

## Equity Plan Scorecard

Plan Cost should carry the heaviest weight when evaluating equity plan proposals. When considering Plan Features, not all companies will change their plan documents to add plan features ISS recommends, however they still may follow the guidelines ISS recommends. By changing plan features in a plan document you are limiting the amount of flexibility when it comes to important changes within a company such as retention of top executives. Plan Features should carry the least amount of weight. As for Grant Practices, our company has adopted clawback, etc. While these should be weighed in the evaluation we believe they should not carry as much weight as Plan Cost.

Regards,  
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