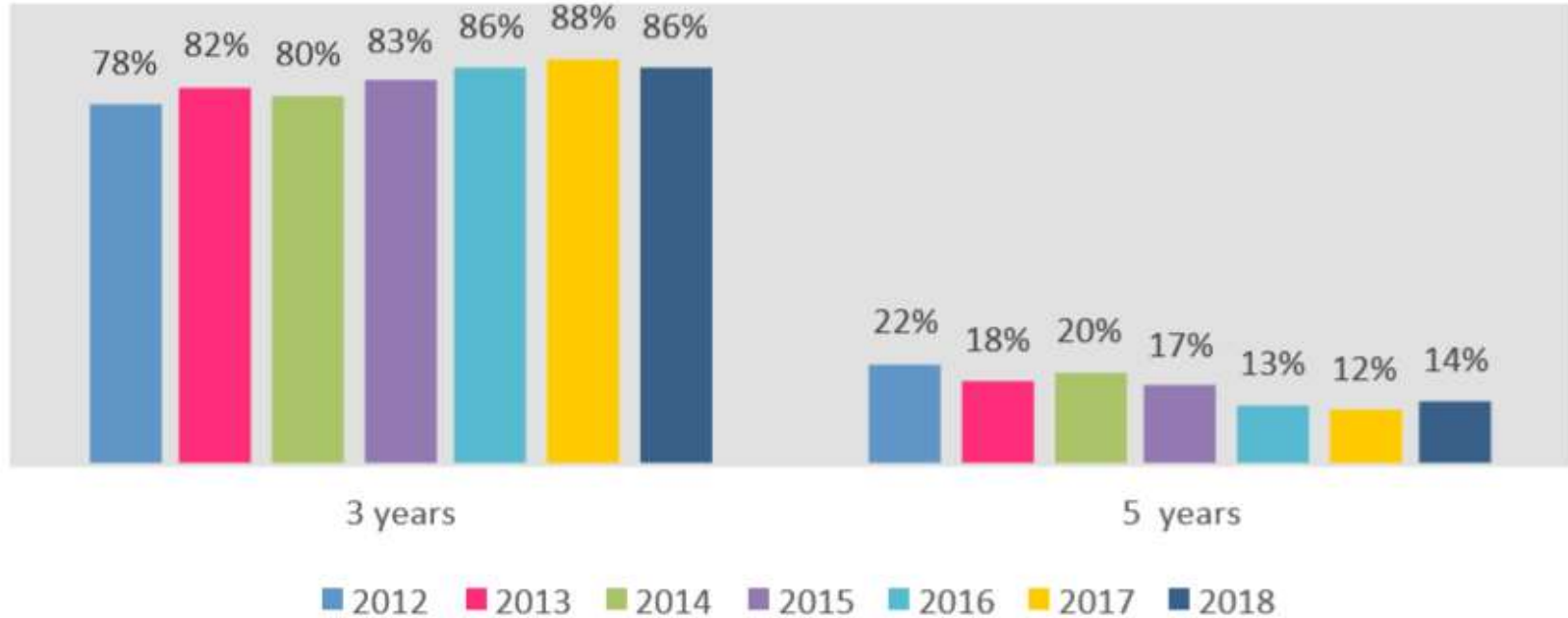


# Saving at £500 per