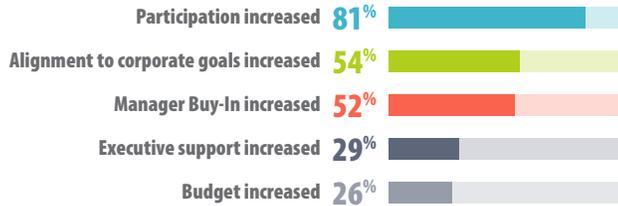


## What Top Performing Companies Do Differently in Incentives and Rewards

### SUPPORT FOR INCENTIVE PROGRAMS IS UP FOR TOP PERFORMING COMPANIES

Top Performing companies reported increases in “excellent” ratings since last year in key areas:



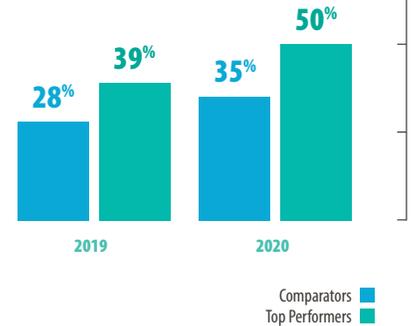
The most notable increase was in “excellent ratings” of *Staffing to Support Program* which nearly *tripled* from 2019 to 2020



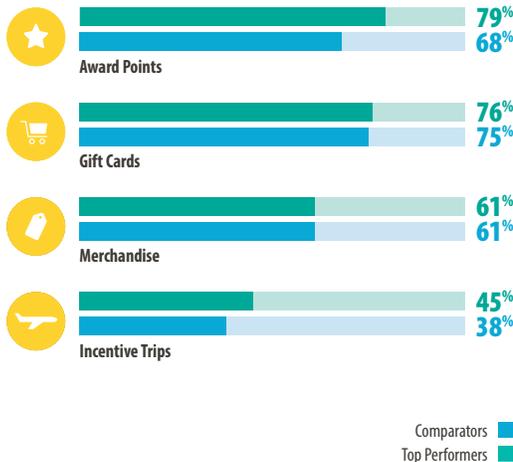
### TOP PERFORMERS FOCUS ON PROGRAM REACH



### MORE EMPLOYEES EXPECTED TO RECEIVE NON-CASH REWARDS



### SOLID MIX OF REWARD TYPES OFFERED



### TOP PRIORITIES FOR TANGIBLE REWARDS

