

Attracting Talent with ‘Phantom’ Stock

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As the market for top talent continues to tighten, attracting and retaining key executives often requires business owners to give them a “piece of the action.” Phantom stock plans can accomplish this without the owners “giving away the store” by providing executives the economic benefits of ownership, while avoiding the worrisome corporate governance, securities law and tax issues that come along with issuing them real stock.

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