month

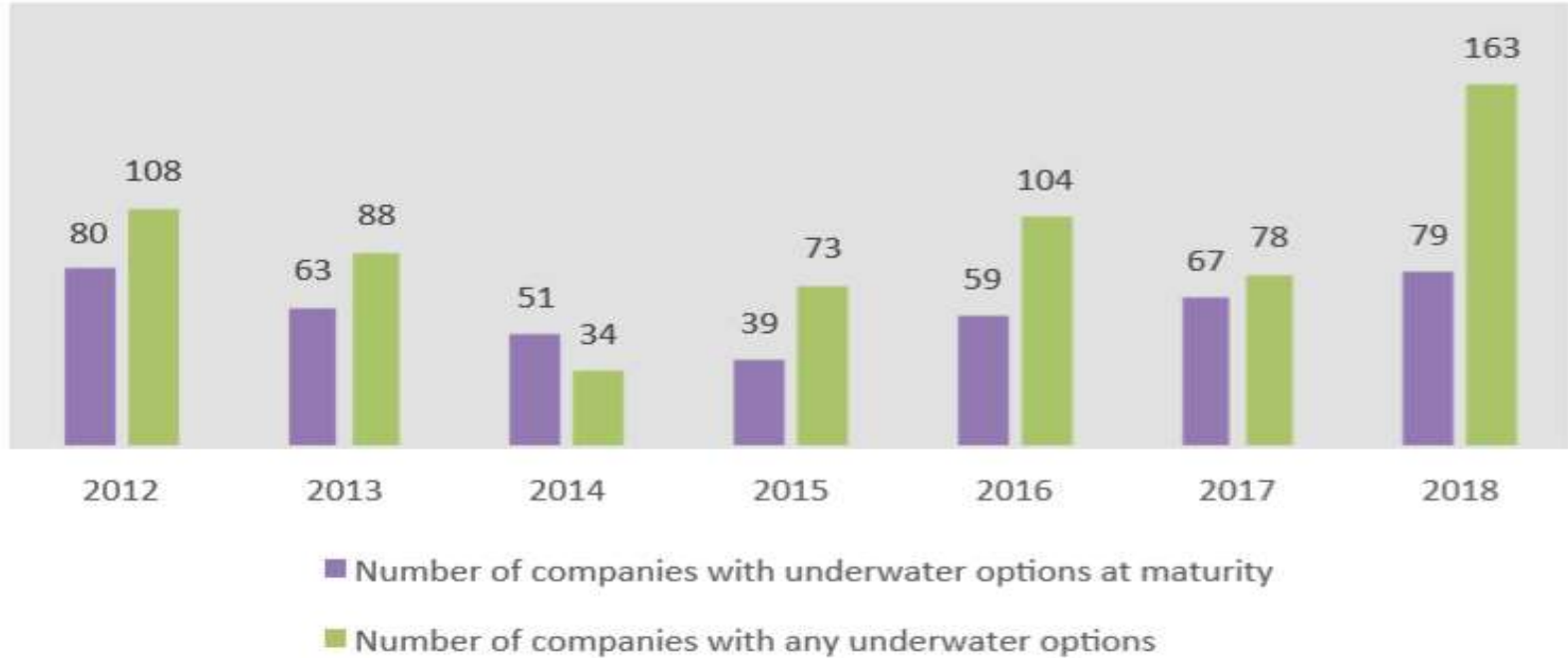


**ProShare**

