



**RBC Corporate Employee &
Executive Services™**

European plan management challenges

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We stand out.



There is always room for improvement!

- Increase participant awareness of the plan
- Improve the “participant experience”
- Reduce required lead times and administrative steps
- Effectively tracking of participant / counterparty interactions
- Mitigate risks – market / counterparty / human error etc
- Produce of high quality and timely reporting
- Keep the plan with the times
- AND ensure ongoing compliance with legislation!



Launching your plan

- Culture
- Selling the plan
- Language
- Target recipients
- Decentralised workforce



The restricted period

- Hedging the liability
- Shareholder meetings
- Dividends
- Reporting

Vesting / exercise

- Dealing in shares
- Currency risk
- Tax deductions
- Transferring cash
- Transferring shares
- Clawback

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