

Employee stock option plan model

The slide showcases employee stock option modeling framework which helps in providing incentive to employees contributing in company's success. It provides information regarding founding team, salary, option multiplier, total options, shares price, grant amount etc.

Negotiation of shares based on company percentage and offer employees grants in \$

Improvement in company value leads to increased share valuation by small amount

Increases share count in case of company raises a new round

Employee stock options plan (ESOP) model

	Salary	Options multiplier	Year 0		Year 1			Year 2			Year 3		
			Value \$A	Shares 10,000	Value \$B	Shares 10,000	Gr price \$100	Value \$B	Shares 10,000	Gr Price \$100	Value \$100	Shares 10,000	Gr price \$1,700
			Total options	Equity (%)	Total Grant amount	Total options	Equity (%)	Total Grant Amount	Total options	Equity (%)	Total Grant amount	Total options	Equity (%)
Total non-founder employee ownership			6.4%		8.0%			11.0%			15.1%		
Founding team													
CTO	\$120,000	2.0%	40	1.0%		40	1.0%	\$24,000	50	1.0%		65	4.1%
Product manager	\$80,000	4.0%	300	2.0%		300	2.0%	\$12,000	100	1.0%		110	2.0%
Year 1 hires													
Lead engineer	\$80,000	1.0%			\$8,000	80	0.8%		104	1.0%	\$10,000	100	1.2%
Lead designer	\$60,000	1.5%			\$9,000	90	0.9%		116	1.0%	\$10,000	100	1.0%
Year 2 hires													
Sales director	\$60,000	1.4%						\$8,000	80	0.8%		40	0.5%
Salesperson	\$50,000	1.1%						\$5,000	50	0.5%		0	0.0%
Engineer	\$70,000	1.2%						\$8,000	80	0.8%		20	0.2%
Year 3 hires													
Marketing Director	\$50,000	1.2%									\$8,000	80	0.8%
Engineer	\$40,000	1.2%									\$8,000	80	0.8%
Salesperson	\$30,000	1.1%									\$8,000	80	0.8%
Office manager	\$20,000	1.1%									\$8,000	80	0.8%

Current Practices In Stock Option Plan Design

Scott S. Rodrick



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Table of Contents Current Practices In Stock Option Plan Design

1. Understanding the eBook Current Practices In Stock Option Plan Design
 - The Rise of Digital Reading Current Practices In Stock Option Plan Design
 - Advantages of eBooks Over Traditional Books
2. Identifying Current Practices In Stock Option Plan Design
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Current Practices In Stock Option Plan Design
 - User-Friendly Interface
4. Exploring eBook Recommendations from Current Practices In Stock Option Plan Design

- Personalized Recommendations
 - Current Practices In Stock Option Plan Design User Reviews and Ratings
 - Current Practices In Stock Option Plan Design and Bestseller Lists
5. Accessing Current Practices In Stock Option Plan Design Free and Paid eBooks
 - Current Practices In Stock Option Plan Design Public Domain eBooks
 - Current Practices In Stock Option Plan Design eBook Subscription Services
 - Current Practices In Stock Option Plan Design Budget-Friendly Options
 6. Navigating Current Practices In Stock Option Plan Design eBook Formats
 - ePub, PDF, MOBI, and More
 - Current Practices In Stock Option Plan Design Compatibility with Devices
 - Current Practices In Stock Option Plan Design Enhanced eBook Features
 7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Current Practices In Stock Option Plan Design
 - Highlighting and Note-Taking Current Practices In Stock Option Plan Design
 - Interactive Elements Current Practices In Stock Option Plan Design
 8. Staying Engaged with Current Practices In Stock Option Plan Design
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Current Practices In Stock Option Plan Design
 9. Balancing eBooks and Physical Books Current Practices In Stock Option Plan Design
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Current Practices In Stock Option Plan Design
 10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
 11. Cultivating a Reading Routine Current Practices In Stock Option Plan Design
 - Setting Reading Goals Current Practices In Stock Option Plan Design
 - Carving Out Dedicated Reading Time
 12. Sourcing Reliable Information of Current Practices In Stock Option Plan Design

- Fact-Checking eBook Content of Current Practices In Stock Option Plan Design
 - Distinguishing Credible Sources
13. Promoting Lifelong Learning
- Utilizing eBooks for Skill Development
 - Exploring Educational eBooks
14. Embracing eBook Trends
- Integration of Multimedia Elements
 - Interactive and Gamified eBooks

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