



Appendix C – List of exhibits

| No. | Individual/Organisation | Exhibit Title |
|------------|---|--|
| 1 | Australian Employee Ownership Association | Understanding ESOPs (workbook, video, information brochure pamphlet) |
| 2 | Australian Employee Ownership Association | Equity Report (Vol 1 No 1, Vol 4 No 2, Vol 5 No 2, Vol 6 Nos 1-4, Vol 7 Nos 1-2, Vol 8 Nos 1-2) |
| 3 | Australian Employee Ownership Association | Employee Share Ownership: Managing and Communicating For Ongoing Success, Canada, September 1990 (booklet) |
| 4 | Australian Chamber of Commerce and Industry | Sharing in Enterprise Effectiveness - Employee Share Schemes, January 1988 |
| 5 | Australian Chamber of Commerce and Industry | ACCI 'Best Practice' Information Paper No. 1: Performance Related Pay in Enterprise Agreements, March 1997 |
| 6 | Australian Chamber of Commerce and Industry | Various certifications of agreements |
| 7 | Australian Chamber of Commerce and Industry | Performance Related Pay - an employer guide, May 1997 (ACCI) |
| 8 | Australian Employee Ownership Association | Future Directions in Employee Ownership Policy containing Coalition Industrial Relations Policy (brochure) |
| 9 | Australian Employee Ownership Association | Future Directions in Employee Ownership Policy containing Australian Labor Party Key Objectives (brochure) |

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|------------|--|--|
| 10 | SPC Limited | Employee Share Ownership Plans - April 1999 |
| 11 | SPC Limited | Employee Bonus Share Plan - Plan Rules |
| 12 | SPC Limited | Employee Share Purchase Plan - Plan Rules |
| 13 | KPMG | Share scheme Survey (brochure) |
| 14 | Australian Securities & Investments Commission | Policy Statement 49 - Employee Share Schemes |
| 15 | Western Australian Minister for Labour Relations | Employee Incentive Schemes, December 1998 (publication) |
| 16 | Western Australian Minister for Labour Relations | An excerpt from Workplace Focus Spring 1998 - Woodside share scheme a winner for all |
| 17 | Confidential | |
| 18 | Mr Thomas Hardwick | Succession Planning in Private Business and Employee Share Ownership Plans (paper) |
| 19 | Coca-Cola Amatil Limited | Share the Growth. A Guide to the CCA Employees Share Plan |
| 20 | Lend Lease Corporation Limited | Employee Share Acquisition Plan (brochure) |
| 21 | Lend Lease Corporation Limited | Report to Shareholders 1998 - 'We see more of what's going on around us because we are not concerned with finding a parking place' |
| 22 | Lend Lease Corporation Limited | 1998 Statutory Report and Financial Statements |
| 23 | Australian Council of Trade Unions | Employee Share Ownership Plans - handle with care (ACTU brochure) |
| 24 | Southcorp Limited | Employee Share Plan - Offer 1998 (information pack) |
| 25 | Southcorp Limited | 1998 Annual Report |

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|------------|---|---|
| 26 | Australian Taxation Office | ATO Media Release 'Aggressively Marketed Schemes Fail', Nat 99/16 |
| 27 | Remuneration Planning Corporation Pty Ltd | An analysis of Employee Share Acquisition Schemes |
| 28 | Remuneration Planning Corporation Pty Ltd | Saving Through the Firm - Employee Share Plans - Context, Role and Implications for Enterprise Performance, Saving and Taxation (Report, December 1993) |
| 29 | Remuneration Planning Corporation Pty Ltd | Role of Employee Share Ownership (graph) |
| 30 | Remuneration Planning Corporation Pty Ltd | Director and Executive Remuneration: Top 350 Report 99 by Ian S Crichton (May 1999) |
| 31 | Woodside Energy Limited | Woodside Employee Share Plan Kit |
| 32 | Equity Strategies Pty Ltd | Gaining Loyalty and Encouraging Long Term Performance through Share Ownership by Edward Wright (paper) |
| 33 | Equity Strategies Pty Ltd | Tax Consequences of Stock-Based Compensation by B Shnider, Dorsey & Whitney LLP (paper) |
| 34 | Australian Manufacturing Workers Union | Correspondence to the Hon J Howard MP from Mr Doug Cameron |
| 35 | M.A.I. Services Pty Ltd | New Money Sources and Profit Motives for democratising the wealth of nations by Shann Turnbull (book) |
| 36 | Australian Employee Ownership Association | Unleashing the Power of Employee Ownership by Hewitt Associates (Summary of Findings) |
| 37 | Mr Dennis Pratt | How Shiny is your Goldfish? and Other Cautionary Tales by Dennis Pratt (book) |

