



You Are Invited to GEO's 2003 Conference

GEO invites you to attend our 4th Annual International Conference: Global Equity Compensation in a Changing World.

The Global Equity Organization is pleased to be hosting its 2003 Annual Conference from 6 – 9 April 2003 in Dublin, Ireland! Dublin is a historic city of vibrant attractions, art galleries, and museums and will be an ideal complement to our incredible assortment of professional speakers and international topics. If your company supports global share plans then this is the conference not to miss!

The conference fee is US\$1,195 and can be paid by either check or credit card. Your conference fee will cover all of the workshop materials, CD's of all presentations, a list of conference attendees in addition to the following meals and activities:
Sunday – welcome reception;
Monday – breaks, lunch, and dinner event at the Guinness Storehouse;

Tuesday – morning break; Wednesday – breaks and lunch. A full Irish breakfast is provided for all attendees staying in our conference hotel.

Since our annual conference attendees come from many different countries, we schedule a break on Tuesday afternoon for registrants to have individual meetings, catch up on work, see the sites of Dublin, or simply relax. Be sure to keep Tuesday evening open for the GEO Awards – refer to the GEO Awards panel for details.

You may register for the 2003 GEO Conference via the GEO website, www.globalequity.org/conference or by completing and returning the attached registration form to the GEO office. If you choose to register via post mail, please be sure to visit the GEO website and select your workshop preferences. The GEO conference presentations will be made in English and conference attire is business casual.

www.globalequity.org/conference



The 2003 GEO Awards

The Global Equity Organization (GEO) is pleased to announce the second annual GEO Awards to be presented 8 April 2003 in Dublin, Ireland. The GEO Awards have become the premiere social and educational event in highlighting the best practices in global equity compensation and we invite you to participate in this year's event.

Any company using equity compensation for employees in more than one country may apply for a GEO Award.

About the Awards

The Global Equity Organization has developed the GEO Awards to recognize outstanding achievements of companies operating international employee stock plans. While there are different award categories, the purpose of the GEO Awards is to highlight best practices in global equity compensation.

The GEO Awards are granted to companies of different size and award recipients are selected by a panel of impartial equity compensation professionals who act as judges for the Awards. The judges evaluate each award based on established criteria.

Submitting Applications for the GEO Awards

Nominations for the GEO Awards may include submissions by individual companies (issuers), service providers and advisors, or joint nominations. Since global equity plans are typically created through a collaboration of in-company and service provider teams we recommend that applications be developed with both parties involved. Visit www.geoawards.org for additional application information.

The 2003 GEO Award Categories

The 2003 GEO Awards will be granted to companies for the exceptional performance in the following categories:

- ★ *Best Communications*
- ★ *Best Use of Technology*
- ★ *Most Innovative and Creative Design*
- ★ *Best Plan Effectiveness*

Attending the GEO Awards Event

The presentation of the GEO Awards will be made on Tuesday, 8 April 2003 at a gala dinner in the 17th Century Royal Hospital Kilmmainham in Dublin, Ireland. Guests are welcome and encouraged to bring their spouses and partners to this elegant and entertaining event. Attending the GEO Awards event can be arranged through individual or group ticket purchases. Information on purchasing tables or individual tickets can be found at: www.geoawards.org





Speaker Information

Speakers from the following companies...

- Abacus Financial Services Group
- Allecon Stock Associates
- Allen & Overy
- Applied Materials (case study)
- Baker & McKenzie
- Cisco Systems
- Clifford Chance
- Computershare
- Deloitte & Touche
- Dibbs Barker Gosling
- E*TRADE Financial
- Edward Nathan
- Ernst & Young
- ESOP Direct
- EquiServe
- Global Focus
- Group Five
- Herbert Smith
- Hewitt Bacon & Woodrow
- Hewlett Packard (case study)
- Howells Associates Ltd.
- International Paper (case study)
- iQuantic Buck
- Jones, Day, Reavis, Pogue
- KPMG
- Landwell & Associés
- Lavee Law Firm
- Linklaters
- Lloyds TSB Registrars
- Mellon Financial Services
- Merrill Lynch
- Michelin (case study)
- Mourant
- myshares
- O'Donnell Sweeney
- Pinsent Curtis Biddle
- PricewaterhouseCoopers
- ProShare
- Rödl & Partner
- Salomon Smith Barney
- Simpson Thacher & Bartlett
- Smith & Nephew (case study)
- Société Générale
- Spirent (case study)
- Towers Perrin
- Transcentive
- UBS Paine Webber
- Watson Wyatt Worldwide
- WestWard Pay Strategies Inc.
- Wipro (case study)
- Wilson Sonsini Goodrich & Rosati
- White & Case
- Wyeth (case study)
- Yorkshire Building Society

Speakers from the following locations...

