

Employee Compensation Plans

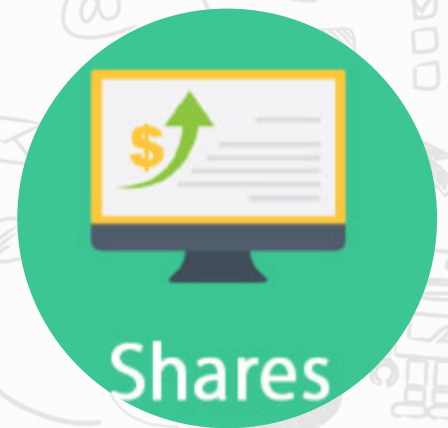


What is an Employee Compensation plan?

Employees are key contributors for the growth story of an organization, hence it is important to have the right incentive plan, current and long term to retain and motivate them. Compensation plans can be either monetary or non-monetary in nature .

Equity settled

- 1) ESOPs - allow employees to buy equity shares at a pre determined price.
- 2) Sweat equity shares - are given for value additions.

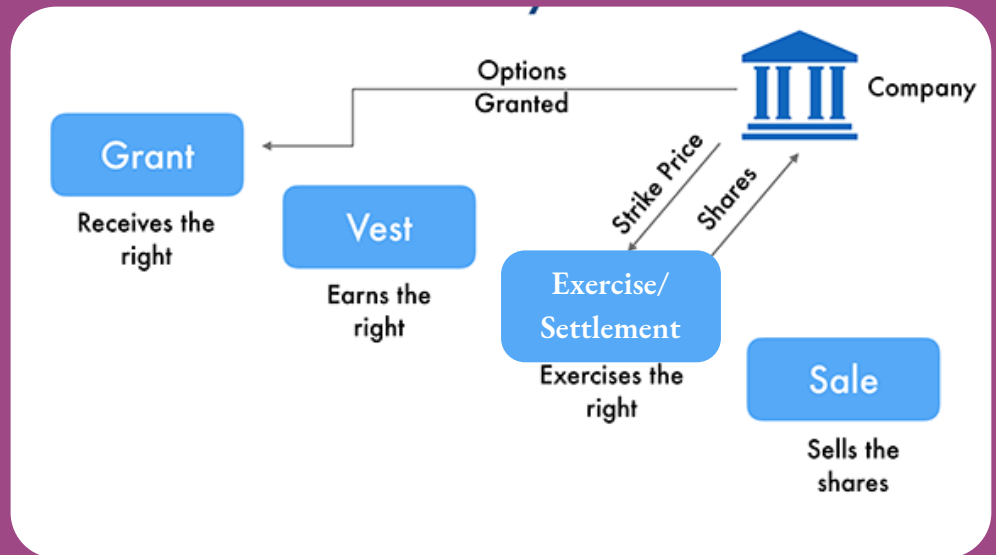


Cash Settled

- 1) Phantom stock - are cash benefit in stock ownership settled at a pre determined date.
- 2) SARs - are cash benefits reflective of changes in stock price over a pre determined period.



Life cycle of Employee Compensation plans



Documents required for compensation plans

- 1) Compensation Scheme
- 2) Agreement with the party
- 3) Grant letter
- 4) Nomination letter

What we do?

- Help choose an appropriate Compensation plans
- Assistance in drafting the plan documents / agreement
- Ensuring seamless Plan execution
- Valuation services
- Other related services



For any queries please contact us

Arun Kumar S (9901971333)

email - info@annveshan.com Website- <https://annveshan.com/>

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