



## **2022 NABP Formatting Guidelines**

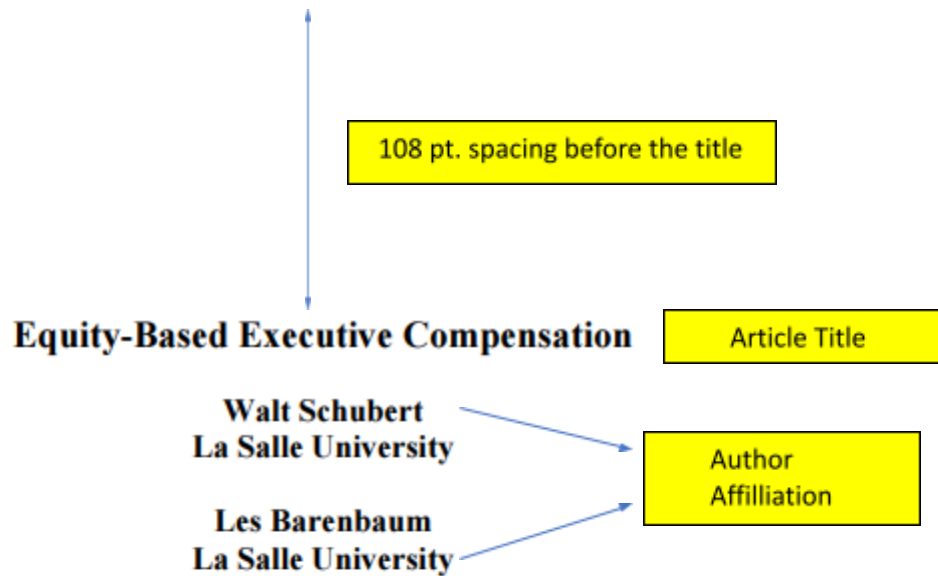
### **GENERAL FORMAT SETUP:**

- Produced in MS-Word 97 or greater, PDFs are discouraged.
- 1 inch margins on all sides
- 8.5" x 11" paper size, not A4
- Single spacing, from beginning of document
- One space after all punctuation
- Times New Roman, 11 pt. font
- Full justification except where noted
- Do not number pages
- Do not use footnotes or endnotes. See details below.
- Paragraphs should be continuous, no line spaces between paragraphs, with a 1/4 inch (0.25") indentation (first line indentation) per each new paragraph, no landscape oriented pages. Exceptions can be made for tables that cannot be made narrower.

**Article title** should be 2.5 inches from top (108 pt. spacing before the title); title should be centered, bold, 14 pt font, Times New Roman.

Each **author**, with affiliation, should be centered below title, with space between first author and title, and each subsequent author/affiliation, 12 pt font, bold, Times New Roman. (Note: Please always follow First Name then Last Name order, for proper citation in APA Format)

After the last author's affiliation, hard return 4 times and place an **abstract** of 100 words at the minimum and 170 words at the maximum; in italics, 11 pt font, with no indentation. **Keyword/s** should follow one space after abstract.



*Equity-based executive compensation has received a lot of attention both in the press and the academic literature. The empirical evidence has questioned the efficacy of such compensation to align top management and shareholder wants. The literature has focused both on agency and behavioral motivation principals. While we briefly discuss behavioral views on equity-based executive compensation schemes, or focus is on the more traditional agency theory view. In this paper we focus on incentive structures and the consequent modes that are most likely to be effective in motivating managers to maximize shareholder wants. We investigate the traditional, relative, and absolute modeling principals for both option and restricted stock grants. Example models are constructed and the strengths and weaknesses of each model are analyzed. Overall we conclude that the absolute model, employing restricted stock as the awarded asset, is most likely to lead to the maximizing outcome for which equity-based executive compensation strategy is intended.*

*Keywords: equity compensation, compensation schemes, asset, restricted stock*

## HEADINGS

**First level headings** should be bold, all caps, 11 pt Times New Roman, Left Justified with 1 line space above and below the heading.