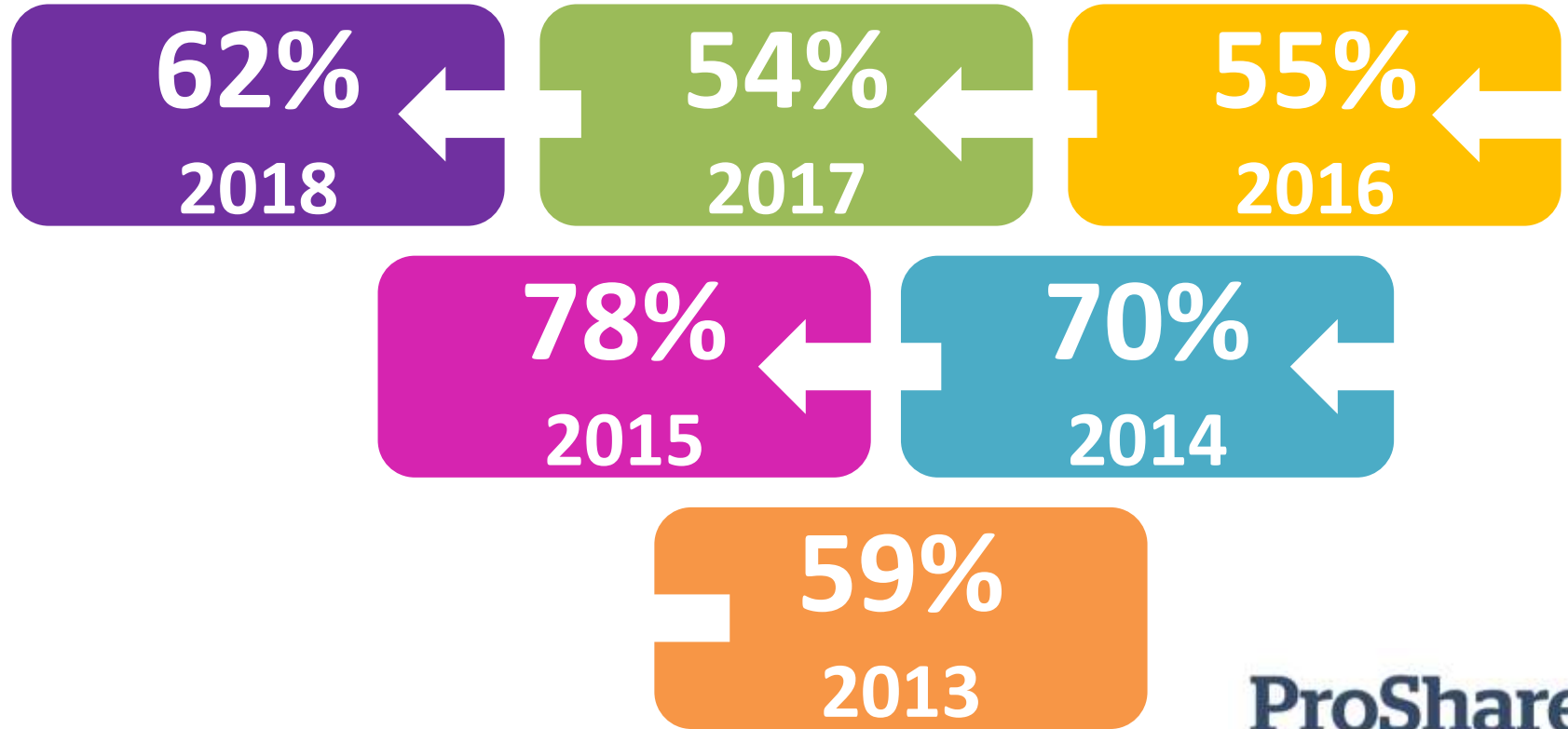
# 3 years vs. 5 years...



