

Diligent Intel Compensation Analysis FAQs

United States & Canada

What is the Diligent Intel Compensation Analysis and how is it used?

Glass Lewis has partnered with Diligent to deliver market-leading analysis of CEO pay and company performance over five years for companies in Europe, Australia and North America. The charts displayed in the Glass Lewis Proxy Paper for the U.S. and Canadian markets provide an additional point of reference for understanding the alignment between realized company pay and corporate performance over several years relative to peers. The analysis does not produce a score and does not determine Glass Lewis' voting recommendations, although it is an additional input into our analysis of pay for performance.

Glass Lewis and Diligent welcome your feedback on the Compensation Analysis. We will continually fine-tune the analysis and update our analysis based on your feedback, with the next scheduled update in the first quarter of 2021. Please submit feedback to info@glasslewis.com and supportcgi@diligent.com.

Which companies are included?

In the U.S. and Canada, the Compensation Analysis page is included for the following indices:

- S&P 500
- S&P MidCap 400
- S&P Small Cap 600
- S&P 1000
- S&P/TSX Composite

Companies that do not provide adequate, timely disclosure to determine compensation amounts will not be included.

How are the peer groups constructed?

Glass Lewis' peer groups have been constructed in collaboration with the Diligent research team for U.S. and Canadian listed companies to benchmark remuneration levels and review pay for performance alignment. For each company, two peer groups have been composed, Country and Sector, with each containing 10 appropriate peer companies. The metrics for determining best fit peer companies are: GICS, market capitalization, revenues, employees and asset base. Managed assets are favored over revenue for companies operating in the financial services sector. To refine the peers from the industry, those that are within a reasonable size range of the company market capitalization is included. A range of .5x to 3x of the company's market size have been included. Companies with less than 2 years trading are excluded even when they are perceived as strong fit. Peers are updated in February and August. Financial data to determine peer companies is based on public information, as well as information provided by third parties. For more information about Glass Lewis peer groups, please send an email to supportcgi@diligent.com with your enquiry.

What does the Relative Position chart show?

The Relative Position chart show the company's relative degree of alignment for CEO pay and company performance over a five-year period, against peer companies. The companies in the shaded grey area represent an alignment between CEO pay and company performance relative to the peer group. Companies above the grey area demonstrate a misalignment between CEO pay and company TSR performance over a five-year period.

Do you display grant date or realized pay?

The charts displayed on Glass Lewis' Compensation Analysis page for the U.S. and Canadian markets analyze total realized pay each year for the past five years compared to performance. Base salary, short-term incentives, and other payments and benefits are recorded in respect to the fiscal year for which they were earned. Realized deferred and long-term incentives are recorded as disclosed by the company to ensure a complete analysis of the actual performance outcomes relevant to the rewards. Diligent Compensation & Governance Intel's platform provides access to more data for outstanding and grant date value awards. For more information, please send an email to supportcgi@diligent.com with your enquiry.

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