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| 38 | Captain Gavan Spring | Correspondence from Eugene F Keilin and Stephen Presser, Keilin & Co Ltd, to Ansett Australia |
| 39 | Australian Chamber of Commerce and Industry | ACCI position on Employee Participation and Industrial Democracy |
| 40 | Ms Sarah Turberville | Mapping Employee Financial Participation in Australia: Evidence from AWIRS 90 & 95 (paper presented at Manchester University 1-3/9/99) |
| 41 | Cadbury Schweppes Pty Ltd | Australia and New Zealand 1999 Employee Options Contribution Plan |
| 42 | Confidential | |
| 43 | Telstra Corporation Ltd | Key features of Telstra ESOP 97 (paper) |
| 44 | Telstra Corporation Ltd | Telstra ESOP 99 at a glance (paper) |
| 45 | Telstra Corporation Ltd | Telstra ESOP 1997 - Summary of internal research (paper) |
| 46 | Telstra Corporation Ltd | Paper by AGSM - NSW on ESOP's |
| 47 | Investment & Financial Services Association Limited | Guidelines on Executive Share Schemes (published by IFSA) |
| 48 | Technology Taxation Alliance, AIIA | Tax Reform and Australian Technology Industries: Submission to the Review of Business Taxation, dated 16 April 1999 |
| 49 | Remuneration Planning Corporation Pty Ltd | The Employee Share Plan Handbook 1997, Ian Crichton and Kris Chikarovski (RPC) |
| 50 | Remuneration Planning Corporation Pty Ltd | Australian Employee Share Plan Detailed Report (RPC 1992) |
| 51 | Remuneration Planning Corporation Pty Ltd | The Employee Share Plan Report: Employee Equity Participation in Australia, October 1995, and correspondence |

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| 52 | Australian Employee Ownership Association | Correspondence from AEOA to Review of Business Taxation, Department of the Treasury, dated 21 December 1998 |
| 53 | KPMG | KPMG Survey 1998 Form on Employee Share/Option Schemes |
| 54 | Department of Employment, Workplace Relations and Small Business | Copy of Certified Agreement 1997 for Greyhound Pioneer Australia Limited |
| 55 | Department of Employment, Workplace Relations and Small Business | Transcript of AIRC's hearing of 5 February 1998 |
| 56 | Department of Employment, Workplace Relations and Small Business | Transcript of AIRC's hearing of 18 February 1998 |
| 57 | Mr Race Mathews | Two draft chapters re Mondragon Cooperative Corporation (an employee-owned enterprise) |
| 58 | Australian Taxation Office | Draft Taxation Ruling TR 1999/D7 |
| 59 | Australian Taxation Office | ATO Media Release 'Aggressively Marketed Schemes Fail' Nat 99/16 |
| 60 | Australian Securities & Investments Commission | Employee share schemes - Class Order [CO94/1289] ASIC Digest Issued 31/8/94 |
| 61 | Equity Strategies Pty Limited | Equity Strategies, Report May 2000 (study of executive plans introduced by the ASX top 150 companies in 1999) |
| 62 | Equity Strategies Pty Limited | Study by the National Centre for Employee Ownership - Survey of stock option granting practices within venture capital-backed startup companies |
| 63 | Equity Strategies Pty Limited | Going Public - Managing the IPO Process - Paper by Edward Wright, Director, Equity Strategies |