

If you missed the GEO 2001 Conference or just want to review one of the many dynamic presentations given there, you can now order the CD collection from the conference.



GEO is pleased to offer excerpts of the 2001 Conference

"The Universal Currency" on audio CDs.

Over 20 Informative and Inspiring Presentations.

Please Note: The information provided on the GEO Conference CDs is not intended as legal advice. The facts and opinions presented by GEO Conference speakers are not representative of the firm nor GEO. GEO does not certify the facts and opinions and is not liable for any resulting action. Always consult a local expert for legal advice before applying this information. These CDs are edited segments from the 2001 Conference, and are meant as an overview of the live event. While every effort was made to produce a high quality recording, due to the live setting, some portions are of lesser quality.

The visual presentations used during the GEO 2001 conference are included on each CD as well. Presentations are in Microsoft Powerpoint.

A COMPLETE LIST OF PRESENTATIONS

- Welcome to the Conference/Website Overview
- Communicating Share Plans Globally
- E-commerce and Its Effect in the Asia/Pacific Region
- Employee Stock Options – Scenario in India and Israel
- Global Share Plan Design – Case Study: BP Amoco
- Going Global with a Hypergrowth Company – Case Study Amazon.com
- How Well Does Equity Compensation Travel
- International Accounting Issues – GAAP and Its Impact on Global Incentives
- International Hot Spots
- International Share Plans in the New Economy
- Launching Global Stock Option Plans – Key Process Issues
- Mergers, Acquisitions, and Spin-offs
- Next Frontier: Services Available for Companies and Optionees
- Offshore Compensation Trusts for Equity Plans – Tax Issues
- Overview of Europe
- Overview of South America
- Stock Options in OECD Countries: Emerging Issues
- Taking Global Plans Overseas
- Taking the World Economic Temperature – The New Reality
- The Evolving View of Foreign Governments Toward Employee Stock Plans
- The Silicon Polder – An Update on The Netherlands
- The Theory and Practice of Ownership – Linking Internal Values with External Actions
- UK Focus – Gaining UK Tax Approval for Overseas Schemes and Corporate Governance Best Practices

CD SET for EXISTING GEO MEMBER \$295.00 US INCLUDES TAX IF APPLICABLE	CD SET for NON-GEO MEMBERS \$395.00 US INCLUDES TAX IF APPLICABLE	CD SET and a 1 YEAR GEO MEMBERSHIP \$490.00 US INCLUDES TAX IF APPLICABLE
--	--	--

If you're not a GEO member, become one today!
Save \$100
when you order a CD set and a 1 year GEO membership.

NAME _____

COMPANY _____

ADDRESS _____

CITY _____ STATE/PROVINCE _____ POSTAL CODE _____

E-MAIL _____

PHONE _____ FAX _____

Mastercard VISA Check (Drafts in US Dollars, made payable to GEO.)

Wire Transfer (Submit form and GEO will contact you with instructions)

ACCOUNT NUMBER _____ EXPIRATION DATE _____

NAME AS IT APPEARS ON CARD _____

SIGNATURE _____

BILLING ADDRESS _____

- US\$295 – CD SET—GEO MEMBER
- US\$395 – CD SET—NON-GEO MEMBER
- US\$490 – CD SET and 1 year GEO MEMBERSHIP, (complete page 2)

Please fax or mail this form and payment to:

Global Equity Organization
1442 E. Lincoln Ave. #487, Orange, CA 92865 USA
FAX: 253-423-8390

Please allow 4-6 weeks for delivery

MISSION STATEMENT

GEO PROVIDES A FORUM FOR

OPEN EXCHANGE BETWEEN

MEMBERS, REGARDLESS OF

POSITION OR AFFILIATION,

ON THE LATEST STRATEGIC,

FINANCIAL, CULTURAL, LEGAL,

TAX, COMMUNICATION

AND ADMINISTRATIVE ISSUES

INVOLVING EQUITY

COMPENSATION IN THE

GLOBAL COMMUNITY • GEO IS

A MEMBER-FOUNDED AND

MEMBER-DRIVEN NONPROFIT

ORGANIZATION • AT NO

TIME WILL GEO BE USED

TO FURTHER THE BUSINESS

INTERESTS OF ANY INDIVIDUAL

OR CORPORATION •

SPECIAL PROMOTION

GEO

Membership Application



STEP ONE

CONTACT INFORMATION

Yes I agree to uphold GEO's Guiding Principles and to abide by the Terms & Conditions of Membership (see back for full disclosure).

