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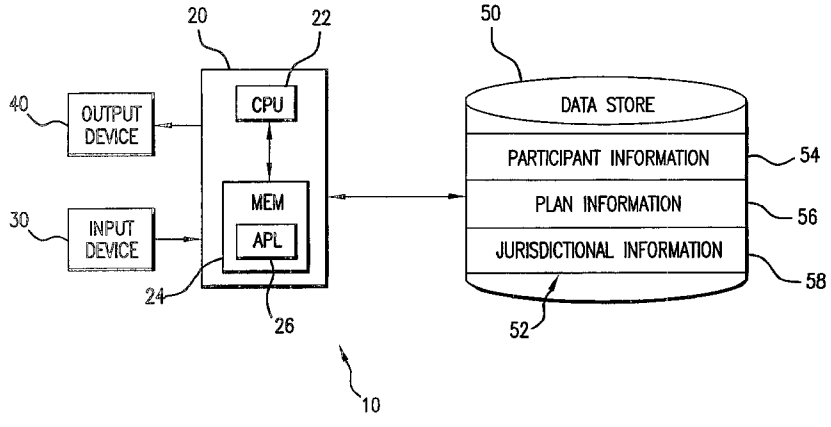
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(54) Title: GLOBAL EMPLOYEE RECORD



(57) Abstract: A system and method are presented for storing and managing information in equity and performance compensation plans (fig. 1). The method includes storing information records (52) including data regarding participants (54) in the compensation plans and their residency history (60) over participant-specified time periods, one or more companies sponsoring one or more compensation plans (56), and jurisdictional (58) requirements and restrictions applicable to participants, companies and compensation plans. The company data (56) includes company-imposed requirements and restrictions (72, 74) of the plan for granting, vesting and exercising options. The jurisdictional data (58) includes a history (62) of one or more jurisdictional requirements over jurisdictionally-specified time periods. In response to a triggering event (116), the method includes retrieving participant (54), compensation (56) and jurisdictional (58) information records corresponding to the trigger, comparing portions of the participant's residency history (60) and the jurisdictional history (62), and satisfying the triggering event by complying with company and jurisdictionally imposed requirements and restrictions in accordance with applicable time periods.

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