



global equity
ORGANIZATION



GEO's 9TH Annual Conference

9-11 April 2008

The Palace Hotel, San Francisco, California, US

www.globalequity.org



Highlights from the Executive Director

Welcome to 2008! Many of us begin the New Year with goals and resolutions for change. Kick-off your new year by registering for the 9th GEO Annual Conference in scenic San Francisco from 9-11 April 2008. You will be a part of the largest gathering of global equity compensation professionals, offering unique networking opportunities with key decision makers, and international experts.

We selected San Francisco, the City by the Bay, as a model of diverse cultures, a healthy and growing economy with a mix of old and new businesses, and a powerful workforce built on multi-national talent.

Do you design or support employee equity compensation plans?

If so, you don't want to miss the 2008 GEO Annual Conference, giving you the opportunity to:

- Attend your choice of more than 35 breakout sessions focused on current market trends
- Learn from a dynamic cast of expert speakers
- Refresh your perspective on global share plan administration
- Celebrate excellence in global stock plans at the GEO Awards ceremony

The GEO mission is to help our members stay ahead of global issues by providing an independent forum for open exchange. GEO continues to influence the global community by informing, educating, and connecting our members.

I look forward to seeing you in San Francisco.

Sincerely,

A handwritten signature in black ink that reads "Pam Stetson". The signature is written in a cursive, flowing style.

Pam Stetson
Executive Director
Global Equity Organization



GEO – Working For You!

What is GEO?

The Global Equity Organization (GEO) is a leading international non-profit membership organization dedicated to the equity compensation industry worldwide. GEO is designed to provide networking and educational opportunities for professionals designing and supporting employee equity compensation plans globally.

GEO is privileged to have over 2,500 professional members located in 60+ countries including:

- Corporate executives and managers from a wide range of business sectors
- Providers of stock plan services, comprising of attorneys, accountants, tax advisors, brokers, and consultants
- Academic, government, and non-governmental agencies

Benefits of being a GEO member include:

- Networking with a supportive global community of equity share plan professionals
- Access to local chapters, regional events, and the annual conference
- Web seminars and monthly e-newsletters
- Exclusive access to the GEO website, including secure member-only section offering relevant industry content updated daily

Regardless of your location, GEO places the world of global equity compensation at your fingertips.

“The Annual
GEO Conference is focused
on global issues
and challenges.
This is exactly what
I need to stay
informed.”



About GEO

Building New Bridges at the GEO Conference

What sets the GEO Annual Conference apart is simple — we are a GLOBAL organization.

Our multi-national approach brings the conference to life, providing you with access to all the right experts, at the right time, in one place. We all understand the immense value of sitting across from one another and exchanging new ideas and fresh perspectives. You are invited to take full advantage of this opportunity.

The 2007 GEO Annual Conference had over 400 participants from over 20 countries, representing a truly global reach. Let's make this year, our 9th conference, an inspiring one as we focus on connecting people to people around the world.

You will have many opportunities during the 2008 conference to build new bridges of your own, broaden your perspective on global stock plan administration, and strengthen existing relationships. Take the time to attend – to network, to learn, and most importantly, to share what you know.

At the 2008 GEO Annual Conference, you will have quality time to:

- Deepen your knowledge through our interactive breakout sessions, thought-provoking panel discussions, and selective plenary topics
- Get real-world answers to your most challenging questions from the experts who have lived it
- Network one-to-one with your peers from across the globe
- Enjoy cross-cultural exchanges in scenic and historical San Francisco

“Be informed.
Learn from
other people’s
experiences.”



Networking Opportunities

Wednesday, 9 April 2008 • 11:00 – 13:30

Issuer-Only Networking Luncheon

Sea Cliff, Palace Hotel

Rated as one of the best and most useful sessions of the conference, this is a special networking opportunity specifically for delegates from companies that offer equity-based plans to their employees (“Issuers”). Hosted by the GEO Advisory Council, this session will provide the opportunity for companies to network with their peers and discuss the topics of greatest interest and concern in an open forum. This continues to be one of our most popular events since its inception three years ago.