Dr Mr. Mrs. Ms. Miss

LAST NAME/FAMILY NAME

FIRST NAME/GIVEN NAME

MIDDLE INITIAL

COMPANY/UNIVERSITY/GOVERNMENT AGENCY

MAILING ADDRESS

MAILING ADDRESS

CITY

STATE/PROVINCE

POSTAL CODE

COUNTRY

TELEPHONE NUMBER

FAX NUMBER

EMAIL ADDRESS

STEP THREE

USERNAME / PASSWORD

Your Username and Password are required to enter the Members Only areas of the GEO web site and register for the conference workshops. Keep a record of your username and password, and please do not give it to anyone else! *Please Note:* Your Username must be 4 - 10 alpha-numeric characters without spaces or punctuation and is case sensitive.

WARNING: As a new member of GEO you WILL receive a confirmation of your registration by e-mail and it will contain your selected username and password in an un-encrypted format. If your e-mails can be read by others or you are concerned about security, select a username and password that is not sensitive to you and has nothing to do with your personal bank or credit card PINs (personal identification numbers) or anything else which you would consider of a personal nature.

USER NAME

PASSWORD

Preferred Local Chapter:

- Northern California
 Southern California
 Denver
 New York

- Dublin
 United Kingdom & Channel Islands
 Netherlands

- India
 Hong Kong
 Tokyo
 Sydney

Other _____

Profile Categories:

- Equity Practitioner
 Service Provider
 Government Employee
 Academic

In The Netherlands
The Hague
GEO CONFERENCE • APRIL 22-25 • 2001

Please return this application with your
Conference 2001 CD order form

Global Equity Organization

Phone: 949.292.4592 • Fax: 253.423.8390 • www.globalequity.org

Terms and Conditions of GEO Membership and Usage of the GEO Web Site

You may send your payment information to us via our secure internet server, mail the attached form and payment, or you can call us to speak with someone directly.

Your Annual Registration Fee of US \$295 is due at the onset of membership. GEO memberships are non-transferrable and the registration fee is non-refundable. Memberships expire 365 days from date of registration.

1. ACCEPTANCE OF TERMS

Welcome to GEO. Membership in GEO and use of the GEO web site is subject to the following Terms of Participation ("TOP"), which may be updated by us from time to time without notice to you; provided that, we will not alter Section 7 ("Content Submitted to GEO") without prior notice to and acceptance by you.

2. DESCRIPTION OF SERVICES

GEO provides users with access to a rich collection of on-line resources. In order to fully realize the membership benefits of GEO, you must obtain access to the World Wide Web, either directly or through devices that access web-based content, and pay any service fees associated with such access. In addition, you must provide all equipment necessary to make such connection to the World Wide Web, including a computer and modem or other access device.

3. YOUR MEMBERSHIP OBLIGATIONS

In consideration of your GEO membership and use of the GEO web site, you agree to: (a) provide true, accurate, current and complete information about yourself as prompted by GEO's registration form (such information being the "Registration Data") and (b) maintain and promptly update the Registration Data to keep it true, accurate, current and complete. If you provide any information that is untrue, inaccurate, not current or incomplete, or GEO has reasonable grounds to suspect that such information is untrue, inaccurate, not current or incomplete, GEO has the right to suspend or terminate your access to the web site and refuse any and all current or future use of the web site (or any portion thereof).

4. GEO PRIVACY POLICY

Pursuant to GEO's privacy policy, we may disclose to third parties certain aggregate information contained in your Registration Data or related data, provided that, such information will NOT include personally identifying information, except as specifically authorized by you or in the good faith belief that such action is reasonably necessary to comply with the law, legal process, to enforce the TOP, or under any of the other circumstances set forth in our privacy policy, as may be amended from time to time.

