



CG Pro – Compensation and Governance Suite of Solutions

Compensation and governance professionals face a difficult challenge. They custom-design compensation programs for Named Executive Officers (NEOs) and Boards to meet the corporation's objectives and performance needs. At the same time, they must account for the demands of external stakeholders. This balancing act requires having the data and expertise at their fingertips.

CG Pro Toolkit

Compensation and governance professionals need tools that are precise in their focus, while providing the broader context to benchmark against key peers. CG Pro's three suites of compensation and governance tools does just that. CG Pro has been designed by Aon Hewitt experts to address the full range of compensation and governance professionals' needs. The tools can be used individually to create standalone assessments, or in combination to create an aligned overall compensation and governance solution or strategy.

Empowering Results

Clients can now access the very same transparent data and intelligence that our experts, the market leaders in compensation and governance, rely on every day. With CG Pro, you'll satisfy ongoing benchmarking, pay-for-performance and compensation planning needs quickly and cost-effectively.

"Finally a solution that gives me total and immediate control of my compensation data analysis."

*Senior Director,
Global Compensation
Fortune 500*

CG Pro—Three Suites to Address Your Needs

The following is an overview of the CG Pro suite and its component tools.

CG Pro Suite

- Created by experts to be the most comprehensive and actionable dataset of senior executive compensation
- Quality checked/loaded into our system by our experienced operations team
- All tools and reporting outputs have been developed, tested, and are in use by Aon compensation and governance experts
- Developed with an exclusive focus on the specific needs of corporate issuers
- Covers the U.S. Russell 3000, Canada, the U.K. and Europe

The Benchmarking Suite

Set Pay Levels Effectively

- **ProxyBase** for benchmarking NEO pay
- **PeerBuilder** tool allows for creating peer groups and custom, on-the-fly peer network calculations
- **BoardPay** feature provides detailed pay information for board and specific committees
- **Total Shareholder Return** metrics for you, your peers, an index, as well as custom time periods

The Governance Suite

Ensure Program Alignment

- **Pay & Performance Modeler** is an independent source for pay and performance data, featuring 48 financial metrics
- **Run Rate and Dilution** to calculate key share usage metrics for you and your peers
- **PeerBuilder** features new peer network logic to find potential peers
- **ProxySearcher** provides prevalence charts and supporting text disclosure
- **Total Shareholder Return** calculations for cumulative and annualized 1-, 3-, and 5-year periods

The Plan Design Suite

Use Market Aligned Programs

- **ProxySearcher** categorizes data into 39 of the most reoccurring and dominant themes related to executive compensation
- **PlanDesign** features compensation philosophies, target short-term and long-term opportunity payouts
- **PayCurves Modeler** allows you to graph performance and payout curves by metric for companies in your peer group

Data reported in downloadable, presentation-ready Excel®/PDF formats