

with an IPO, which would probably benefit the stakeholders (myself) than them. To mitigate these costs, the lenders may seek to regulate how their money is used through constraints. One of the common constraints is the debt covenants, where the lender restricts the expenditure actions of the borrower.

Corporate Governance

Corporate governance refers to a set of mechanisms by which a company is run and managed and includes the interaction among key participants to shape the performance and progress of the company. These participants may include shareholders, the management team, and the board of directors. Interactions include how the various parties interested in the company make and implement effective strategic decisions. On the other hand, performance and progress may include creating a balance between the economic and societal goals of the company. The five internal corporate governance provisions that are under an organization's control include:

- Providing funding for a project or initiative being run by the company.
- Repaying company loans, debts, and balances within the set periods.
- Attracting and retaining the best management talent to ensure smooth and organized operation of the company.
- Meeting shareholder expectations and objectives considering their importance to the welfare of the company.
- Planning both short and long-term moves with the growth and prosperity of the company in mind.

Stock Option Compensation Plan

Stock option compensation is when an employee is rewarded with a predetermined number of shares bearing a set price instead of cash or other forms of payments. Accordingly, this option is common in startups that may not have enough cash on hand to competitively pay their best employees. In this option, the awarded stock is put under a defined vesting period after which the employee can collect and sell it. Incentive stock options (ISOs) are exclusively offered to employees and bear certain tax advantages compared to non-qualified stock options (NSOs). For instance, an employee can be offered a set number of shares at \$20 per share, each vesting 30% for three years. Before the expiry time, the employee pays \$20 for each share, regardless of the stock price changes during this period.

Additionally, there are various problems associated with the use of stock as a compensation option, both for the company and the employee. Firstly, unless an employee is offered an ISO, stock compensation options can bear complicated tax

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Mark Steyvers



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