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# Essential Guide to Your Employee Stock Purchase Plan

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Use the calculator to estimate your potentially guaranteed return rate on your employer stock purchase plan (ESPP). The only way to lock in the return is to try and sell the shares as soon as they are purchased. This will result in taxes being recognized in the year of the sale, which you can also project in the calculator below.

*Is an Employee Stock Purchase Plan (ESPP) better than a ...*

Employee Stock Purchase Plan (ESPP) is a popular tool for companies to allow their employees to participate in the company's growth and success by becoming shareholders. ESPP gives you the option to buy shares of your employer at a discount price. Most companies set a discount

between 10% and 15%. [Learn About Selling Employee Stock Purchase Plan Shares](#)

An employee stock purchase plan (ESPP) allows you to buy shares of company stock at a price below market value. The terms of each plan differ, but you'll generally see a discount of about 10%-15%. You agree to payroll deductions to fund the purchase, and at certain points in the year, your company purchases the stock for you.

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In the United States, an employee stock purchase plan (ESPP) is a tax-efficient means by which employees of a corporation can purchase the corporation's stock, often at a discount. Employees contribute to the plan through payroll deductions, which build up between the offering date and the purchase date.

### **Employee Stock Purchase Plan (ESPP): Take Advantage Of ...**

In last week's post, I showed that if you have access to an Employee Stock Purchase Plans (ESPP) offering the full 15% maximum discount you can justify prioritizing the ESPP over an index fund investment in a taxable account, despite the higher risk.

*Employee stock purchase plan (ESPP) - Stryker*

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