

PEOPLESOFT ENTERPRISE STOCK ADMINISTRATION



FEATURES

- Stock Administration completes your Integrated Compensation Management Solution
- Engage Manager's with Self Service to Allocate Awards
- Motivate and Retain Key Employees

One of the typical assumptions behind a broad-based equity compensation plan is that as owners, employees will be more productive. Shareholders find that it serves to share risk with employees and improves the overall company's performance. Many companies offer equity based compensation as a way to attract and retain their talent & top performers. Equity compensation can also be justified as a company's strategy to conserve their cash reserves.

Oracle's PeopleSoft Enterprise Stock Administration provides you with a full feature, integrated solution for managing your equity compensation programs for your global workforce..

Global Core Human Capital Management

Oracle's PeopleSoft Enterprise Human Resources, Variable Compensation, Benefits, Payroll and Manager Self Service are all integrated with Stock Administration and this means you're guaranteed up-to-date information when you need it. Stock Administration takes the awards allocated and approved in eCompensation & Manager Self Service and continues the business process to support award valuation, vesting, transactions, taxation and regulatory reporting.

Oracle's PeopleSoft Enterprise Stock Administration identifies changes to job data, such as terminations and leave of absence, which may immediately effect the terms of an equity award. By defining your business rules on these events, the modification of the award is completely automated providing accurate and timely processing.

Stock Administration provides for two-way exchange of data with Oracle's PeopleSoft Enterprise Payroll system. Automated tax calculations and updates are done for you with up-to-date withholding information from Payroll. It also differentiates the taxation rules for all types of awards including 83(b) elections.

Employee Stock Purchase Plan enrollments are done in Benefits with stock performing eligibility automatically. Participant contributions made in Payroll are sent to Stock Administration for the offering and purchase period. Stock Administration automatically prorates purchases when plan shares available are exceeded, or when an offering or purchase share limit is met. If the market dictates that the fair market value of your purchase is lower than the grant fair market value, you can enter an anti-dilution price—with no effect on the purchase price. Stock Administration uses the anti-dilution price to calculate the maximum number of shares to be issued to each ESPP participant.

Regulatory Compliance

Stock Administration has some tough regulatory bodies to keep up to date, and with our FAS123r Enhanced Valuation and Retirement Eligibility automated processing, you are equipped with the right data to support all of your reporting requirements. Modification and Re-Valuation is supported in addition to auto calculate or specify the remaining life years of a modified award. All of this, while tracking changes over time with history and effective dating information, rules and data, brings you the power of Oracle's PeopleSoft Enterprise Stock Administration.

Determine Valuation for Financial Disclosures

To meet the complex accounting and financial reporting requirements surrounding equity compensation, Stock Administration enables the user to calculate the "fair value" of stock options and awards granted within the system using an option pricing model. The Black-Scholes Option Pricing Model is the most commonly used for stock compensation, and is accepted by the Financial Accounting Standards Board (FASB) for determining the fair value of accounting for equity vehicles. Oracle's PeopleSoft Enterprise Stock Administration provides a series of reports to assist the user in determining the appropriate inputs into the model, and provides reports formatted for disclosure compliance

Restricted & Performance Awards Supported

Stock Administration fully supports the requirements surrounding Restricted Stock and Awards that allow exercise before vesting. As you grant an RSA, ISO, or NQ that allows exercise before vest, Stock Administration enables you to identify whether the individual has elected to file a Section 83(b) election and uses this information to accurately report tax and income information. Pay for performance is supported a couple of ways. In addition to the Variable Compensation creation of awards tied to Goals, Attainment of those Goals and Proration features, Stock Administration supports the modification of an existing award when a performance condition has been met.

Shares Outstanding and Stock Balances

Tracking share balances and allocations is easy with Stock Administration. The system tracks balances and allocations for treasury pools, stock plans, and common and preferred shares outstanding. The intricate balance tracking and share allocation functionality captures online transactions and batch processes for grants, purchases, exercises, repurchases, releases, and sales or dispositions. To augment the balance tracking capabilities, Stock Administration provides reports that you can use for financial disclosure, auditing, and regulatory reporting.