# SAYE Maturities in 2018

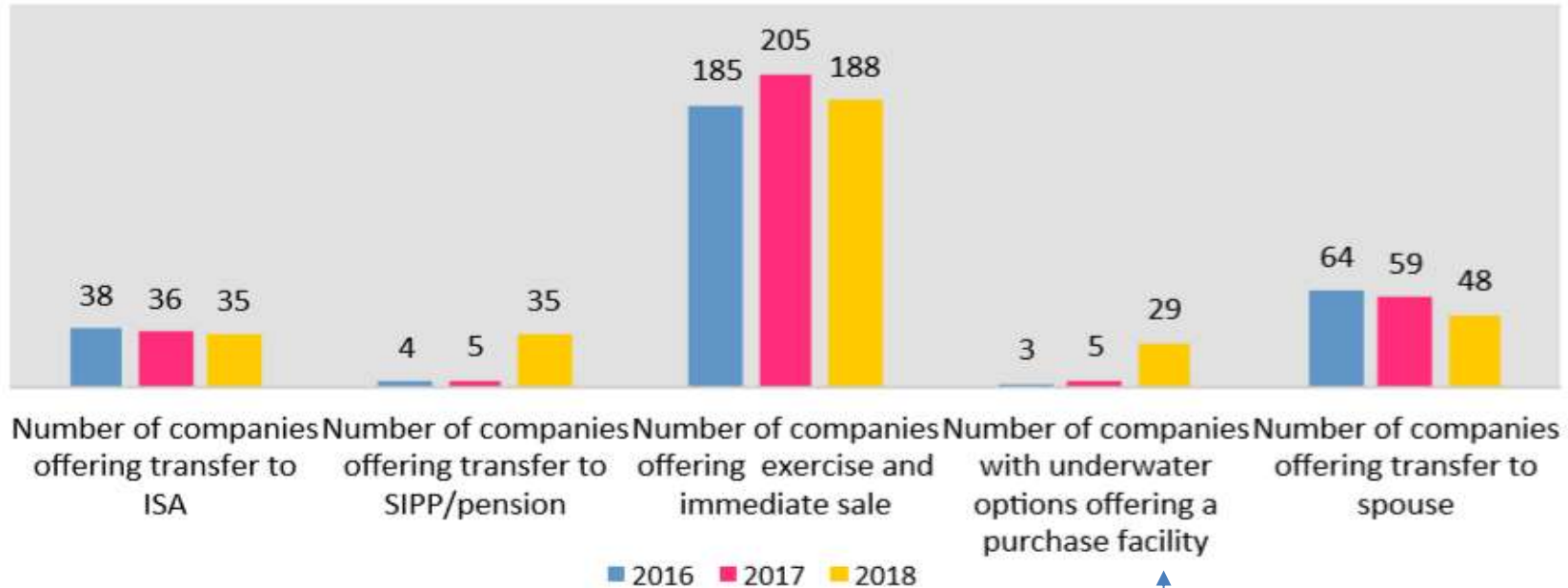


# Employees keeping shares on maturity



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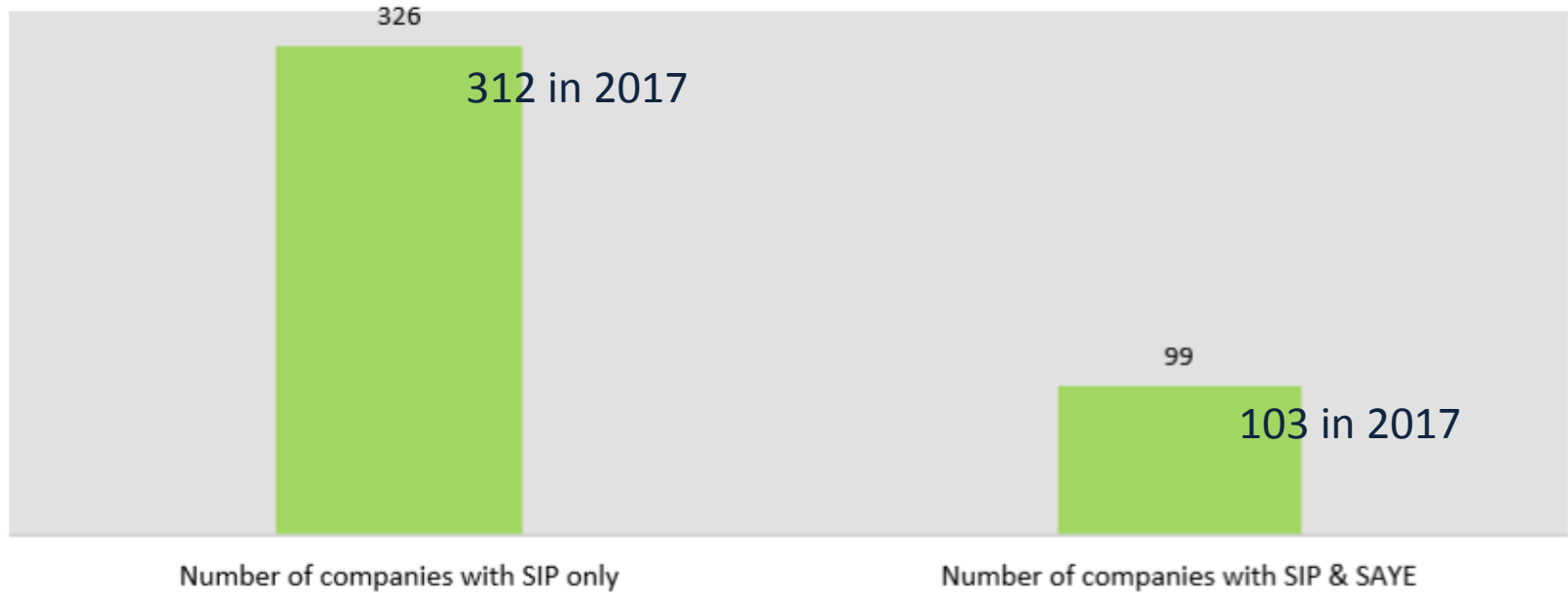
# Choices offered on maturity



