EQUITY COMPENSATION BOOTCAMP

Date: Monday, October 12, 2026 | 7:30 AM - 3:45 PM (ET)

AGENDA AT-A-GLANCE

Time	Sessions	Speakers
7:30 – 8:15 AM	Breakfast & Registration	
8:15 – 9:15 AM	**Module 1: Introduction to Equity Compensation**	Barbara Baksa & Tommy Swindle, NASPP
9:15 – 10:30 AM	**Module 2: Taxation of Equity Compensation**	Barbara Baksa & Tommy Swindle, NASPP
10:30 – 10:45 AM	Refreshment Break	
10:45 – 11:45 AM	**Module 3: Administration for Employee Stock Purchase Plans**	Emily Cervino, Fidelity & Kelly Kennedy, Tenable
11:45 AM – 12:45 PM	Lunch Break	
12:45 – 2:00 PM	**Module 4: Administration for Stock Options and Restricted Stock**	Dean Baylor, Applied Materials Inc & David Hanes, Axon
2:00 – 2:45 PM	**Module 5: Accounting for Equity Compensation**	Liz Stoudt, Infinite Equity
2:45 – 3:00 PM	Refreshment Break	
3:00 – 3:45 PM	**Module 6: Securities Law**	Mike Stevens, Alston & Bird LLP

MODULE DETAILS

Module 1: Introduction to Equity Compensation

60 min | 8:15 – 9:15 AM • Speakers: Barbara Baksa, NASPP; Tommy Swindle, NASPP

- Introduction to Corporate Law: Highlighting the distinction between public and private companies, their governance structure, and the basics of corporate capital structure.
- Basics of Equity Compensation: Overview of its advantages, disadvantages, and common award types.
- Key Terms and Processes: Brief introduction to the key terminologies, processes, and stakeholders involved in administering stock plans.

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Module 2: Taxation of Equity Compensation

75 min | 9:15 – 10:30 AM • Speakers: Barbara Baksa, NASPP; Tommy Swindle, NASPP

- Overview of U.S. tax rules as they apply to equity compensation.
- Taxation of RSUs, including compensation income at settlement, capital gain/loss upon sale, and company responsibilities.
- Taxation of NQSOs, including compensation income at exercise, capital gain/loss upon sale, and company responsibilities.
- Requirements for and taxation of ISOs, including AMT income at exercise, compensation income and capital gain/loss upon disqualifying and qualifying disposition, and company responsibilities.
- Requirements for and taxation of ESPPs, including compensation income and capital gain/loss upon disqualifying and qualifying disposition, and company responsibilities.
- Section 6039 requirements.

Module 3: Administration for Employee Stock Purchase Plans

60 min | 10:45 – 11:45 AM • Speakers: Emily Cervino, Fidelity; Kelly Kennedy, Tenable

- Benefits of ESPPs.
- Qualified vs. non-qualified ESPPs.
- Design considerations (offering periods, purchase price, lookback, eligibility, contributions, plan limits).
- ESPP life cycle (enrollment, pre-purchase procedures, terminations, withdrawals, purchase processing, post-purchase procedures).
- Tax reporting for ESPPs.

Module 4: Administration for Stock Options and Restricted Stock

75 min | 12:45 – 2:00 PM • Speakers: Dean Baylor, Applied Materials Inc; David Hanes, Axon

- Plan design considerations for options and RSUs (omnibus plans, share reserve, vesting requirements, and forfeiture provisions).
- Grant policies and practices (grant sizing, grant timing, and terms and conditions).
- Lifecycle of options and RSUs (pre-grant procedures; grant approval, notification, and acceptance; vesting and release of RSUs; and stock option exercises).
- Employee education.

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Module 5: Accounting for Equity Compensation

45 min | 2:00 – 2:45 PM • Speakers: Liz Stoudt, Infinite Equity

- Overview of income statement.
- Compensatory vs non-compensatory plans.
- Measurement of expense for equity awards.
- Recognition of expense and accounting for forfeitures.
- Financial reporting tasks.

Module 6: Securities Law

45 min | 3:00 – 3:45 PM • Speakers: Mike Stevens, Alston & Bird LLP

- History of US securities law.
- Registration vs. exemption of equity plans, including overview of Form S-8 and Rule 701.
- Rule 144 resale restrictions.
- Public reporting requirements.
- Section 16 reporting and short-swing profits recovery.
- Insider trading laws.

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