

FOR IMMEDIATE RELEASE

## **SOS Releases Suite of Technology and Services for Revised IRS Section 6039 Regulations**

**First end-to-end solution in equity compensation marketplace is just in time for companies challenged by revised IRS 6039 requirements affecting employee stock purchase plans and incentive stock options**

**San Jose, California, September 20, 2010** - Stock & Option Solutions, a leading provider of stock plan administration, management and consulting services, has announced the release of their SOS 6039 Xpress program, 6039 filing outsourcing services and related products. SOS 6039 Xpress was created in response to market demand for assistance with generating and filing the new IRS Forms 3921 and 3922. The new forms are a result of revised regulations in place for 2010 transactions for IRS Section 6039 with forms due in early 2011. These regulations impact most companies with employee stock purchase plans (ESPP) and/or incentive stock options (ISO).

**SOS 6039 Xpress** is a Microsoft Access-based program that links to a wide variety of client equity data source(s) to populate and format the required participant information into the new IRS forms 3921 (ISO) and 3922 (ESPP). The program generates a file created per the IRS file format containing the exercise or purchase data which can then be submitted at the IRS FIRE (Filing Information Returns Electronically) website. Companies can also use the program to create the participant statements which they are required to distribute by January 31st of each calendar year starting in 2011. The standard SOS statements are aggregate, substitute statements (as allowed by the revised regulations) and are created as an output file, which can be printed and mailed, or emailed directly to the participants (relying solely on electronic delivery requires obtaining participants' consent).

SOS is also providing companies with the ability to outsource the end-to-end management of this process. Utilizing the same technology and adding our equity plan expertise, SOS will generate and e-file the forms with the IRS, as well as create, print, and mail the participant statements.

Elizabeth Dodge, VP of Product Management for SOS says, "We know that stock plan professionals across the country are just beginning to grapple with these new requirements. And we at SOS have become experts in the revised regulation and are proud to provide a full spectrum of solutions. Stock plans give you problems? SOS gives you solutions."

## SOS 6039 Consent Website

For participants to receive their 3921 and 3922 statements solely in an electronic format the IRS requires that participant consent be obtained. To send the participant statements the consent process must be initiated via email as well. The SOS 6039 Consent Collection Website is a communications and data collection platform that gives companies the ability to invite their participants to receive statements electronically through a simple and secure interface. Once collected, an issuing company can download a list of consenting participants who can then be emailed their statements, thus removing the need to send them a hard-copy, mailed statement.

“Anticipating and responding to the demands of the equity compensation marketplace before most of the community has even begun to worry...this is one of the founding principles of Stock & Option Solutions. SOS 6039 Xpress and the 6039 Consent Website are solutions our clients need, and we are ready to rise to their challenges,” said Sean Lembree, President and CEO of Stock & Option Solutions.

For further details on SOS 6039 Xpress, or more information about Stock & Option Solutions, Inc. please contact, Elizabeth Dodge, at [edodge@sos-team.com](mailto:edodge@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 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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