

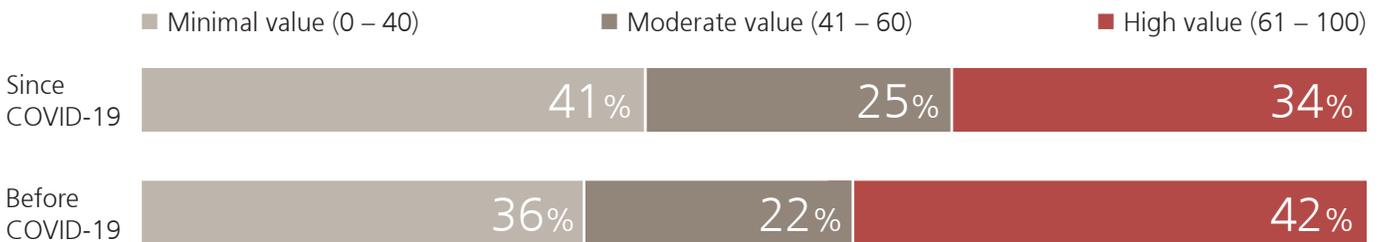
Critical advice

Employees seek more guidance on equity awards during crises

A few months before COVID-19 struck in early 2020, we conducted a survey across industries, plan providers and companies of all sizes for our report, *UBS Participant Voice: Unlocking value*. This study shows an increase in the percentage of employees who highly value their equity awards (42% highly valued their awards vs. 26% in 2013), yet one in three still see minimal value in them. The study also finds that employees who receive personalized advice and education value their awards more. Though, more than half of employees say they receive neither.

With employees in the midst of market uncertainty due to COVID-19, UBS decided to conduct a follow-up study to see how the perceived value of their equity awards has changed. While COVID-19 is having an impact on employees' attitudes, it is relatively minor. The biggest impact on personal finances from the pandemic is the increased importance of financial advice across all demographics. (When equity plan participants establish a full service relationship with a UBS Financial Advisor, they are eligible to receive personalized advice.)

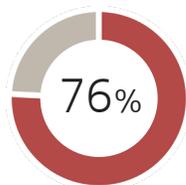
Perceived value in equity awards declines during the pandemic...



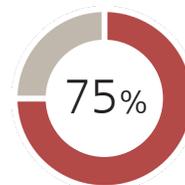
...but long-term optimism stays strong



"I'm optimistic about
my company's future."



"I'm optimistic about
my industry's future."



