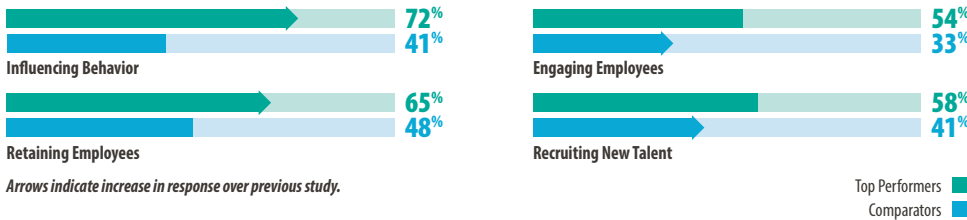


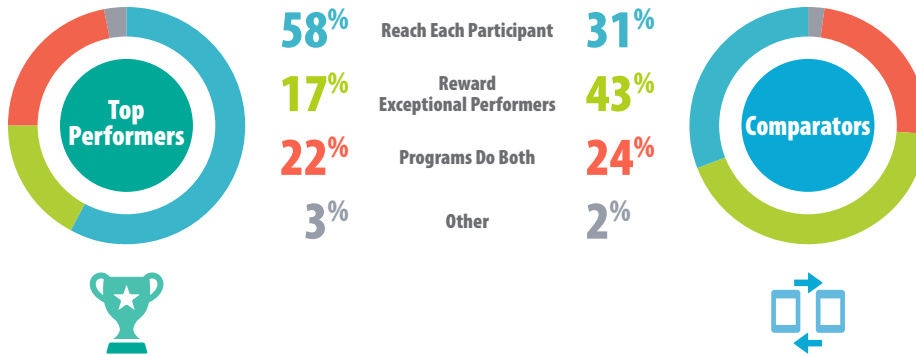
## What Top Performing Technology Companies Do Differently in Incentives and Rewards

### TECHNOLOGY TOP PERFORMERS RATE THEIR PROGRAMS AS MORE EFFECTIVE

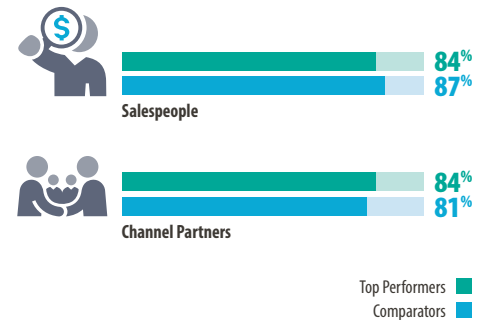
Program managers "strongly agreed" that their programs are effective at:



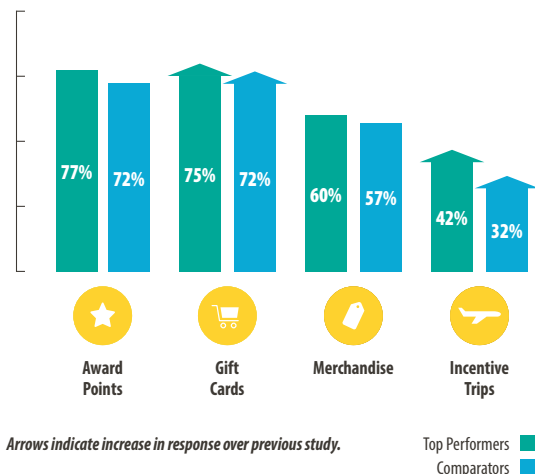
### TOP PERFORMERS FOCUS ON PROGRAM REACH



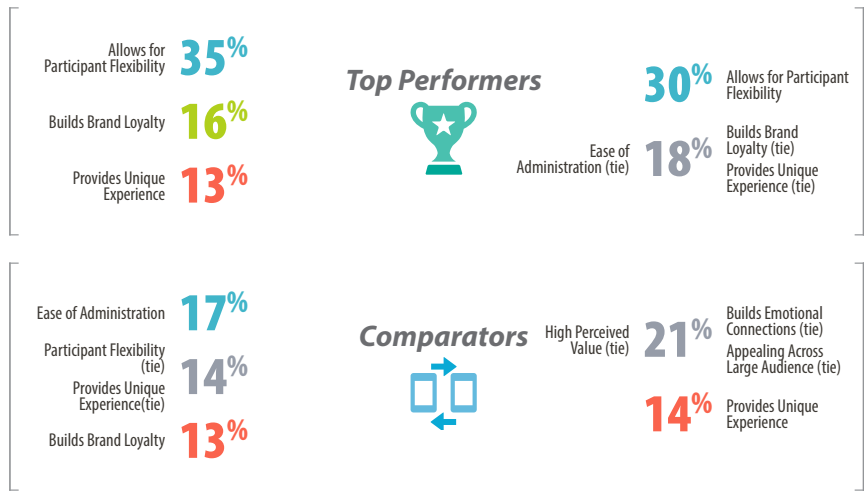
### INCENTIVE TRIPS AWARDED BASED ON OBJECTIVE QUALIFICATIONS



### SOLID MIX OF REWARD TYPES OFFERED



### TOP PRIORITIES FOR TANGIBLE REWARDS



### TOP PRIORITIES FOR INCENTIVE TRIPS