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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

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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

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Ed 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.

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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

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current value for awards whose ultimate value to the participant (if any) is known only years later.

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