Shares Available		Options Outstanding	
Stock ID:	KU1GBI	Global Business Institute #1	
Stock Plan Type:	Option Plan		
Stock Plan:	KU1OPT00		
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As of Date:	01/01/2001		
Shares Granted:	90,600.000000		
Shares Exercised:	(34,250.000000)	
Shares Cancelled:	(5,000.000000)	
Shares Expired:	(0.000000)	
<hr/>			
Options Outstanding:	51,350.000000		
Shares Available to Issue:	19,917,400.000000		
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Shares Authorized But Unissued:	19,968,750.000000		

Stock Administration includes a “Stock Class Balance” feature that enables you to keep an up-to-date tally of common and preferred shares issued—and outstanding—in the open market. The stock class, stock treasury, and stock plan balance data enables you to provide initial benchmark balances.

Automated Termination and Leave of Absence Processing

Stock Administration eases the process of modifying equity awards due to terminations and leaves of absence. The termination/leave of absence rules page offers you the flexibility to define business rules for terminations and leaves of absence. You can use a single page to track all rules regarding termination grace periods, leave of absence vesting deferrals, and exercise suspensions for each option plan.

Stock Action Rules

Stock ID: KU1GBI Global Business Institute #1
 Stock Plan Type: Option Plan
 Stock Plan: KU1OPT00 2000 Stock Option Plan

Stock Action Rules Find | View All | First | 1 of 1 | Last

*Effective Date: 01/01/2000 + -

Data Find | View All | First | 7 of 7 | Last

*Stock Action: TER Termination + -

<p>Termination Rules</p> <p><input type="checkbox"/> Vest Immediate</p> <p>Expire Grace Period: Months: <input type="text"/> Days: <input type="text" value="30"/></p> <p>*ISO to NQ Rule: <input type="text" value="Termination"/></p>	<p>Leave of Absence Rules</p> <p>Exercise</p> <p>*Suspend Rule: <input type="text" value="None"/></p> <p>Suspend Period: Months: <input type="text"/> Days: <input type="text"/></p> <p>Vesting</p> <p><input type="checkbox"/> Suspend Vesting</p> <p>Deferral Grace Period: Months: <input type="text"/> Days: <input type="text"/></p> <p>Grace Required Service: Months: <input type="text"/> Days: <input type="text"/></p>
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Manager & Employee Self-Service

Collaborative applications extend enterprises beyond their walls, helping employees, customers, and suppliers to work together. Oracle's PeopleSoft Enterprise eEquity is a collaborative application that integrates with Stock Administration to provide self-service functionality to your workforce. Optionees can view the details of their active grants and transaction activity, including exercises, releases, dispositions, repurchases, cancellations, and expirations.

Identify Individuals for Proxy and Section 16 Reporting

You can keep track of your Section 16 insiders, 10 percent shareholders, and individuals to include in your proxy reporting with Stock Administration. Identifying individuals as insiders enables Stock Administration to automatically include, or exclude, these people when identifying a blackout period or processing repricings. Stock Administration will automatically adjust the employee's ISO grant price and grant life for 10 percent shareholders.

Convert Non-USD Currencies

Stock Administration simplifies the process of converting ESPP contributions for employees around the globe. Stock Administration can convert non-U.S. contributions from any currency into U.S. Dollars, and can convert leftover contributions back to the original currency. The system allows you to choose a currency in which to store the carry-forward amounts.

More Than 100 Delivered Reports

Reporting activity is complex and Stock Administration meets this challenge with a multitude of delivered, ready to use reports. But it also allows you the flexibility to customize these reports to fit your needs including working with an Oracle Partner that is an expert in Corporate Equity Financial Reporting. Areas of delivered reporting is as follows:

- All Transactional Reporting
- Payroll And Tax Reports
- FASB Accounting & Expense Reports
- Financial Disclosure Reports
- Transfer Agent And Brokerage Reports
- Individual Statements, Receipts, And Transmittals

Why Oracle?

Oracle's PeopleSoft Enterprise core HCM solution is a robust HR, Payroll and Benefits set of applications that can be implemented quickly and cost-effectively, providing a strong foundation for organizational growth, cost reduction/savings, and improved productivity and performance. Oracle's core HCM capabilities combined with country-specific capabilities and international data formats enable regional operations and compliance while using a single system of record for reporting, maintenance and lower TCO. These solutions enable you to:

- Manage business systems globally with a common data model and multi-national data formats
- Drive compliant business processes through integrated processes and rules-based engines
- Deploy country-specific capabilities with delivered local extensions

Contact Us

For more information about PeopleSoft Enterprise Stock Administration, please visit oracle.com or call +1.800.ORACLE1 to speak to an Oracle representative.



Oracle is committed to developing practices and products that help protect the environment

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