

Introduction to Exequity

Full-Service Executive Compensation Consultancy

Founded in 2006, Exequity was among the first firms to recognize and act upon the need for independent compensation advisory services. Since that time, we have been at the forefront of partnering with boards and senior management teams on complex issues involving executive compensation, governance, talent management, and corporate transactions. Exequity is recognized as a leader in the executive pay arena, advising hundreds of clients across all industries.

In addition to being at the forefront of executive compensation design and corporate governance consultation, Exequity maintains the deepest roster of technical advisors, ensuring both the most sophisticated approach to pay design and adherence with governing technical requirements and governance strictures. We routinely advise leading U.S. companies on a wide variety of board-level topics, including:

Compensation Benchmarking, Program Design

- Executive pay benchmarking
- Outside director compensation
- Peer group construction
- Incentive plan design
- Pay-for-performance alignment
- Employment agreements
- Retention arrangements

Technical, Governance, Compliance

- Proxy advisors
- Corporate governance practices
- Equity plan design/compliance
- Technical assistance
- Proxy disclosure, SEC filings
- Share ownership guidelines
- Shareholder outreach

Transactions and Transitions

- Addressing activist investors
- IPOs and public to private
- Spin-offs, joint ventures
- Mergers and acquisitions
- Restructuring
- Bankruptcy
- Severance program design

What Makes Exequity Different—Practical Solutions, Innovative Thinking

Exequity's distinguishing characteristic is our consulting approach: we seek to provide practical solutions to the specific challenges our clients face, backed by innovative thinking. Exequity continuously improves the tools and resources available to address our clients' needs by developing and deploying new analytical and conceptual models.

National Presence, Pure Independence

We are a national, independent firm with no financial interests or obligations to any other organization. We have senior consulting resources available across the entire United States. Our consultants bring technical knowledge, strong analytic skills, and rich problem-solving experience to our clients.

Diverse Client Base, Lasting Relationships

Our client roster ranges from multi-billion dollar *Fortune* 100 companies to private and pre-IPO organizations. The vast majority of our relationships represent successful multi-year engagements with the boards of top organizations. Exequity is nationally recognized and consistently ranked among the top providers of executive compensation advisory services.

Experienced Consultants, Technical Excellence

Our senior consultants average 20 years of experience, and our technical resources are among the best in the country. Four of our lead consultants led or co-led the technical centers of executive compensation expertise at prominent global, multi-service HR consulting firms. We regularly provide technical guidance on all aspects of executive compensation.



Ross Zimmerman
1870 West Winchester Road, Suite 141
Libertyville, IL 60048
ross.zimmerman@exqty.com
847-996-3999

Mike Sorensen
1870 West Winchester Road, Suite 141
Libertyville, IL 60048
mike.sorensen@exqty.com
847-996-3996

Chad Mitchell
650 Town Center Drive, Suite 830
Costa Mesa, CA 92626
chad.mitchell@exqty.com
949-748-6169