Wednesday, 9 April 2008 • 17:00 – 19:00

Opening Reception

Exhibit Hall, Palace Hotel

We will kick-off the 9th GEO Annual Conference with an Opening Reception in the exhibit hall at The Palace Hotel. Visit the various exhibits, catch up with old friends and colleagues, and make new acquaintances while you relax, mingle and enjoy refreshments and hors d’oeuvres. Join us and reconnect during this traditional networking event.

Wednesday, 9 April 2008 • 19:30 – 23:00

Networking Event at the Asian Art Museum

Samsung Hall, Asian Art Museum

We will continue the evening at the Asian Art Museum in the historic Civic Centre of San Francisco. Dinner and entertainment will be provided, and you will have walking access through the galleries on the 2nd floor, offering a unique perspective into 6,000 years of Asian art and culture. *Group transfers from the Palace Hotel to the Asian Art Museum • 19:15-19:30*

Sponsored by: Fidelity Investments

Thursday, 10 April • 19:00 – 00:30

2008 GEO Awards Presentation, Gala Dinner, and After-Party

Garden Court, Palace Hotel

The GEO Awards have become the premiere social and educational event to highlight best practices in global equity compensation. Enjoy our gala dinner in the Garden Court of the Palace Hotel, one of the most breath-taking and historical gathering spots in the city. This is an evening you will not want to miss as we mix, mingle, network, and celebrate the most innovative leaders in our industry.

Sponsored by: Citi Smith Barney, SunGard, HBOS, and Orrick

Attention Corporate Issuers – Key Reasons to Attend!

- Spend quality time with your peers, helping each other navigate the sea of ever-changing rules and regulations
- Enjoy the issue-only sessions where you can speak candidly
- Share new ideas and leverage best practices with many of the leading corporate issuer companies
- Attend presentations that are right for you – a broad range of sessions from beginner to advanced are offered

Attention Service Providers and Advisors – Key Reasons to Attend!

- Network with key decision makers
- Develop new business
- Strengthen existing relationships
- Promote your product and service offerings
- Share global perspectives on stock plan administration
- Earn credit towards continuing education



Schedule

Wednesday, 9 April 2008

- 11:00 - 13:30 **Issuer-Only Networking Luncheon**
- 13:45 - 14:45 Pre-conference Session 1
- 14:55 - 15:55 Pre-conference Session 2
- 16:00 - 17:00 **Speaker Reception** (invitation only)
- 17:00 - 19:00 **Opening Reception**
- 19:15 - 19:30 Transfers to the Asian Art Museum
- 19:30 - 23:00 **Networking Event at the Asian Art Museum**
Sponsored by: Fidelity Investments

Thursday, 10 April 2008

- 08:00 - 08:45 Breakfast in Exhibit Hall
- 08:45 - 09:00 Welcome/Opening Remarks
- 09:00 - 09:45 Plenary Session 1
- 09:55 - 11:10 Breakout Session 1
- 11:10 - 11:40 Break in Exhibit Hall
- 11:40 - 12:55 Breakout Session 2
- 12:55 - 14:00 Lunch in Exhibit Hall
- 14:00 - 15:15 Breakout Session 3
- 15:15 - 15:45 Break in Exhibit Hall
- 15:45 - 16:45 Plenary Session 2
- 19:00 - 00:30 **GEO Awards Presentation, Gala Dinner, and After-Party**
Sponsored by: Citi Smith Barney, SunGard, HBOS, and Orrick

Friday, 11 April 2008

- 07:30 - 08:15 Breakfast in Exhibit Hall
- 08:15 - 09:30 Breakout Session 4
- 09:30 - 10:00 Break in Exhibit Hall
- 10:00 - 11:15 Breakout Session 5
- 11:25 - 12:40 Breakout Session 6
- 12:40 - 13:45 Lunch in Exhibit Hall
- 13:45 - 15:00 Breakout Session 7
- 15:00 - 15:30 Break in Exhibit Hall
- 15:30 - 16:30 Plenary Session 3
- 16:30 - 16:45 **Closing Remarks and Drawing**
Drawing Sponsored by: Deloitte

(subject to change)

“Many of us
go to other conferences
to teach.
We come to the GEO
conference to
learn.”



