

Equity Compensation Proposal

Date: [Insert Date]

To: [Recipient's Name]

[Recipient's Title]

[Company Name]

[Company Address]

Dear [Recipient's Name],

I am writing to propose an equity compensation package that aligns with [Company Name]'s strategic goals and rewards performance. Given the pivotal role that [Recipient's Title/Department] plays in driving company success, I believe this proposal can greatly enhance our collective efforts.

Proposed Equity Compensation Structure

- Equity Type: [e.g., Stock Options, Restricted Stock Units]
- Total Equity Amount: [e.g., 10,000 shares]
- Vesting Schedule: [e.g., 4-year vesting with a 1-year cliff]
- Performance Criteria: [e.g., achieving specific financial targets]

Rationale

This equity compensation proposal aims to:

1. Align individual and company performance.
2. Encourage retention of key talent.
3. Attract potential future leaders.

I am open to discussing this proposal in more detail and am looking forward to your feedback. Thank you for considering this opportunity to enhance our compensation strategy.

Sincerely,

[Your Name]

[Your Title]

[Your Contact Information]