



About Shareworks®

Innovative & Integrated Technology for Reliable Equity Plan Management

Shareworks® is a leading web-based solution that automates recordkeeping, trade execution and reporting of all equity-based compensation plans on a single, integrated platform with one database. Shareworks simplifies the delivery of equity programs by providing self-service tools that empower employees, consolidate plan management, enhance reporting and compliance capabilities. Shareworks is scalable to serve employees globally, regardless of their location.

Shareworks is a true enterprise-level solution that integrates with your corporation's technology infrastructure through direct interfaces with HRIS platforms, payroll systems and/or treasury. Shareworks offers employers tools that enhance the appeal and awareness of equity-based incentive programs, while reducing the overhead of administering these plans. Employees enjoy a user interface that is simple-to-use, and that allows real-time viewing of their plan details and full, online transaction capabilities. Employers benefit from complete plan automation, robust reporting functionality and a lower total cost of ownership.

Shareworks Advantages

- ✓ Equity incentive plans are integrated on one platform and one database with a single, security-controlled login per user
- ✓ Streamlined plan management, through automated processes such as terminations, demographic and payroll updates
- ✓ Real-time execution, reporting and account management, from one, web-based platform
- ✓ Automated and on-demand reporting with rapid financial calculations for compliance with GAAP, FASB ASC (formerly FAS 123R), IFRS 2, Sarbanes-Oxley and other legislative requirements
- ✓ Smooth, efficient and accurate plan implementation or migration
- ✓ International tax capabilities and automated fund allocation in multiple currencies
- ✓ Complete and detailed recordkeeping and reporting available at the click of a mouse, through an extensive yet easily accessible database
- ✓ Simple user interface and online transaction capabilities for plan participants reducing the administrative workload
- ✓ One corporate Omnibus account eliminates exercise delays, and the need for employees to set up individual accounts

Streamline Plan Management Through Enhanced Automation

Shareworks provides administrators the tools they need to minimize their workloads through automation, single source data storage, HRIS integration and streamlined plan management.

Empower Employees

Empower your employees to manage their own accounts. With simple and easy-to-follow online navigation, employees have the ability to:

- ✓ Access Shareworks' intuitive user interface
- ✓ Retrieve statements and transaction history
- ✓ Review, print and accept grant agreements online
- ✓ Initiate real-time transactions with direct market access
- ✓ Use Shareworks independently, supported by Solium's call center
- ✓ View awards and holdings in the currency of their choice
- ✓ View the status of all their equity-based incentives on one screen
- ✓ Transact holdings at discount brokerage rates
- ✓ Access plan documents directly from their personal account
- ✓ Manage and update their own personal information
- ✓ Receive transaction funds within three business days

Integrate Easily with HRIS Platforms

Shareworks allows rapid, easy and cost-effective, enterprise-level integration with all major HRIS systems. This ensures that all of your internal processes and systems are truly integrated to leverage the technology, increase internal efficiency and eliminate double-keying data.

Increase Efficiency with Online Grant Administration

Distribute, track, collect and store signed grant agreements online, as well as facilitate distribution and receipt of signed paper agreements (if required). Workflow becomes smooth and efficient with tracking, reporting, acceptance and archival of plan documents, and integration with incentive portfolios.

Consolidate Plan Data

By employing one centralized database for all plan details and employee demographics, Shareworks eliminates conflicting data between multiple incentive programs and ensures minimal maintenance of changes due to employee turnover, activations, contribution or enrollment changes.

Simplify Blackout Administration

Blackouts are easily self-administered and can be initiated at any time, to the minute. Shareworks also allows administrators to enter "future-dated" blackout periods for specific individuals or groups and adjust blackout ending times as needed. All blackout management access is security-enabled to ensure appropriate controls are in place.

Automate Communication to Participants

Through Shareworks, your participants are instantly notified of important messages regarding new grants, vesting dates, expirations, blackout periods, transaction activity, etc. Participants are automatically directed to their message board upon login and are sent an email to inform them of new messages as soon as they become available.

Easily Track Employee Mobility

Administrators can easily track employee residency and relocations (for tax and administration purposes), and migration between various employer-defined groups, by individual grant or legal entity (for expensing purposes).

Unmatched Restricted Stock and RSU Functionality

Shareworks provides the most sophisticated election and distribution process in the industry for restricted stock in the industry. Advanced functionality allows administrators to:

- ✓ Customize tax and delivery-election choice messages
- ✓ Align disbursement choices to specific release events
- ✓ Record and manage participant fees/taxes for the release by employee group
- ✓ Enable sponsors/participants to delay the delivery of stock to a future date
- ✓ Support taxation deferral at vest

Improve Recording, Reporting and Compliance Proficiency

Connect HR, payroll and finance departments to centralized, reliably recorded data and comprehensive on-demand reporting in real time. Whether automating plan administration, sharing information, completing monthly filings or interacting with shareholders, the Shareworks Reporting Center supports all of your reporting requirements.

