



Leading Provider of Reward Plan, Risk & Compliance Solutions



Reward Plan Solutions

About Monidee



Introduction

In many organizations ICT, Finance, Human Resources and Legal are separate departments with overlapping responsibilities. Due to ongoing regulations and standards, it is essential to deploy a credible and integrated technology solution that maintains consolidated records and increases transparency in your organization. Monidee's solutions can meet these needs.

What We Do

Monidee is a leading provider of Reward Plan, Risk & Compliance Solutions. For over ten years, many multinational companies have relied on our award-winning solutions to enable employees to participate in their company's reward plan. Since our technology is internally developed, our offerings can be administered directly or via partnerships with other providers and will meet the individual needs of both public and privately held companies of any size. Whether it is managing a complex employee reward plan or monitoring new compliance regulations, our flexible solutions can streamline many of your day-to-day processes and allow your team to focus on decision making and to avoid time consuming tasks.

Our Team

Since 1999, Monidee employees and consultants have established reputations as thought-leaders in their areas of expertise and earned the respect of the share plan industry. Our international team of young, enthusiastic professionals is dedicated to attaining our clients' goals and objectives. The expansive and diverse background of each team member allows us to implement unique and creative technology solutions for each client. Because of our non-traditional approach to every project, we are able to provide practical, pragmatic advice on every aspect of development from project inception to ongoing support. Whatever your needs, our team is able to consolidate and streamline your business processes.

Our Mission

Monidee's mission is to translate market developments into concrete business solutions, enabling our clients to maximize the capacity to adapt and respond to ongoing industry changes.

Our Values

- Improving Quality & Services
- Providing Flexibility
- Maintaining Reliability
- Sustaining Long-term Commitments



Reward Plan Solutions

Adding an equity-based incentive plan to a company's compensation package boosts its ability to attract, retain and motivate the best employees. Finance and HR departments will have discovered however, that reward plans, particularly those based on stock options or shares, are hugely complex and place heavy demands on staff time and skills. For more than 10 years, Monidee has been offering an efficient and cost-effective solution.

Outsource All or Part of Your Plan to Us

We have the expertise to manage all your plans, one plan or just a part your plan. We have perfected the technical platform and the financial know-how for administering complex share and option plans on behalf of clients. Whatever your outsourcing requirements, Monidee will work with you to understand your business needs and develop specific solutions for your company.

Keep Your Plan In-house but Use Our Award-winning tOption Platform

Our proprietary, web-based tOption software makes it viable for companies to manage their plans more easily and is fully backed by our dedicated support team.

