Year-End Financial & Tax Planning
For Equity Comp And Company Shares
Comprehensive website section on year-end financial and tax planning
Checklist for year-end and year-start planning

- Exercises, vestings, and ESPP purchases in current year
- Outstanding stock options, restricted stock/RSUs, and company stock
- Expect new grants and scheduled vestings in the year ahead
- ISOs: Did/will exercises trigger AMT and any prior year credit to use
- Dates for when best tax treatment for ISO and ESPP stock sale
- Cycle end for performance share grants: how doing against payout metrics and when will payout occur (with 12/31 cycle end usually next year)
- Salary contributions allocated for ESPP purchases (and how change)
- Expiration dates for options & shorter deadlines with termination
Checklist for year-end and year-start planning

- **Estimated taxes**: need to pay, put money aside, or increase salary withholding (now or 2023)
- Trading windows, blackouts, company ownership guidelines
- Company & brokerage firm statements (online and/or in mail)
- **Early stage private companies**: when expected next round of financing or other developments that will impact 409A valuation
- **Later stage private companies**: plans for company-sponsored liquidity program that allows resales, IPO, or acquisition
- **Pre/Post IPO companies**: lock up ending, ability to sell any shares sooner, when shares delivered with double-trigger RSUs.
Tax and financial-planning topics for stock comp: end of 2022 and start of 2023

1. Income-shifting and multi-year planning
2. Withholding not covering taxes owed
3. Social Security tax in 2022 and 2023
4. Capital loss and gain tax-harvesting
5. Wash sale rule for selling stock at loss
6. ISOs exercise/hold earlier in year & other ISO strategies
Tax and financial-planning topics for stock comp: end of 2022 and start of 2023

7. Dates for exercise and vesting at end of year
8. ESPP sales after stock-price volatility
9. Identifying shares selling
10. Donations of company stock
11. Executive/high-net-worth topics: 10b5-1 plans, NQDC/409A elections
12. Tax forms from company and broker in early 2023
1. Income-shifting and multi-year planning

- **Income-shifting at year-end**: traditional strategy

- **Spread out NQSO exercise** over year-end and year-beginning: Does exercise now push you into higher tax bracket?

- **With restricted stock/RSUs**, tax at vesting (unless 83(b) or deferral available): cannot control when taxed. Income-shifting in vest year.

- **Know room remaining in current and projected tax brackets**

- **Know income phaseout triggers points for any tax credits using**

- **Medicare surtax (NIIT) can be a tipping point in decision making**
### Income thresholds in 2022

- Income thresholds for tax rates and Medicare surtaxes still make it appealing to defer income.
- At a minimum, know income triggers for the next higher rate and when any tax credits phase out.

<table>
<thead>
<tr>
<th>TAX RATE/IMPACT</th>
<th>INCOME THRESHOLD</th>
</tr>
</thead>
<tbody>
<tr>
<td>Income taxed at 37%</td>
<td>(single) over $539,900 (joint) over $647,850 (taxable income)</td>
</tr>
<tr>
<td>Other upper income tax rates for compensation income and short-term capital gains (22%, 24%, 32%, 35%)</td>
<td>Single: taxable income starting at $41,775 (22%) $89,075 (24%) $170,050 (32%) $215,950 (35%) Joint: taxable income starting at $83,550 (22%) $178,150 (24%) $340,100 (32%) $431,900 (35%)</td>
</tr>
<tr>
<td>Capital gains (long-term) and dividends (qualified) taxed at 0%, 15%, or 20%</td>
<td>15% rate (0% below these) when taxable income: (single) $41,675 through $459,750 (joint) $83,350 through $517,200 20% rate when taxable income: (single) over $459,750 (joint) over $517,200</td>
</tr>
<tr>
<td>3.8% Medicare surtax on investment income; additional 0.9% Medicare tax on compensation income</td>
<td>$200,000 single $250,000 joint (modified adjusted gross income)</td>
</tr>
</tbody>
</table>
Income-shifting and multi-year planning

Multi-year planning and income projections more important than ever

- **Two planning goals:**
  1. Keep yearly income under the thresholds for higher taxes and
  2. recognize income in the year when income and tax rates will be lower.

- **Multi-year planning is especially valuable with equity compensation**, given potential spikes in income from it.

