

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.

Asia Pacific, Middle East & Africa
Singapore Office
+65 6512.0283

Europe
London Office
+44.20.7086.5094

North America
San Jose Office
+1.408.321.2500

South America
São Paulo Office
+55.11.3058.4489

For more information, visit radford.aon.com or write to sales@radford.com.

Radford Global Technology Survey - Long-Term Incentive Report
United States - US Dollar

Job Title	Emp. Count	Emp. Count	50th Percentile	Your Company	YTD	Market	Year	Market % of Emp. Receiving	Year % of Emp. Receiving	Market Vehicle Mix (avg.)	Your Vehicle Mix (avg.)
CEO - Corporate - Global	11	12	4,646,500	1	2,108,872	45%	83%	100%	17%	33%	50%
President/COO - Corporate - Global	11	11	1,153,917	1	1,153,917	48%	84%	100%	4%	51%	45%
Top Global Function Head/Majr Geo or Unit Head	31	32	2,350,558	11	1,153,917	107%	89%	100%	4%	27%	43%
Global Function Head/Geo or Unit Head	29	29	876,703	11	863,366	107%	89%	100%	4%	26%	38%
Global Function Executive	29	29	348,911	14	768,351	250%	88%	100%	0%	58%	35%
Executive - Level 8 - All Functions	31	31	642,025	15	642,025	142%	88%	100%	0%	77%	14%
Executive - Level 7 - All Functions	37	37	149,839	152	416,165	279%	84%	100%	1%	50%	2%
Overall (all by emp. count)						240%	85%	99%	14%	60%	25%
Top Executive Officer - Major Region	37	3,262	82,217	1	138,077	168%	83%	0%	16%	78%	6%
Management - All - Level 5	27	11,162	65,205	0	0	0%	84%	0%	11%	29%	6%
Management - All - Level 4	33	12,970	43,860	0	0	0%	47%	0%	9%	36%	6%
Management - All - Level 3	30	10,032	30,087	0	18,870	63%	34%	1%	4%	26%	6%
Management - All - Level 2	36	3,265	18,030	0	0	0%	11%	0%	1%	26%	6%
Overall (all by emp. count)						112%	61%	4%	9%	68%	15%

Average Vehicle Mix Comparison

Legend: ■ Performance Restricted Stock, ■ Stock Options

Executive (34.4%)
Executive (You) (100%)
Management (31%)
Management (You) (100%)
Professional Individual (94%)
Professional Individual (100%)
Support Individual (96%)
Support Individual (0%)



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.