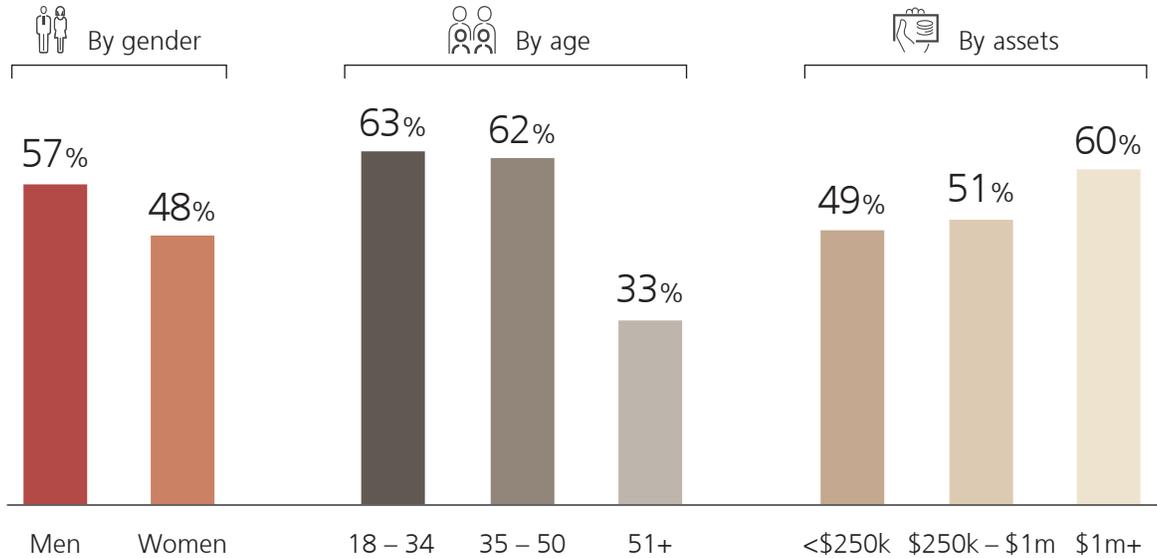
COVID-19 impact >

Half have sold company stock as a result of COVID-19-related volatility...