- Employees can:
  a) control the timing of stock sales and option exercises
  b) know when restricted stock/RSUs will vest
Medicare surtax on investment income

- 3.8% Medicare surtax applies to net investment income (NII), such as capital gains from stock sales.
- Stock compensation not subject to it, but can trigger it by pushing income over $200K/$250K (not inflation indexed).
- Companies and brokers have no withholding or reporting obligation with the 3.8% Medicare tax on investment income.
- Companies do withhold on the additional 0.9% on comp income.
Medicare rate increase and surtax can be triggered by stock compensation

How stock comp can trigger the Medicare tax 0.9% rate withholding increase and 3.8% surtax by pushing up income:

• exercise of nonqualified stock options
• vesting of restricted stock or RSUs
• grant of restricted stock when 83(b) election
• purchase through nonqualified ESPPs

Tax-qualified ESPPs and ISOs: No withholding at purchase or exercise and no Medicare tax at all, though the income can increase overall compensation income.
Example with NQSO exercise: Medicare surtax

• Employee and spouse expect to have modified adjusted gross income (MAGI) of $175,000 in 2022 and $250,000 in 2023.
• Includes about $40,000 per year in dividends and capital gains. Not subject to the 3.8% Medicare surtax in 2022 because MAGI is below the $250,000 threshold.
• If exercise NQSOs in 2023 and recognize ordinary income of $50,000, this additional amount will push MAGI above the $250,000 threshold. Would have to pay the 3.8% tax on the $40,000 in investment income.
• Extra $50,000 of income will not trigger these taxes if exercise occurs in 2022, as MAGI for the year will still be under $250,000.

Table on next slide uses these facts
### Which year is better for exercise?

<table>
<thead>
<tr>
<th></th>
<th>2022</th>
<th>2023</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Modified AGI</strong></td>
<td>$175,000</td>
<td>$250,000</td>
</tr>
<tr>
<td><strong>Dividends and capital gains included</strong></td>
<td>$40,000</td>
<td>$40,000</td>
</tr>
<tr>
<td><strong>Income from exercise of NQSOs</strong></td>
<td>$50,000</td>
<td>$50,000</td>
</tr>
<tr>
<td><strong>Modified AGI + NQSO exercise</strong></td>
<td>$225,000</td>
<td>$300,000</td>
</tr>
<tr>
<td><strong>Subject to Medicare surtax</strong></td>
<td>No</td>
<td>Yes</td>
</tr>
</tbody>
</table>
General rules for when to exercise/sell by end of 2022 (separate from ISO/AMT)

- You were already planning to exercise options in next few years. Look at impact on tax rate of various scenarios.
- Options close to expiration
- Options are deep in the money (big difference between market price and lower exercise price)
- Plan to change jobs soon: vested options need to be exercised soon after departure
- Need to diversify
- Exercise next year would trigger 3.8% Medicare surtax, other higher taxes, or credit phase-outs based on your projected income
Example with restricted stock: Medicare surtax

- Employee and spouse expect to have $200,000 of adjusted gross income in 2022 and again in 2023.
- They hold stocks and mutual funds with a gain of about $40,000. They intend to sell in 2023 to fund son’s college tuition.
- However, they have restricted stock that will vest in 2023 and project that the shares will provide $50,000 of compensation income. Additional income will push them above the $250,000 threshold.
- If they sell the stocks and funds in 2022, instead of 2023, they will avoid the 3.8% tax on the $40,000 of investment income.
- Could repurchase stock to reset the basis.

Table on next slide uses these facts
Which year is better for selling stock?

<table>
<thead>
<tr>
<th></th>
<th>2022</th>
<th>2023</th>
</tr>
</thead>
<tbody>
<tr>
<td>Modified AGI</td>
<td>$200,000</td>
<td>$200,000</td>
</tr>
<tr>
<td>Unrealized capital gains</td>
<td>$40,000</td>
<td>$40,000</td>
</tr>
<tr>
<td>Income for RSU vesting</td>
<td>$0</td>
<td>$50,000</td>
</tr>
<tr>
<td>Modified AGI + capital gains + RSU vesting</td>
<td>$240,000</td>
<td>$290,000</td>
</tr>
<tr>
<td>Subject to Medicare surtax</td>
<td>No</td>
<td>Yes</td>
</tr>
</tbody>
</table>
Ways to reduce taxable income when big RSU vesting, NQSO exercise, ISO DD, stock sale

