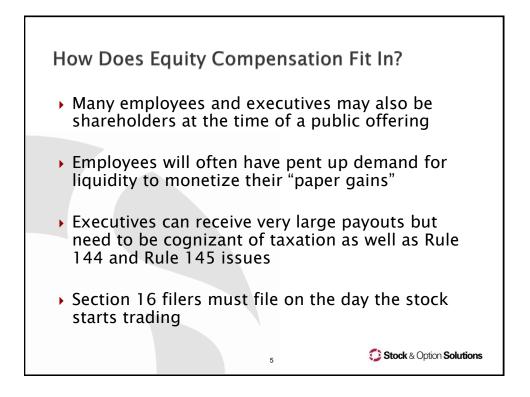
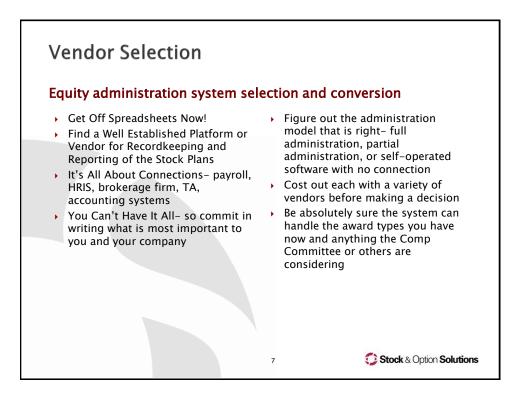
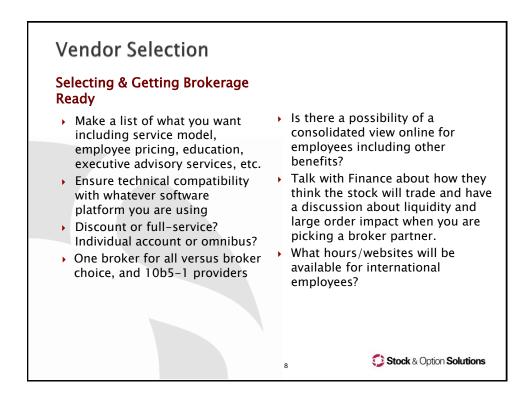


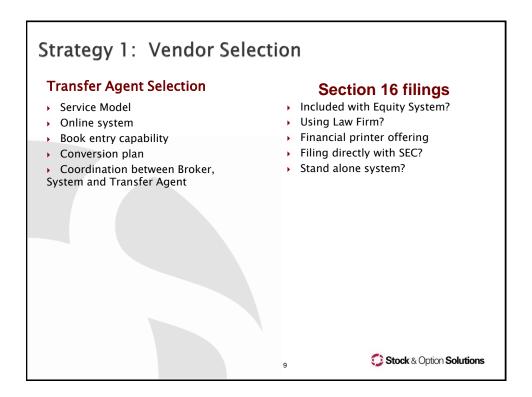
Stakeholder	What they care about
Regulators- FASB, IRS, SEC, others	Accounting policy, taxation, securities
Vendors- Equity providers, Brokers, Lawyers, Accountants, Transfer Agent	Legal compliance, the audit, valuation and company story, capitalization, accurate stockholder records
Employees and Executives	Monetizing awards, compliance
Board Members	Valuation, successful offering, return to investors

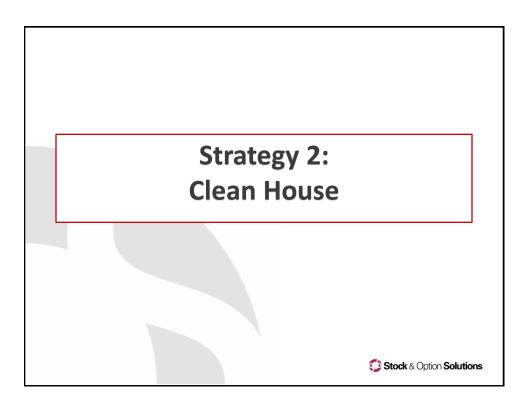


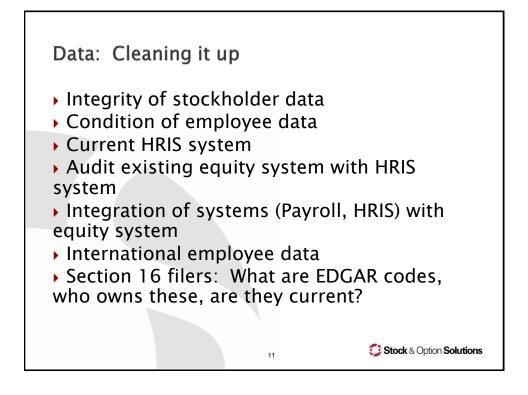


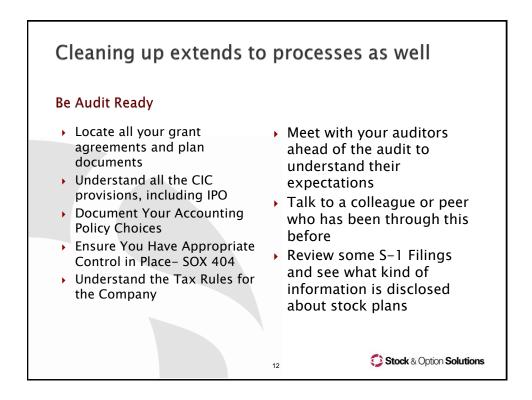


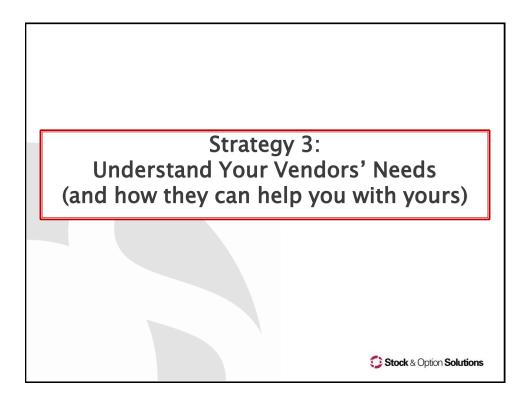












Understand Your Vendors

Transfer Agent

- Unregistered shares (pre-IPO Rule 701) and registered shares (post-IPO Form S-8)
- Vested shares at lock-up release and beyond
- Legend removal/Legal opinions
- Lock-up agreements and lock-up period
- Corporate Actions: Keep them in the loop
- Settlement Timing: T+2
- Book entry or certificates?

Broker

• Tax withholding/payment of exercise price as a public company-how do we get our money?

- Blackout periods
- Corporate Actions: Keep them in the loop
- Settlement Timing: T+2
- Help! I need to break a trade

International Advisors

• We decided to grant in China on the IPO date next week, is that a problem?

- Future countries/types of equity
- Corporate Actions: Keep them in the loop
- Mobile employees
- Annual equity filings outside the US

Equity Vendor

- Corporate Actions: Keep them in the loop
- Stock Split??

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Feeds to HRIS, Payroll & Accounting Systems

3

Stock & Option Solutions

