



Message from the CEO—In Recognition of Employees' Efforts

This year has presented each of us with unforeseen challenges. The Leadership Team and I are proud of how employees have turned these challenges into opportunities to meet the needs of our clients and to support each other while staying safe.

To show our appreciation for all of the hard work and resilience you demonstrated this year, we are pleased to announce that over 6,500 full-time and part-time employees worldwide will receive a one-time cash award of US\$1,000, or the local currency equivalent. Senior professionals and leaders who participate in the equity award program are not eligible for this one-time cash award.

The award will be included in the December 31 pay in the U.S. and in the normal December pay for associates in Canada and our EMEA and APAC regions. Regular deductions and tax withholding will apply in a manner similar to the payment of annual bonuses.

An associate must have a hire date of November 16 or earlier and be actively employed on the pay date to be eligible to receive this one-time cash payment. [Click here](#) to view the detailed FAQs.

We are pleased to be able to provide this additional recognition of your efforts. On behalf of the Leadership Team, thank you for all you do.

Bill Maher
President & CEO