- AUSTRALIA
- CANADA
- FRANCE
- GERMANY
- HONG KONG
- INDIA
- IRELAND
- ISRAEL
- JERSEY
- NETHERLANDS
- SOUTH AFRICA
- SPAIN
- SWITZERLAND
- UNITED KINGDOM
- UNITED STATES

FOUNDING CORPORATE SPONSORS

Compensation and Performance Management Inc.
 Charles Schwab
 Deutsche Banc Alex. Brown
 E*TRADE Financial Services
 EquiServe
 Global Reward Plan Group
 Hewitt Bacon & Woodrow

Linklaters
 Merrill Lynch
 Mourant
 Pinsent Curtis Biddle
 PricewaterhouseCoopers
 Prudential Financial
 Salomon Smith Barney
 Transcentive
 UBS PaineWebber
 Watson Wyatt Worldwide

2002 GOLD SPONSORS

Abacus Financial Services Group

2002 SILVER SPONSORS

Abarca Equity, Inc.
 Halifax plc

THE BROCHURE PRINTING SPONSOR
 Lloyds TSB Registrars

ATTENDEE GIFT SPONSOR

Citigroup

MONDAY NIGHT DINNER SPONSOR

Mourant

PARTNER SPONSOR

Linklaters
 Merrill Lynch
 PricewaterhouseCoopers
 Gardner Carton & Douglas LLC





Workshops & Panels

CASE STUDIES

- Michelin Case Study
– The Michelin Guide to Global Administration
- Hewlett-Packard/Compaq Merger
– Case Study on Combining Global Equity Plans
- Wipro Case Study
– Employee Ownership in India
- Smith & Nephew Case Study
– An International Case Study with a Twist
- International Paper Case Study
– The Power of Communication

COUNTRY SPECIFIC

- Stock/Share Plans in the US and UK
- Stock Plans in Emerging Economies – India, South Africa, and Beyond
- Ireland Focus
– Employee Share Plans
- The French Connection – Stock Purchase Plans in France and Beyond
- Roundtable on European Stock Plans and Developments
- International Hotspots

**FOR THE CURRENT
SCHEDULE INFORMATION
VISIT THE GEO
CONFERENCE
WEBSITE.**

PLAN DESIGN

- What's Next for Global Executive Incentives
- The Changing Role of Stock in Global Compensation
- Performance Based Equity Compensation
– Global Considerations and Recent Research on Germany
- Revisiting Stock Option Grant Practices
- Objectives and Obstacles for Global Share Plans
- The Growing Accountability and Corporate Governance Crisis of Employee Stock Plans

ADMINISTRATIVE SESSIONS

- Streamlining Share Settlement, Delivery, and Ownership
- Administrative Roundtable
– In-house or Outsource... you decide!
- Administering Global Stock Plans from a Practical Perspective
- Outsourcing Stock Plan Administration
– How Satisfied Are Sponsors
- Taking the Confusion Out of Communication Globally

TAX, LEGAL, AND ACCOUNTING

- What To Do With Expensing?
- How to Successfully Implement Global Stock Chargebacks: A Case Study
- Do You Know Where Your Employees Are? Equity Compensation and Expatriate Issues
- International Issues in Formulating Equity Compensation Strategies in an Uncertain Market
- Employee Risk Through Equity Compensation Participation
- At Risk? Employer Considerations on Operating, Terminating, and Modifying Stock Plans Around the World
- The Impact of Data Privacy on Global HR and Benefits
- Tax and Legal Treatment of Stock Plans in Asia



Hotel Accommodations

Jury's Doyle Burlington Hotel,

Upper Leeson Street, Dublin 4, Ireland

Telephone: (+353 1) 660 5222 • Fax: (+353 1) 660 8496

The Jury's Doyle Burlington Hotel is Dublin's largest hotel and centrally located in one of Dublin's most attractive Georgian districts – just a 10-minute walk to the heart of the city's most fashionable and cultural districts. Renowned for its warm atmosphere and unique 'buzz,' the Burlington offers you the chance to savour Dublin's warmth and wit in lively style.

Please visit the GEO Conference web site and complete the Burlington Booking Form to confirm your hotel reservation directly. *Please Note: The final booking cut-off date is 28 February 2003.* Following this date, rooms will be subject to availability and subject to standard hotel rates. Please make your reservations early!

Exhibitor Information

Service providers and advisory firms from around the world will be exhibiting at the 2003 GEO annual conference. The exhibit hall will be open during special hours and will provide an opportunity to gather information on the practices of leading international law, accounting, and consulting firms, transfer agents, software companies, outsourcing providers, stockbrokers and many others. For more information on exhibitors and exhibiting, please visit our website at www.globalequity.org/conference.

