



Equilar's online products offer unparalleled speed, accuracy, and value for those charged with setting compensation for key corporate leaders.

*"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

*"I can't tell you how much time your products save us. We used to go proxy-by-proxy, by hand, to find the information. You can imagine how long that takes, and with Equilar, it's very fast."*

Sara Holder, Executive Compensation Consultant, Intel Corporation.

**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.

# REAL-TIME DATA ON EMERGING COMPENSATION PRACTICES

## The Standard for Benchmarking Executive Compensation

### Overview

In an ever-changing regulatory environment, outdated information can mean the difference between a strong compensation package and a weak one. That's why hundreds of top executives, board members, and compensation professionals choose to access up-to-the-minute information with Equilar's Real-Time Data module. The first product of its kind, Real-Time Data supplements Equilar's detailed proxy data with the latest 8-K and Form 4 filings, uploaded as they happen. You'll never miss an important change in the compensation field again.

### Compelling Data

#### Moving the Annual Data Paradigm

- Access the most comprehensive senior-executive dataset available anywhere, with up-to-the-minute information on changes in base salaries, target bonuses, and new option and stock awards
- Achieve unprecedented levels of insight and accuracy with the combination of publicly available data from SEC filings and Equilar's world-class Top 25 Survey

### Full Integration with Standard Reporting

#### Compensation Data Assimilates Directly Into Print-Ready Reports

- Decide which types of new information to include in reports, based on corporate needs
- Automatically incorporate new information into report downloads, ensuring documents reflect the most up-to-date information
- Apply valuation methodology that's consistent between data sources, guaranteeing equivalent comparisons

### Officer Grants Report

#### Quickly Determine Shifting Equity Grants Practices

- Analyze changing Form 4 grant strategies for cherry-picked companies, without the hassle of searching through EDGAR
- Be the first to know about new equity grants as they're filed, year-round
- Back up your findings with Equilar's SureSource™ technology, which instantly verifies all calculations and data sources through direct access to SEC filings

### Custom Support

#### Tailored Services to Meet Your Needs

- Control your analysis by valuing long-term incentives with your own custom methodology, instead of relying on opaque and inflexible surveys
- Receive unlimited training and support from a dedicated Equilar liaison

OFFICER GRANTS REPORT							SAVE QUERY	DOWNLOAD
Overview							Biographies	Company Index
PEER GROUP EXECUTIVES								
SUMMARY STATISTICS								
	Options		Stock		Total			
	This Year	Last Year	This Year	Last Year	This Year	Last Year		
Number of Executives	19	25	16	20	23	29		
25th Percentile	\$2,471,883	\$2,065,097	\$1,862,264	\$2,032,392	\$3,447,309	\$3,377,085		
Median	\$3,333,880	\$3,317,290	\$3,177,807	\$2,702,546	\$5,078,626	\$5,033,388		
75th Percentile	\$4,880,569	\$4,941,351	\$4,232,500	\$4,864,200	\$7,623,729	\$7,721,386		
90th Percentile	\$6,886,728	\$6,802,927	\$5,165,685	\$7,499,250	\$9,656,075	\$14,302,177		
Mean	\$3,874,030	\$4,628,429	\$3,485,033	\$4,304,242	\$5,624,656	\$7,118,069		
OPTION & STOCK AWARDS (29 EXECUTIVES)								
Name and Title	Options		Stock		Total			
	This Year	Last Year	This Year	Last Year	This Year	Last Year		
BUCKLEY, G. (MMM) Chairman of the ...	\$3,333,880	\$3,808,356	\$4,290,049	\$0	\$7,623,729	\$3,808,356		
WHITE, M. (ABT) Chairman of the ...	\$3,928,042	\$6,802,927	\$12,426,900	\$7,499,250	\$16,355,742	\$14,302,177		
SZYMANCZYK, M. (MO) Chairman of the ...	N/A	N/A	\$4,232,500	\$4,460,000	\$4,232,500	\$4,460,000		
CHEHAULT, K. (AZP) Chairman and Chi...	\$6,886,728	\$33,714,628	\$804,089	\$3,524,979	\$7,690,818	\$37,239,607		
LEWIS, K. (BAC) Chairman, Chief ...	\$0	\$1,362,998	\$0	\$4,255,012	\$0	\$5,618,010		
MOYIRAH, B. (BAC) President and Ch...	\$0	\$681,501	\$5,165,685	\$2,032,392	\$5,165,685	\$2,713,893		
CORNELIUS, J. (BMY) Chairman of the ...	\$2,453,095	\$3,483,443	\$1,679,997	\$1,856,306	\$4,133,092	\$5,339,750		

To learn more about Equilar and its online product suite, visit [www.equilar.com](http://www.equilar.com), call us at (877) 441-6090 or email us at [info@equilar.com](mailto:info@equilar.com).