

Employee stock option plan model

The slide shows an employee stock option modeling framework which helps in providing incentive to employees contributing in company's success. It provides information regarding founding team, salary, option multiplier, total options, shares price, grant amount etc.

Negotiation of shares based on company percentage and offer employees grants in \$

Improvement in company value leads to increased share valuation by small amount

Increases share count in case of company raises a new round

Employee stock options plan (ESOP) model

	Salary	Options multiplier	Year 0		Year 1			Year 2			Year 3		
			Value \$A	Shares 10,000	Value \$B	Shares 10,000	Share price \$100	Value \$B	Shares 10,000	Share Price \$100	Value \$100B	Shares 10,000	Share price \$1,700
			Total options	Equity (%)	Grant amount	Total options	Equity (%)	Grant Amount	Total options	Equity (%)	Grant amount	Total options	Equity (%)
Total non-founder employee ownership			6.4%		8.0%			11.0%			15.1%		
Founding team													
CTO	\$120,000	2.0x	40	1.0%		40	1.0%	\$20,000	50	1.0%		65	4.1%
Product manager	\$80,000	4.0x	300	2.9%		300	2.9%	\$12,000	300	3.0%		300	2.0%
Year 1 hires													
Lead engineer	\$80,000	1.0x			\$80,000	100	1.0%		104	1.0%	\$20,000	100	1.2%
Lead designer	\$60,000	1.5x			\$60,000	100	1.0%		116	1.0%	\$18,000	100	1.0%
Year 2 hires													
Sales director	\$60,000	1.4x						\$60,000	100	1.0%		40	0.5%
Salesperson	\$50,000	1.1x						\$50,000	100	1.0%		0	0.0%
Engineer	\$70,000	1.2x						\$70,000	100	1.0%		20	0.2%
Year 3 hires													
Marketing Director	\$50,000	1.2x									\$50,000	100	1.0%
Engineer	\$40,000	1.2x									\$40,000	100	1.0%
Salesperson	\$30,000	1.1x									\$30,000	100	1.0%
Office manager	\$20,000	1.1x									\$20,000	100	1.0%

Current Practices In Stock Option Plan Design

Lingjun Ying



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