



GEO CONFERENCE 2003

MORE INFORMATION ON THE CONFERENCE CAN BE FOUND AT:
www.globalequity.org/Conference

GEO invites you to attend our 4th Annual International Conference in Dublin, Ireland. The GEO 2003 conference will be held 6 – 9 April. We have over 100 internationally recognized speakers discussing timely global equity compensation issues.

Due to numerous requests from our membership, we are offering a special one-day

conference pass for US\$495. The full three day conference fee is US\$1195. The one-day conference pass can be used for any day - Monday, Tuesday, or Wednesday.

This special one-day registration offer is only available to registrations received between 1 March 2003 and 4 April 2003. You must fully complete the form below and

fax it to GEO at +1 253 423-8390 in the US or +44 0 20 77 48 3251 in the UK. We must receive your confirmation by 2 April 2003.

The GEO conference presentations will be made in English and conference attire is business casual.

MONDAY • 7 APRIL

This day will include fifteen breakout sessions and two plenary sessions. Our first plenary session, 'Corporate Governance, Investor Confidence and the Economy – Richard Thornhill, Merrill Lynch,' will explore the state of the economy in light of recent global events, corporate scandals, and a sustained market downturn. Our second plenary session will feature Janet Cooper and Bob Grayson of Linklaters on 'International Hotspots' – a tour of recent regulatory,

tax, and legal changes affecting global equity compensation.

Monday's breakout sessions will cover a host of issues from strategic assessment and design of share plans to detailed discussions of share plans in Canada, India, France, Germany, and the US. We have expanded the number of session topics this year to include a wider range of issues for all attendees – for those new to the industry and for our veteran share plan practitioners.

- 08:30 - 09:00 Opening Comments
- 09:00 - 10:00 Keynote: Corporate Governance, Investor Confidence and the Economy
- 10:00 - 10:30 Break
- 10:30 - 11:45 Workshop Series I
- 11:50 - 12:30 Workshop Series II
- 12:30 - 13:45 Lunch
- 13:45 - 15:00 Workshop Series III
- 15:00 - 15:30 Break
- 15:30 - 16:30 General Session I: International Hotspots
- 18:00 - 22:00 Guinness Store House (Monday Night Event)

TUESDAY • 8 APRIL

This day is designed to combine detailed conference discussions with the opportunity to network and connect with fellow delegates. We offer five breakout sessions and one plenary session. The breakout discussions will focus on Sarbanes-Oxley, share plans in Asia, and chargeback, administrative, and communication solutions around the world.

Our Tuesday plenary session will feature

speakers from around the world to share their 'Insider Perspective' on the direction and key issues facing the global equity compensation marketplace. Tuesday afternoon is open to attendees to network with fellow delegates and all delegates registering under the Tuesday one-day pass attendees are invited to attend the GEO Awards Gala.

- 09:00 - 10:15 Workshop Series IV
- 10:15 - 10:45 Break
- 10:45 - 12:00 General Session II: View From the Inside Panel Discussion on Future and Direction of Equity Compensation
- 19:00 - 23:00 GEO 2003 Awards Gala
(attendance to the GEO awards included in the Tuesday Conference Day Pass)

WEDNESDAY • 9 APRIL

This day has been designed to build on the prior two conference days with thirteen breakout sessions and one plenary session. Presentations focus on core issues in global stock plan practice, administration, design, communication, and accounting as well as focused discussions on expatriate issues and employee stock risk exposure. Key case study

presentations of leading share plan practices at Applied Materials, Cisco, International Paper, and Michelin will complement our examination of stock plan developments in India, South Africa, Australia, and all Western European countries. For individuals operating and designing global stock plans, Wednesday has numerous relevant sessions.

- 09:00 - 10:15 General Session III: View from the Top - How Corporate Leaders View Equity Compensation
- 10:15 - 10:45 Break
- 10:45 - 12:00 Workshop Series V
- 12:00 - 13:00 Lunch
- 13:00 - 14:15 Workshop Series VI
- 14:15 - 14:30 Break
- 14:30 - 15:45 Workshop Series VII

STEP ONE REGISTRATION INFORMATION

MONDAY TUESDAY WEDNESDAY

Dr. Mr. Mrs. Ms. Miss

LAST NAME/FAMILY NAME FIRST NAME/GIVEN NAME MIDDLE INITIAL

COMPANY/UNIVERSITY/GOVERNMENT AGENCY

TITLE/POSITION

MAILING ADDRESS

CITY

STATE/PROVINCE

POSTAL CODE/COUNTRY

TELEPHONE NUMBER

FAX NUMBER

E-MAIL ADDRESS

STEP TWO PAYMENT

PAYMENT METHOD

CHECK VISA MASTERCARD AMERICAN EXPRESS

CREDIT CARD NUMBER

EXP DATE

SIGNATURE

DATE

CREDIT CARD BILLING ADDRESS



Make Check Payable to: **Global Equity Organization**
1442 E. Lincoln Avenue, #487, Orange, CA 92865 USA
FAX TO: UK (+44) 0 20 77 48 3251 or,
US (+1) 253 423 8390

\$495.00 U.S.



