



Stock Option Plans

Stock Options are among the most popular method of compensation for employees in public companies. Staffing for peak levels of option activity may be difficult. Charting the proper course through complex and changing Canada Customs and Revenue Agency (CCRA), and local and international regulations for your employees may be a distraction for management.

Computershare eliminates the administrative complications. We provide record-keeping for various types of stock option plans including incentive, non-qualified, share appreciation rights and performance shares.

We eliminate your need to staff and train internal personnel to handle peak activity periods and other administrative issues. Working as an extension of your office, we provide professional, responsive and accurate stock option plan administration services.

Why implement a Stock Option Plan?

An increasing number of companies are discovering that businesses run smoother and more efficiently when everyone is

working together to achieve a common goal. Stock Option Plans provide numerous benefits to both you and your employees. For employers, a plan encourages participants to be more productive and efficient through the incentive of ownership. Employees will be more likely to partake in the goals and challenges of your company, which may lead to a commitment to profitability and in turn may have a positive impact on your share price. Participants in the plan are more likely to stay with your company if they have a stake in its long-term success. Participation in stock option plans can provide long-term wealth building opportunities for employees.

A Stock Option Plan can be one of the most effective ways to instill a genuine sense of loyalty, commitment, cooperation and concern within either a close circle of key executives or a wide number of employees. From up-front consultation, to detailed record-keeping and share sales, we have the most comprehensive service capability available to assist your company in setting up a plan.

Option Plans - Communications

Computershare will assist you in customizing an effective communications package to benefit your employees. Based on your requirements, the package may be generic or personalized for each participant. We have an in-house mailing facility that may be utilized for mailing to your participants. Our toll-free number for North America will help participants to discuss any initial or ongoing grant communication package. Our team offers a bilingual service for participants to gain account information via phone, fax or e-mail. Stock Option participant statements can be forwarded to employees as frequently as you require.

A comprehensive package

We provide comprehensive plan development, implementation and administration for either executive or employee Stock Option Plans. Our options administration package contains detailed participant reporting, including option activity and account summaries, and easy functionality for participants to exercise their options and sell their shares through a discount brokerage facility. Our systems provide essential information necessary

to comply with regulatory reporting requirements, including summary reports on plan activity for Stock Exchange reporting, as well as transaction details necessary for insider trading reporting. As a value-added service, we offer a cashless exercise program - funds for an options exercise transaction are provided via a third party broker loan.

We will be more than happy to talk to you about Stock Option Plans. To find out more about our product, please contact us at:

www.computershare.com

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