# Key findings for SIP

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# SIPs offered in 2018



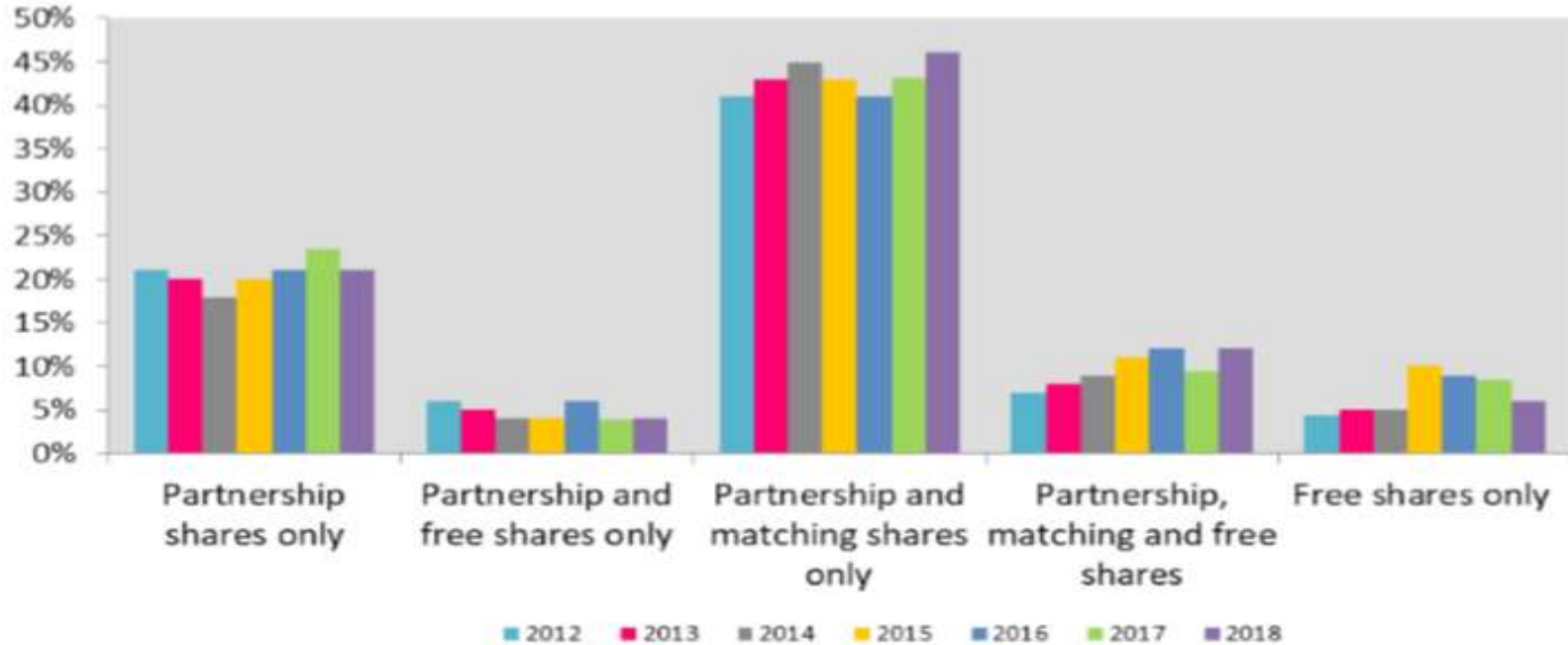
# Types of shares offered



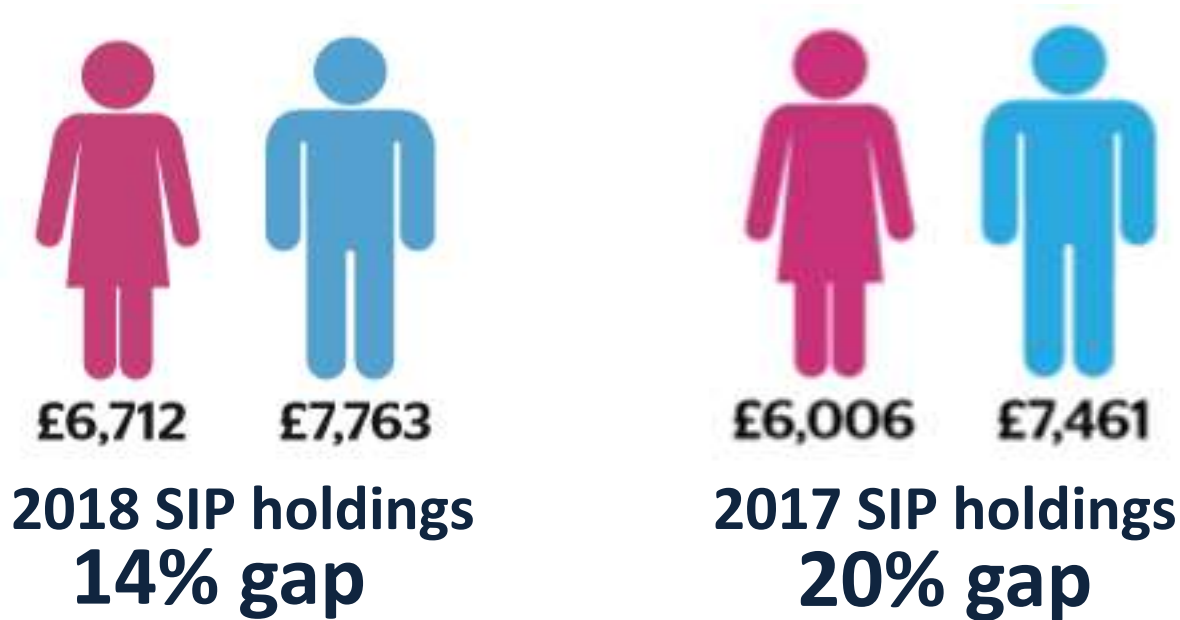
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# Combinations of shares offered