- Defer salary under 401(k) plan to the maximum
- Defer larger amounts of salary or bonus income under a nonqualified deferred compensation (NQDC) plan, if company has this type of plan. (See myNQDC.com.)
- If married and spouse doesn’t work at a company with a 401(k) plan, depending on your household income may be able to consider a deductible IRA.
- Max out on your HSA contribution if in a high-deductible health-insurance plan that is HSA eligible.
- Consider charitable donations, including to donor-advised fund
- Net capital losses up to $3,000 against ordinary income (tax loss harvesting)
2. Withholding rate for stock compensation

Withholding applies to NQSOs, restricted stock/RSUs, SARs, nonqualified ESPP

<table>
<thead>
<tr>
<th>Flat Withholding Rate</th>
<th>Supplemental Wage Income</th>
</tr>
</thead>
<tbody>
<tr>
<td>22%</td>
<td>Up to $1 million</td>
</tr>
<tr>
<td>37%</td>
<td>Over $1 million</td>
</tr>
</tbody>
</table>

**Client/employee confusion:** This federal withholding rate does not cover the actual amount owed for income recognized at exercise, vesting, or purchase. No withholding for ISOs, but tax owed with DD.

- **2022:** Income point where 24% tax bracket begins: $89,075 (single) or $178,150 (joint)
- **2023:** Income points will be $95,375 (single) or $190,750 (joint)
3. Social Security

- Social Security wage-base maximum: Increase in 2022 to $160,200 (Medicare uncapped). No Social Security tax (6.2%) is owed on yearly income above that threshold.

<table>
<thead>
<tr>
<th>Social Security Wage Base</th>
<th>Maximum Withholding</th>
</tr>
</thead>
<tbody>
<tr>
<td>$147,000 (2022)</td>
<td>$9,114</td>
</tr>
<tr>
<td>$160,200 for 2023</td>
<td>$9,932.40</td>
</tr>
</tbody>
</table>

- **Year-end strategy:** Income already exceeds the Social Security wage, by exercising NQSOs or SARs in December you can avoid the Social Security tax.
- Save the increase in 2023 Social Security tax by exercising stock options in 2022 rather than 2023, assuming not pushed into higher income tax bracket.
- Wait until January, wage base for the year starts at $0, and SS tax will again apply on option exercise spread or vesting value of restricted stock up to the cap.
- Beneficiaries can avoid tax by exercising in year after death
3. Netting of capital gain/loss and gain harvesting

- Capital gains and losses net each other out on Schedule D. **Matching losses against gains** with tax-loss harvesting: **Year-end strategy of great focus.**

- Up to $3,000 (joint filers) in unmatched losses can be netted against ordinary income, with remainder carrying forward.

**Example:**

- Sell stock in December at a short-term capital loss of $9,000.
- Earlier in year sold company shares for short-term capital gain of $5,000 (reported with tax return on **Form 8949**) 
- Two transactions net each other out on Schedule D, leaving $4,000 of unused losses (assuming no other sales or loss carry-forwards).
- $3,000 is used to offset ordinary income on 2022 tax return and $1,000 is carried forward.
Myth about netting of income with stock options, restricted stock, and ESPPs

- **Myth**: It’s compensation that involves stock, so all capital gains or losses.
- **Truth**: When stock sold immediately upon option exercise, restricted stock vesting, or ESPP purchase, only ordinary income is generated. *Capital gains are created only after holding stock.*
- **Exception for appreciating market sales**: All long-term capital gains with ISOs or mostly LTCG with tax-qualified ESPP when sell stock at price higher than purchased in QD.
- **Exception for down market sales**: All capital loss when sell ISO and tax-qualified ESPP stock at price lower than purchased

**Example:**
- ISOs exercise price of $10 and exercise when market price is $12
- Sold in same year at $8
- No ordinary income, and $2 in short-term capital loss
- If sell at $11, $1 in ordinary income, and no capital loss
Two myths about netting of income with stock options, restricted stock, and ESPPs

**Underwater stock options myth:** Negative spread at exercise can be netted against income from exercising in-the-money options.

