

CHEAT SHEET



EMPLOYEE STOCK PURCHASE PLAN

Varies by employer
2-15%
Deferral
Optional benefit (Enrollment)

Varies by employer
5-15%
Discount
Discount (Free Money)

Varies by individual
0-37%
Marginal Tax Rate
6 Taxes (Unique treatment)

KEY TERMS

Purchase

Offering period

Period when you pay deferral builds until the purchase date. Most common are 6-month or 1-year periods.

Purchasing period

Shares are purchased with discount at the end of the purchase period. Sometimes the offering period matches the purchasing period.

Look-back provision

Discount and purchase is applied to the lower of price at beginning of purchase period or the end. Only some plans contain this feature!

Sale

Discount

The amount your company will reduce your purchase price by. The discount is always taxed at ordinary income rates.

Qualified Disposition

Preferential capital gains rate on gains. Must hold shares greater than both:

1. 2-years from offering period
2. 1-year from purchase date

Non-Qualified Disposition

If you do not meet the requirements, then gains are taxed at ordinary income rates.

TAX IMPACT

Non-Qualified Disposition
Discount + Gains

Ordinary Income Tax
0-37%

Qualified Disposition
Discount + Gains

Capital Gains Tax
0-20%

TAXABLE SCENARIO ONLY OCCURS YEAR SOLD!

RISKS



Missing enrollment dates



Value falls after purchase



Reduces monthly cash flow (avoid debt)



Overexposure to company



Under paying taxes the year sold



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