Section I views the current literature on the executive compensation issue. Section II is a brief section defining terms. In section III we discuss the point of equity-based employee compensation. In section IV we analyze restricted stock grants. Section V analyzes executive

### LITERATURE REVIEW

#### **Examining the Co-Evolution**

First Level Heading

Emerging Markets

Second Level Heading

Existing conceptualizations define business models as a firm's strategic response to their environment (Amit & Zott, 2001; Chesbrough & Rosenbloom, 2002; Klein, 2007; Lichtenstein & Brush, 2001; Mahadevan, 2000; Morris, et al., 2005; Sandberg & Hofer, 1987; Voelpel, et al., 2004; Zott & Amit, 2007). Business models seek to achieve an optimal arrangement of a firm's resources with those of its value chain (Morris, et al., 2005; Porter, 1985; Shafer, et al., 2005; Zott & Amit, 2007) in order to achieve and sustain competitive advantage. Existing theory and conceptualizations accurately describe business model development and implementation under conditions where critical business model components and

compensation grew substantially, lowering the cash to non-cash compensation ratio, cash

**Second level headings** should be bold, 11 pt Times New Roman, Left Justified with one space above the heading, none below, using capitals as in a title.

**Third level headings** should be italic, 11 pt Times New Roman, Left Justified with one space above the heading, none below (unless it directly follows a second level heading), using capitals as in a title.

### Third Level Heading

#### *Altering Preferences*

Kumar, Scheer, and Kotler (2000) believe that firms who engage in market driving create, shape, and accelerate, rather than predict or respond to, potential market or industry movements. Instead of strictly focusing on customer needs, firms that are market driving also seek to shape the evolution of the marketplace. These firms seek to alter the *rules of the game* to their advantage, not simply make the best moves under the current set of rules. They redefine markets and trigger dramatic changes in customer expectations, value propositions, and business processes. Market driving is often done by new entrants who revolutionize an industry by delivering a substantial leap in customer value through either a breakthrough technology or marketing system made possible by a unique business process (Kumar, et al., 2000). The authors cite IKEA as an example of influencing market preferences: the company used a

**Fourth level headings** should be bold, 11 pt Times New Roman, Aligned with the body of the paper, Justified with one space above the heading, using capitals as in a title followed by period.

**Students' Attitudes Towards Class Discussion.** Table 1 presents the students' attitudes toward class discussion in the aspects of length, group size, content, and structure. For the length of class discussion, students prefer the long-discussion ( $\bar{X}= 2.51$ ), but their answers fluctuate greatly. Results showed students preference as follows: for group size, the 3~5 people in a group ranked first ( $\bar{X}= 2.51$ ); for content, the "general and creative content discussion" ranked first ( $\bar{X}= 2.97$ ) and second ( $\bar{X}= 2.85$ ) respectively. For the structure of discussion, students prefer to discuss when professors give or pose discussion questions ( $\bar{X}= 2.96$ ).

**Fifth level headings** should be in italics, 11 pt Times New Roman, Aligned with the body of the paper, Justified with one space above the heading, using capitals as in a title followed by period.

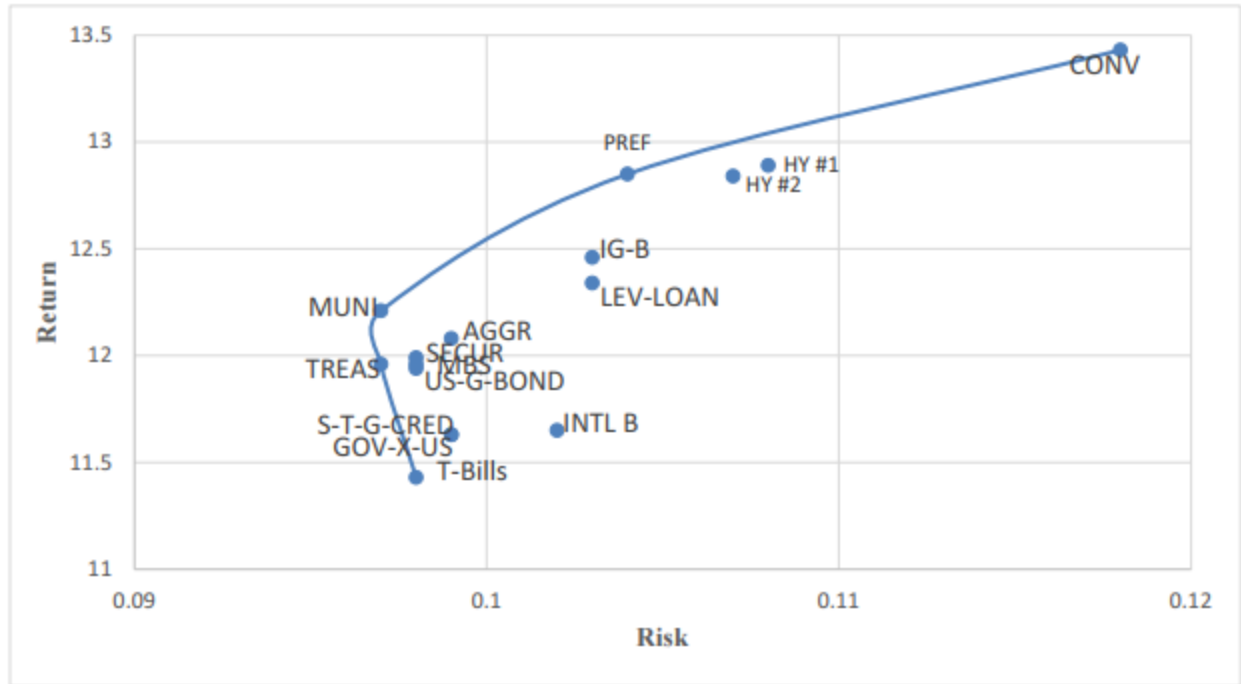
*Operational Definition of Terms.* Class Discussion in this study refers to the students' preferred structuring of the components of the interactive activity used by the instructors. The indicators include the length of time given for discussion, size of the grouping, type of content to be discussed, and when to give guidance to students' in terms of giving of course focused task or discussion question.

