

23 AUGUST 2007

Registrars

# Equiniti Investment Opportunity

**R**egistrars will today announce details of a one-off opportunity for staff to invest in the new company Equiniti.

The investment will be underwritten by Equiniti and its holding company, Knight Cayman Holdings, so that staff will receive at least their original level of investment. However, only staff still in Equiniti's employment when the investment is realised, for example through the sale or floatation of the business will be eligible to receive the benefit of any growth in their investment, unless that is they qualify as good leavers i.e. have left the company through redundancy or retirement.

Staff have until Friday 14th September to make their investment with the minimum investment being £1,000 and the maximum £5,000.

As stated in its supporting documentation the new company does not intend to establish any other kind of long term reward scheme for staff and this may well be a member of staff's only opportunity to invest in Equiniti.

## Newsletters by Email

LTU offers members the opportunity to receive newsletters by Email.

We will send all newsletters for your area direct to you on the day they are sent to members by post giving you authoritative, immediate information on the issues that matter.

To register for the service all you need do is email us at [24hours@ltu.co.uk](mailto:24hours@ltu.co.uk) with the subject line "Newsletters and your membership number (your file or payroll number)" or phone on 01234 262868. We'll do the rest.

It would be churlish not to welcome any opportunity for staff to share in the potential growth of the business and the company has sought to take on board a number of the points we have raised. In particular it has responded to our concerns over the immediate availability of funds with the bringing forward of the annual bonus and the introduction of a good leaver status. However, we still have reservations over the scheme.

For instance, the investment does not confer proper shareholders status; the short investment timescale together with the lack of payment options will limit the number of staff who will be able to take advantage of the scheme and any growth realised will be taxed as income at an individual's marginal rate, i.e. his or her highest rate of income tax, seriously eroding its attractiveness.

We have also been at pains to make clear to the company that this is at best a distraction from our TUPE discussions and in no way replaces or compensates staff for the loss of the share schemes - Shareplan (Free, Partnership and Matching Shares) and the Save As You Earn Share Options Schemes - that are an integral part of the reward package currently enjoyed by staff.

The extent to which these are properly compensated has yet to be finalised and I will report to members when our negotiations are complete.

**NICK HOLT**

Assistant General Secretary