

Topics in Corporate Governance: Techniques in Equity Compensation

Class 4: Guest Interview

Our Guest and the Company

Questions I Intend to Ask...

- Your Role at the Company, and a bit about your background.
- Can you help us understand the development of employee ownership?
- In Your view, how important is employee ownership and the ESOP in particular to the success of the Company?
- What are other incentive or equity compensation/employee ownership programs that the Company offers today?
- Are there any programs that have been offered and discontinued? Why?
- Are there any which are being considered for addition? Why?
- Which programs seem to resonate better with employees? Is there a uniform trend?
- Can you discuss the various programs with respect to their character as either compensation substitutes or investments in ownership?
- Do employees perceive different programs differently? If so, how?
- What advice would you give to a CEO considering employee ownership for a new company?
- Would that advice be different for an established company?
- Any other sage thoughts on the subject?