

# 中国长期激励政策与实践调研 & 中国A股上市公司长期激励实践报告



## 2019 中国长期激励政策与实践调研

长期激励作为长期吸引、激励和保留人才的重要手段在企业中被广泛应用。调研覆盖了市场上主流企业实施长期激励各个方面的信息。能够帮助您了解市场长期激励的实践及未来发展趋势，厘清长期激励方案的设计和管理要素，并得到美世专业顾问对长期激励设计及未来走向的观点和建议。

### 调研将：

- 审视长期激励计划整体流程，尤其专注实施阶段
- 从人力资源管理者角度出发，提供长期激励管理的实践
- 集合样本量优势及专家观点，形成具有实战意义的指导性长期激励手册
- 覆盖多个长期激励工具，如股票期权、限制性股票、业绩股票、虚拟股票、长期现金等

### 报告内容

- 长期激励计划激励工具
- 长期激励计划授予资格
- 长期激励计划实施效果
- 长期激励计划授予总量
- 长期激励计划激励范围
- 长期激励计划授予价值
- 长期激励计划授予频率
- 长期激励计划归属安排
- 长期激励计划实施中的税务安排
- 长期激励计划的绩效条件
- 长期激励计划的退出

## A股上市公司长期激励实践报告

面对复杂的经济环境和激烈的人才竞争，企业的长期激励实践日趋理性，设计和实施更为灵活，以便及时应对内外部管理环境的变化。A股上市公司长期激励实践报告将回顾与分析A股上市公司10多年间长期激励探索与实践，并对于2017-2018最近两年的激励实践和变化聚焦剖析，分析市场激励趋势，为更多企业实施股权激励提供帮助与支持。



TRS参加者	组合优惠	报告	调研基准日期	数据收集截止日	报告递交日期
21,500元（中国长期激励政策与实践调研）	立减8,000元	中国长期激励政策与实践调研	2019年4月1日	2019年4月30日	2019年7月10日
16,500元（中国A股上市公司长期激励实践报告*）		中国A股上市公司长期激励实践报告*	-	-	2019年4月30日

\* 此处费用已包括税费（6%）

\* A股上市公司长期激励实践报告只提供中文版报告

## 联系我们

如您对相关产品感兴趣，或希望进一步咨询，请扫描右侧二维码，立即报名，烦请备注关键词：“长期激励”。



# CHINA LONG-TERM INCENTIVES POLICY AND PRACTICE SURVEY & CHINA LONG-TERM INCENTIVES PRACTICE REPORT OF A-SHARES COMPANIES



## CHINA LONG-TERM INCENTIVES POLICY AND PRACTICE SURVEY

Long-term incentives (LTI) are widely used as an important tool of attracting, motivating and retaining talents by companies. The survey covers information on aspects of LTI for companies in the market. It helps you understand the practice and future development trends of LTI, clarify the elements of LTI program design and management, and get Mercer's professional POV on LTI design and future direction.

### SURVEY WILL:

- Examine the end-to-end process of implementing LTI plans
- Provide LTI management practices from the perspectives of Human Resource Management practitioners.
- Give you the advantage of having real data combined with expert analysis, in a practical 'how-to' manual on LTI that you can reference at your fingertips.
- Cover different types of LTI plans, such as stock option, RSU, performance stock, phantom stock, long term cash and etc.

### SURVEY CONTENTS:

- LTI plan prevalence
- LTI plan eligibility
- LTI plan effectiveness
- Equity pool reserved for LTI
- LTI grant size
- LTI grant value
- LTI grant frequency
- LTI vesting schedule
- Income tax for individuals
- LTI plan performance conditions
- LTI plan administrative clauses for termination

## CHINA LONG-TERM INCENTIVES PRACTICE REPORT OF A-SHARES COMPANIES

Faced with the complex economic environment and the fierce talent competition, companies' LTI practice is becoming more sensible, and the design and implementation are more flexible, enabling companies to respond to changes in a timely manner. The long-term incentive practice report of A-shares companies will review and analyze the LTI practice of A-share listed companies for the past decade, and will specifically look into the incentive practice and changes during 2017-2018, map out market trends, and provide help and support on companies' LTI implementations.



TRS PARTICIPANT	BUNDLE DISCOUNT	REPORT	DATA EFFECTIVE DATE	DATA SUBMISSION DEADLINE	REPORT DELIVERY DATE
RMB 21,500 (CHINA LONG-TERM POLICY & PRACTICE SURVEY )	SAVE RMB 8,000	CHINA LONG-TERM POLICY & PRACTICE SURVEY )	1 April 2019	30 April 2019	10 July 2019
RMB 16,500 (CHINA LONG-TERM INCENTIVES PRACTICE REPORT OF A-SHARES COMPANIES* )		CHINA LONG- TERM INCENTIVES PRACTICE REPORT OF A-SHARES COMPANIES*	-	-	30 April 2019

\*Taxes are included in the fees (6% VAT)  
\*China Long-term Incentives Practice Report of A-shares Companies are only available in Chinese.

## CONTACT US

Learn more today, click/scan the right QR code and send us your contact information for "LTI".

