

SPECIALIST
EMPLOYEE INCENTIVE
SERVICES FOR THE
PRIVATE EQUITY
SECTOR | JERSEY



FACT SHEET **SPECIALIST EMPLOYEE INCENTIVE SERVICES FOR THE PRIVATE EQUITY (PE) SECTOR | JERSEY**

WE COMBINE TECHNICAL EXPERTISE AND AN EFFICIENT DELIVERY WITH EXCELLENT CLIENT CARE THROUGHOUT THE LIFE CYCLE OF OUR CLIENTS' INVESTMENTS.

How we can help

Over the years we have developed strong working relationships with a large number of PE clients and their advisors based on our ability to provide specialist employee incentive services with respect to their portfolio companies, as well as our considerable experience in assisting with transactions including IPOs.

Our services include:

- Employee shareholder schemes
- Management incentive plans
- Nominee arrangements for management
- All employee share offers
- Incentive arrangements for all employees
- Restructuring support through the use of employee share trust structures
- Assistance with leaver / new joiner arrangements
- Warehousing reserved and unallocated shares
- Trustee review of investment agreements
- Bespoke data management and consolidated online reporting solutions (developed according to the needs of the client and their portfolio)

- Assistance with exits and trade sales
- Post-IPO lock-in and incentive arrangements
- In-house legal review

Estera online portal

The Estera online portal is central to our bespoke data management and consolidated reporting capabilities and a core element of our enhanced employee incentive service offering. The portal enables us to share information with our clients and their advisors through a secure, cloud-based web solution, enabling users to access records relating to their share plan arrangements and employee holdings on demand.

Portal features include:

- Secure platform for all trust and plan documentation to be published and stored centrally
- Single controlled source of information for all related parties
- Access is restricted by user permissions and can be extended to include client advisors
- Security features can be upgraded to include, for example, two-factor authentication and IP address restrictions



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SPECIALIST EMPLOYEE INCENTIVE SERVICES FOR THE PE SECTOR continued

- 24/7, on demand user access
- Secure messaging service

We maintain all plan records centrally via our share plan system, which has the capability of publishing and automatically updating customised reports to the portal. The suite of customised reports covers the following information:

- Total holdings within the trust, plan or nominee arrangement
- Summaries of share, cash or loan movements
- Participant holdings and transaction details to include award and shareholding balances
- Participant personal information

All reports are downloadable and exportable via the portal. Additional bespoke reporting can also be delivered on request.

For more information on our PE employee incentive services or to arrange a demonstration of the Estera online portal, please contact Patrick Jones or Brendan Dowling.

Key contacts



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Technical **knowledge** and experience of establishing and administering PE-backed plans



In-house legal **expertise**



Strong **relationships** with advisors and PE firms



Over **50** PE firms are existing clients



Impressive **turnaround** times on establishment



Value-added service at take-on and exit stages



Understanding of **complex** arrangements combined with a legally-led approach



Bespoke data management and consolidated online reporting **solutions**



Online **register** of share / award holders available to advisors and client companies



Continued investment in **IT** systems and infrastructure

ABOUT ESTERA

Independent and global, our team of dedicated and highly qualified professionals creates smart and considered fiduciary solutions.

Established for more than 25 years, our strong legal heritage, rooted in our previous partnership with Appleby, and resolute commitment to the delivery of service excellence is what sets us apart.

We have a unique understanding of the complexities surrounding the world of fiduciary services which, combined with the standing of our rich history, inspires us to achieve the best possible results for our clients.

Our commercial acumen, attention to detail and responsiveness enable us to meet our clients' needs on time, every time.