

ESOP Direct :

Adhering the best practices to Facilitate regulatory compliance

With companies increasingly going global, governments around the world have taken up the job of protecting consumers and companies against poor management of sensitive information. This shift has unfortunately led to a steady stream of confusing laws and regulations. Depending on the nature of the business, industries need to act in accordance with specific set of rules to prevent leakage of sensitive information and structured compensation. ESOP Direct headquartered in Pune specializes in Equity Based compensation, and provides services that cover the entire life cycle including Plan conceptualization, Design, Documentation, Plan management, Compliance and Reporting. “Our goal is to facilitate compliance and make it easy for the companies”, says Harshu Ghate, CEO.

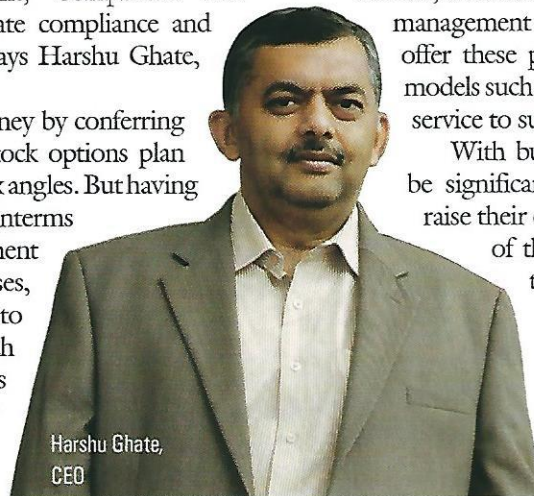
The company started off its journey by conferring with clients on how to design a stock options plan which included legal, financial and tax angles. But having sensed the difficulty of the customers in terms of implementation and management of plans,— grants, vesting, exercises, compliance, ESOP Direct decided to design web based platforms which could enable access to employees from anywhere, anytime to their Options data. Taking it further, ESOP Direct rolled out SaaS and robust engagement platforms to help customers stay updated with the regulatory changes, global trends and practises. While being committed to maintain compliance and confidentiality of all customer sensitive information, ESOP Direct leverages MyESOPs, eCons Direct, e-grants and Vigilantè. My ESOPs is a platform that manages the Employee stock option plans for companies and helps them to comply with SEBI, Income tax, Companies Act and Accounting Standards relating to such Plans. eCons Direct platform helps companies consolidate their financial statements. Vigilantè is a platform that helps companies

track and monitor Insider Trading. What differentiates ESOP Direct is its strong focus, rich domain expertise and its ability to bring technology based solutions to address compliance needs. “in all our offerings be it, ESOPs, financial consolidation or insider trading, our technology solution is laid on the foundation of strong domain expertise and knowledge of global best practices”, says Harshu.

All compliance processes require loads of documentation, communication, tracking, meeting deadlines, storing information and management reporting. These requirements are ideal candidates for providing an automated, on-line platform. “All our offerings provide these features, they are on-line, accessible 24x7, meet all the statutory and management reporting requirements. We also offer these platforms with various engagement models such as On-premise, SaaS and outsourced service to suite client needs”, adds Harshu.

With businesses going global, there would be significant pressure mounting on them to raise their compliance standards. Though most of the businesses want to be aligned to the right side of the law, they fail to carve the road to achieve the same. This is when ESOP Direct dons the hat of a compliance facilitator, who not only makes it easy for organizations to comply with compliance but also turns it easy and process driven. Being promoted by Chartered Accountants and Company Secretaries ESOP Direct has strong credentials in Corporate law, Finance and Accounting. The company with track record of more than 15 years and more than 600 corporate clients, it certainly has all the expertise and experience to design, develop and

deliver the state-of-the-art, innovative solutions to meet the corporate needs. “Moving ahead, we will continue delivering more robust solutions in compliance domain and help companies reach global standards in corporate governance”, concludes Harshu. **CR**



Harshu Ghate,
CEO



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