54%

sold company stock

Men, younger generations and wealthier employees are more likely to sell

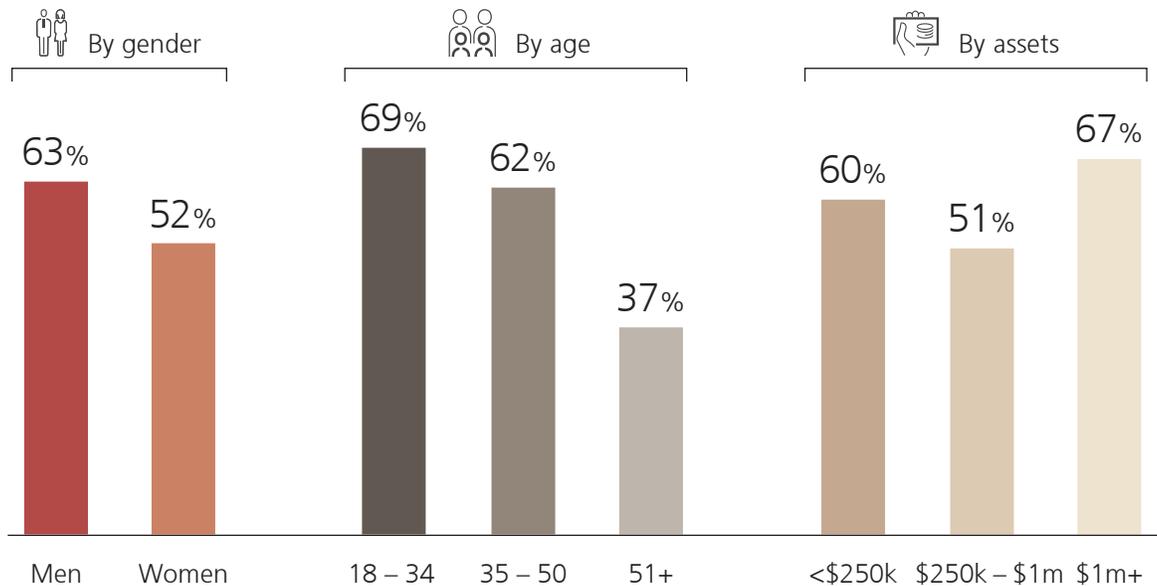


...and most sellers regret it

59%

regret selling company stock

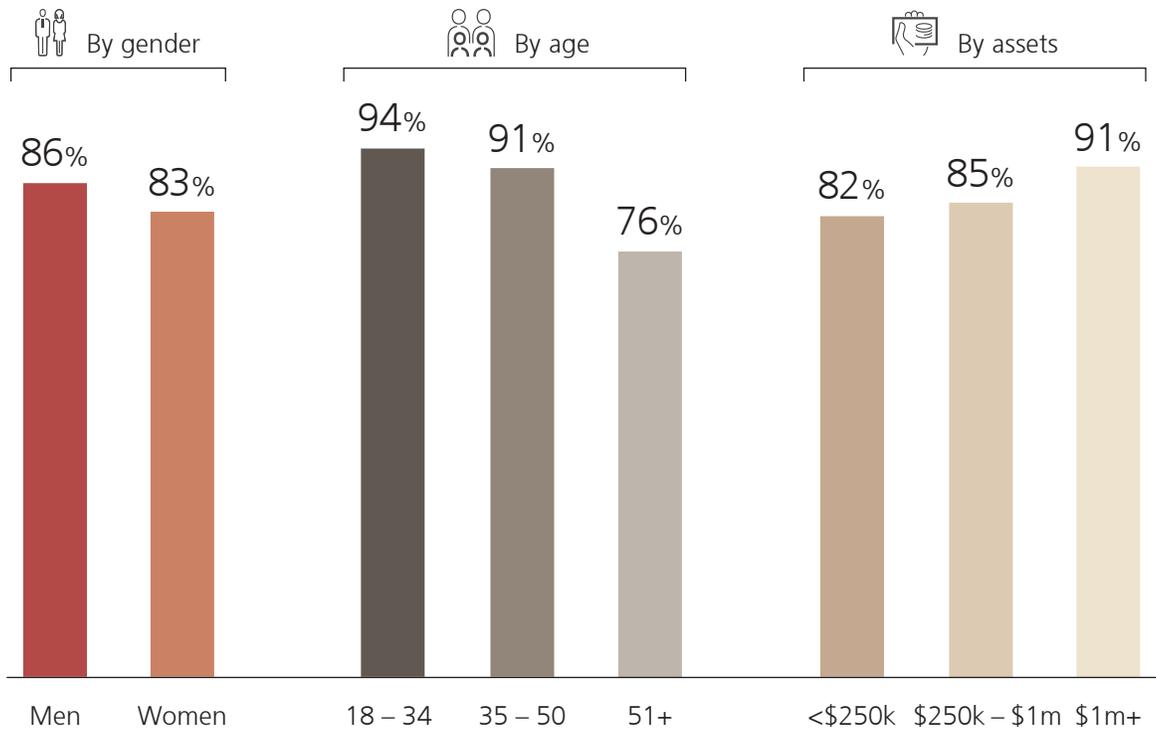
Men, younger generations and wealthier employees are more likely to regret their actions



The importance of advice >

Employees are looking for more financial guidance during the crisis, regardless of age, gender or assets

86% are looking for **more guidance**



Working with an advisor boosts financial confidence

60% are more interested in **working with an advisor**



"I'm very confident about **achieving my goals.**"

74%
Those **with** an advisor

vs.

44%
Those **without** an advisor



"I'm very confident in my **equity award decisions.**"

67%
Those **with** an advisor

vs.

47%
Those **without** an advisor

The importance of communication >

Communication in times of crises is key...

93% say **communication is very effective** at helping them understand how COVID-19 impacts equity compensation

...but not widely available

51%  receive frequent **e-mails** and reminders

45%  have **access** to a financial professional

42%  are invited to **webinars**

42%  get **check-in calls** from plan administrator

Read the full report, as well as the entire *UBS Participant Voice* series, at ubs.com/participantvoice.

About the survey

UBS conducted an online survey among 319 plan participants from May 11 – May 12, 2020 to better understand the impact of COVID-19 on participants' views of their equity awards during the pandemic.

For the pre-COVID-19 figures, we surveyed 1,046 US equity award plan participants with at least \$5k in investable assets between September 12 – 14, 2019. The report is designed to generate insights employers can use to help participants maximize the value they receive from the equity. The responses represent a cross-section of companies, industries and service providers.

About UBS Workplace Wealth Solutions

UBS Workplace Wealth Solutions collaborates with corporate clients to deliver customized solutions across a range of programs for the workplace, including financial wellness, retirement, equity plans and institutional consulting. We currently provide more than 10,000 employers and their two million employees in over 150 countries with access to financial knowledge, benefits programs that prepare them for retirement, and an integrated experience that combines the right mix of people and technology. We work side-by-side with our clients so that everyone feels rewarded at work and optimistic about realizing their long-term financial goals.

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