**Example:**
- 10,000 NQSOs with $10 exercise price.
- Exercise 5,000 when market price is $15. Generates $50,000 in ordinary income.
- Exercising the other 5,000 when market price is $5 does not generate $50,000 in ordinary income loss.
- If sold the stock from the second exercise at that point, would have $50,000 in short-term capital loss. These different types of taxable “income” do not net each other out directly.
Harvesting stock gains with sale/resetting basis

- Paying higher 20% capital gains tax rate and/or the Medicare surtax varies yearly.
- Convinced higher tax rates are coming in next year (based on comp or tax changes)
- **Selling stock with long-term gains only in years when income will not trigger higher tax rates.**
- Selling not to diversify or meet cash needs.
- Selling appreciated stock to then repurchase same stock.
- No problems with wash sale rule, as selling at a gain.
- Paying tax at lower rate now (15% and no Medicare surtax) plus new basis

Example:

- Own company stock now worth $100,000.
- Tax basis $60,000.
- Sell now ($6,000 taxes on $40,0000 at 15% rate).
- Buy back at same time (basis $100,000 for future sale).
Issues with selling stock to reset basis and harvest gains

Check size of capital-loss carry-forwards or losses from this year

Need funds to pay taxes. Consider the time value of that money

Avoid disqualifying dispositions for ESPPs and ISOs

Prior example: may have $40k of losses to use up, so can wait on sale until future

Step-up in basis at death similarly eliminates tax on the gain

Insider-trading rules and blackouts may prevent sale, unless 10b5-1 plan in place, (may be too late now to set it up)
5. Wash sale rule: selling stock at loss

• With ongoing volatility think company stock is going to bounce back or go higher: **be careful about quickly repurchasing company stock sold at a loss** (could buy another stock in same industry).

• Sell company shares for a loss and buy more company shares within 30 calendar days before or after the loss transaction:
  - Federal tax code will at least **temporarily deny you the ability to claim your loss** on the sale for the number of shares replaced.
  - Loss will be carried over to **increase the tax basis AND holding period** of the replacement shares.
5. Wash sale rule: selling stock at loss

BUY  2/1/22  100 shares @ $50      =      $ 5,000
SELL 3/31/22  100 shares @ $45      =     $(4,500)

Results in $500 loss

BUY  4/3/22  120 shares @ $47      =      $ 5,640

Result:
- Disallowed loss added to basis of repurchased shares
- Adjust holding period of repurchased shares
- Create sublots

BUY 2/1/22  100 shares @ $52      =      $ 5,200
BUY 4/3/22  20 shares @ $47       =       $  940
Beware of wash sales: Recent article by Bruce at Forbes.com explains core rules to avoid this tax-planning pitfall
4. ISO exercise: tax review

1. **The 2 & 1 Rule**: Hold shares more than 2 years from grant & 1 year from exercise. LT capital gains for all sale proceeds over exercise price!

2. **Disqualifying disposition (DD)** when not held for that long: spread at exercise becomes ordinary W-2 income, assuming higher stock price. If not, **taxes vary**.

3. **No tax withholding** or Social Security/Medicare tax, **even upon early DD sale**.

4. **Shares held through calendar year** of exercise, spread at exercise part of AMT income. **No AMTI when sell before YE**. AMT credit when exercise triggered AMT.

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**GRANT DATE to EXERCISE DATE**
1/1/2020 → 4/1/2021

**SALE = disqualifying disposition**
4/1/2021 → 4/1/2022

**SALE = qualifying disposition**
4/2/2022 and beyond
4. ISO exercise: AMT review

- After TCJA, ISO exercises are much less likely to trigger AMT.
- Bigger cushion between ordinary income tax and AMT
- Will also recover AMT credit much faster.
- ISO spread one of the remaining items that can trigger AMT, given SALT cap and elimination of personal exemptions
- AMT planning remains important for employees with ISOs.

<table>
<thead>
<tr>
<th>Filer status in 2022</th>
<th>AMT income exemption amount</th>
<th>Exemption amount phaseout starts at 25 cents for each $1</th>
<th>Exemption amount phaseout ends</th>
<th>Point where rate rises from 26% to 28%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Single</td>
<td>$75,900 (pre-TCJA $54,300)</td>
<td>$539,900 (pre-TCJA $120,700)</td>
<td>$843,500</td>
<td>$206,100 (married filing separately: $103,050)</td>
</tr>
<tr>
<td>Joint</td>
<td>$118,100 (pre-TJCA $84,500)</td>
<td>$1,079,800 (pre-TCJA $160,900)</td>
<td>$1,552,200</td>
<td>$206,100</td>
</tr>
</tbody>
</table>

Table From myStockOptions.com ISO/AMT content. © 2022 myStockOptions.com
4. ISO exercise/hold earlier in year

• ISO spread part of AMT income calculation no matter when exercise occurred if you hold the ISO stock by end of calendar year.

• One ISO strategy: Exercise ISOs in the first quarter of a year. Why?
  - Stock price drops: sell the ISO shares later during the same calendar year and avoid paying AMT on paper profits.
  - Stock price rises: hold the shares, selling some shares with tax return next year to pay any AMT. All long-term capital gains at sale.