5. MEMBER CONDUCT

You understand that all information, data, text, software, music, sound, photographs, graphics, video, messages or other materials ("Content"), whether publicly posted or privately transmitted, are the sole responsibility of the person from which such Content originated. This means that you, and not GEO, are entirely responsible for all Content that you upload, post or otherwise transmit via the web site. GEO makes every effort to verify the quality and accuracy of information submitted to the web site, but cannot guarantee the Content posted on the web site and, as such, does not guarantee the accuracy, integrity or quality of such Content.

You agree to not use the web site to:

- upload, post or otherwise transmit any Content that is unlawful, harmful, threatening, abusive, harassing, tortuous, defamatory, vulgar, obscene, libelous, invasive of another's privacy, hateful, or racially, ethnically or otherwise objectionable;
- harm minors in any way;
- impersonate any person or entity, including, but not limited to, a GEO official, forum leader, guide or host, or falsely state or otherwise misrepresent your affiliation with a person or entity;
- forge headers or otherwise manipulate identifiers in order to disguise the origin of any Content transmitted through the web site or develop restricted or password-only access pages, or hidden pages or images (those not linked to from another accessible page);
- upload, post or otherwise transmit any Content that you do not have a right to transmit under any law or under contractual or fiduciary relationships (such as inside information, proprietary and confidential information learned or disclosed as part of employment relationships or under nondisclosure agreements);
- upload, post or otherwise transmit any Content that infringes any patent, trademark, trade secret, copyright or other proprietary rights of any party;
- upload, post or otherwise transmit any unsolicited or unauthorized advertising, promotional materials, "junk mail," "spam," "chain letters," "pyramid schemes," or any other form of solicitation, except in those areas of the Service that are designated for such purpose;
- upload, post or otherwise transmit any material that contains software viruses or any other computer code, files or programs designed to interrupt, destroy or limit the functionality of any computer software or hardware or telecommunications equipment;
- disrupt the normal flow of dialogue, cause a screen to "scroll" faster than other users of the Service are able to type, or otherwise act in a manner that negatively affects other users' ability to engage in real time exchanges;
- interfere with or disrupt the Service or servers or networks connected to the Service, or disobey any requirements, procedures, policies or regulations of networks connected to the Service;
- intentionally or unintentionally violate any applicable local, state, national or international law, including, but not limited to, regulations promulgated by the U.S. Securities and Exchange Commission, any rules of any national or other securities exchange, including, without limitation, the New York Stock Exchange, the American Stock Exchange or the NASDAQ, and any regulations having the force of law;
- "stalk" or otherwise harass another;
- collect or store personal data about other users;
- promote or provide instructional information about illegal activities, promote physical harm or injury against any group or

individual, or promote any act of cruelty to animals. This may include, but is not limited to, providing instructions on how to assemble bombs, grenades and other weapons, and creating "Crush" sites;

- use your home page (or directory) as storage for remote loading or as a door or signpost to another home page, whether inside or beyond GEO; or
- engage in commercial activities without enrolling in GEO-approved affiliate programs. This includes, but is not limited to, the following activities:
 - * offering for sale any products or services;
 - * soliciting for advertisers or sponsors;
 - * conducting raffles or contests that require any type of entry fee;
 - * displaying a sponsorship banner of any kind, including those that are generated by banner or link exchange services, with the sole exceptions of the GEO Advertising Banner program and the Internet Link Exchange; and
 - * displaying banners for services that provide cash or cash-equivalent prizes to users in exchange for hyperlinks to their web sites.

6. SPECIAL ADMONITIONS FOR INTERNATIONAL USE

Recognizing the global nature of the Internet, you agree to comply with all local rules regarding online conduct and acceptable Content. Specifically, you agree to comply with all applicable laws regarding the transmission of technical data exported from the United States or the country in which you reside.

7. CONTENT SUBMITTED TO GEO

GEO does not claim ownership of the Content you place on the web site. By submitting Content to GEO for inclusion on the web site, you grant GEO the worldwide, royalty-free, and non-exclusive license to reproduce, modify, adapt and publish the Content solely for the purpose of displaying, distributing the information on GEO's Internet properties. This license exists only for as long as you continue to be a GEO member and shall be terminated at the time your GEO membership is terminated.