# Average SIP holding value per employee



# Free shares: in numbers

**112** companies  
offered in 2018

**55%** have 0 month  
eligibility period

**23** made awards at  
£3.6k max value

**97%** make awards  
at most annually

**431,796**  
eligible employees

**211,260**  
employees received an award

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# Partnership shares: average investment



Weighted average monthly contribution per employee

Females

Males



£58.00 £79.52

27% gap in 2018 (vs. 39% in 2017)

2017 2018

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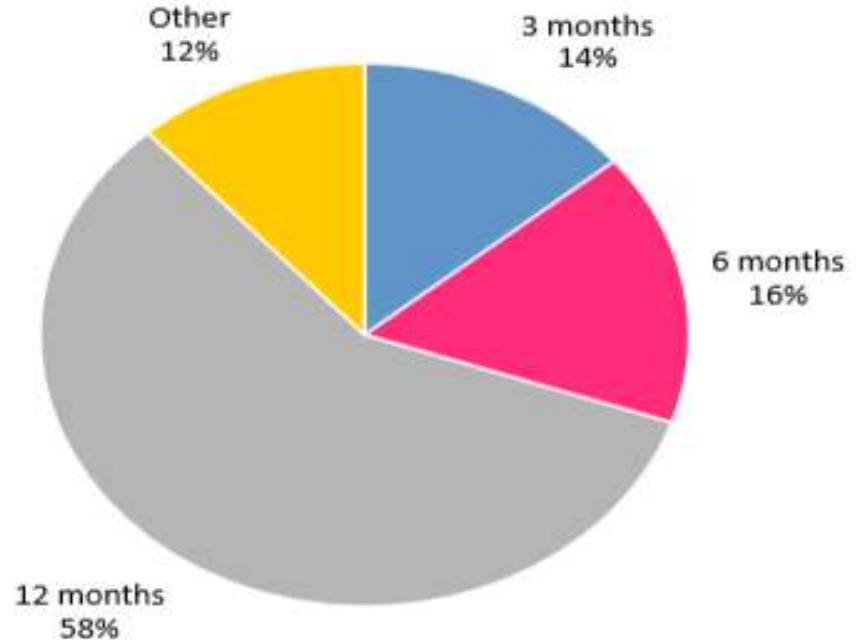
# Partnership shares: purchase frequency

