QAPITA

How Qapita transformed employee ESOP experience for a large private Non-Banking Financial Company

The company had been using a service provider that managed their ESOP records offline and sent out periodic reports.

✓ KEY OUTCOMES

400 Employees
400 employees now have direct visibility of their ESOPs

3X Increase
Number of exercise requests increased 3x owing to the presence of a workflow and communication of value

Increased Engagement
Increased engagement from employees with their awards helped build greater awareness of ESOPs value

Ease of administration
Same day grant process, automated and comprehensive reporting

Process before Qapita

CHALLENGE

Manual grant process

Individual emails needed to be sent out. Each letter template needed to be filled with details of the employees. Intensive effort was required to create signed documents but improper tracking led to issues.

Limited visibility of ESOP value

Employees didn’t understand the value of their esops – potential missed opportunity for employee motivation and retention.

Offline exercises process

Involved multiple back and forth over emails and required manual processes and tracking.

Misalignment between internal teams

No Single Source of truth. Manual compilation of data was time consuming and error prone.

Error prone data management in Excel

Requirements to handle large data sets led to increased likelihood of manual errors and incorrect information flow.

How Qapita helped solve these challenges on a digital platform

Comprehensive e-Grant workflow

Letters can be generated and signed on the platform. Digital records are always accessible to both administrators and employees.

We introduced the Equity Payslip and Valuation Slider for employees

Quarterly Equity Payslip can be sent to employees detailing their ESOP summary, vesting progress and the potential wealth creation opportunity. A valuation slider on the employee login was introduced to show the current value of ESOPs basis the last Fair Market Value.

Digitised exercise flow

- Employees can request for exercise of vested options
- Employees get to view potential tax implications
- Admin can track and update the status of exercise for employees

Management of multiple corporate entities

All Group entities and ESOP plans can be managed on a single platform, whilst Qapita's reporting engine provides support for granular entity-level output.

Custom reports that meet the requirements

The following Reports were added to our standard reporting module based on the company's requirement.

- Grant and vest wise reports
- Cancellations and Exercise reports
- Plan level summary and more