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In the case of equity compensation, a company issues shares, receiving cash and tax benefits, increasing its total outstanding share count. The two kinds of transactions-buybacks and equity compensation-are complementary, but their connection is obscured by the asymmetries in the timing, approval processes, and securities and financial disclosures for each.

Dilution, Disclosure, Equity Compensation, and Buybacks
Select Administrative Issues to Consider When Granting Equity Awards By Anthony J. Eppert on June 11, 2020 Posted in Compensation Design The purpose of this Post is to highlight some of the administrative issues that should be vetted any time the Compensation Committee of a publicly-traded company effectuates a grant of equity to key employees.

Select Administrative Issues to Consider When Granting ...
Equity compensation awards are treated as an expense on a company's income statement. One of the largest issues in accounting for options and ESPPs is the need to assess (often at the time of grant) a current value for awards whose ultimate value to the participant (if any) is known only years later.

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Granting New Equity and Cash Performance-Based Incentive Awards Structuring new equity and cash bonus programs to implement realistic performance goals during a period of extreme market volatility and uncertainty is a timely issue for public companies whose boards and compensation committees are currently preparing new compensation programs.

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