

ESPP

An Employee Stock Purchase Plan (ESPP) is a company-sponsored program that allows employees to purchase company stock, often at a discounted price, through regular payroll deductions. It's a benefit offered by many companies to encourage employees to have an ownership stake and participate in the company's success.

RSU -RESTRICTED STOCK UNIT

A Restricted Stock Unit (RSU) is a form of equity compensation granted to employees, giving them the right to acquire company stock shares after a set period of time (the vesting period) and meeting certain conditions. Unlike stock options, RSUs are a direct promise of stock, and employees don't need to pay an exercise price to receive the shares.

ISO

- **Incentive Stock Options (ISOs):** Offer tax advantages if certain holding periods are met, but are subject to alternative minimum tax.

Employee Stock Purchase Plans (ESPPs):

Allow employees to purchase company stock at a discount.

Restricted Stock Units (RSUs):

Grant employees a right to receive company stock after a vesting period, usually tied to continued employment.

Restricted Stock Awards (RSAs):

A type of stock-based compensation where employees are granted shares, subject to restrictions, often based on vesting and performance goals.

Stock Appreciation Rights (SARs):

Allow employees to receive cash or shares based on the appreciation of the company's stock price.