



Stock Plan Services

Technology
that puts you
in control

Your technology should give you the power to build a plan that works—for you and your employees.

Schwab's innovative technology platform can help you manage your plan the way you want. And empower you to meet your administrative and regulatory challenges head-on.

Our easy-to-use technology tools automate reporting and recordkeeping while simplifying risk management. And our intuitive, flexible, and powerful technology platform helps you get your job done more efficiently and effectively.

Rely on our knowledgeable client service professionals to help you take full advantage of technology tools to make your job easier. Your go-to Schwab contact has the expertise and experience to provide support and guidance tailored to those administrative functions your business needs most.

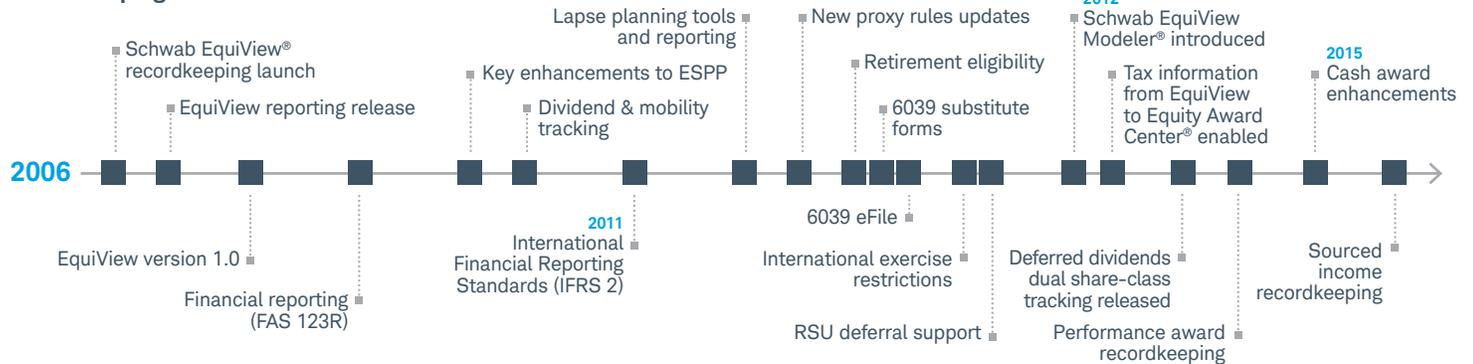
Technology that evolves with your needs

With Schwab, you can rely on technology that evolves with the industry and responds to your growing administrative needs. We were among the first to roll out a fully web-based stock plan recordkeeping solution, and we continue to improve our systems, gathering valuable input from clients and planning enhancements.

We reinvest in our systems to stay current with industry changes. Our platform allows us to handle the upgrades on our end so that you can spend less time worrying about software updates.

The result: You can focus on what matters most to you.

Recordkeeping enhancements since 2006



Simplify your stock plan management

Your recordkeeping and reporting technology should be flexible enough to adapt to your changing business needs and keep up with evolving equity award programs. With Schwab, you get intuitive, user-friendly technology that is built to help you manage your plan in a way that helps reduce your workload.

Access it all from one convenient, centralized hub—Schwab StockPlanManager®. From there, you'll find Schwab EquiView®, the backbone of our recordkeeping technology.

Streamline your workflow. Configurable reporting capabilities give you easy options for generating reports the way you need them. Choose how to sort and display data, and then seamlessly schedule and deliver reports. You can also restrict access in Schwab EquiView as you see fit.

Integrate your systems. Feed your current payroll and human resources system data directly into our platform—no need to rebuild your data from scratch. Keep the naming attributes you always use, and maintain up-to-date employee demographic and payroll data.

Stay on top of reporting. Fully integrated expensing and financial reporting functionality helps you meet the guidelines of ASC 718 and IFRS 2. Choose the financial model that works for you, and import data from outside systems or custom calculations. Also, use our tools to lock down your closed reporting periods and archive copies of your reports.

