



Equity Plans Participant Satisfaction Survey

You've worked really hard to implement that new equity plan. You've toiled over the ratio between stock options, restricted stock and other equity types. You've used calculators to model various scenarios in order to devise a compensation strategy that will provide maximum value and retention. You've invested time, effort and money to develop and implement the tools that will provide optimal reward to both the Company and its employees.

After all that you've invested to come up with the right strategy, what have you invested in following up to ensure your strategy is achieving intended results?

The purpose of issuing equity to employees is to enhance employee relations, improve employee retention, reward employee efforts, and to develop employee pride in ownership of the company and a variety of other employee motivated reasons.

The key word is "Employee."

You've designed these programs for your employees; do you really understand how your employees perceive them?

Many companies have not taken adequate actions to learn if they are gaining value from their equity plans. Issuing equity is only the first step. Employees need to fully understand the value of their equity benefits before the Plan objectives can be realized. Rather than simply guess at the perceived value of the Company's equity incentives, Companies need to include a feedback and measurement mechanism in their overall strategy. The best way to find the answers is to proactively solicit employee feedback on the effectiveness of their benefits.

Offering equity to employees can be very expensive. If the employee is not assigning the same value to their equity awards as the Company, then the Company could be needlessly throwing money away.

Companies should survey their employees on a regular basis to assure a positive return on their investment.

Stock & Option Solutions offers independent employee participant surveys designed to obtain quality feedback from equity plan participants.

Features

- Electronic format to ensure ease of access and use
- Standard survey templates for each type of equity offering ready to email to employees
- Standard equity types covered in surveys include: incentive stock options, non-qualified stock options, restricted stock awards, restricted stock units, performance grants, cash settled or stock settled stock appreciation rights, employee stock purchase plan
- Surveys can be focused to a specific audience(s) within your Company
- Non-U.S. participant questions/focus included in each standard survey template
- Partial customization of standard survey templates available
- Fully customized surveys can be developed and implemented
- Raw data output or customized detail analysis of the data is available

Stock & Option Solutions, Incorporated
6399 San Ignacio Avenue, Suite 100
San Jose, CA 95119 USA

888 SOS-0199 (888 767-0199)
info@sos-team.com
www.sos-team.com