

SETTING EQUITY PLANS UP FOR SUCCESS WITH PLAN CONSULTATION AND ADMINISTRATIVE SUPPORT

BACKGROUND

The company referenced in this case study is a client of Computershare's employee equity plans service. It is a global leader in the manufacture, distribution and service of highly engineered and customized systems within the \$27 billion plastic technology and processing industry. The company serves a diverse range of industries in North America and in emerging markets, including China and India.

SITUATION

The company recently completed its initial public offering (IPO), listing on the New York Stock Exchange. In addition to working through the complicated process of preparing the files and paperwork needed to go public, the company also had an existing stock option and restricted stock program that needed attention. Prior to going public, the company had limited internal resources dedicated to tracking the equity program. They quickly realized three things:

- › The implementation process would take up valuable time
- › Their existing administration processes would not be able to support the volume of work they were expecting
- › They needed guidance on the best way to administer their plan post-IPO

SOLUTION

Computershare's Professional Services Group provides consultation and support for a variety of long-term and project-based tasks needed to successfully manage employee equity plans. These tasks generally fall outside the normal scope of plans administration. From data formatting to large-scale implementation tasks, the services provided by the Professional Services Group were exactly what the company needed to ensure their equity programs transitioned smoothly and continued to benefit their employees.



RESULTS

With the support of Computershare's Professional Services Group, the company successfully addressed the three major challenges identified during its IPO preparation:

- › The company saved weeks of effort by relying on the Professional Services Group to complete the administrative tasks that would otherwise fall to the company. Through three days of on-site support and subsequent conference calls, Computershare spent time reviewing the company's files and internal processes with the goal of helping them move their data to Computershare's systems.
- › The Professional Services Group helped identify the teams within the company that held the data needed to populate Computershare's recordkeeping system with historical data and plan parameters, and created the data import files needed to establish the system database. Through an analysis of these processes, the Professional Services Group established best practices for the company's plans.

- › They also offered guidance on how best to grant awards going forward and helped the company's teams fully understand the functionality that was available to support the evolution of their equity programs.

The company received the support and knowledge they needed to move their plan from a private company program managed in house to an SEC-compliant equity awards program administered by Computershare.

The result of this partnership was a significant time savings for our client's teams, a smooth implementation that avoided issues with data formatting and transmissions, and a solid understanding of how the company's equity programs will operate in the future.

From data transformation to administrative support, let Computershare's Professional Services Group help with the success of your employee equity plans.

To learn more visit cpm.computershare.com

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