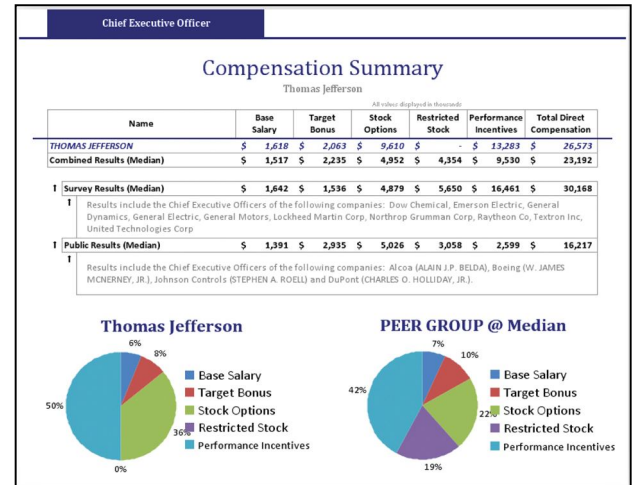


Direct Access to Trusted Compensation Data

Benchmarking

The Gold Standard for Benchmarking Executive and Director Pay

- Pay data for Top 5 NEOs and board members at every Russell 3000 firm
- Analyze details on salaries, bonus payouts, target incentives, option awards, and performance shares
- Use flexible methodologies to value option awards and set total compensation calculations
- Go beyond the proxies with the Top 25 Survey, featuring proprietary pay data on the Top 25 executives at over 700 firms
- Analyze board member retainers, with breakdowns of fee structures and equity awards
- Produce presentation-ready Excel reports with a single click



"I find my Equilar subscription to be an indispensable aid in analyzing large quantities of executive pay data. Of equal significance is Equilar's total commitment to product quality. The probability of error is so small that it would have to be written in scientific notation."

Graef "Bud" Crystal, Influential compensation expert, author, former professor and Bloomberg columnist

After our tutorial session, I created, downloaded and printed a fully-formatted 3-year Total Compensation Report for our CEO with an expanded subset of our peers; complete with color charts and graphs, no less. In prior years, we have had to work hundreds of hours sifting through proxies and manually compiling Excel databases in preparation for our annual Board of Directors Compensation Committee meeting. Of course, our CEO was blown away when I told him that I had done it in less than 5 minutes!!!"

EVP & CFO at \$800 million oil field services company

Peer Research

Total Peer Group and Proxy Intelligence

- Get all the details on your peer companies: what they disclose, who they benchmark to and who their advisors are
- Search for potential new peer companies, based on financial metrics, industry, geography, and more
- Stay on top of trends with up-to-the-minute Form 4 and 8-K updates
- Conduct CD&A keyword searches, and view handpicked disclosure examples on topics like clawbacks, say on pay, and change in control
- Learn about the most-frequently engaged pay advisors in your industry

Governance Center

Data and Guidance in a Changing Regulatory Sphere

- Stay ahead of regulatory changes and satisfy shareholders and proxy-advisory firms
- See your TSR and CEO pay data the way shareholders do, with one-, three-, and five-year views and evaluations of the pay elements that have changed most over time
- Benchmark your firm's burn rate and dilution levels against those of your peers
- Monitor movement in levels of aggregate and restricted stock activity
- Review the results of peers' share requests, incentive-plan proposals, and other important votes
- Identify key financial and pay metrics that may influence voting outcomes

Knowledge Network

Trends and Analysis from the Leading Pay Researcher

- Get complimentary access to over 30 annual reports, including analyses of CEO and CFO pay, equity trends, clawbacks, ownership guidelines, and much more
- Read interviews and analysis from industry experts in our free quarterly magazine, *C-Suite Insight*
- Learn about upcoming trends from the trusted compensation researcher for *The New York Times*, *Bloomberg*, and *CNBC*

About Equilar

Equilar's award-winning product suite is the gold standard for benchmarking and tracking executive compensation, board compensation, equity grants and award policies and compensation practices.

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