

# Sustaining Employee Engagement with Intuitive Tools

When employees have access to clear and consistent information and communication about their equity plan, they are more likely to be engaged, have realistic expectations, and less confusion. Ensure your employees stay engaged with intuitive tools specifically designed to keep them in-the-know.

## MyPerformanceAwards

### BENEFITS

- **Certified Results - Final performance results are reviewed and verified**
- **Daily Updates** - Market data is fed to the site daily and calculations are automatically refreshed to reflect the most recent performance results
- **Auditable Calculations** - Supporting details are available for complete transparency
- **Quarterly Reporting** - Quick access to contingently issuable shares for diluted EPS calculations
- **Award Holder Communication** - Powerful tool for participants to understand and appreciate the value of their award
- **Platform Integration** - Information can be sent to your equity administration platform

### HOW IT HELPS PARTICIPANTS

- **Personalization** - Customize the look and experience for participants including filtering of award details
- **Monitor Traffic** - Track users by email to better understand site usage and tailor communication approach
- **Email Alerts** - Receive automatic alerts on a wide variety of events (e.g., performance period end, stock price achievement, peer changes, etc.)
- **Schedule Reports** - Receive the Excel files in your email for specific dates (e.g., quarter end)
- **General Education** - Educational material for your participants including material about how performance is measured (e.g., "How to calculate TSR?")

The screenshot displays the 'FY 2023 Award TSR Detail as of September 13, 2023' page. It features a navigation sidebar on the left with options like 'Summary', 'Active TSR Awards', and 'Historical Awards'. The main content area includes a progress bar at the top showing 72% completion. Below this, there are sections for 'Current Results' (listing Beginning Average, Ending Average, Rank, Percentile Rank, and Payout Percentage) and 'Peer Group Results' (showing Percentile Rank and Peer TSR). Two line charts are present: 'TSR History' comparing Acme Corporation to 25th, 50th, and 75th percentiles, and 'Payout History' comparing Payout to Target. At the bottom, a table provides a detailed breakdown of award plans.

Name	Plan Details			Progress as of Sep 13, 2023		My Value	
	Design	Type	Performance Period	Performance	Payout	Target Awards	Current Value
FY 2023 Award	Relative TSR PSU	Relative TSR PSU	Jan 1, 2023 to Dec 31, 2025	62nd Percentile	150%	Target	\$0
	EPS Growth PSU	EPS Growth PSU	Jan 1, 2023 to Dec 31, 2025	420.00%	322%	Target	\$0
	Time-Based RSU	Time-Based RSU	Jan 1, 2023 to Dec 31, 2025	N/A	100%	Target	\$0
FY 2023 Award Subtotal						0	\$0
FY 2022 Award	Relative TSR PSU	Relative TSR PSU	Jan 1, 2022 to Dec 31, 2024	62nd Percentile	149%	Target	\$0
	EPS Growth PSU	EPS Growth PSU	Jan 1, 2022 to Dec 31, 2024	40.00%	100%	Target	\$0
	Time-Based RSU	Time-Based RSU	Jan 1, 2022 to Dec 31, 2024	N/A	100%	Target	\$0
FY 2022 Award Subtotal						0	\$0
FY 2021 Award	Relative TSR PSU	Relative TSR PSU	Jan 1, 2021 to Dec 31, 2023	60th Percentile	138%	Target	\$0
	EPS Growth PSU	EPS Growth PSU	Jan 1, 2021 to Dec 31, 2023	10.00%	100%	Target	\$0
	Time-Based RSU	Time-Based RSU	Jan 1, 2021 to Dec 31, 2023	N/A	100%	Target	\$0
FY 2021 Award Subtotal						0	\$0



## My25kLimit

Simplify the process of managing ESPPs and help employees manage the IRS purchase limit of \$25k.

- **Automatic Calculation** - Calculate employee contributions and purchases based on the \$25k limit
- **Real-time Updates** - Get real-time information on employee contributions
- **Customizable Settings** - Adjust settings to get the information you need.
- **Accessible Platform** - Stay ahead of the curve with a user-friendly experience



## MyOptionExchange

Help your participants make informed decisions about their underwater options.

- **Value Calculator** - Model pre- and post-exchange values based on assumed stock prices
- **Streamlined** - Intuitive navigation allows for easy election submission, document signing, and email confirmations.
- **Convenient** - Easily access a repository of documents including grant documentation and tender offer information
- **Comprehensive Data** - Get program statistics, including registrations and logins and details of options tendered, or new awards .



## MyEquityChoice

Empower your employees to choose their equity vehicle with MyEquityChoice. A simple and easy-to-use choice election platform.

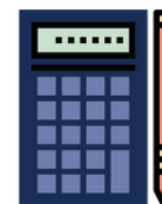
- **Modeling and Award Value Calculator** - Make informed decisions with accurate calculations
- **Full Insight** - Examine reports on election status with detailed employee activity, engagement, and program statistics
- **Easily Communicate** - Deliver information to your employees through automated emails and targeted reminders



## Equity Abacus

Track and communicate employees compliance with your company's share ownership guidelines.

- **One Platform** - Manage your entire share ownership guideline tracking, measurement, and communication process in one efficient platform
- **Compliance** - Improve the path to compliance with our self-reporting portal for participants and administrator workflow management system
- **Focused Forecasts** - Remove the risk of compliance-determination errors with decision-based modeling tools designed by corporate governance experts



## MyFairValue

MyFairValue provides real time fair values using Monte-Carlo simulation.

- **Determine Compensation Expenses** - Fair values can be used to determine the compensation expense for ad-hoc new hire grants.
- **Estimate the fair value of relative TSR awards** - Update Pay vs. Performance executive compensation disclosures, throughout their performance period, and much more.
- **Apply Defined Processes for Complex Assumptions** - Applies defined processes for complex economic assumptions like expected volatility, correlations of stock returns, risk-free rates of return and dividend yields.



## MyPvP

MyPvP transforms your PvP calculations into a powerful compensation tool.

- **Daily Updates** of Compensation Actually Paid (“CAP”) and estimated PvP Disclosures
- **“Vertical” and “Horizontal” reconciliations** of CAP from the Summary Compensation Table
- **Analytics** representing the PvP Relationship and “Sharing Ratios”
- **Navigate Pay vs. Performance by modeling disclosures** Forecast Compensation Actually Paid based on potential stock price scenarios and proposed equity grants