• Analysis near the end of the year: calculate whether you should sell the stock this year to eliminate any AMT on the spread at exercise.

• If you sell the stock, to avoid problems with the wash sale rule for ISOs (it’s even worse) do not repurchase company shares within 30 days after the sale.
ISO AMT year-end/year-start strategies

- Exercising ISOs up to AMT cushion/crossover point
- Exercising NQSOs to bump up ordinary income
- Exercising at beginning of next year
- Disqualifying ISO stock to increase ordinary income
Strategies and a twist to year-end ISO analysis

- Exercise ISOs in the first quarter of a year.
- **Why?** Stock price drops, sell the ISO shares later during the same calendar year and avoid paying AMT on paper profits. Stock price rises, hold the shares. All long-term capital gains at sale.
- Need to do multi-year income projection. Exercises of ISOs in early 2022 for planned stock sales in 2023: 23.8% in taxes instead of 15% tax based on total income.
- In some situations, better to sell in a disqualifying disposition than hold for long-term cap gain.

Evaluate the impact of the current top capital gains rate, along with the Medicare surtax on investment income.
5. Exercise and vesting dates near year-end

- Look at stock plan docs for **last business day in year** when options and SARs can be exercised. **Is it Friday, December 30?**
- All **completed** exercises with a 2022 exercise date and all restricted stock with a 2022 vest date included in 2022 taxes and W-2. Will count towards Social Security income limit in 2022.
- Social Security wage cap will rise in **2023 to $160,200**, up from $147,000 in 2022. With the 6.2% rate of Social Security tax, the maximum possible Social Security withholding is **$9,114 in 2022** and will rise to **$9,932.40 in 2023**.
- Does not matter that company sends taxes to the IRS in early 2023.
8. Sale of tax-qualified ESPP stock

- **Qualifying disposition** satisfy the ESPP holding-period requirements: still ordinary income for the portion of the gain equal to your company's discount (e.g. 5%, 10%, or 15%) from the offering/start-date price, *regardless of the actual purchase price of the stock and whether or not there was a lookback*. Ordinary income is this amount or the actual gain at sale, whichever is less. Stock sold at a loss, no ordinary income and just capital loss.

- **Disqualifying disposition** (sale immediately or within one year of purchase/two years of enrollment): *the spread at purchase* is ordinary income, even when sold below purchase price.

- Breakdown of ordinary income/capital gains can vary with a tax-qualified ESPP.
8. Sale of tax-qualified ESPP stock when volatile

Offering start price $20, purchase-date price $10. The 15% discount results in $8.50 purchase price. See table for example on next slide.

Usually better to have capital gains than ordinary income because you can net gains against losses.

Example with sale when stock price at $15: Hold long enough: have $3 in ordinary income and $3.50 in capital gain. Sell sooner: have $1.50 in ordinary income and $5 in capital gain.

Example with sale when stock price at $5: If wait to sell stock one year after it drops to $5, will have $3.50 short-term capital loss and no ordinary income. If sell before one year, will have $1.50 in ordinary income and $5 in short-term capital loss.

Taxation with a qualified Section 423 ESPP is confusing!

See section ESPPs: Taxes Advanced on myStockOptions.com and in Knowledge Center
8. Sale of tax-qualified ESPP stock when volatile

Offering start $20, purchase-date $10, $8.50 purchase (15% discount)

<table>
<thead>
<tr>
<th>Stock price at sale</th>
<th>Sale after holding period met</th>
<th>Sale before holding period met</th>
</tr>
</thead>
<tbody>
<tr>
<td>$15</td>
<td>$3 in ordinary income and $3.50 in capital gain</td>
<td>$1.50 in ordinary income and $5 in capital gain</td>
</tr>
<tr>
<td>$5</td>
<td>$3.50 short-term capital loss and no ordinary income</td>
<td>$1.50 in ordinary income and $5 in short-term capital loss</td>
</tr>
</tbody>
</table>
9. Identifying shares: examine standing orders

- Default standing order in your account for the shares to use at sale is "first in, first out" (FIFO).
- Employees may hold various lots of company stock from stock option exercises, vested restricted stock/RSU grants, and/or ESPP purchases.
- The tax basis and the tax rules for each lot will be different.
- FIFO sale of stock could trigger larger taxable gains (or even a disqualifying disposition of ISO or ESPP shares).

