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## Stock & Share Plan Services

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## About us

RBC Corporate Employee & Executive Services (RBC cees) combines the expertise of Royal Bank of Canada (RBC) and Abacus Financial Services Group's (Abacus) professional corporate fiduciary services teams. RBC cees delivers high quality plan management and employee trust solutions for local and global share and stock plans, deferred compensation plans, international pension plans and employee benefits from our locations in the British Isles and continental Europe.

In November 2005, Abacus, a leading global financial services group specialising in private client wealth management and international employee benefit administration, became a wholly owned subsidiary of RBC. Founded in 1864, RBC is Canada's largest financial institution and one of North America's premier diversified financial services companies.

Our RBC cees team sits within the RBC Wealth Management operation. With a network of 30 offices in 21 key financial centres and more than 2,000 employees, RBC Wealth Management is dedicated to meeting the sophisticated financial needs of individual, corporate and institutional clients.

### Why choose us?

With extensive wealth management experience, our position as a major player in the global market has been achieved through substantial investment in technology and an experienced team of professionals.

Our approach is personal and very flexible as we recognise that each company has different requirements for their plans.



## Stock and share plans

When designing appropriate employee compensation packages, privately owned and listed companies now seek to meet the needs of both shareholders and employees. One of the key ways they can do this is to provide employees with the opportunity to benefit from the success of the company alongside shareholders. This can be achieved through introducing a stock or share plan.

Companies have a number of choices, but normally these can be classified as either non-contributory or contributory stock plans. (Some companies choose to offer several plans designed for different classes of employee.)



## Leading edge technology

We designed our bespoke systems to address the particular needs of companies wishing to manage cross-border, multicurrency plans.

Our technology:

- Allows for multicurrency transactions
- Provides electronic import and export of data
- Can accommodate 1 to more than 100,000 participants
- Caters for both local and global plans
- Supports tax computations and tax reporting
- Offers flexible report writing facilities
- Can accommodate administration only, or trust-backed plans
- Allows company administrators to produce reports, view and print statistical reports and information
- Provides a 24hr secure online access for employees and corporates



## Non-contributory plans

A non-contributory plan does not require employees to contribute cash upfront; the stock is used as a long term incentive tool, requiring the employee to remain employed for a certain period before receiving any benefit. The plan may include options or awards and delivery of the shares may be subject to deferral and performance targets.

## Contributory plans

A contributory plan is what the name suggests: the employee is required to make a contribution for the purchase of shares in the company. In many cases, the shares are available at a preferential price and/or the company matches or otherwise contributes to the plan on behalf of and alongside the employee.

## Global stock plans

For multinational corporations, stock plans are a necessary element of an employee benefit package. Employers benefit from establishing stock plans for their employees, as long-term plans serve to align the employee's interest with that of the company.

For multinationals seeking to establish global stock plans across a number of countries, in a variety of currencies and under many different tax regimes, plan management can seem an insurmountable challenge. RBC cees can help you meet that challenge.

We provide multinationals and locally based companies with a comprehensive plan management and trustee service for all kinds of stock and share plans. We are ideally placed to work with you and have more than 10 years experience supporting companies from around the world.

Our core centre of excellence for stock plan management is in Edinburgh, our trustee centre of excellence is in Jersey and our technical centre for excellence is in London. Our team is supported by a strong global network with which we provide global integrated solutions.

## Participant services

Utilising our comprehensive range of wealth management services for private clients, we are in an ideal position to help your employees both while they are participants and when they receive value from your plan. This is an additional benefit which you can provide to your employees and is available through our specialist in house teams.

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## Our services

- Employee share trust services
- Share & stock plan administration
- Pension plan trust & administration services
- Employee Benefit Trust (EBT) services
- International executive solutions
- Employee nominee services
- Employee financial education
- Third party fund administration
- Deferred compensation trust & administration services
- Communication services
- International banking services
- Custody services
- Participant services

## The next step

To arrange a meeting with one of our management team or to discuss how we can help you please contact:

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**RBC Corporate Employee & Executive Services™**

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