298

companies purchase monthly

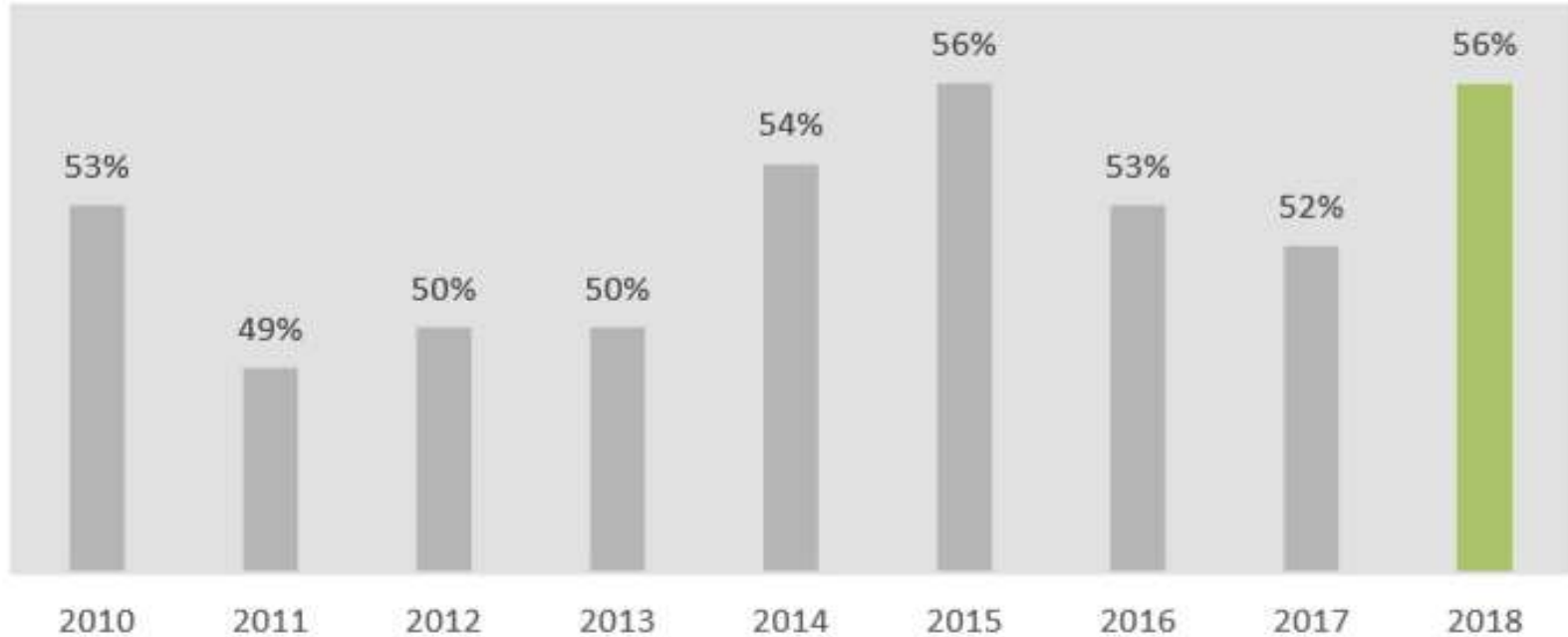
43

companies use an  
accumulation period

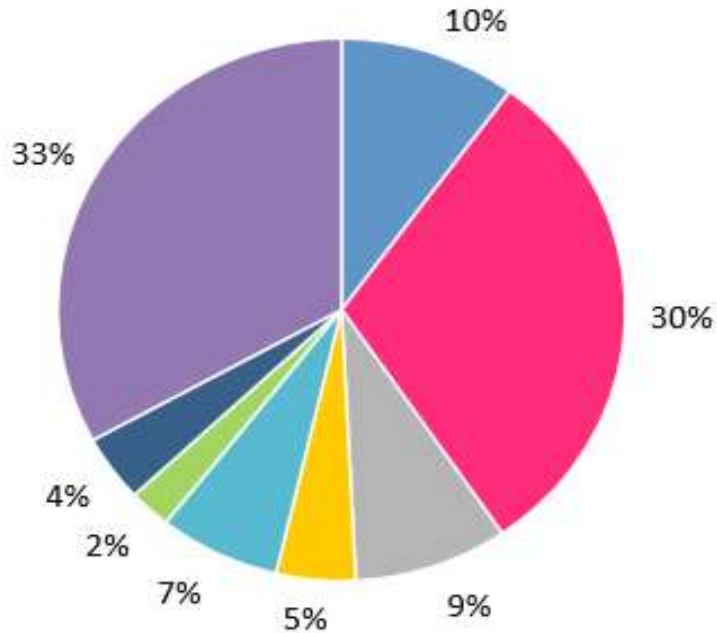


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# Companies offering Matching shares



# Matching shares: basis for match



- 2 for 1 (Two matching shares for every Partnership Share)
- 1 for 1 (One share for every Partnership Share)
- 1 for 2 (One share for every two Partnership Shares)
- 1 for 3 (one share for every three Partnership Shares)
- 1 for 4 (One share for every four Partnership Shares)
- 1 for 5 (One share for every five Partnership Shares)
- 1 for 10 (One share for every 10 Partnership Shares)

