GEO Membership

A Guide to Joining GEO’s Global Community
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An Introduction to GEO

About GEO

The Global Equity Organization (GEO) was founded in 1999 to support corporate executives and equity compensation professionals dealing with the challenges of creating, managing and administering employee share plans large and small, national and global. GEO represents a community of nearly 5,000 individuals representing companies and professional firms in more than 60 countries around the world.

GEO’s mission is to provide a forum for an open exchange between members, regardless of location, position or affiliation, of the latest information as to the strategic, financial, cultural, legal, tax, communication and administrative issues involving the use of equity-based employee compensation in the global community, from the fundamentals to the latest market intelligence.

GEO’s Board of Directors is the elected body of GEO serving the membership. While the Board is responsible for establishing strategic direction and facilitating progress toward meeting GEO’s goals and objectives, the employees and members execute the overall strategic plan and fulfill the organization’s mission.

GEO consists of a core team who are dedicated to working with GEO members on a daily basis. GEO’s headquarters are located in Orange, CA. The GEO team stands ready to provide you with the information and resources you need to facilitate local GEO activities.

About GEO Members

GEO members represent a range of companies and institutions heavily involved and devoted to the equity and executive compensation industry, worldwide. They include decision-makers and influencers from all areas of the global equity compensation community:

- **Issuing Companies** - Corporate executives, managers, administrators and team members from a wide range of business sectors. Professionals from organizations including publicly-traded, private, pre-IPO, LLC and partnership equity structures.
- **Service Providers** - Providers of stock plan services including attorneys, accountants, tax advisors, brokers, administrators and consultants.
- **Academic & Government** - Academic institutions, government bodies, and non-governmental agencies.
Becoming a GEO Member

Why Join GEO?

Each of our members has their own compelling reasons for joining GEO. Here are just ten reasons why GEO is the leading global equity compensation community:

1 NETWORK with leaders in the areas of global share plans, executive compensation, innovators, academics, experts & professionals who share best practices from around the world.

2 BENEFIT from practical tools & advice from an organization that operates entirely for the benefit of its membership.

3 CONVERSE with contacts at your local GEO Chapter or one of many chapter events located in 9 countries.

4 ACCESS useful and informative resources such as articles, e-newsletters, surveys & white papers.

5 PARTICIPATE in industry leadership, topical discussion & debate.

6 LEARN crucial information that ensures your share plans and long-term incentives remain competitive & compliant & that can help you succeed & advance in your career.

7 JOIN an unlimited number of informative GEO webcasts, free of charge.

8 CONNECT and share advice & resources & raise your profile with industry experts, peers, clients & new service providers online via GEOconnect, GEO's industry-leading private online community.

9 SAVE $$$ on registration and meet peers, experts and service providers at GEO's global conferences and one-day events.

10 EARN CE CREDITS at events that attract high caliber delegates, offer a welcoming & respectful atmosphere and foster meaningful dialogue.

How to Join GEO

Membership is open to individuals, companies and organizations. To join GEO, visit the 'Become a GEO Member' page of the GEO website - www.globalequity.org/geo/member, or email Michele Holly at michele.holly@globalequity.org.

There are four membership categories:

<table>
<thead>
<tr>
<th>Membership Type</th>
<th>Description</th>
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<tbody>
<tr>
<td>Issuer Individual Membership</td>
<td>Corporate Issuers are defined as companies that provide equity-based plans and programs as part of employee compensation. Individual membership is $295 per year.</td>
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<tr>
<td>Individual Issuer</td>
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<tr>
<td>Issuer Group Membership</td>
<td>Corporate issuers with three or more individuals can opt to participate in an Issuer Group Membership. Companies who elect to participate receive a discounted fee for 3 or more GEO members. Group issuer membership is $745 per year for 3 or more members.</td>
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<tr>
<td>Group Issuer</td>
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<tr>
<td>Service Provider Group Membership</td>
<td>Provider/Advisor Firms provide services to companies providing employee equity compensation plans. Membership is according to size and geographic reach. Once corporate membership is confirmed, all employees working or interested in global equity compensation are entitled to become individual members, free of additional charge. Service provider membership ranges from $295 - $10,000 depending on size and reach of the company.</td>
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<tr>
<td>Service Provider</td>
<td></td>
</tr>
<tr>
<td>Academic and Government Membership</td>
<td>Individuals who are affiliated with any non-profit educational or research institutions or who are affiliated with a national or international government agency/regulatory body are welcome. Membership for this category is complimentary.</td>
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Membership Benefits

GEO offers its members a range of exclusive tools and services, designed to advance their company and their careers. GEO adds value for its members through the delivery of relevant, current, useful and high quality information and peer introductions.

Membership of GEO benefits professionals at all levels from strategic-minded individuals who are leaders in their fields, to their future successors.

Resources and Services

- **A thriving membership base** - A peer network with endless opportunities and access to a global community of c. 5,000 individuals from 60+ countries.

- **On and offline resources that work for you** - The information generated and shared by GEO members is available across multiple channels, including:
  - Webcasts;
  - Weekly e-newsletters;
  - Exclusive access to the GEO website, including secure member-only sections offering relevant industry content updated frequently;
  - Dedicated public and private social media networks to promote community discussion;
  - A global membership directory for online networking;
  - A job bank for equity compensation professionals.

- **GEOconnect** - A private online community allowing members access to GEO colleagues around the world, 24/7:
  - Connect and communicate with fellow members;
  - Participate in focused discussion groups;
  - Archive and share useful information in document libraries;
  - Network via a comprehensive member directory;
  - Contribute to member blogs and create your own;
  - Post questions online.

- **Mentor Match** - An exclusive mentor/mentee matching program facilitating connections between GEO members for technical and career development exchanges.

- **Volunteer program** - An intuitive system to inspire and encourage volunteerism at all levels.

Annual Global Conference and Events Program

GEO’s unrivalled program of industry-leading educational and networking opportunities events and conferences gather senior professionals from across the US and the rest of the world.

- A flagship international conference;
- A US-based National Equity Compensation Forum event;
- A Pan European Regional Event;
- A Global Communications Forum event;
- One-day events in Australia and across the world.
The GEO Awards

The GEO Awards program plays a vital role in raising the profile of companies that take pride in executing superior equity and executive compensation and employee ownership.

The GEO Awards presentation and dinner is held as part of GEO’s global international conference and the coveted and prestigious awards play an essential role in the promotion and education of worldwide share ownership as well as providing an opportunity to network, learn and celebrate as a community.

GEO Chapters

GEO’s Chapter Meetings provide frequent opportunities to share ideas and experiences with industry colleagues in your area.

Designed to enhance member value and to strengthen the industry, they are run by senior industry figures and deliver local content that make them especially relevant and valuable for attendees. The often informal settings make for approachable and supportive learning environments that cultivate a sense of belonging and community with GEO at the core. Find out more about each GEO Chapter and upcoming events at www.globalequity.org/geo/chapters.

Further Information

Regardless of where you are, GEO puts the world of global equity and executive compensation at your fingertips. For more information, please visit the GEO website: www.globalequity.org.

For additional information or to apply for membership, please contact: info@globalequity.org | +1 (714)630-2908

“GEO’s international scope spans further than other similar organizations and allows me to link directly into individual markets. I look forward to meeting equity peers from other large companies in order to share challenges and learn from their accomplishments at GEO’s Annual Conference.”

Jorgen Pedersen, Director Group Compensation & Benefits, Saint-Gobain, France