

VSOP

Virtual Stock Option Plan



What is a Virtual Stock Option Plan? (VSOP)

Virtual Stock Option Plan (VSOP) also known as “phantom stock”, VESOP or virtual shares is an employee participation plan powered by blockchain.

VSOP gives every employee the benefit of being a shareholder of a company without the actual ownership rights structure between employer and employees. Instead, the company creates a contractual claim for payment upon a certain scenario. Once the payout conditions are met, e.g. company sale, employees get their payout.

In particular for startups and small businesses, VSOP offers a way to attract skilled employees and give an incentive for better performance. While VSOP is mostly used as an employee participation model, it isn't restricted to this one group but can be used to get advisors for the company or even for suppliers and other stakeholders.

Virtual shares are an attractive equity management vehicle because it's significantly lower in complexity and legal hurdles than other similar plan schemes.

VSOP in Germany

NXT Boardroom

NXT Boardroom, the German AI-enabled networking platform that offers their whole community and network VSOP. Setting up a stock option plan was important to reward existing members and attract new ones, but also to create a unique experience for partners. Introducing VSOP sets NXT Boardroom apart from their competitors.



Why implement VSOP?

- Incentivize employees for better performance
- Reward and retain qualified employees
- Open liquidity to pursue other business ventures
- Apply the model to win other shareholder groups such as advisors or business partners
- Obtain tax benefits

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Modern Equity Management System Built on Blockchain



Track the increase of tokens (virtual shares)



Ready-to-use legal document (contract) provided



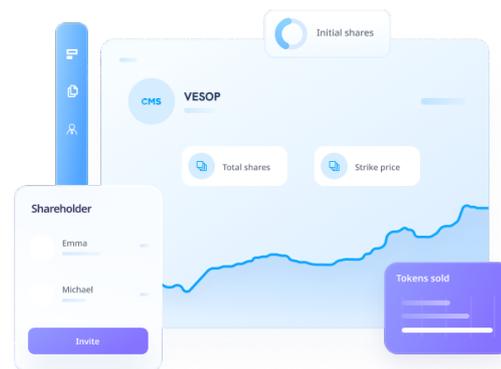
Integrated onboarding with built-in identification process and digital signature



Cap table management to share company information and reporting

VSOP Management Platform

User-friendly platform built on blockchain technology with easy setup, flexible share schemes, automated processes, and legal documents. Suitable for startups and companies that work cross-border. Personalized dashboard with cap table management that is easy to track and share.



[Contact us](#) if you would like to launch your own VSOP program or to learn more about its opportunities.

We look forward to hearing from you.