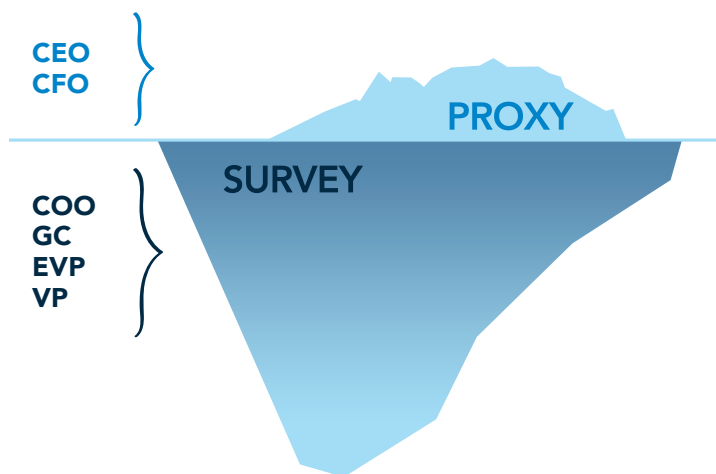


The Industry's Best Compensation Survey



Top 25 Executive Compensation Survey (ECS)



Accurately Benchmark Executive Positions Beyond the CEO and CFO

Equilar's Top 25 Executive Compensation Survey (ECS) is the industry's largest survey, providing a complete pay picture to help accurately compensate your executives. As the most comprehensive executive compensation survey available, Top 25 ECS has 1,300 public and private companies within its 2015 database.

ECS provides a significantly larger sample size for positions beyond the Top 5 executives, such as division heads, general counsels, HR executives, and other key executive positions.

- Publicly disclosed compensation maintains a high bias, while survey data provides a much larger pool of data to help companies appropriately benchmark pay for the entire executive team
- Top 25 ECS is consistent with long-term incentive valuation methodology standards dictated by the SEC
- Survey data is essential to make the most data-informed decision on compensation

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Participation

Participation comes at no cost and includes two complimentary executive summary reports from a selection of more than 20 reports organized by trends, industry, market capitalization, and other features.

Privacy

You can entrust your information through our secure online tool or protected off-line spreadsheet. Your data is safely encrypted in our database. As part of our commitment to data privacy, only Top 25 ECS participants are eligible to access the survey database.

Ease of Use

Top 25 ECS can be completed in one afternoon, not in days. We partner with many of our survey participants to make Top 25 ECS one of the most painless and fastest surveys to complete. We also accept submissions in various templates to help participants save time. Contact an Equilar representative for submission formats accepted.