



EMPLOYEE STOCK PURCHASE PLAN



Optional benefit

(Enrollment)





KEY TERMS

Purchase

Offering period

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

THE

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



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



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.

Sale

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,

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

TAX IMPACT

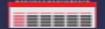
Non-Qualified Disposition

Discount + Gains





Capital Gains Tax



TAXABLE SCENARIO ONLY OCCURS YEAR SOLD!

RISKS

Missing enrollment dates

Value falls after purchase

Overexposure to company
Overexposure to company
Output
Description
Output
Description

Reduces monthly cash flow (avoid debt)



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Ian Pickup



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