

Employee Share Ownership Plans

At the crossroads of finance, tax and accounting, our clients count on us to look out for their best interests. To develop and deliver the most relevant solutions to suit your particular goals, we work together with the finest lawyers and financial experts. With our roots in banking and a large international network, we have the global reach and local knowledge to help you succeed. That's why we're still a leading player in Trust and Corporate Services, after more than 50 years.

An Employee Share Ownership Plan (ESOP) is an arrangement for providing share incentives to employees. ESOPs can be used to retain, recruit and motivate employees, to aid succession planning and to create a market in a company's shares.

Guernsey

Guernsey is a low tax area with longstanding historical connections with the United Kingdom. The Island is not, however, part of the UK and has its own legislature, judicial system, tax laws and trust laws.

The Benefits of Guernsey

- ▶ A low tax area
- ▶ Political and constitutional stability
- ▶ A mature, well regulated financial centre
- ▶ A high level of legal, accounting, banking and investments expertise
- ▶ Good communications

The Benefits of ESOPs

- ▶ Assists in the recruitment, retention and motivation of key employees
- ▶ Allows multinationals to provide a common incentive to worldwide employees
- ▶ Creates a market and a ready buyer for the parent company's shares
- ▶ May be tailored to meet specific corporate objectives
- ▶ Can use existing rather than new shares thus avoiding a dilution of shareholdings
- ▶ Capable, depending on the type of scheme adopted, of providing share incentives which are tax efficient for employees


Our Service

Intertrust in Guernsey provides trustee and administrative services to ESOPs established by a wide range of companies ranging from fully listed to owner managed businesses.

Fees and Charges

Set up and administration services are charged on a time spent basis. An annual responsibility fee for acting as trustee is fixed by negotiation.

Our clients come from every corner of the globe. Different countries, different cultures. Just like us. We have more than 1,000 professionals in more than 20 countries worldwide. So we have the local knowledge and sensitivity to see things from your point of view.

 Setting the standard since 1952

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