

My Incentive Plan

Streamlining share-based payment planning and management

My Incentive Plan is a user-driven management system which simplifies the creation and management of share-based payments accounting expenses. Users can integrate their company share-based payment data into a cloud-based platform to calculate expenses, perform forecasts, generate accounting reports and reduce the risk associated with the share-based payments accounting process by creating a single source of truth with a defined audit trail.

1. Upload

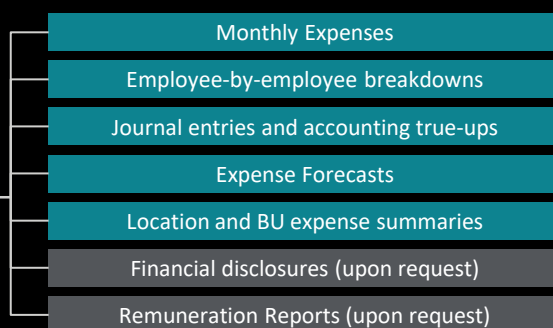
My Incentive Plan can be integrated through API's with the systems below:









2. Manage



3. Calculate



Key Benefits

-  **Automated and Operational**
Store and manage your share-based payment data on our secure platform, eliminating the risk of manual errors and improving your audit trail through the inbuilt change log.
-  **Handles complex scenarios**
Generates expenses for all scenarios per your expense policies – including employee leave, termination and new hires.
-  **Proven scalability**
My Incentive Plan is appropriate for anything from pre-IPO entities to established multinational corporations with thousands of grant offerings across different locations.
-  **Sensitivity Testing**
Test vesting, termination and plan issuance scenarios and gauge the potential impact of new plans on your financial statements.
-  **True-up expense forecasts**
Adjust for plan estimates and perform expense true-ups on a monthly basis to enable accurate recognition and reporting.
-  **Adaptable to different geographies**
Adaptable to suit all accounting standards – including AASB 2 (AUS), ASBE 11 (China) and ASC 718 (USA).

Curated by share-based payment professionals

Deloitte has extensive experience in share-based payments, allowing us to address the key issues and risks in share-based payments management and accounting. My Incentive Plan has been developed with the express goal of simplifying and mitigating the reporting risks associated with share-based payments expensing by establishing a secure modelling engine which can replace large and complex manual calculation spreadsheets.

Client Results

Existing client processes involved manually preparing spreadsheets for each grant – with the calculation process prone to human error. My Incentive Plan automatically generates expenses using output files from client data providers in 2-3 minutes in a controlled environment, eliminating the risk of human error.

Deloitte also performed UAT on My Incentive Plan for the client and have identified a large volume of inconsistencies in the client's spreadsheets. Even small errors can be unacceptable in the accounting of employee remuneration.

Source of Difference	Approx. % Impact on expenses (Per year per scheme)	% Of Employees with inconsistent approach	Comment
Inconsistent termination methodology and reversal figures and outdated termination files	1-5%	1-5%	My Incentive Plan uses the most readily available employee registers to avoid outdated terminations
Unreconcilable grant inputs (I.e. number of rights issued)	1-2%	5-10%	All expense inputs can be traced back to input files
Incorrect grant valuation assignment methodology	1-10%	1-20%	Approach concurred by client management as correct
Other (Manual overwriting, incorrect starting/ ending months etc)	1-2%	1-2%	Idiosyncrasies eliminated through automation

How it works

Step 1 - Access the My Incentive Plan Dashboard



Log in to the secure My Incentive Plan client, manage your company account and set up multiple user accounts which have shared database access.

Step 2 - Manage your company-specific inputs



Upload share registers, employee files and grant valuations to our dynamic database, tailored to your internal HR system outputs.

Step 3 - Calculate your expenses



Calculate your share-based payment expenses according to your company-specific inputs and accounting policies.

Step 4 - Explore your SBP Expense Dashboard



View a summary of your share-based payment expenses, or export Excel results files. Generate accounting journal entries including provisions, true ups and accruals.

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