Plenary Sessions



THOMAS MAN



ROBERT FINOCCHIO



CARINE SCHNEIDER



PATTY MCCHESNEY

Plenary 1

Thursday, 10 April 2008, 9:00 – 9:45

Preparing to Do Business in China – Lessons Learned and Practical Suggestions

Thomas Man, Orrick (CN)

Almost all large and small companies are developing a relationship with China. Working with employees and business partners in China requires an understanding of the Asian culture. Mr. Man, a Partner with Orrick in Beijing, will share his experiences and views on what it takes to successfully develop relationships in China.

Plenary 2

Thursday, 10 April 2008, 15:45 – 16:45

The CEO Perspective on Equity Plans

Robert Finocchio, Former Chairman and CEO, Informix Corporation (US) and Carine Schneider, CEO, Global Shares (US)

Join this armchair conversation between a former CEO and Board Member, and current CEO, as they discuss the merits of employee ownership, broad-based ownership, plan design, and the role of the equity professional in protecting the corporation.

Plenary 3

Friday, 11 April 2008, 15:30 – 16:30

Challenges and Successes of Broad-Based Equity Design – Intel's Historical Challenges and New Direction

Mike Namie, Equity Program Manager, Intel (US) and Patty McChesney, Equity Program Manager, Intel (US)

This interactive session will encourage discussion on the challenges Intel is facing as well as new directions they are considering for delivering broad-based equity. We will touch on a quick history of equity at Intel; provide an overview of our current equity program; discuss employee perception issues regarding the value of equity and our key learnings on communications; share actions Intel has taken such as implementing RSUs (what it fixed, what it didn't); and, discuss current trends under consideration. Come prepared to participate and make this a lively and valuable discussion.

Breakout Sessions

Administration

- The Impact of Foreign Exchange Fluctuations on Executive Remuneration
- Executing a Flawless Purchase in Global Markets
- Cross-Border Participants:
Tackling the Tough Process Issues
- Restricted Shares and Units
– If They're Not New Anymore, Where Are All of the Details on Best Practices?
- Administration Concerns for Global Non-Public Companies

Case Study/Country Specific

- Panel Discussion Addressing Key Global Issues
- Implementing a Global ESPP:
It's a Small World After All
- Share Plans in the Middle East:
Is There a Meeting of Minds?
- Organising a Share Plan Project Within a Multinational Group:
Who Was Involved, What Worked Well (and What Didn't)
- The BNP Paribas – BNL Take Over:
Impact on the Group's Share Plans
- Administration of Equity Programmes in the BRIC Countries: Panel Discussion
- Global Employee Stock Purchase Plans
- Navigating a Change in Service Providers:
The Philips Case Study
- Executive Plan Practices in India – What Are the Latest Trends and Developments / Country Technical Update for India
- Keeping an Eye on the Dragon:
Exporting Share Plans to China

“GEO offers continuing education and presentations on a wide variety of topics – from introductory through advanced.”

Communications

- Seeing is Believing:
Demonstrating the Effectiveness of Equity Programs

Design

- Is Broad-Based Employee Ownership Around the World Still a Good Idea?
- Current Considerations with Continuing to Offer an Employer Stock Fund Under a Qualified Retirement Plan
- Global Response to Stock Option Expensing – The Third Wave
- Benchmarking – A Science or an Art?

Tax/Accounting/Legal

- Globally Mobile Employees
– Are Yours in the “Lost And Found”?
- Western Europe for US Issuers
- US – UK Importing and Exporting Broad-Based Stock Plans. Navigating Favorable Tax Regimes and Avoiding US Securities’ Laws and Section 409A Pitfalls
- The Impact in Equity Participation of the New Anti-Discrimination Laws in the European Union: How to Deal with the Different Rules and Practices
- Tax-Favored Global Stock Plans: No Good Deed Goes Unpunished
- Navigating the Terrain:
Coping with the Evolving Regulatory Landscape
- The Impact of Change in Control Transactions in the Global Equity Arena – Tax Effective Strategies
- I Knew There Had to Be a Catch
– Linking Performance Plans with Non-Competes
- Global Compliance for Private Company Employee Stock Plans Viewed from a Public Company’s Eyes
- Around the Globe in One Year:
Regional Overview of Tax and Legal Changes Affecting Global Share Plans During the Past Year
- Best Practices for Resolving Equity Program Disputes in a Variety of Global Jurisdictions
- Global Demands for Greater Transparency in Compensation Disclosure