- **Need to change standing order before settlement date**: identify shares sold. Previously, you could get away with just indicating the sold shares on your tax return.
9. Identifying shares: examine standing orders

- See Bruce Brumberg’s article on this topic at Forbes.com for details on identifying shares to be sold.
- Discusses tax importance of selecting share lots you sell.
- Article prompted by the way Robinhood explains its rules.
10. Donations of company stock

Appreciated stock held more than one year: when transfer to charity or donor advised fund get a **tax deduction for the fair market value of the stock** (not cost basis)

- Deduction limit to 30% AGI (20% family foundations) with 5-year carryforward.
- Avoid disqualifying dispositions with donations of immature ESPP and ISO stock.
- **Bigger donation and tax deduction with stock than cash.** Not paying capital gains tax at 15%/20% (and Medicare surtax at 3.8%) and donating net proceeds.
- Take the standard deduction or itemize? Bunching donations in single year to get over the $12,950 /$25,900 point where it makes sense to itemize.
- Cares Act provisions on charitable deductions **do not apply to stock**, only cash donations: $300/$600 joint filers deduction for donation directly off adjusted gross income.
Better to donate appreciated shares held long-term than cash

**Example:** Own 10,000 shares trading at $10 per share received at $1 per share. Should you donate the $100,000 of company stock or sell the stock first and then donate the cash proceeds?

<table>
<thead>
<tr>
<th></th>
<th>Donation of stock</th>
<th>Donation of cash</th>
</tr>
</thead>
<tbody>
<tr>
<td>Federal and state income tax rate</td>
<td>40%</td>
<td>40%</td>
</tr>
<tr>
<td>Tax rate and amount for selling stock</td>
<td>N/A</td>
<td>15% / $13,500 (0.15 x $90,000)</td>
</tr>
<tr>
<td>Net amount to donate</td>
<td>$100,000</td>
<td>$86,500</td>
</tr>
<tr>
<td>Tax savings (40% rate)</td>
<td>$40,000</td>
<td>$34,600</td>
</tr>
</tbody>
</table>
Articles on donations, a popular year-end financial and tax move
11. High net worth/executive topics

- **Rule 10b5-1 plan** when executives know they plan to sell at year-end or to implement diversification plan for year-ahead.

- Hedging of company stock: What is company policy (see proxy statement) and whether any prohibition?

- Deadline for 409A/nonqualified deferred compensation (NQDC) elections. Applies to RSUs with deferral election and certain performance share unit plans, not just salary and cash bonus.

- NQDC elections needed by year-end for salary income that would be received in 2023. Electing how much to defer and when get distribution. Website on nonqualified deferred comp at [www.myNQDC.com](http://www.myNQDC.com).
8. High-net-worth/executive topics

- For participants in nonqualified deferred compensation (NQDC) plans, year-end is the usual time to make deferral elections.

- Newly released IRS contribution limits for qualified retirement plans affect these NQDC deferral decisions, as explained in an article that Bruce wrote for Forbes.com.
12. Tax forms from company and broker in early 2023

- Form W-2; Form 3921 for ISOs; Form 3922 for ESPPs
- Form 1099-B for stock sales from broker: usually incomplete on cost basis
- For grants made in 2014 and later years, brokers are not permitted to report compensation/W-2 income part of basis
- Need to know: (1) how broker is handling basis reporting for pre-2014 grants; (2) whether it is providing any supplemental information on the basis to employees
- No changes in 1099-B and tax return forms 8949 and Schedule D. Continued change in Form 1040 and new schedules
- W-4 not based on allowances/personal exemptions. Does it need updating for 2023, perhaps as away to adjust for lower stock comp withholding?
CE credits!
Self-study courses and exams for CFP, CPWA/CIMA, CEP

<table>
<thead>
<tr>
<th>Basics</th>
<th>NQSOs</th>
<th>ISOs</th>
<th>ESPPs</th>
<th>Restricted Stock</th>
<th>SARs</th>
<th>Financial Planning</th>
<th>Job Events</th>
<th>Life Events</th>
<th>M&amp;A</th>
<th>SEC Law</th>
<th>Pre-IPO</th>
</tr>
</thead>
</table>

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- Restricted Stock & RSU Financial Planning: Advanced Bootcamp
- Stock Option Exercise Strategies: Advanced Bootcamp
- Strategies For Concentrated Positions In Company Stock
- 10b5-1 Trading Plans & Other SEC Rules Advisors Need To Know
- Negotiating Equity Compensation: How Advisors Can Help Clients
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