

The Future of Stock Plan Administration



INSTRUMENTS

- Incentive Stock Options
- Non-Qualified Stock Options
- Restricted Stock Awards
- Restricted Stock Units
- Performance Stock Awards
- Performance Stock Units
- Cash Settled Stock Appreciation Rights
- Stock Settled Stock Appreciation Rights
- Employee Stock Purchase Plans

CAPABILITIES

- Software Runs at Your Site or Ours
- Stock Plan Administration
- Financial Reporting & FAS123(r) Support
- Self-Service Ad-Hoc Report Engine
- Automated Broker Interface
- Broker Neutral
- Full Audit Trail on All Data Fields

OTHER FEATURES

- Powerful Participant Portal
- Available Default Brokers
- On-site and Remote Product and Application Support
- Remote and Local Training

The screenshot shows the equity|central web application interface. At the top, there are navigation tabs: PARTICIPANTS, PLANS, INSTRUMENTS, REPORTS, ACCOUNTING, FMV, and CONFIGURE. Below the tabs is a search bar with a dropdown menu set to 'contains' and a search button. A table of participants is displayed with columns: Name, ID, Participant Type, Employee Status, Job Title, Director?, Insider?, and YTD Supplemental Wages. The table contains 10 rows of data. Below the table, there are export options for CSV, Excel, XML, PDF, and RTF, and a checkbox for 'Include all (610) records in export'. Navigation buttons for 'Add', 'Group Mod', and 'Import' are also visible.

Name	ID	Participant Type	Employee Status	Job Title	Director?	Insider?	YTD Supplemental Wages
House, Gregory	9900	Employee	Current		No	No	\$0.00
Brady, Jan	9979	Non-Employee	Current		No	No	\$0.00
Brady, Marcia	9926	Employee	Current		No	No	\$12,500.00
Brady, Bobby	8765	Employee	Current	Analyst	No	No	\$10,000.00
Brady, Peter	7654	Employee	Current	Analyst	No	No	\$1,000.00
Brady, Greg	9999	Employee	Current	Analyst	No	No	\$43,220.00
Brady, Cindy	test123	Employee	Current		No	No	\$0.00
Aable, NonameB	01	Employee	Current		No	No	\$0.00
Aarno, Noname	0	Employee	Current		No	No	\$0.00
Abeles M., John H	129523483	Employee	Current		Yes	Yes	\$0.00
Zhann, Haihn	375171701	Employee	Terminated		No	Yes	\$0.00

With data security concerns, Sarbanes-Oxley controls and FAS 123(r) expensing requirements, the world of Equity Compensation has changed radically in the past few years. To keep it all under control, new management tools are required. Software originally developed in the 1980s is just not up to today's requirements.

Mission Mpower's proprietary technology, **equity|central**, is more than a stock plan administration package; **equity|central** is an entire Equity Compensation toolbox that gives YOU the control and flexibility today's administrators need to make plans work.

equity|central is feature-rich to support all your plan administration and reporting requirements.

ADMINISTRATION

- Functionality that simplifies the management of Equity Compensation plans
- Support for all major award types and all the most popular exercise methods
- A large number of user-defined fields for both Employee (20) and Grant (10) records allowing for almost unlimited data segregation.
- Many day-to-day processes, including internal and external file exchanges and reporting can be automated, eliminating the need for repetitive, manual processes.
- Unique "View Tables" give you total control over all your data and make ad hoc reporting as simple as viewing your records.
- Ability to customize data views to meet every user's needs and requirements.

THE FUTURE IS BUILT-IN

- **equity|central's** participant mobility tracking is a core feature of the design. Every location change for every participant is tracked from grant to exercise.
- **equity|central** is strictly broker-neutral. It can integrate with any registered Broker-Dealer that accepts either file exchanges.
- **equity|central** allows you to customize the application components to fit your processes and objectives with minimal effort.
- **equity|central's** data security is built-in, not added on.
- **equity|central** is scalable and extensible to grow as your company grows.
- **equity|central** provides a "plug and play" tool-kit which integrates many commercial stock plan record-keeping applications and performs real time data migration.
- **equity|central's** powerful implementation methodology makes converting from your platform simple and quick.

REPORTING AND COMPLIANCE

- A broad range of standardized reports for both administrators and financial analysts
- Unlike other "reporting platforms", **equity|central** allows you to select data from a multitude of tables while maintaining the relationship and constraints among the tables. With its powerful ad-hoc reporting capability, you no longer need to mix and match several reports to get the data you need.

ACCOUNTING AND DISCLOSURES

- Integrated Black-Scholes calculators and user-defined binomial methods along with FAS 123(r)-compliant expense amortization models and scenarios.
- Pre-packaged with a wide selection of Accounting and Financial Disclosures reports for FASB report obligations.
- In addition to fully supporting FAS 123(r) reporting on all instruments, the **equity|central** accounting package features period locking. This ensures the numbers you report today will not change tomorrow.