You acknowledge that GEO may prescreen Content, and that GEO and its designees shall have the right (but not the obligation) in their sole discretion to refuse or remove any Content that is available via the web site. Without limiting the foregoing, GEO and its designees shall have the right to remove any Content that violates the TOP or is otherwise objectionable. You agree that you must evaluate, and bear all risks associated with, the use of any Content, including any reliance on the accuracy, completeness, or usefulness of such Content.

8. INDEMNITY

You agree to indemnify and hold GEO, and its subsidiaries, affiliates, officers, agents, directors or other partners, and employees, harmless from any claim or demand, including reasonable attorneys' fees, made by any third party due to or arising out of your Content, your use of the web site, your connection to the web site, your violation of the TOP, or your violation of any rights of another.

9. NO RESALE OF SERVICE

You agree not to reproduce, duplicate, copy, sell, resell or exploit any portion of the web site, use of the web site, or access to the web site.

10. GENERAL PRACTICES REGARDING USE

You acknowledge that GEO may establish general practices and limits concerning use of the web site.

11. MODIFICATIONS TO WEB SITE

GEO reserves the right at any time and from time to time to modify or discontinue, temporarily or permanently, the web site (or any part thereof) with or without notice. You agree that GEO shall not be liable to you or to any third party for any modification, suspension or discontinuation of the web site.

12. TERMINATION

You agree that GEO, in its sole discretion, may terminate your password, use of the web site or use of any other GEO service, and remove and discard any Content within the web site, for any reason, including, without limitation, for lack of use or if GEO believes that you have violated or acted inconsistently with the letter or spirit of the TOP. GEO may also in its sole discretion and at any time discontinue providing the web site, or any part thereof, with or without notice. You agree that any termination of your access to the web site under any provision of this TOP may be effected without prior notice, and acknowledge and agree that GEO may immediately bar any further access to the web site. Further, you agree that GEO shall not be liable to you or any third-party for any termination of your access to the web site.

13. ADVERTISEMENTS AND PROMOTIONS

GEO runs advertisements and promotions on the web site. The manner, mode and extent of advertising by GEO on the web site is subject to change. Your correspondence or business dealings with, or participation in promotions of, advertisers found on or through the web site, including payment and delivery of related goods or services, and any other terms, conditions, warranties or representations associated with such dealings, are solely between you and such advertiser. You agree that GEO shall not be responsible or liable for any loss or damage of any sort incurred as the result of any such dealings or as the result of the presence of such advertisers on the web site.

14. LINKS

GEO may provide, or third parties may provide, links to other World Wide Web sites or resources. Because GEO has no control over such sites and resources, you acknowledge and agree that GEO is not responsible for the availability of such external sites or resources, and does not endorse and is not responsible or liable for any Content, advertising, products, or other materials on or available from such sites or resources. You further acknowledge and agree

that GEO shall not be responsible or liable, directly or indirectly, for any damage or loss caused or alleged to be caused by or in connection with use of or reliance on any such Content, goods or services available on or through any such site or resource.

15. GEO PROPRIETARY RIGHTS

You acknowledge and agree that the web site and any necessary software used in connection with the web site ("Software") contain proprietary and confidential information that is protected by applicable intellectual property and other laws. You further acknowledge and agree that Content contained in sponsor advertisements or information presented to you through the web site or advertisers is protected by copyrights, trademarks, service marks, patents or other proprietary rights and laws. Except as expressly authorized by GEO or advertisers, you agree not to modify, rent, lease, loan, sell, distribute or create derivative works based on the web site or the Software, in whole or in part.

16. DISCLAIMER OF WARRANTIES

YOU EXPRESSLY UNDERSTAND AND AGREE THAT:

- YOUR USE OF THE WEB SITE IS AT YOUR SOLE RISK. THE WEB SITE IS PROVIDED ON AN "AS IS" AND "AS AVAILABLE" BASIS. GEO EXPRESSLY DISCLAIMS ALL WARRANTIES OF ANY KIND, WHETHER EXPRESS OR IMPLIED, INCLUDING, BUT NOT LIMITED TO THE IMPLIED WARRANTIES OF MERCHANTABILITY, FITNESS FOR A PARTICULAR PURPOSE AND NON-INFRINGEMENT.
- GEO MAKES NO WARRANTY THAT (i) THE WEB SITE WILL MEET YOUR REQUIREMENTS, (ii) THE WEB SITE ACCESS WILL BE UNINTERRUPTED, TIMELY, SECURE, OR ERROR-FREE, (iii) THE RESULTS THAT MAY BE OBTAINED FROM THE USE OF THE WEB SITE WILL BE ACCURATE OR RELIABLE, AND (iv) THE QUALITY OF ANY PRODUCTS, SERVICES, INFORMATION, OR OTHER MATERIAL PURCHASED OR OBTAINED BY YOU THROUGH THE WEB SITE WILL MEET YOUR EXPECTATIONS.
- ANY MATERIAL DOWNLOADED OR OTHERWISE OBTAINED THROUGH THE USE OF THE SERVICE IS DONE AT YOUR OWN DISCRETION AND RISK AND THAT YOU WILL BE SOLELY RESPONSIBLE FOR ANY DAMAGE TO YOUR COMPUTER SYSTEM OR LOSS OF DATA THAT RESULTS FROM THE DOWNLOAD OF ANY SUCH MATERIAL.
- NO ADVICE OR INFORMATION, WHETHER ORAL OR WRITTEN, OBTAINED BY YOU FROM GEO OR THROUGH OR FROM THE SERVICE SHALL CREATE ANY WARRANTY NOT EXPRESSLY STATED IN THE TOP.

17. LIMITATION OF LIABILITY

YOU EXPRESSLY UNDERSTAND AND AGREE THAT GEO SHALL NOT BE LIABLE FOR ANY DIRECT, INDIRECT, INCIDENTAL, SPECIAL, CONSEQUENTIAL OR EXEMPLARY DAMAGES, INCLUDING BUT NOT LIMITED TO, DAMAGES FOR LOSS OF PROFITS, GOODWILL, USE, DATA OR OTHER INTANGIBLE LOSSES (EVEN IF GEO HAS BEEN ADVISED OF THE POSSIBILITY OF SUCH DAMAGES), RESULTING FROM: (i) THE USE OR THE INABILITY TO USE THE WEB SITE; (ii) THE COST OF PROCUREMENT OF SUBSTITUTE GOODS AND SERVICES RESULTING FROM ANY GOODS, DATA, INFORMATION OR SERVICES PURCHASED OR OBTAINED OR MESSAGES RECEIVED OR TRANSACTIONS ENTERED INTO THROUGH OR FROM THE WEB SITE; (iii) UNAUTHORIZED ACCESS TO OR ALTERATION OF YOUR TRANSMISSIONS OR DATA; (iv) STATEMENTS OR CONDUCT OF ANY THIRD PARTY ON THE WEB SITE; OR (v) ANY OTHER MATTER RELATING TO THE WEB SITE.

18. EXCLUSIONS AND LIMITATIONS

SOME JURISDICTIONS DO NOT ALLOW THE EXCLUSION OF CERTAIN WARRANTIES OR THE LIMITATION OR EXCLUSION OF LIABILITY FOR INCIDENTAL OR CONSEQUENTIAL DAMAGES. ACCORDINGLY, SOME OF THE ABOVE LIMITATIONS OF SECTIONS 16 AND 17 MAY NOT APPLY TO YOU.

19. COPYRIGHTS

GEO respects the intellectual property rights of others and we ask our users to do the same.

20. GENERAL INFORMATION

The TOP constitute the entire agreement between you and GEO and govern your use of the web site, superseding any prior agreements between you and GEO (including, but not limited to, any prior versions of the TOP). The TOP and the relationship between you and GEO shall be governed by the laws of the State of California without regard to its conflict of law provisions. You and GEO agree to submit to the personal and exclusive jurisdiction of the courts located within the county of Santa Clara, California. The failure of GEO to exercise or enforce any right or provision of the TOP shall not constitute a waiver of such right or provision. If any provision of the TOP is found by a court of competent jurisdiction to be invalid, the parties nevertheless agree that the court should endeavor to give effect to the parties' intentions as reflected in the provision, and the other provisions of the TOP remain in full force and effect. You agree that regardless of any statute or law to the contrary, any claim or cause of action arising out of or related to use of the Service or the TOP must be filed within one (1) year after such claim or cause of action arose or be forever barred. The section titles in the TOP are for convenience only and have no legal or contractual effect.

23. VIOLATIONS

Please report any violations to the GEO Office.