

**FOR IMMEDIATE RELEASE**

**Stock & Option Solutions Hosts an SOS Educational Webcast: Options for Underwater Options?**

**Susan Garvin of SOS to speak alongside Fred Whittlesey of Compensation Venture Group on a webcast covering what can and should be done about underwater options**

**Campbell, California, October 17<sup>th</sup>, 2012** - Stock & Option Solutions (SOS), a leading provider of stock plan administration, management and consulting services, today announced that Susan Garvin of SOS will speak alongside Fred Whittlesey of Compensation Venture Group in a discussion that will discuss alternatives, the pros and cons, and the ups and downs of different solutions for underwater options in an educational webcast scheduled for October 23<sup>rd</sup>, 2012 at 11am PT. This webcast is a panel discussion that will share some of the alternatives available to companies in this situation, and will cover option re-pricings, option exchanges, additional grants, retention bonuses, cash-settled grants, employee education campaigns, ESPPs, as well as the merits of doing nothing.

Susan Garvin of SOS said, "There are so many companies still grappling with how to handle their underwater options, many of whom have been doing so for a long time. This panel should help start conversations in those companies, and give them different solutions to consider that will allow their long term incentive programs to once again achieve their underlying purpose."

For more details on the above topics, please contact Shawna Casey at [scasey@sos-team.com](mailto: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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