Class Participation in this study refers to the students' perceptions of the factors that promote them to take part in the class. The factors are instructors' attitudes, instructors' openness, instructors' enthusiasm, peers' opinion, self-confidence, classroom formality, instructors' strategies, and the classroom atmosphere.

### **TABLES and FIGURES:**

They **should be numbered consecutively** within each category; thus, a paper might have a TABLE 1 and FIGURE 1. Each table and figure should be self contained and centered and appear in the body of the paper in its approximate, appropriate location, also using "(See Table 1)" for example, to indicate where it is being discussed. Table and Figure titles should also be centered, all capital letters, bold, and 11 pt font. Any size font may be used within a table or figure. Excessive tables, figures and raw data are discouraged. They should directly aid in the reading of the article. If needed, but cumbersome, they should be included in an appendix. If an Appendix is included, it should appear after the references. No landscape oriented pages if possible.

**FIGURE 1**  
**SCATTER PLOT OF THE RISK/ RETURN COORDINATES OF THE 80/20 PORTFOLIO**



**TABLE 1**  
**RESULTS OF 2010-2019 DATA STOCK TO BOND RATIOS FOR S&P500 INDEX WITH**  
**VARIOUS FIXED INCOME / BOND CATEGORIES**

Stk/Bd Ratio	80/20		70/30		60/40		50/50		40/60	
	Risk/Return	CV	Risk/Return	CV	Risk/Return	CV	Risk/Return	CV	Risk/Return	CV
Municipal Bonds	0.097/ 12.21	0.798	0.085/ 11.23	0.758	0.073/ 10.26	0.715	0.062/ 9.29	0.670	0.052/ 8.31	0.628
Treasuries	0.097/ 11.96	0.814	0.085/ 10.86	0.783	0.073/ 9.767	0.748	0.062/ 8.67	0.711	0.051/ 7.57	0.673
US Gov-Bond	0.098/ 11.94	0.817	0.085/ 10.83	0.787	0.073/ 9.724	0.754	0.062/ 8.62	0.717	0.051/ 7.51	0.679
Securitized Bonds	0.098/ 11.99	0.819	0.086/ 10.91	0.790	0.074/ 9.832	0.757	0.063/ 8.75	0.718	0.052/ 7.67	0.675
MBS	0.098/ 11.96	0.820	0.086/ 10.86	0.792	0.074/ 9.766	0.759	0.062/ 8.67	0.721	0.051/ 7.57	0.677
US Bond Aggregate	0.099/ 12.08	0.821	0.088/ 11.05	0.794	0.076/ 10.01	0.764	0.066/ 8.98	0.732	0.056/ 7.94	0.701
Preferred Stock	0.104/ 12.85	0.810	0.096/ 12.20	0.785	0.085/ 11.55	0.766	0.082/ 10.90	0.755	0.078/ 10.25	0.758
US Investment Grade Corp-Bond	0.103/ 12.46	0.826	0.094/ 11.61	0.806	0.085/ 10.76	0.787	0.077/ 9.92	0.772	0.069/ 9.07	0.763
Leveraged Loans	0.103/ 12.34	0.836	0.093/ 11.43	0.819	0.084/ 10.53	0.801	0.075/ 9.62	0.784	0.067/ 8.71	0.768
US High Yield #1	0.108/ 12.89	0.835	0.101/ 12.25	0.822	0.094/ 11.62	0.813	0.089/ 10.99	0.810	0.084/ 10.35	0.814
US High Yield #2	0.107/ 12.84	0.837	0.101/ 12.19	0.826	0.094/ 11.53	0.819	0.089/ 10.88	0.818	0.084/ 10.22	0.826
S-T Gov-Credit	0.099/ 11.63	0.849	0.087/ 10.37	0.837	0.075/ 9.11	0.822	0.063/ 7.85	0.803	0.051/ 6.59	0.777
T-Bills	0.098/ 11.43	0.860	0.086/ 10.07	0.855	0.074/ 8.71	0.850	0.062/ 7.35	0.842	0.050/ 5.99	0.832