✓ Streamline Report Generation in Real Time

All reports are search-engine driven, so formatting and reporting parameters are easily manipulated to provide the outcome you want. The ability to export to Excel® enables simple integration with your in-house reports and monthly filings.

✓ Reduce Compliance Workload

The integration and automation of key processes within Shareworks significantly reduces the risk of human error, resulting in the highest standard of data integrity. Shareworks keeps a complete data history to provide accurate and easily accessible audit trails. This, combined with the succinct and comprehensive reports available on request through the Shareworks Reporting Center, eliminates time-consuming reconciliation processes and ensures you receive the disclosure information you need for:

- FASB ASC expensing (formerly FAS 123R)
- IFRS 2
- Sarbanes-Oxley
- SAS70 audit
- Exchange reporting
- IRC Section 422/423
- U.S. and Canadian GAAP

✓ Tax and Finance Reporting

Enhanced reporting functionality was designed specifically for taxation and financial reporting. Shareworks provides the industry standard for expensing calculations and allows for input and storage of all prior period expense accruals. Streamline your ongoing expensing practices with multiple valuation methods:

- Black-Scholes
- Hull-White (trinomial lattice)
- Intrinsic Values
- Pre-Calculated Values

✓ Increased Data Security

Not only can you control security access to areas of the application, you can also restrict the report data available to different users with Shareworks' matrix security. Restricted views of specific reports can be activated for distinct users based on their security profile.

Implement Locally, Administer Globally

Shareworks was architected to streamline your plan administration, no matter how far-reaching its scope, with employee mobility tracking, international tax functionality, support for distributed payroll services in multiple currencies, a multilingual call center to provide complete plan participant support, and more.

✓ Easily Manage Complex Data

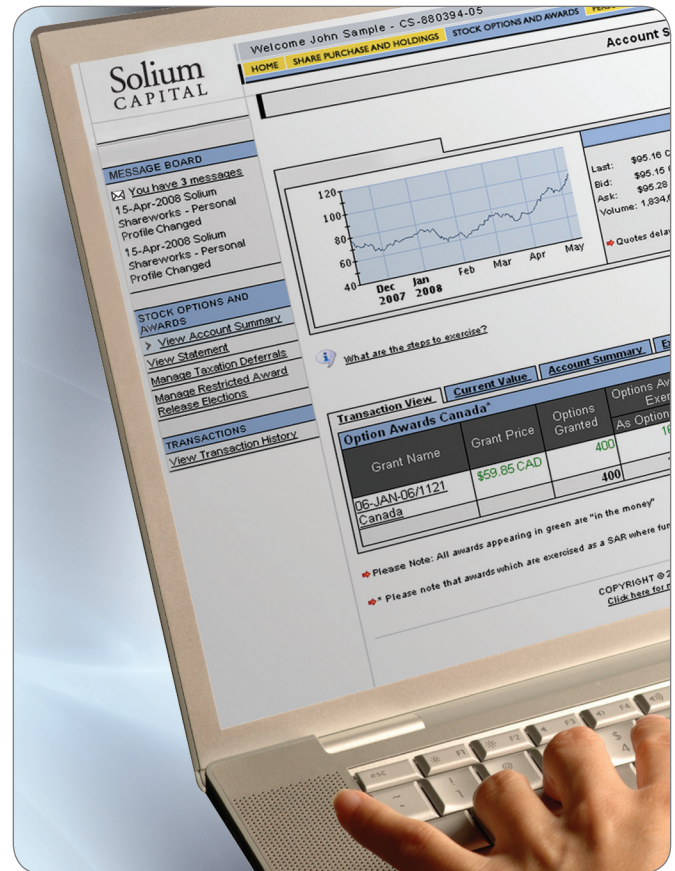
With Shareworks, administrators have the flexibility to group data by region, cost center, payroll, insiders, etc. Shareworks is modular to ensure that the solution we deploy can easily be scaled as your organization expands globally or adds new plans and participants.

✓ Global Withholding and Settlement

Shareworks can interface with payroll and HRIS systems to support distributed payroll services in multiple currencies. Global withholding can be directed to your corporate bank account and the settlement of company proceeds to that account (in currency of grant) allows global organizations to simplify plan administration between multiple vendors and systems.

✓ Manage Tax Withholding Rates and Jurisdictions with Ease

Shareworks' Tax Tables allow you to quickly and easily review the withholding rates for your plan participants and make changes in real time. Whether taxation is based on home residence, work location or other employee grouping, default tax rates can be easily overridden (if required) and tracked for audits.



Contact Solium

1.877.380.7793
solutions@solium.com