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Stock & Option Solutions Hosts an SOS Educational Webcast: Outsourcing's Great Expectations (for small and mid-sized companies): What to Expect When You're Expecting Others To Do It Right

Outsourcings frequently asked questions are answered along with tips on how to work with your vendor once and if you choose one

Campbell, California, January 18th, 2013 - Stock & Option Solutions (SOS), a leading provider of stock plan administration, management and consulting services, today announced their upcoming webcast, Outsourcing's Great Expectations (for small and mid-sized companies): What to Expect When You're Expecting Others To Do It Right, scheduled for January 24th, 2013 at 11am PT.

The decision of determining if outsourcing is right for you can be difficult to make and in this educational discussion you will learn how to make this decision as well what the different types of models are out there in the industry and which one is right for you. Susan Garvin of SOS speaks alongside Joanne Burns of Financial Engines and they will review the risks, the benefits, and the best practices for administrative challenges.

Susan Garvin of SOS said, "'Outsourcing' has become such a commonplace term in recent years we may no longer understand what someone else means when she uses the word. Or worse, we may assume we understand her definition when we really don't. In fields such as Equity Compensation, we need to have an accurate understanding of how and when certain terms are used in order to make sure we stay in compliance and derive the best solutions for our companies and participants. The term 'outsourcing' is no different. In order to make any outsourcing relationship work, you have to make sure you have a definition of what 'outsourcing' means to your company and to the vendors you are interviewing. You will also need to do a lot of analysis, investigation and heavy lifting before you even begin interviewing potential vendors to determine what form of outsourcing is appropriate in your situation. Then you trust the process and path you choose. "

With respect to the payoff for organizations committed to taking these steps, Garvin continued, "Companies willing to do this up front work and build a working relationship with their selected vendor, will see a tremendous return on their investment, while companies making assumptions and just taking a leap of faith are more likely to be disappointed. We hope that this webcast can be the first step of a more deliberative process."

For more details on the above topics, please contact Shawna Casey at scasey@sos-team.com or 408-979-8700.

Stock & Option Solutions, Inc. (SOS) is a leading provider of [stock plan administration](#), management and [equity consulting services](#) for companies offering equity compensation and benefit programs to its employees. For over ten years, hundreds of organizations, from private start-ups to Fortune 500 companies, have relied on [Stock & Option Solutions'](#) expertise for strategic planning, methodologies and skilled resources to build and support the most effective stock administration programs possible. The company offers its services through its [People Solutions](#), [Technology Solutions](#), and [Strategic Solutions](#) business groups. For more information about Stock & Option Solutions, please visit <http://www.sos-team.com>.

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