**GDD (Global Disclosure Database)**

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Product Description

The **Global Disclosure Database (GDD)** is a web-based tool used to capture and analyze publicly disclosed data from company filings.

* GDD is Mercer’s proprietary database of information derived from proxy statements of public corporations worldwide
  + Current representation in Australia, Canada, China, France, Germany, Hong Kong, Italy, Netherlands, New Zealand, Singapore, Spain, Sweden, Switzerland, United Kingdom, USA
  + Data for some companies extends as far back as 2006
  + Hundreds of data fields in 6 existing modules (see Pages 6-7 for description of modules)
* There are 2 ways in which we add companies / data years to the GDD
  + Over 1,400 Core Research Group companies (CRG) are populated annually for research purposes, to ensure that a robust global sample
  + Consultants in local offices may request companies / data years to be added to the GDD on a custom basis
  + Once a company / data year is added to the GDD, it becomes a permanent part of the database and is accessible to any user
* End-users can download GDD information 2 ways
  + Use standardized Excel output templates stored in GDD
  + Create custom output sheets for specialized analyses

# GDD Modules

|  |  |
| --- | --- |
| *Top Executives* | * Includes all named executive officers * Base Salary * Threshold, Target, Maximum, and Earned Incentive Payouts * Short- and Long-Term Compensation Values (equity and cash) |
| *Board of Directors* | * Retainers (Board and Committee service) * Meeting Fees (Board and Committee service) * Equity grants |
| *Ownership Guidelines* | * Guidelines for executives and directors * Number and value of shares in guideline |
| *Incentive Plan Awards* | * Includes all named executive officers * Short- and long-term incentive awards * Performance metrics, weightings, bogeys |
| *Dilution / Run Rate* | * Equity granted in the form of options and full-value shares * Cumulative equity granted and reserved for future grants * Number and value of shares granted / reserved * Additional equity plan features |
| *Nonprofit Organizations* | * All officers covered in US IRS Form 990 * Salary, incentives |
| *Perquisites* | * Includes all named executive officers * Categories include aircraft / automobile usage, tax reimbursement |

# Future Roadmap

* Kepler integration into GDD, Kepler is another product of mercer such like GDD. Here is brief information about Kepler –

Kepler - Kepler, a brand of Mercer, focuses on providing high-quality tailored and independent advice on remuneration.  Our approach is to first develop a deep understanding of each client’s business and then help ensure the reward strategy supports the needs of the business and reinforces success.  Companies that select Kepler see the way they remunerate their executives and staff as a potential source of competitive advantage.

* Below are some features present in Kepler and we will be creating more UI screens in GDD to support those Kepler features from GDD.
  + Incentive compensation
  + Performance measurement
  + Value based management

# Current Status

* Created screens for Governance module (Governance is one of Kepler feature/ Module).
* Creating packages to migrate data from Kepler database into GDD database.
* Creating screens to support values coming from Kepler database in GDD.
* Creating obsolete GDD Query Tool in GDD NextGen application to remove old platform dependency.