

# Effectiveness Assessment

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Companies may be tempted to dismiss, implement, discard, or maintain employee equity plans without a thorough analysis of their impact. Guerdon Associates has a comprehensive approach to assessing equity plan effectiveness which includes:

- Financial impact on company cash flow, expense, taxes, profits, dilution and share price.
- Analysis of compliance obligations, including stock exchange listing requirements, corporations law, and tax codes.
- Assessment of administration capability, including record keeping, disclosures and reporting, accounting compliance, securities authority and stock exchange lodgements.
- Behavioural impact on current and prospective employees by level, gender, ethnicity and skill, for attraction, retention and focus purposes, using valid statistical methods.

Contact us now to discuss an effectiveness assessment.