

To which employees should Statoil offer the IT Step?

	Yes	No
Top management		
Middle and lower management		
Union officials		
Engineering and development roles (engineers, designers, geologists, analysts)		
Administrative support (office assistant, human resources, accounting, IS)		
Facilities support (janitors, cafeteria personnel, drivers)		
Production personnel (off-shore personnel, refinery workers, transportation)		
Downstream sales and marketing personnel (mobile, with portable computers)		
Downstream customer-facing personnel (gas station attendants)		

What should Statoil ask its employees to commit to, in order to get the IT Step (home PC)?

	Yes	No
No commitment at all		
Receive official company information via Internet		
Go through a home-based training program, with self-reported results		
Go through a home-based training program, with some official testing		
Submit individual administrative forms via Internet (travel expenses, work lists, holiday claims)		
Perform some individually determined portion of work from home		
Agree to some reduction in work-related benefits		
Do a three-years transition to working 50% from home (to save real estate space and travel costs)		