LIST OF THE 2002 EXHIBITORS

- Abacus Financial Services Group
- Baker & McKenzie
- CCH
- Charles Schwab
- Computershare
- E*TRADE Financial Services
- Ernst & Young
- Equiserve
- ESOP Direct
- Fidelity Investments
- iQuantic Buck
- Linklaters
- Mourant
- myshares
- Pinsent Curtis Biddle
- PricewaterhouseCoopers
- Salomon Smith Barney
- Transcentive
- UBS PaineWebber
- Watson Wyatt
- White & Case

Schedule

SUBJECT TO CHANGE

Sunday, 6 April

16:00 – 19:00 Registration
17:00 – 19:00 Exhibit Hall Open, Opening Reception

Monday, 7 April

8:30 – 9:00 Opening
9:00 – 10:00 Keynote:
Corporate Governance, Investor Confidence, and The Economy
10:00 – 10:30 Break
10:30 – 11:45 Workshop Series 1
11:50 – 12:30 Workshop Series 2
12:30 – 13:45 Lunch
13:45 – 15:00 Workshop Series 3
15:00 – 15:30 Break
15:30 – 16:30 Keynote:
International Hotspots
18:00 **Conference Dinner and Evening Event at the Guinness Storehouse**
– Sponsored by Mourant

Tuesday, 8 April

9:00 – 10:15 Workshop Series 4
10:15 – 10:45 Break
10:45 – 12:00 Keynote:
Industry Perspectives
– Panel Discussion on the State and Direction of Equity Compensation
19:00 *additional registration required*
GEO 2003 Awards Gala
– Royal Hospital Kilmainham, Dublin, Ireland

Wednesday, 9 April

9:00 – 10:15 Keynote:
View from the Top – How Corporate Leaders View Equity Compensation
– Panel Discussion featuring Leaders of International Employee Ownership Companies
10:15 – 10:45 Break
10:45 – 12:00 Workshop Series 5
12:00 – 13:00 Lunch
13:00 – 14:15 Workshop Series 6
14:15 – 14:30 Break
14:30 – 15:45 Workshop Series 7

THREE EASY WAYS TO SIGN UP

- 1 fax: (USA) +1 253.423.8390 or (UK) +44 (0) 20.77.48.3251
- 2 web: www.globalequity.org/conference
- 3 mail: 1442 E. Lincoln Avenue #487, Orange, CA 92865 USA

STEP ONE REGISTRATION OPTIONS

Please indicate your conference registration fee options

ALL GEO CONFERENCE ATTENDEES MUST BE ACTIVE GEO MEMBERS.

Total US\$:

GEO Membership

ALL GEO CONFERENCE ATTENDEES MUST BE ACTIVE GEO MEMBERS.
 US\$295 New Member/Renewal

Individual Registration

US\$1,195 Conference
 US\$75 Monday Dinner Guest

GEO Awards Ticket

US\$275 Individual Ticket
 (visit www.geoawards.org for more information on purchasing a table of 10 for the Awards ceremony)

STEP TWO CONTACT INFORMATION

Yes, sign me up for the GEO conference 2003. **Please visit the GEO website to complete the registration process and sign up for your workshops.**

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

OPTIONAL MONDAY NIGHT DINNER GUEST NAME

QUESTIONS?

Michele Holly
officemanager@globalequity.org

STEP THREE PAYMENT

PAYMENT METHOD CHECK VISA MASTERCARD AMERICAN EXPRESS

CREDIT CARD NUMBER EXP DATE

SIGNATURE NAME ON CARD

COMPLETE CREDIT CARD BILLING ADDRESS

MAKE CHECK PAYABLE TO:

Global Equity Organization, 1442 E. Lincoln Avenue, #487, Orange, CA 92865 USA

STEP FOUR NEW MEMBER REGISTRATION

If you are enrolling as a NEW GEO MEMBER fill in the information below. You will be e-mailed a confirmation and then may sign up for workshops.

New Members must choose their username and password. Memberships expire 365 days from date of registration. Annual Membership is US\$295. **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. Name and password must be 4-10 alphanumeric characters and are case sensitive. Anyone selecting "Payment By CREDIT CARD" will be automatically rebilled for renewal of their membership exactly 335 days after their initial registration and then annually thereafter. If you have paid for your membership via CREDIT CARD and do not wish to renew your GEO membership, please e-mail membership@globalequity.org to notify GEO at least 30 days prior to the anniversary date of your registration.

USER NAME (CASE SENSITIVE)

PASSWORD (CASE SENSITIVE)

www.globalequity.org/conference

