



## Common problems in ESOP Management



Huge paper work in managing multiple schemes/ maintaining excel sheet for options granted, accepted and exercised by the employees



Maintaining data of large number of employees in various companies situated at multiple locations across India and globally



Making complex calculations for options vested / to be exercised by employees / re-calculations due to corporate action or performance appraisals etc.



Coordinating with the finance department for ESOP payments



Preparing various MIS reports

## How we can help ?



ESOP Guardian is a web based comprehensive application for managing ESOP of any Company, designed by experienced and professional team of CA/CS/IT personnel after collating all their practical experience related to managing ESOP across sectors.



The application manages the complete lifecycle of ESOP in any organization post its implementation keeping in view the regulatory framework under which ESOP functions.



The application has been designed to cater the needs of the Management of any Company - be it listed or unlisted, as it builds systems, automates process, save cost & time and brings transparency. As the name suggests, it is a Guardian of the Company's ESOP Scheme(s) and Employees availing the same.

# Key Features & Benefits



## Regulatory Compliant

Application is developed in full compliance with the applicable laws such as Companies Act, 2013 (to the extent applicable), SEBI Guidelines, Listing Agreement and other allied laws. System manages schemes working under both trust or non trust route



## Multiple ESOP/Employees

Manage numerous ESOP schemes and 'N' of Employees in the Company, its Holding & Subsidiary spread across multiple locations through a single system



## Multiple MIS Reports

Get-up to date information on schemes, employees, options granted / vested / exercised, and payments on click of button. Download reports in excel or pdf. View reports using multiple search options.



## Calculations

Automation of complex calculation like calculation of vesting and exercisability of options, adjustment due to corporate action & performance appraisal, tax payment etc. All such calculations are automated.



## Creates Transparency

Automated system with built-in checks and controls avoids any manipulations and brings transparency in governance.



## Anywhere Access

Developed on web platform therefore can be accessed outside the office limits subject to necessary restrictions.



## Separate Interface

Company, Employee, Accounts and ESOP Trust (if any) each have their separate interface for managing their task and responsibilities.



## Complete Process Cycle

Complete process of Grant/Vesting/Exercise of options and allotment or transfer of shares is managed through the system.



## Auto Alerts & reminders

Auto alerts & reminders to Admin / Accounts / Employees on various events like grant and vesting of options, time period for exercising options, allotment or transfer of shares, approving payment etc.



## Document Automation

Various documents like disclosures in Board's report & Quarterly results, list of Allottee etc. can be prepared on click of button.



## Flexible & customizable

Process flows and reporting format can be customized to meet management needs.



## Data Security

Application is developed on latest technology with best-in-class security features. Facility of deployment of application at client's server is also provided.

# About Us

We, Corporate Professionals eSolutions Pvt Ltd (CPES) is a part of Corporate Professionals, a multi-disciplinary professional mega group headquartered in New Delhi. CPES is a product based IT company, creating niche and innovative solutions primarily in Indian legal space. We bring together a winning combination of domain knowledge and technology. The company is managed by seasoned professionals from legal and technology industry with over more than 30 years. Our products are developed based on practical knowledge and experience acquired by being a part of Indian legal consulting industry for more than a decade.

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