Speakers at the Conference

Sean Ahern,
Prudential, US

Tom Anderson,
UBS Corporate Employee
Financial Services, US

John Bagdonas,
Computershare, US

Joseph Beauregard,
Russell Investments, US

Laura Becking,
Orrick, US

Michael Bendorf,
Buck Consultants, US

Colin Bernier,
Ernst & Young Societe
d'avocats, FR

Susan Berry,
Magma Design Automation, Inc.,
US

Veena Bhatia,
Stock & Option Solutions, Inc., US

Patricia Boepple,
Global Shares, IE

Randy Boldt,
Motorola, Inc., US

Juan Bonilla,
Cuatrecasas, ES

Cormac Brown,
Mason Hayes & Curran, IE

Ed Burmeister,
Baker & McKenzie LLP, US

Marc Burrows,
KPMG, CH

Stephen Cahill,
Mercer, UK

Bruno Carlier,
BNP Paribas Securities
Services, FR

Mary Carter,
KPMG, UK

Olivia Cattaneo,
BNP Paribas Securities Services, IT

Emily Cervino,
Certified Equity Professional
Institute, US

Agnes Charpenet,
Baker & McKenzie LLP, FR

Michael Cheesley,
Computershare, UK

Kate Clancy,
Baker & McKenzie LLP, US

Linda Clifford,
Boston Scientific Corporation, US

Sara Cohen,
Lewis Silkin, UK

Janet Cooper,
Linklaters, UK

Christopher Cowell,
UBS, UK

Mitchell Dahl,
Dewey & LeBoeuf LLP, US

John Daughtrey,
Equiniti, UK

Jim Day,
AetherSys Ltd., UK

Valerie Diamond,
Baker & McKenzie LLP, US

Jessica Dolan,
Global Shares, IE

Lisa Dooley,
Honeywell International, US

Lindsey Doud,
RBC cees, UK

Jon Doyle,
DLA Piper LLP, US

Steve Fackler,
Gibson, Dunn & Crutcher, US

Wilfredo Gaitan,
Buck Consultants, US

Kelley Garrett, CEP,
Microsoft Corporation, US

Jennifer George,
Baker & McKenzie LLP, US

Joyce Gooden,
Corning Incorporated, US

Chris Goossens,
Gofective, NL

Jen Gornstein,
Time Warner, Inc., US

Judith Greaves,
Pinsent Masons, UK

Nicholas Greenacre,
White & Case, UK

Tarun Gulati,
ESOPDirect, IN

Kimberley Hackman,
Starbucks Coffee Company, US

Christina Hamilton,
Citi Smith Barney, UK

Jonathan Harris,
BP, US

Dan Hickey,
Nokia, US

Jim Hirsch,
Citi, US

Laine Joelson Cohen,
Citi, US

Alan Judes,
Strategic Remuneration, UK

Andrea Kagan,
Deloitte, US

Barbara Klementz,
Baker & McKenzie LLP, US

Jane Klewin,
BP, US

Carrie Kovac,
Symantec, US

Richard Lamptey,
Mercer, AE

Justin Liu,
Mercer, CN

Joe Machewirth,
Prudential, US

Scot Marcotte,
Buck Consultants, US

Stuart McCran,
GlaxoSmithKline, UK

Luc Meeus,
Baker & McKenzie LLP, BE

Brian O'Neil,
Accenture, US

Kevin O'Neil,
Covidien, US

Geraldine Pamphlett,
BHP Billiton, UK

John Papadakis,
Jones Day, UK

Mitan Patel,
Citi Smith Barney, UK

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Halliwell Consulting, UK

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Etienne Pujol,
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Ernst & Young, US

Richard Rolls,
KPMG, UK

Louis Rorimer,
Jones Day, US

Corey Rosen,
National Center for Employee
Ownership, US

Ira Rosenstein,
Orrick, US

Brian Ruff,
Eli Lilly and Company, US

Carol Rutlen,
Certified Equity Professional
Institute, US

Mary Samsa,
Seyfarth Shaw LLP, US

“The
education you get
at a GEO conference
is unsurpassed.”

