

# EQUILAR Pay-for-Performance Analytics

## Overview

In the era of say on pay, it is imperative for companies and investors to understand, measure, and communicate the relationship between executive compensation and long-term shareholder value creation. To do this effectively, companies need to accurately and consistently measure CEO compensation and company performance for both their company and all of their peers. Equilar's Pay-for-Performance Analytics product helps accomplish this task by bringing together company performance metrics with the world's leading executive compensation database.

## Benefits

*Calculate pay for performance in a manner consistent with your incentive plans*

- Take into account real-world conditions, including underwater options and dramatic stock price swings
- Model pay for performance using potential and actual earnings
- Benchmark historical pay against your peers excluding unearned equity and cash
- Conduct analysis in a manner consistent with leading proxy advisors
- Download Glass Lewis proxy papers to understand your shareholders' concerns

## Features

*Maximum flexibility for a tailored pay-for-performance solution*

- Use a holistic view of compensation with the flexibility to choose realizable pay or the traditional target calculations for compensation methodologies
- Compare earned CEO compensation against company peers, including measuring payouts of long-term equity incentives
- Look at peer groups in innovative ways, including disclosed peer groups or an independent market-based peer group