### EQUATIONS:

They should not be indented but numbered. Numbers should appear in parentheses and be right justified (set tab at 6.5 inches) with one line space above and below equation. See example below. Please avoid excessive use of tab.

is the simple average and  $N = 10$  to adjust for the degrees of freedom is as follows:

$$s = \sqrt{\frac{1}{N-1} \sum_{i=1}^N (x_i - \bar{x})^2} \quad (3)$$

The formula for Coefficient of Variation or risk per unit of geometric mean return is as follows:

$$C.V. = S / (G.M.R.) \quad (4)$$

### ENDNOTES:

Only use if necessary. They should be manually numbered (DO NOT USE ANY ENDNOTE PROGRAMS) using superscript and then listed after the body of the paper and before the references in justified, 10 pt font and indented ¼ inch.

### REFERENCES:

The Reference section should follow an APA, 7<sup>th</sup> Edition style, as follows: left justified, with hanging indent at ½ inch, all lines of referencing, with no spacing between references (the one exception to APA formatting). See examples below. The citation style in the body of the paper is (Alan, 1981) coming at the final point of the paraphrased citation, or (Davis, et.al., 1999, p.116) coming after a quote.

Examples of acceptable styles in the reference section are as follows:

Book and eBook:

Author, F.M. (Year of Publication). Title of work. Publisher City, State: Publisher.

Author, F.M. (Year of Publication). Title of work [E-reader Version]. Retrieved from <http://xxxxx> or doi:xxxxx Periodical and Periodical online:

Author, F.M., Author F.M., & Author F.M. (Publication year). Article Title. Periodical Title, Volume(Issue), pp.-pp.

Author, F.M. (Publication year). Article Title. Periodical Title, Volume(Issue), pp.-pp. doi:XX.XXXXXX or Retrieved from journal URL

Website with author 's name: and Website without author 's name:

Author, F.M. (Year, Month Date of publication). Article title. Retrieved from URL

Article title. (Year, Month Date of publication). Retrieved from URL

If there is any confusion or you have an uncommon citation, please refer to the manual of the American Psychological Association.

Sample paper as follows:

# Scale Measurements in Marketing Research

**Michael Johnson**  
University of Georgia

**William Davis**  
University of Oregon

**John Smith**  
University of Georgia

*This is where the abstract would start...Do not use the word Abstract...Do not indent*

*Keywords: Leave one space between the abstract & keywords, and the body of the paper.*

## **INTRODUCTION**

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## **FIRST LEVEL HEADING**

### **Second Level Heading**

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## **FIRST LEVEL HEADING**

### **Second Level Heading**

#### *Third Level Heading*

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## **TABLE 1** **SIGNIFICANT VARIABLES FROM THE REGRESSION ANALYSIS**

## **FIGURE 1** **UNDER 5 MORTALITY RATES FOR SELECTED AFRICAN COUNTRIES**

## **CONCLUSION**

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## **ACKNOWLEDGEMENTS**

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## **ENDNOTES**

<sup>1</sup> Endnote appears here

## **REFERENCES**

Alan, B.P. (1981). Management directed buyouts. *Journal of Management*, 27(3), 23-34.

Bank, R.L., & Wheelwright, S.C. (1983). *Operation versus strategy: Trading tomorrow for today*. New York, NY: John Wiley.

## **APPENDIX**

Text, Table or Figure here

## **MAILING INFORMATION**

Name

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Phone Number

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