Britta Schmitt,
Ernst & Young AG, DE

Peter Simeonidis,
Deloitte Tax LLP, US

Lisa Slipp,
Mercer, CA

Adam Sorensen,
WorldatWork, US

Craig Tanner,
DLA Piper LLP, US

Lydia Terrill, CEP,
Chordiant Software, Inc., US

Sean Trotman,
Deloitte, US

Karsten Umnuss,
Luther, DE

Miriam Valten,
Royal Philips Electronics N.V., NL

Dan Walter,
Performensation Consulting, US

Jewon Wee,
Fidelity Investments, US

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THQ, Inc., US

Doug Wilson,
General Mills, US

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Halliwell Consulting, UK

Jean Wong, CEP,
Sun Microsystems, Inc., US

Anna Wordsworth,
Pinsent Masons, UK

Al Wright,
Worldwide Compensation, US

Wei Zheng,
Mercer, CN

Marlene Zobayan,
Deloitte, US

Christine Zwerling, CEP,
National Center for Employee
Ownership, US

(Partial list, subject to change.)

Attending the Conference

Full Conference Attendee Fees

Register Online at www.globalequity.org/conference/2008

Corporate Issuers Members

Register on or before 16 February 2008 and save \$100	Register after 16 February 2008
US\$995. ⁰⁰	US\$1,095. ⁰⁰

Who are Corporate Issuers? - Issuers are individuals involved with their company's internal equity compensation plans.

Provider and Advisor Members

Register on or before 16 February 2008 and save \$150	Register after 16 February 2008
US\$1,445. ⁰⁰	US\$1,595. ⁰⁰

Who are Providers/Advisors? - Providers/Advisors include any individual/firm that provides services to companies using employee equity compensation plans. These services include accounting, administration, advisory, brokerage, compensation consulting, financial planning, legal, share transfer, and software programs. Provider/Advisor firms must be corporate members to attend the conference.

Full Conference Attendee Fee includes the following:

- Educational Plenary and Breakout Sessions
- Wednesday Evening Opening Reception
- Wednesday Evening Networking Event at the Asian Art Museum
- Unlimited Access to the Exhibit Hall
- Breakfast, Lunch, and Breaks in the Exhibit Hall (Thursday and Friday)
- One (1) Ticket to the 2008 GEO Awards Presentation, Gala Dinner, and After-Party on Thursday Evening
- Ability to Purchase One (1) Guest Ticket to the GEO Awards Presentation, Gala Dinner, and After-Party on Thursday Evening for US\$225

Exhibiting at the GEO Conference

Increase brand recognition and generate qualified leads by exhibiting at the GEO Annual Conference!



By exhibiting at the GEO conference, your company will be gaining the greatest exposure to the largest gathering of international equity compensation professionals. Secure your preferred space today.

Register online at www.globalequity.org/conference/2008

DELUXE Booth Packages

(Only available through 16 February 2008)

DOUBLE DELUXE BOOTH	SINGLE DELUXE BOOTH
US\$14,895. ⁰⁰ <ul style="list-style-type: none"> • 6 Full Conference Attendees • 6 Booth Staff • 10' x 20' booth area • Wireless internet connection • Identification sign 	US\$7,995. ⁰⁰ <ul style="list-style-type: none"> • 3 Full Conference Attendees • 3 Booth Staff • 10' x 10' booth area • Wireless internet connection • Identification sign

STANDARD Booth Packages

DOUBLE STANDARD BOOTH	SINGLE STANDARD BOOTH
US\$7,795. ⁰⁰ <ul style="list-style-type: none"> • 6 Booth Staff • 10' x 20' booth area • Wireless internet connection • Identification sign 	US\$3,995. ⁰⁰ <ul style="list-style-type: none"> • 3 Booth Staff • 10' x 10' booth area • Wireless internet connection • Identification sign

Additional passes for booth staff may be purchased for US\$895 each by contacting mholly@geomail.org. Booth Staff are welcome for all activities listed above for Full Conference Attendees, with the exception of the Educational Plenary and Breakout Sessions.

