

## Employee Share Plans

MM & K designs and implements executive and all-employee share plans for a wide variety of companies, large and small. Through our specialist division, The Share Option Centre, we also offer a comprehensive plan management, administration and employee communications service - a feature that sets us apart from other firms.

Choosing the right share plan, whether or not approved by HMRC, depends on your company's compensation strategy and in knowing which territories you wish to make equity available. For most executive plans there also needs to be a demonstrable link between performance and reward. MM&K focuses heavily on this aspect of the design of executive plans recognising its importance to their successful operation.

In addition to creating and administering share plans, we carry out reviews of clients' existing plans. Reviews are conducted using MM&K's Employee Share Plan Health Check, a methodology that enables us to review plan design, day-to-day management, administrative systems and procedures. In this way, we ensure clients' share plans are up-to-date, tax efficient, cost-effective and suitably aligned to long term business goals.

For more information about MM & K's Employee Share Plans consulting, contact:

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