



## **TenStep Supplemental Paper**

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### **Stock Plan Survey**

Global stock plans are important elements of employee compensation and rewards in the global market. Global stock plan surveys give access to information about how employees can be managed effectively in the global market place. The survey is a report that addresses global issues like:

- Types of employee stock plans offered worldwide.
- Employee plans that are customized for worldwide application.
- How successful these plans have been.
- What criteria are applied to measure the success of these global employee stock plans.

#### **What does the Global stock plan survey offer to companies?**

The survey is conducted on a yearly basis across 113 U.S. multinational companies offering global stock plans. The focus of the survey is on multinationals extending their stock plans to domestic and global employees. The brief findings of the survey are:

- Most companies are more satisfied with their domestic plan (US) than with their global plan.
- Very few organizations give their stock plans severely critical ratings.
- Stock option plan satisfaction is not affected by employee eligibility but depends on the quality of the plan itself.

#### **What are the benefits of conducting such surveys globally?**

- Employees become more aware of stock option practices that neighboring companies have to offer.
- Companies that impose a global stock plan on their domestic employees may change their strategy.
- Companies that intend to expand their operations globally learn how to effectively deal with international employees. It is a difficult task for HR heads to operate from a local office and impose the same policies and plans on employees who are working in their international offices.