The 2008 GEO Awards



What better way to enhance your reputation in the market than to win a GEO Award for excellence!

The GEO Awards were created to recognize companies who are granting successful and creative equity compensation programs to their employees in more than one country.

The 2008 Awards will be granted to companies based on employment size who distinguish themselves by exceptional performance in the following categories:

- ★ Best Plan Effectiveness
 - ★ Most Innovative and Creative Design
 - ★ Best Use of Technology
 - ★ Best Communications
 - ★ Best in Financial Education
- It is easy – Companies must submit an application by **18 February** to be considered for a GEO Award. Companies may submit for more than one category and we recommend that the submitting company and their service provider team collaborate to complete the application process.
 - Visit the GEO website or contact Pam Stetson at pstetson@geoemail.org for further details or assistance.

GEO Awards – celebrating excellence and best practices in the share plan community. Don't delay, apply today!

Visit www.globalequity.org/conference/2008

2007 GEO AWARD RECIPIENTS

BEST USE OF TECHNOLOGY
COMPANIES UNDER 50,000 EMPLOYEES

ANZ

BEST COMMUNICATIONS
COMPANIES UNDER 50,000 EMPLOYEES

bhp billiton

COMPANIES OVER 50,000 EMPLOYEES

Vodafone

PIONEER AWARDS 2007

Hans Muench & Fred Whittlesey

BEST PLAN EFFECTIVENESS
COMPANIES OVER 50,000 EMPLOYEES

UBS

**MOST INNOVATIVE AND
CREATIVE DESIGN**
COMPANIES UNDER 50,000 EMPLOYEES

Syngenta

COMPANIES OVER 50,000 EMPLOYEES

HSBC





CONFERENCE SPONSORS

Wednesday Networking Event
at the Asian Art Museum

Stock Plan Services



GEO Awards Dinner



Media / Print



Conference Bag



Conference Program Guide



Name Badges/Wallets



Attendee Drawing



Bottled Water



Industry Book of Interest



Conference Flowers



Event Location

Palace Hotel

2 New Montgomery Street
San Francisco, CA 94105 US
Phone: +1 (415) 512-1111
Fax: +1 (415) 243-8062



GEO's Discounted Group Rate

GEO has secured a discounted sleeping room rate of US\$279 for a single superior room plus applicable taxes per night at the event hotel, the Palace Hotel, for our attendees, presenters, and exhibitors. Be sure to book your hotel room today as space is limited.

Subject to availability, the group rate may apply for 3 days before and 3 days after the official conference dates.

To receive the group discount rate, please make your hotel reservation by 7 March 2008. For your convenience, it is possible to make your reservation by phone or online.

Phone - Call the Reservation Department at +1 (415) 512-1111 and mention that you are attending the Global Equity Organization 9th Annual Conference to secure the discounted group rate.

Online - Visit the GEO website at www.globalequity.org/conference/2008

New this year...

Attendee Drawing

Sponsored by Deloitte

US\$2,500!

Drawing to be held following the Friday afternoon plenary session, must be present to win.

The People and Founding Sponsors of GEO



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For the latest information on the Provider Council, contact Mary Carter
or visit the GEO web site at www.globalequity.org



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Director
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Member-Driven



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thank Equiniti for their
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For further information contact:

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Michele Holly, Operations Director, mholly@geoemail.org

Pam Stetson, Executive Director, pstetson@geoemail.org

The GEO mission is to help our members stay ahead of global issues by providing an independent forum for open exchange. GEO continues to influence the global community by informing, educating, and connecting our members.

Visit us at www.globalequity.org.



Join GEO in SF