Broad-Based Equity Grants in the Largest 900 Companies

The NCEO identified 40 of the 900 largest public companies in the United States that provide broad-based options to employees (meaning most or all full-time employees are eligible for awards, although they may not actually get them), and 17 that provide broad-based restricted stock grants or similar awards. In addition, 425 of the 900 companies have employee stock purchase plans (ESPPs). Twenty-eight of the companies have an employee stock ownership plan (ESOP), stock bonus plan, or profit sharing plan invested primarily in company stock. All numbers understate the actual numbers of plans, since in many cases companies are not required to report systematically whether they have plans.

In almost all the cases, almost all full-time employees are eligible for awards, although they may not all receive them if the awards are based on performance reviews. In a few cases, employees had to reach of supervisory level, such as assistant manager, to be eligible.

The NCEO gathered data on all forms of broad-based employee ownership in the S&P 500 and the S&P MidCap 400 under a contract with the Heron Foundation, which uses the data as part of its own efforts to encourage broader ownership of wealth beyond upper management. The list is compiled based on information in the employee benefits area of the companies' Web sites as well as a Web search to see whether the company has an ESPP. Because some companies do not specify their benefits, this list is not comprehensive.

The table at right lists the companies that offer broad-based individual equity grants.

The NCEO analysis of the 900 companies indicates whether they have an ESPP, equity grant program, or an ESOP or similar plan. For information on how to obtain the list, which costs $50 for NCEO members, contact Corey Rosen at crosen@nceo.org.

BROAD-BASED EQUITY GRANTS IN THE S&P 900

Company	ESPP	Stock Options	Restricted stock
Adobe Systems Inc.	x	x	x
Advent Software Inc.	x	x	
Amazon	x		x
Apple Inc.	x	x	
Applied Materials	x		x
Autodesk Inc.	x	x	
Automatic Data Processing	x	x	
Becton Dickinson	x		x
CA Inc.	x	x	
Chicago Mercantile Exchange	x	x	x
Cisco Systems Inc.	x	x	
Citrix Systems Inc.	x	x	
Cognizant Tech Solutions Corp.	x	x	
Covidien	x		x
CSX			x
Cypress Semiconductor Corp.	x	x	
Deere & Co.	x	x	
Electronic Arts	x		x
Endo Pharmaceuticals Holdings	x	x	
EOG Resources	x	x	
Fairchild Semiconductor	x	x	
Gilead Sciences Inc.	x	x	
Google	x		x
Great Plains Energy Inc.	x	x	
Herman Miller Inc.	x	x	
Intel Corp.	x	x	
Intercontinental Exchange	x	x	
JDS Uniphase Corp.	x	x	
Jefferies Group Inc.	x	x	
M&T Bank	x		x
MEMC Electronic Materials		x	
Merck & Co Inc.		x	
Micron Technology Inc.		x	
MICROS Systems Inc.		x	
Mylan Inc.	x	x	
National Oilwell	x		x
NetFlix Inc.		x	
Office Depot Inc.		x	
Phillips 66			x
Pfizer Inc.	x	x	x
Pioneer Natural Resources	x		x
Pitney Bowes Inc.	x	x	
PNM Resources Inc.		x	
Range Natural Resources			x
Regency Centers			x
Regeneron Pharmaceuticals Inc.	x	x	
Rosetta Resources	x		x
Semtech Corp.	x	x	
Southwest Airlines Co.	x	x	
Starbucks Corp.	x	x	
SVB Financial Group	x	x	
TIBCO Software Inc.	x	x	
Warnaco Group Inc.		x	
Xilinx Inc.	x	x	