SCHEDULE

AS OF 1 MARCH 2003



Monday, 7 April 2003

08:30 - 09:00 Opening Comments

09:00 - 10:00 **Keynote:**

Corporate Governance, Investor Confidence and the Economy

10:00 - 10:30 **Break**

10:30 - 11:45 **Workshop Series I**

- Session 1: Objectives and Obstacles for Global Share Plans
- Session 2: What's Next for Global Executive Incentives – Debating Stock and Executive Rewards
- Session 3: Celtic Pride – Ownership in Ireland
- Session 4: The French Connection - Stock Purchase Plans in France and Beyond
- Session 5: The Impact of Data Privacy on Global HR and Benefits

11:50 - 12:30 **Workshop Series II**

- Session 1: Equity Compensation in Canada
- Session 2: Outsourcing Stock Plan Administration - How Satisfied Are Sponsors
- Session 3: Improving Accountability and Corporate Governance of Employee Stock Plans
- Session 4: Wipro Case Study – Employee Ownership in India
- Session 5: Streamlining Share Settlement, Delivery, and Ownership

12:30 - 13:45 **Lunch**

13:45 - 15:00 **Workshop Series III**

- Session 1: Administrative Roundtable – Your Place or Mine...A Discussion on Outsourcing and In-House Administration
- Session 2: Smith & Nephew: An International Case Study With a Twist
- Session 3: Revisiting Stock Option Grant Allocation Practices
- Session 4: Changing Stock/Share Compensation from the Thames to Silicon Valley
- Session 5: Performance Based Equity Compensation – Issues and Trends in Europe and the US

15:00 - 15:30 **Break**

15:30 - 16:30 **General Session I: International Hotspots**

18:00 - 22:00 **Guinness Store House Monday Night Event**

More information on the conference can be found at: www.globalequity.org/conference

Tuesday, 8 April 2003

09:00 - 10:15 **Workshop Series IV**

- Session 1: Update on Asia
- Session 2: Getting the Most Out of Technology -- Share Plan Administration and Technological Alternatives
- Session 3: Sarbanes-Oxley and its impact on public companies-both US and foreign
- Session 4: You say Share Plan...I say Stock Plan....
- Session 5: How to Successfully Implement Global Stock Chargebacks

10:15 - 10:45 **Break**

10:45 - 12:00 **General Session II: View From the Inside Panel Discussion on Future and Direction of Equity Compensation**

19:00 - 23:00 **GEO 2003 Awards Gala**



Wednesday, 9 April 2003

09:00 - 10:15 **General Session III: View from the Top - How Corporate Leaders View Equity Compensation**

CEO Panel of Leading Companies on How Equity Compensation and Employee Ownership Will be Used in the Future

10:15 - 10:45 **Break**

10:45 - 12:00 **Workshop Series V**

- Session 1: The Michelin Guide to Share Administration – A Case Study
- Session 2: Employee Risk Through Equity Compensation Participation
- Session 3: What To Do With Expensing
- Session 4: International Issues in Formulating Equity Compensation Strategies in an Uncertain Market
- Session 5: Roundtable on European Stock Plans and Developments – Part I

12:00 - 13:00 **Lunch**

13:00 - 14:15 **Workshop Series VI**

- Session 1: The Changing Role of Stock in Total Rewards
- Session 2: Stock Plans in Emerging Economies – India, South Africa, and Beyond
- Session 3: The Power of Communication – International Paper Case Study
- Session 4: Roundtable on Best Practices in Global Share Plan Administration
- Session 5: Roundtable on European Stock Plans and Developments – Part II

14:15 - 14:30 **Break**

14:30 - 15:45 **Workshop Series VII**

- Session 1: Do You Know Where Your Employee's Are? Equity Compensation and Expatriate Issues
- Session 2: Is Your Firm at Risk?
- Session 3: Hewlett-Packard/Compaq Merger – Case Study on Combining Global Equity Plans