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IT training firm Koenig Solutions today said it has delivered the first grant of Employee Stock Options (ESOPs) to 11 of its long-serving star performers on June 14, 2013.

“The objective of ESOPs is to make Koenig’s workforce a shareholder in its continued success. During the exercise, a total of 1,250 shares amounting to 0.25 per cent of the current total equity of the company (500,000 shares) were distributed,” the company said in a release.

Shares will be vested at the rate of 25 per cent every year over the next three years, starting April 2013. They will be issued at a face value of Rs 10 apiece, it added.

In case IPO is not possible in 3 years, the company will guarantee repurchase of exercised shares at a ‘notional’ market value of the shares, it said.