

Radford Global Long-Term Incentive Report

Radford Global Compensation Database (RGCD) participants can now benchmark their entire equity compensation program in one place at one time against a peer group of their choosing. From stock award values to equity vehicle mix, the RGCD Global Long-Term Incentive Report (GLTI) provides insights for human resources teams to quickly review their global practices.

The GLTI Report enables accurate assessment on a broad range of equity compensation questions, including:

- **How much** equity should we grant to our employees?
- **To whom**, by RGCD job level and/or technical vs. non-technical roles, should we grant equity awards?
- **What types** of equity, including stock options, restricted shares, restricted stock units or performance shares, should we grant?

We're here to empower results

Contact our team today to learn more about Radford's survey products.

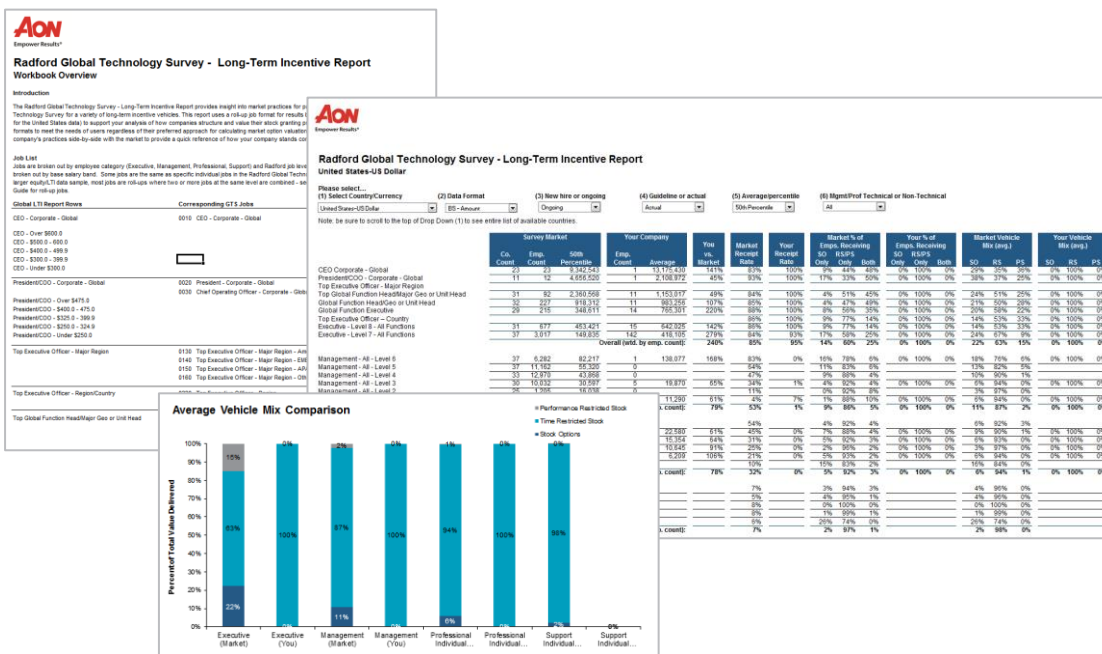
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Encourage Employee Loyalty

In today's fast-paced economy, long-term incentives are one of the most important elements of an employee's total compensation plan. High rates of employee turnover are increasingly commonplace, costing companies millions to train and rehire new talent. With the GLTI Report, clients gain insight into what it takes to retain and engage their employees.

Flexible by Design

The GLTI report is dynamic by design, allowing clients to easily toggle between data for multiple countries, functional groups and benchmark levels (i.e., average vs. median results), among other items. Built-in data selection variables include:

- New-Hire vs. Ongoing and Actual vs. Guideline Award Levels
- Average and Percentile Payout Levels
- Technical vs. Non-Technical Functions (for technology sector peer groups)
- Scientific vs. Non-Scientific Functions (for life sciences sector peer groups)

Report Pricing

The Radford Global Long-Term Incentive Report is available to active survey clients via SurveySecure within the Radford Network®. Pricing for the Radford Global Long-Term Incentive Report is as follows

- \$2,000 for one country
- Add \$500 for each additional country

About Radford

Radford partners with technology and life sciences companies to reimagine their approach to rewards, empowering them to achieve superior levels of people and business performance. Radford is part of Aon plc (NYSE: AON). For more information, please visit radford.aon.com.