

Participant Portal



THE CHALLENGE

Managing the needs of stock plan participants can be more than a full time job. Keeping participants informed and demonstrating the value of their equity compensation is only the tip of the iceberg. You can spend countless hours communicating the details of plans and deadlines along with providing general education about taxes and how to handle transactions. Worse, you can get mired in the follow up to coax those slow to respond to acknowledge their grant packages. The sheer volume of paper and postal processing can leave you with barely enough time to attend to your more strategic management responsibilities.

THE SOLUTION

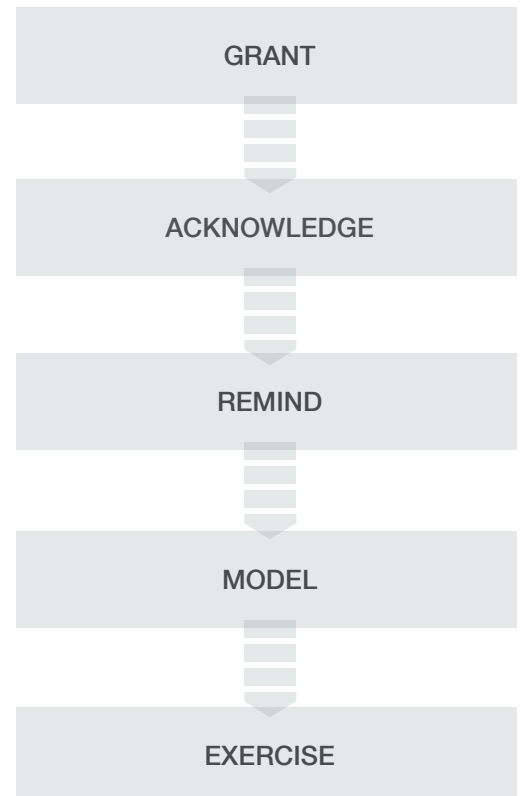
Wouldn't it be great to enable employee self-service? If your portal was designed to deliver efficient and effective online grant communications, it would reinforce the value of the plan to help motivate and retain your talent. The ideal tool would let you customize and automate messages that you need to regularly send to participants, like option expiration alerts. It would let you create personalized communications and grant packages. You need a smart tool that can identify the straggler respondents and remind only them about deadlines with messages that you create once and can use as often as you'd like. To save time and save money, you need a technology solution that makes printing and mailing grant packages a thing of the past.

HOW CERTENT DOES IT

From our self-service Certent Participant Portal, plan participants can view and accept grants, model exercise scenarios, and if your company is public, exercise their options with designated brokers. This time saving tool is included in the cost of your license and can be turned off if you prefer to use an alternative. The Certent Participant Portal can be co-branded with your logo and contact information to make it clear that this is a company sponsored portal. And enabling single sign-on through your corporate network streamlines participant access.

PRODUCT HIGHLIGHTS

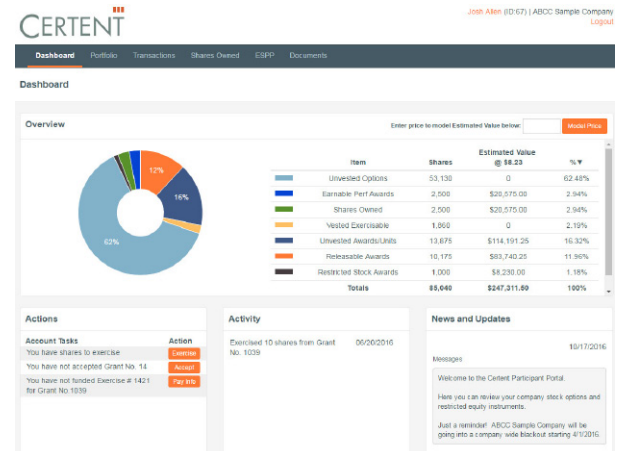
- Intuitive interface enables participant self-service and offloads employee inquiries
- Online signature capabilities simplifies grant acceptance and exercise agreements
- Single sign-on through your corporate network streamlines access





CERTENT GRANT DELIVERY

With Certent's online grant communications you can eliminate manual processing and gain efficiencies. From a central command center, a grant can be created, automatically sent to participants for review and acceptance with online signature capabilities, and tracked for response. Upon logging in to the Certent Participant Portal, participants have immediate access to new grant information in a dashboard environment. Stock option administrators can control and manage every step in the process. Certent's smart software leverages a single, real-time data source with built-in triggers to move the grant process from start to finish. No more printing, emailing or snail mail!



With Certent's grant delivery functionality you can create template-driven, customized grant packages for each recipient. The system notifies the participant when a grant has been offered and is ready for review. You can attach an unlimited number of documents to a grant package. Certent also stores a copy of the accepted version of the grant package which is retrieved each time the grant recipient views the package in the future. We give you the flexibility you need by supporting a manual, paper process for individuals who choose not to accept electronic grant package delivery and those who live in countries that don't honor electronic signatures.

NOTIFICATION CENTER

You can use Certent's notification center with the Certent Participant Portal. This powerful notification functionality lets stock plan administrators set up automated email alerts and reminders. Messages can be sent to a specific individual or all individuals under specified role(s) to be triggered for events like grant expiration, exercise approval or an upcoming restricted award taxable event. For online grant communications, the notification center identifies who has not responded and enables you to remind them with a push of a button.

SUPPORT FOR ESPP PLANS

The Certent Participant Portal makes it easy and convenient for ESPP participants to enroll during offering periods, adjust their contribution election amount, review past purchases and check their plan balance. Certent provides an authentication approach based on answers to security questions that lets participants get a login and password as soon as they wish to access the Certent platform. Certent provides a flexible solution that supports a variety of plan designs, keeps your plan in compliance and meets all your ASC718 reporting needs.



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