

OPTIONS APPRAISAL

Option Appraisal Steps

1. Focus on project outcomes

- Identify the future operating model
- Focus on business results not solution features

2. Exclude money benefits

- These are factored in the financial analysis - stops double counting

3. Map the outputs of the options to the benefits of the project

- Determine value for money, map benefits of the option to benefits sought

4. Weighting and scoring

- Identify corporate priorities and strategic direction, weight the benefits against each other

5. Review the substance

- Drop any options which fail to deliver critical benefits

6. Rank the options

- By attractiveness & achievability, relates only to non-financial benefits

7. Validate your workings with stakeholders

- All the way through this process, use engagement to build ownership

Stock Option Appraisal Report

Stephen R. Poland, Lisa A. Bucki



Stock Option Appraisal Report:

Founder's Pocket Guide: Stock Options and Equity Compensation Stephen R. Poland, Lisa A. Bucki, 2018-10-15 This highly visual guide offers startup founders and employees a nuts and bolts view of how stock options and other forms of equity compensation work in early stage startups Throughout this guide numerous mini infographics illustrate the key concepts founders need to know and show the relationships between stock option grants vesting timelines exercise timing and associated tax implications In detail this Founder's Pocket Guidewalks entrepreneurs through the following elements Startup Equity Compensation Basics Sharing Equity with Your Team The first section of this guide is structured to help founders build a base of understanding about the numerous definitions and terminology related to startup equity compensation and stock options Topics covered include A brief refresher on startup equity in preparation for delving into the details of stock options and other forms of equity compensation A quick review of how startup equity ownership is shared between the various stakeholder of a startup including the founders investors and employees The fundamental mechanics of how startup stock options work including option grants exercising vesting and selling of stock shares A detailed review of equity compensation terminology and definitions such as vesting strike price fair market value and spread An explanation of each of the most common types of equity compensation including Restricted Stock Incentive Stock Options Non Qualified Stock Options and Restricted Stock Units Equity Compensation Types in Detail The next section of this guide reviews each of the most common types of equity compensation including detailed components such as tax implications vesting and exercise parameters and other IRS rules governing the ownership of each equity type The following equity compensation types are covered Restricted Stock RS Incentive Stock Options ISOs Early Exercise Incentive Stock Options EE ISOs Nonstatutory Stock Options NSOs Early Exercise Nonstatutory Stock Options EE NSOs Restricted Stock Units RSU Establishing Your Startup's Equity Plan In the final part of this guide we dig deeper into the key areas founders need to consider when developing an equity plan for their startup with specific focus on the following issues When to implement a formal equity incentive plan What factors to consider when deciding how large the equity compensation pool should be How to decide employee equity award amounts at the different stages of a startup's lifecycle What general steps to take to establish a equity compensation plan for your startup What key information that must be communicated to employees about equity compensation awards Which step by step calculations are needed to truly understand equity ownership percentages and value How IRS and SEC rules impact private company equity compensation

Executive's Guide to Fair Value Alfred M. King, 2008-04-11 Praise for Executive's Guide to Fair Value Profiting from the New Valuation Rules The advent of fair value reporting is not your Momma's or your Papa's kind of accounting If you're a financial professional above the age of twenty five who is working in industry read this book From choosing a fair value specialist to the perils of made as instructed valuations to purchase price allocations to impairment testing to that SEC tripwire customer relationships fair value expert

Al King gets it right And he does so with neither jargon nor literary anesthesia As a former CFO myself all I can say is WOW Warren D Miller CFA ASA CMA CPA Cofounder Beckmill Research A hands on guide for financial executives needing to understand the appraisal process Executive s Guide to Fair Value Profiting from the New Valuation Rules brings senior level executives up to speed on what fair value really means This new book addresses a full range of issues facing auditors and executives including litigation and the true determination of value estimating the value of working capital and how to estimate the value and life of intangible assets Complete with advice on the latest FASB rules and regulations Executive s Guide to Fair Value Profiting from the New Valuation Rules provides the most up to date and reliable information on The latest fair value rules and how they impact both preparers and users of financial statements The role and responsibility of the appraisal specialist including best practice tips for choosing and evaluating an appraiser Testing customer relationships for impairment A thorough knowledge of what fair value accounting is and how it can impact your corporation and its profitability Practical applications including incentive compensation and equity based compensation In basic nontechnical language Executive s Guide to Fair Value Profiting from the New Valuation Rules will help all financial executives and auditors succeed in understanding the new fair value accounting rules that corporations must now follow The result is a resource that professionals can rely on to understand the importance of valuation and the concepts that define it **The Banker's Handbook on Credit Risk** Morton Glantz,Johnathan Mun,2008-04-23 The Banker s Handbook on Credit Risk shows you how to comply with Basel II regulations on credit risk step by step building on the basics in credit risk up to advanced credit risk methodologies This advanced credit risk management book takes a new tools approach to Basel II implementation The hands on applications covered in this book are vast including areas of Basel II banking risk requirements credit risk credit spreads default risk value at risk market risk and so forth and financial analysis exotic options and valuation to risk analysis stochastic forecasting risk based Monte Carlo simulation portfolio optimization and real options analysis strategic options and decision analysis This book is targeted at banking practitioners and financial analysts who require the algorithms examples models and insights in solving more advanced and even esoteric problems The book comes complete with a DVD filled with sample modeling videos case studies and software applications to help the reader get started immediately The various trial software applications included allows the reader to quickly access the approximately 670 modeling functions 250 analytical model templates and powerful risk based simulation software to help in the understanding and learning of the concepts covered in the book and also to use the embedded functions and algorithms in their own models In addition the reader can get started quickly in running risk based Monte Carlo simulations run advanced forecasting methods and perform optimization on a myriad of situations as well as structure and solve customized real options and financial options problems Only book to show bankers step by step how to comply with Basel II regulations on credit risk Over 150 hands on software applications included on the DVD accompanying the book including sample modeling videos

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