



EMPLOYEE PLANS

› Maximising value from
employee engagement

How to maximise value from employee engagement.

STRATEGIC
PLANNING
& ADVICE

TAILORED
SOLUTION
DEVELOPMENT

ACCELERATED
IMPLEMENTATION

DRIVE
UPTAKE

INTEGRATED
COMMUNICATIONS
& CAMPAIGNS

A successful employee and executive equity solution requires continuous, consistent management throughout its entire lifecycle, applied across all jurisdictions in which you operate.

Computershare's expert service is designed to offer a fully outsourced solution for most variations of employee and executive share plans, alleviating the risk and cost of self-administration.

Our approach drives greater participant uptake, supports employees through targeted communication, and motivates each employee to self-manage their plan portfolio.

CHOOSING THE RIGHT SHARE PLAN PARTNER

The credentials of your share plan partner are critical to the success of your plan. Your business deserves access to world class expertise and capabilities that can support your plan through its full lifecycle - design, implementation and ongoing management. This ensures certainty for you at all times, incentivises your employees, addresses any issues that may arise and keeps your share plan aligned with your broader corporate goals.

More companies are choosing to partner with Computershare and access our complete outsourced solution for managing a variety of employee equity plans including Exempt & Deferred; Loan and Share Purchase; Phantom, Executive and Performance Rights, to name a few. We go above and beyond standard implementation by providing a tailored service solution, irrespective of your company size, location or industry.

ENGAGING YOUR EMPLOYEES

The success of an employee equity plan lies in its ability to educate and engage your employees, despite how complex participation can appear to first time shareholders. This is particularly important as a plan increases in complexity, or alters its terms or structure.

Computershare has over a decade of experience in share plan implementation and will partner with you to find the right targeted and effective communication tools to help achieve your plan's objectives, regardless of your participants' internet usage or financial literacy.

Some proven elements include:

> Personalised welcome packs

Introduce all Computershare services on offer, and in particular web-enable each participant, establishing a self-service mindset and building interest in their share plan/s holdings

> Employee shareholder cards

Part of the welcome pack; a wallet-sized summary of essential login details

> Branded email broadcasts

Update, inform and motivate employees throughout the lifecycle of your plan; either fully branded or logo only formats available

> Direct mail and promotions

Maintain contact with your employees who do not widely use the internet to drive uptake of the offer or ensure they are always informed

> Electronic documents and statements

Provide essential documentation to participants efficiently, conveniently and economically

> Online web service portal

Ensures your participants have 24/7, real time access to their plan information and current holding details

2008



Best Use of Technology
Royal Dutch Shell PLC
The Global Equity Organisation Awards

2008



Best Use of Technology
BHP Billiton PLC
ifsProShare Awards

2008



Best New Share Plan
BHP Billiton PLC
ifsProShare Awards

2007



Best Communications
BHP Billiton PLC
The Global Equity Organisation Awards

THE COMPUTERSHARE ADVANTAGE

With over 700 share plan clients and three million employee plan participants worldwide, Computershare Plan Managers' world class outsourced administration, communication and support capabilities help you adopt the right employee and executive share plan for your company.

Our award winning team provides the depth of experience and expertise to drive uptake, reduce risk, maximise operational efficiencies and ultimately increase your return on investment. We are entrusted by more companies than any other in the marketplace, including over 65% of the ASX20 companies.

EMPOWER &
EDUCATE
PARTICIPANTS

E-SERVICES &
E-DELIVERY

REPORTING &
DOCUMENTATION

REGULATORY &
COMPLIANCE

WORLDWIDE
SUPPORT

USE THE CHANNEL OF CHOICE: EMPLOYEE ONLINE

According to Nielsen 86% of Australians now have internet access at home, demonstrating that online channels are now commonly accepted as convenient, information rich and timely. A fully online share plan increases participants' satisfaction by enabling them to quickly and easily transact and manage their share plan details securely, minimising risk whilst offering a compelling incentive to reduce environmental impact.

Employee Online is Computershare's own advanced web service that provides your employees with a sophisticated range of self-service and support tools to securely and effectively manage their equity plans online, wherever they are in the world. All participants have direct access to their share portfolio and easy-to-use trading facilities, performance tracker, real-time holding information and reporting functionality, to name a few.

Employee Online can be tailored to suit your corporate brand guidelines, messages and content, ensuring continuity, consistency and brand integrity. Employee Online was developed by Computershare with the end user in mind, delivering the best in usability, accessibility and security standards.

UTILISE FASTER, MORE ACCURATE STRAIGHT THROUGH PROCESSING

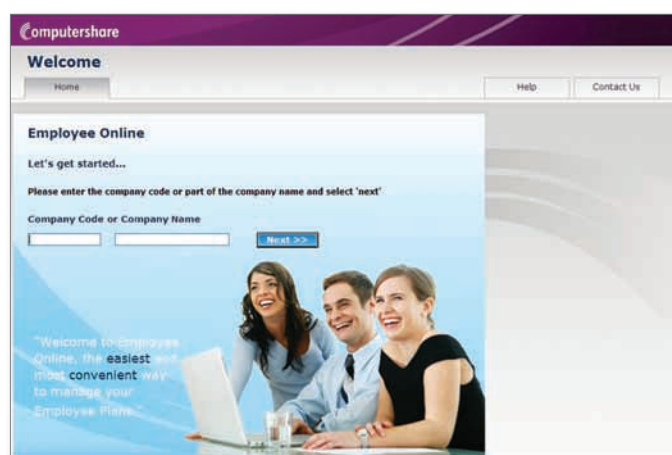
In order to improve processing efficiency, Computershare has developed Straight Through Processing capabilities, which enable your participants to complete all trades electronically, without the need for re-keying or manual intervention. This is of great benefit to you and your employees because it significantly shortens the processing cycle, reduces processing and settlement risk, lowers operating costs and maximises convenience.

PARTICIPANT EDUCATION AND ONGOING SUPPORT

Today's financial challenges and pressures are becoming more complex for individuals to comprehend. We work with you to address these issues and tailor participant education programs to meet varying degrees of knowledge and understanding of financial matters, ensuring participants are informed and supported in their share dealings, making your plan more attractive for your employees.

EASE YOUR COMPLIANCE BURDEN

Maintaining accurate trust records and beneficial participant registers, holding meetings, producing minutes and complying with regulatory requirements are all issues associated with trustee services. We offset the administrative and compliance burden by preparing annual accounts for audit, the distribution schedule for tax return purposes, as well as maintaining statutory accounts.



Employee Online Landing Page

“This was a huge and complex project, and to have launched the plan within the time frame is a fantastic achievement. Every member of the Computershare team provided a first-class service and I have received positive feedback from employees.”

Geraldine Pamphlett - Share Plans Manager, BHP Billiton