# Matching basis by listing type

## Breakdown of the Number of Companies Offering Various Matching Ratios

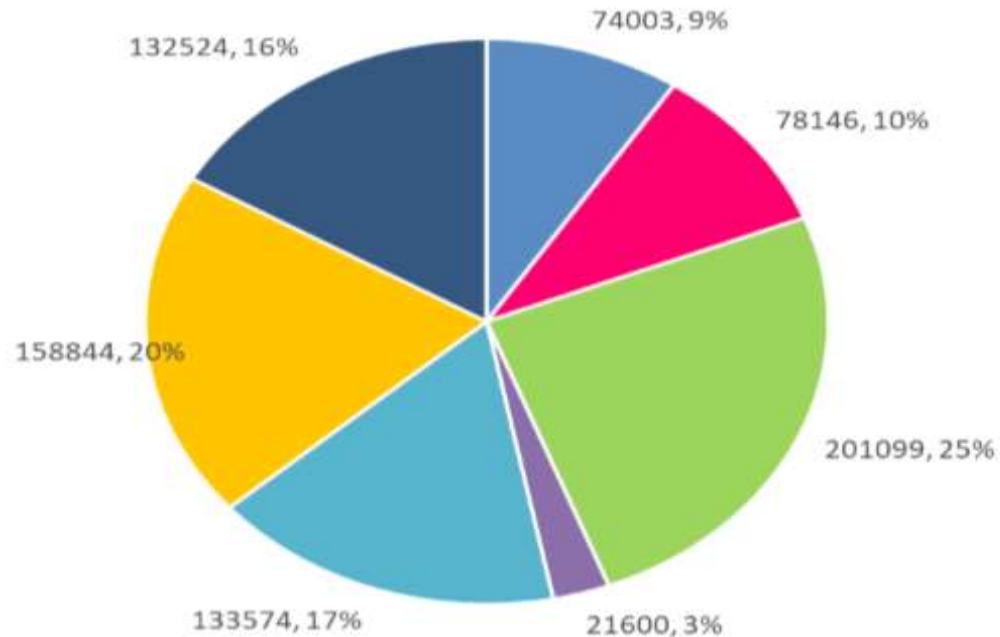
Matching basis in 2018	FTSE 100	FTSE 250	Other	Total
2 for 1	3 (3)	3 (3)	9 (14)	15 (20)
1 for 1	6 (4)	12 (5)	39 (44)	57 (53)
1 for 2	1 (2)	3 (3)	15 (16)	19 (21)
1 for 3	0 (0)	2 (1)	5 (7)	7 (8)
1 for 4	4 (3)	1 (2)	11 (12)	16 (17)
1 for 5	1 (0)	1 (1)	4 (4)	6 (5)
1 for 10	1 (1)	2 (3)	5 (2)	8 (6)
Other	7 (5)	9 (4)	27 (27)	33 (36)

2017 data shown in brackets.



# Matching basis: take-up influence

- Take-up at end of 2018 if only partnership shares offered
- Take-up at end of 2018 if partnership and free shares offered
- Take up at end of 2018 if partnership & match offered (any/all ratios)
- Take-up at end of 2018 if 2 match offered for 1 partnership share
- Take-up at end of 2018 if 1 match offered for 1 partnership share
- Take-up at end of 2018 if other less generous match / partnership offered
- Take-up at end of 2018 if free, partnership and match shares (i.e. all elements) offered



# Companies offering Dividend shares



**110 companies operated compulsory reinvestment in 2018**

(136 in 2017, 135 in 2016, 152 in 2015)

**Average take up of voluntary reinvestment was 54% in 2018**

(38% in 2017, 44% in 2016, 40% in 2015)

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# Questions for discussion

- What did you find surprising or significant in the report findings?
- Do you track gender participation rates for your plans?
- How do your plans benchmark against these market / industry sector averages?
- Do you think share ownership is well-understood by your workforce?
- Is the future bright for all-employee share plans? What do we need to change?

# Super-charging share plans

- Continued progress on communication > accommodate different learning styles/preferences & access routes to information.
- Greater flexibility in plan design > address affordability issues.
- Shorter holding periods > address tenure concerns.
- Review good/bad leaver treatment > pragmatism on retention power.
- Adapting eligibility criteria to include different types of workforce participant > give everyone a chance to contribute, companies to benefit from better workforce engagement.

**Above all: ensure that more people have the opportunity to benefit from, and more reasons to support, a fairer and more enlightened form of capitalism.**

Thank You

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# Thank You

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