

Gear Up Program

Keeping Up With Global Equity Updates

Rutlen Associates LLC

Rutlen Associates is pleased to announce the GEAR Up program. This program will help you –

- Manage global updates,
- Filter what has an impact on your plans, and
- Stay in compliance with the ever-changing global landscape.

If you are overwhelmed with the requirements and constant updates impacting global equity plans, confused by the different interpretations of legislative changes by different vendors or unsure of the impact of the changes on your stock plans, get traction with the GEAR Up program.

Rutlen Associates has a variety of approaches to support your needs regarding your global stock plans including –

- The “GEAR Up” Program
- GEAR Up Lite
- Customized consulting

GEAR Up Program

The GEAR Up program is designed to outsource the tracking of global equity updates to Rutlen Associates. Our centralized tracking system and numerous information sources together with our knowledge and experience in global stock plans means that you stay current with changes in a timely and cost efficient manner.

The program starts with us getting to know your plans and company structure; this upfront information gathering allows us to understand those changes that will have an impact for you. We will monitor appropriate legislation, judicial precedent, and action by the tax authorities. Then we filter and summarize what is meaningful for you. Finally we meet with you quarterly to discuss the updates, how they might impact your plans, and what actions you should take. Of course, if there is any major change that requires immediate action, we will let you know as soon as possible.

As a result you can focus on the things you need to do without worrying about global updates and **keep your plans current in a cost-effective manner.**

GEAR Up Lite Program

The GEAR Up Lite program provides a quarterly summary of country changes. It does not include a review of your plans, quarterly meetings, or recommendations as to your response to the changes.

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Customized Consulting

In addition to the above programs Rutlen Associates provides a wide variety of consulting to our clients. We would be happy to address specific projects separately.

For information on how you can subscribe to the Gear Up program, please contact us.

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