Plan ahead. Anticipate outcomes and reduce risk with the ability to test-drive recordkeeping data and reporting scenarios using Schwab EquiView Modeler®. You'll have access to a complete second set of your data in a nonproduction environment and the ability to preview new functionality before it goes live in Schwab EquiView.

Keep up with mobile employees. Schwab EquiView can automatically track your mobile employees' critical data changes by storing and date-stamping your transmitted employee demographic changes. Stay informed by running reports that include the number of calendar days from grant to vest to transaction, or cancel at any time during the life of your employees' awards.

Manage disclosure reporting more easily. Access our comprehensive proxy reporting solution in Schwab EquiView. In addition, Schwab Section 16 Center™ helps you track and manage holdings for all your Section 16 reporting executives while providing a direct link for EDGAR filings.

Schwab's technology is built to help you reduce your workload and take some of the complexity out of managing your plan.

Be mindful of risk

Secure, archived data is critical in today's world. Our robust platform safeguards all your data in one system—so that you have the detailed record of information you need to stay compliant.

- **Full audit trail**—One overarching system scrubs and securely stores your data, including historical reports. We fully track changes, allowing you to see when data was entered, what changed, and by whom. And you can add notes to updated data before making it available for reporting.
- **Sarbanes-Oxley (SOX) controls**—Our systems are specifically built to help you meet SOX reporting requirements. Further protect data by managing user access, controlling viewing permissions and frequency of access, and hiding certain award types.
- **Data encryption**—Even when your data is at rest in our secure location, it stays encrypted in our database, adding an important layer of protection.

Technology that engages and empowers employees

Our technology does more than help your employees manage their awards. We provide a platform to help them get full value out of the program you offer.

With Schwab Equity Award Center[®], our robust web-based tool, employees can quickly access information and education to help them understand their equity award benefit and take action. When they have questions, your employees can turn to our dedicated Schwab representatives, who are on hand to help them take advantage of the resources available on the website and to provide further guidance and support as needed.

As the plan sponsor, you'll be able to view employees' equity award information in real time, exactly as they see it, integrated within the tools you use to manage all other aspects of your stock plan.

With Schwab Equity Award Center, your employees get:

Convenient, anytime online account access—Employees anywhere in the world can open an account and view and transact their equity awards. They can stay in control of their benefits with account summaries and statements that highlight total activity across all grant types and transaction history.

An intuitive, multilingual interface—Employees can view and manage their accounts in any of six languages. With one click they can get definitions for terminology and learn more about various transactions before they make changes to their accounts.

Company messaging and milestone tracking—Keep employees informed by posting documents or messages to targeted users. Employees also receive timely online personalized reminders in advance of important dates and milestones.

Interactive modeling calculators—Easy-to-use calculators help employees plan ahead and feel prepared.

Powerful education resources—Relevant, insightful articles and tools from myStockOptions.com[®] help your employees manage their accounts. Employees can also access online tutorials and educational materials that demystify equity compensation.

At-a-glance financials—Employees with a Schwab brokerage account can get a comprehensive picture of their Schwab accounts at Schwab.com. With a single login, they can easily view their stock plan benefits and personal investments while enjoying all the resources and education available on this informative website.

To learn how Schwab Stock Plan Services can serve you and your employees, contact us at **877-456-0777**, or visit schwab.com/sps.

Take the next step

Are you currently getting the tools, support, and strategic guidance you need in your stock plan? Schwab can help you cut through the complexity of administering a stock plan, with technology that helps you focus on what matters most.

With Schwab, you'll get a stock plan provider rooted in ownership and committed to your unique and evolving stock plan needs—today and in the future.

Schwab does not provide legal, tax, or compliance advice. Consult professionals in these fields to address your specific circumstances.

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The logo for Charles Schwab, featuring the word "charles" in a lowercase, italicized serif font above the word "SCHWAB" in a bold, uppercase sans-serif font, all contained within a blue square.

Own your tomorrow™