

PLACE YOUR LOGO HERE

Stock Appreciation Rights Program

202X



Stock Appreciation Rights

Long-term Incentive Plan

- **What:** Additional incentive compensation for key leaders and employees
You are treated like an owner without the risks
- **How does it work:**
 - Through growth, the company value increases and you earn the cash equivalent of the company share/unit price gains
 - Vesting schedule that pays out a % vested, like a pension plan, over a period of years

Example:

2022: Awarded 2000 units. Value is \$10 per unit

2027: Fully vested and leave company. Value per unit is \$20

$\$20 - \$10 = \$10$ gain on unit price

Cash payout of $\$10 \times 2000$ or \$20,000 over a defined period

- **Why:**
 - For helping the company grow with efforts **above your current responsibilities**
 - So **YOUR COMPANY NAME** can achieve its vision of “**YOUR VISION STATEMENT HERE**”



Stock Appreciation Rights Long-term Incentive Plan

What a Stock Appreciation Rights Plan Is NOT

- Not a bonus
- Not a 401k match
- Not for every employee

Next Steps

- Questions?
- Agreements and certificates will be provided by: **DATE**
- Review, sign and return a copy of your agreement

