



Aligning Companies and People through Employee Equity Services

Canadian Pacific Railway Next Generation Equity Plan Management

» CREATING ONE FLUID EXPERIENCE FOR ALL EMPLOYEES

Canadian Pacific Railway (CPR) utilizes their equity-based incentives and share purchase plans as a means to create value for their employees, shareholders and investors. With a goal of creating one fluid experience for all employees, the HR Service Center evaluated their current situation, completed a market review, and developed their evaluation criteria. Eager to evolve to a new level of service, the team saw an opportunity to improve the administration and delivery of their equity plans into a single source, online self-service environment.

» EMPOWERING EMPLOYEES WITH REAL-TIME, ONLINE CAPABILITY

The HR Service Center partnered with Solium to enable employees to access and transact their stock options and share purchase programs via the web from any Internet-connected computer with user defined logins. Employees now login to Solium's system to manage their entire equity portfolio and have direct access to the markets for real-time exercise, share purchase plan transactions, and settlement.

» WHAT DID SOLIUM DELIVER?

Through effective pre-planning and proven implementation processes, Solium converted data from 6 different equity plans (options, share purchase, share units, tandem SARs) spanning multiple currencies, exchanges, and 10,000+ participants located in Canada and the U.S. Data accuracy and integrity were maintained through Solium's flexible file formats and reconciliation expertise. Effective communication ensured a positive message and plan participants were "live", able to access their accounts, and transact online with the Solium application just 5 days after receipt of the data. The comprehensive reporting functionality in the Shareworks™ Reporting Center created greater efficiency and provides plan administrators with access and control. Information and reports are available online, on demand, without manual intervention. This robust reporting system includes financial reports that meet compliance requirements with industry standard formats and rapid deployment of updates to meet continually evolving legislation.

SOLIUM SHAREWORKS™

"Solium Shareworks™ is one of the best products I have seen in a long time, there are no other products out there that offer HR and Finance professionals the value and functionality that Shareworks™ does."

Len Haraburda,
Director - HR Services Center

QUICK FACTS

CPR chose Solium Shareworks™ to create one fluid experience for their equity plan participants.

- › One integrated online solution
- › Implementation in 10 weeks
- › 10, 000+ US and CDN participants
- › Multiple currencies and exchanges
- › 6 different equity plans including:
 - › Stock options
 - › Share units
 - › Tandem SARs
 - › Share purchase

EMPLOYEES NOW ENJOY:

- › Access to their equity-based incentives anywhere, anytime
- › One account to manage all equity incentives (including stock options and share purchase plans)
- › User defined login
- › Online transaction capability with direct access to markets
- › Intuitive user interface to assist with employee self-service
- › Call Center Support

PLAN ADMINISTRATORS ARE MORE PRODUCTIVE WITH SOLIUM SHAREWORKS™:

- › Intuitive, easy-to-use centralized record keeping system
- › Real-time reporting for regulatory and compliance filings
- › Increased plan participation Automated, scalable plan administration

» IMPLEMENTATION IN 10 WEEKS... DATA TRANSFER TO "LIVE" IN LESS THAN 5 DAYS

"The Solium implementation was one of the best experiences I have had with a vendor. It was done quickly and quietly... Solium has a 'can do' attitude and we quickly realized that Solium could meet or adapt to our deliverable dates. This common ground created a partnership that made the transition to Solium simple and easy. They were always willing and able to discuss our ideas; they listened and openly discussed the solutions. Solium consistently meets and exceeds my expectations"

Len Haraburda, Director - HR Services Center

» CPR ATTRIBUTES THE SUCCESS OF THE IMPLEMENTATION TO 4 KEY CRITERIA.

1. Appointing a single project lead at CPR with authority to make decisions.
2. Solium's 4-Stage Implementation Process set clear goals, expectations, commitments and dates at the beginning of the transition. If requirements or scope changed, new project timelines were specified and implemented without hesitation. With this adaptable approach, the original target launch date was never compromised.
3. Professional interactions between Solium and former vendors enabled problem solving and a smooth transition. All parties were willing to cooperate instead of compete.
4. Effective contingency planning ensured that people and processes were in place in the event of unforeseen challenges.

» THE RESULT

CPR is achieving their vision of creating this fluidity for their employees by providing a service that flows easily from start to finish and enables participants to manage their equity portfolios in one simple-to-use application. Shareworks™ creates fluidity with easy access, easy understanding and easy transactions in one continuous environment. Employees enjoy access anywhere, anytime and can view all of their equity incentives in one online portfolio. Seamless service coupled with easy online enrollment has helped CPR's HR Service Center feel that employees can more efficiently share in the success of their company.

Real-time reporting, single source data and streamlined plan administration has created internal efficiencies for HR, Finance, and the Corporate Secretary. One data source enables smooth management of enrolment, address changes, separations and provides reliable data integrity across multiple plans and corporate departments. The addition of Solium's Online Instruments of Grant functionality provides online grant delivery and acceptance that has saved CPR's compensation advisor preparation and administration tracking the return of signed agreements.

Reports and statements are now available at any time, determined by the needs of the user, with real-time, up-to-date records. Specifically, the monthly Options Outstanding by Range Report is available immediately on the last day of the month. Insider trading reports and monthly stock exchange reports are filed accurately, easily and on time. The online statement functionality in Shareworks™ has created significant cost savings for CPR in the reduction of administrative effort and elimination of printing, paper and mailing. Employees can now login to Shareworks™ to download statements at any time.

» CANADIAN PACIFIC RAILWAY

Canadian Pacific Railway (TSX/NYSE: CP) is a transcontinental carrier operating in Canada and the U.S. Its 14,000-mile rail network serves the principal centers of Canada, from Montreal to Vancouver, and the U.S. Northeast and Midwest regions. CPR feeds directly into America's heartland from the East and West coasts. Alliances with other carriers extend its market reach throughout the U.S. and into Mexico. Canadian Pacific Logistics Solutions provides logistics and supply chain expertise worldwide.

www.cpr.ca

WHAT DO CPR EMPLOYEES THINK ABOUT SOLIUM SHAREWORKS™

"The greatest value we can provide is a seamless environment to access any information our employees want, anywhere at anytime... Solium has enabled us to provide this type of fluidity for our stock option and share purchase plans."

Len Haraburda, Director, HR Services Center

"I applaud you for taking the initiative to provide ESPP Quarterly Statements on-line. Not only does it reduce cost, it is also environmentally friendly!"

Chantal Renaud, Commodity Analyst, Marketing and Sales-Merchandise

"I have always felt that one should not only voice concern when needed, but give praise when deserved. I just finished going through my account on Solium's website and am very pleased with what I see. This is exactly what my fellow colleagues and I have been looking for – visibility and transactional functionality."

Greg J. Nichols, Manager, Intermodal Customer Services

» LEARN MORE ABOUT SOLIUM SHAREWORKS™

Solium Capital Inc. specializes in the administration and execution of equity-based employee compensation plans and is setting the standard for service excellence, industry expertise and innovative technical leadership.

[Solium, we align companies and people through employee equity services.](#)

CONTACT SOLIUM

» Solium U.S.A.

345 E 64 Street, 8E
New York, New York
10021
Phone: 917.476.5121

» Solium Canada

200, 805 8th Avenue SW
Calgary, Alberta
T2P 1H7
Phone: 403.515.3910

» Toll free: 1.877.380.7793

» Email: help@solium.com