Our Platform

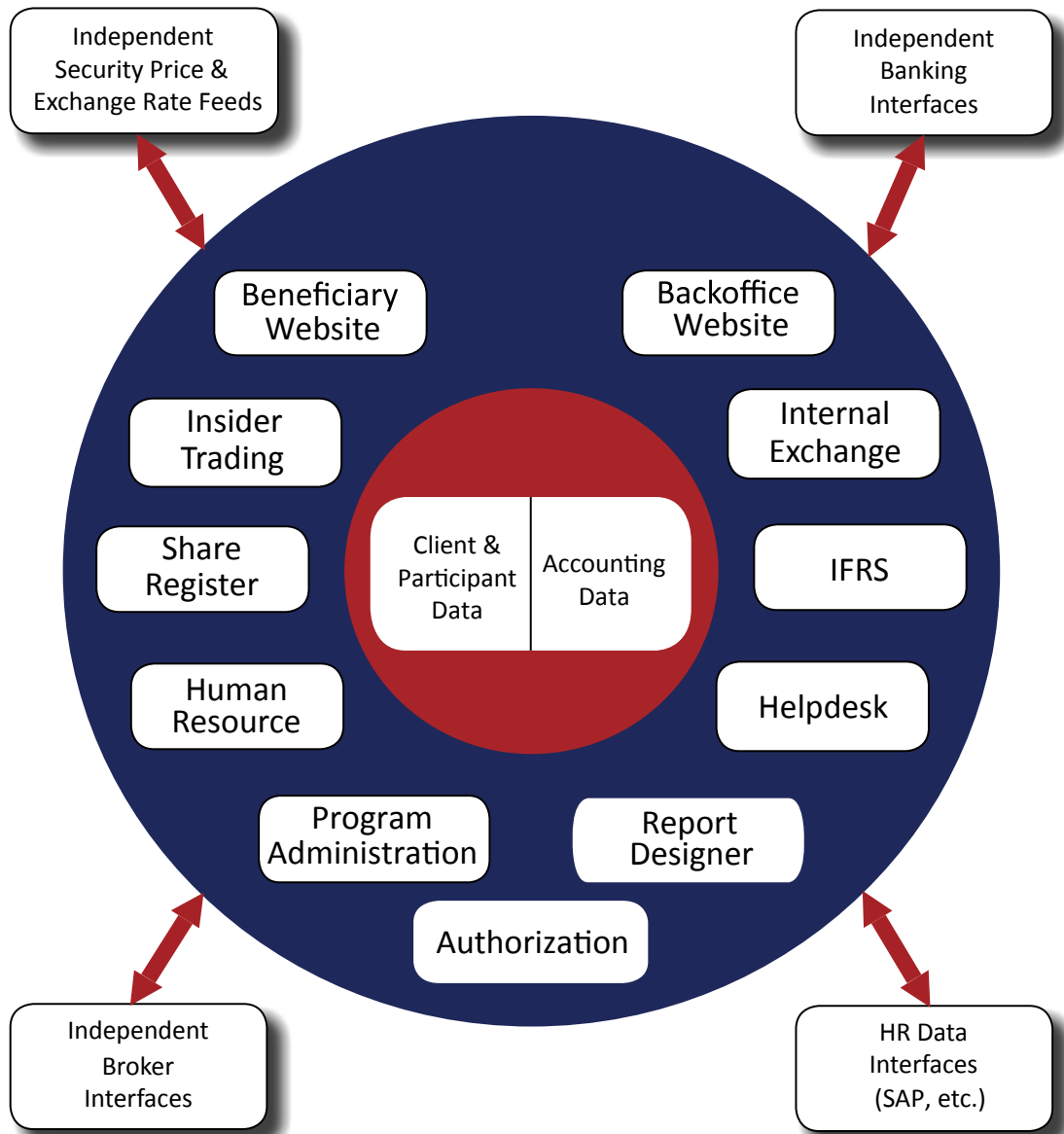


Management of employee reward plans are labor intensive and often a complex matter. Monidee's tOption software platform was developed to make management of option plans easy and efficient.

tOption is Monidee's user friendly and flexible Internet or Intranet application that offers fully-automated web-based support for employee share and option plans. All participants, managers and directors are able to access and manage all relevant information through secure connections 24 hours a day from any location in the world.

Examples of plans supported by our tOption software include:

- Approved/Non-approved Plans
 - Restricted Stock Plans
 - Warrants
 - Stock Appreciation Rights (SARs)
 - Stock Purchase Plans (SPPs)
 - Employee Stock Option Plans (ESOPs)
 - Stock Incentive Plans (SIPs)
 - Employee Stock Purchase Plans (ESPPs)
 - Save as You Earn (SAYE)
 - Long Term Investment Plans
 - Performance Based Plans
 - Internal Exchange Programs
 - Phantom Stocks
 - Other Lifecycle Plans (i.e. Pension Plans, 401(k)s)
- And More...



Outsource Administration



Monidee Reward Plan Solutions provides a complete solution for companies wishing to outsource the management of employee reward plans to an internationally recognized business partner. Monidee has the expertise and experience to manage all or part of your reward plan, freeing your time to focus on your core business practices.

Monidee has global reward plan outsourcing solutions for implementation, subscription, administration (Europe only), settlement and reporting of employee reward plans and uses tOption, our in-house developed online administration tool. Since all of our development is done internally, we are able to work with our clients to understand the versatile needs of their organization and provide them with a suitable solution.

Employer Benefits

- All-inclusive software and financial services
- No dependence on 3rd party software vendor
- Full data conversion
- Professional data expertise to ensure all data is accurately handled and maintained
- Worldwide 24/7 online access
- Multi-fund and multi-currency solution
- Auditable financial record keeping
- Compliance monitoring and reporting
- Choice of stock broker, custodian and/or payment broker
- E-mail and traditional employee tracking and communications
- Customizable web platform to match company look, feel and branding
- Managing plans globally

Employee Benefits

- Worldwide 24/7 online access to portfolio
- Online portfolio management of sale, transfer or combination of orders
- Participant information, communication and education
- History of offers, portfolio, orders and plan communications (e.g. Tax & Legal)
- Multi-lingual solution currently available in 12 languages
- Convenient payroll coordination
- Audited data privacy and protection

Reporting IFRS/US GAAP



IFRS 2 Share-based Payment is a part of International Financial Reporting Standards (IFRS) issued by the International Accounting Standards Board (IASB). The standard requires that the share-based payments are recognized as an expense under IFRS and became active as of January 1, 2005.

Our IFRS application assists companies which implement Employee Share Purchase Plans (ESPPs) and/or Employee Stock Option Plans (ESOPs) with modeling and tracking the expenses incurred by these participation plans. The application allows periodical calculation and recalculation of expenses for multiple plans, taking into account various assumptions as well as generating reports.





Support Services

At Monidee, we believe that customer support, training and consulting services are a critical component of a complete solution. That's why we strive to provide superior support services that will exceed your expectations. Our support team will be present for your initial implementation, when you need training, when you have a question or special need, and when it's time to upgrade. We'll be there when and where you need us.

As a package, Monidee Services offers a flexible range of collaborative support services to manage and maintain your systems. Support through a Service Level Agreement (SLA) is available for a fixed fee and is a fraction of the cost you would expect to pay recruiting and retaining in-house support staff.

Training

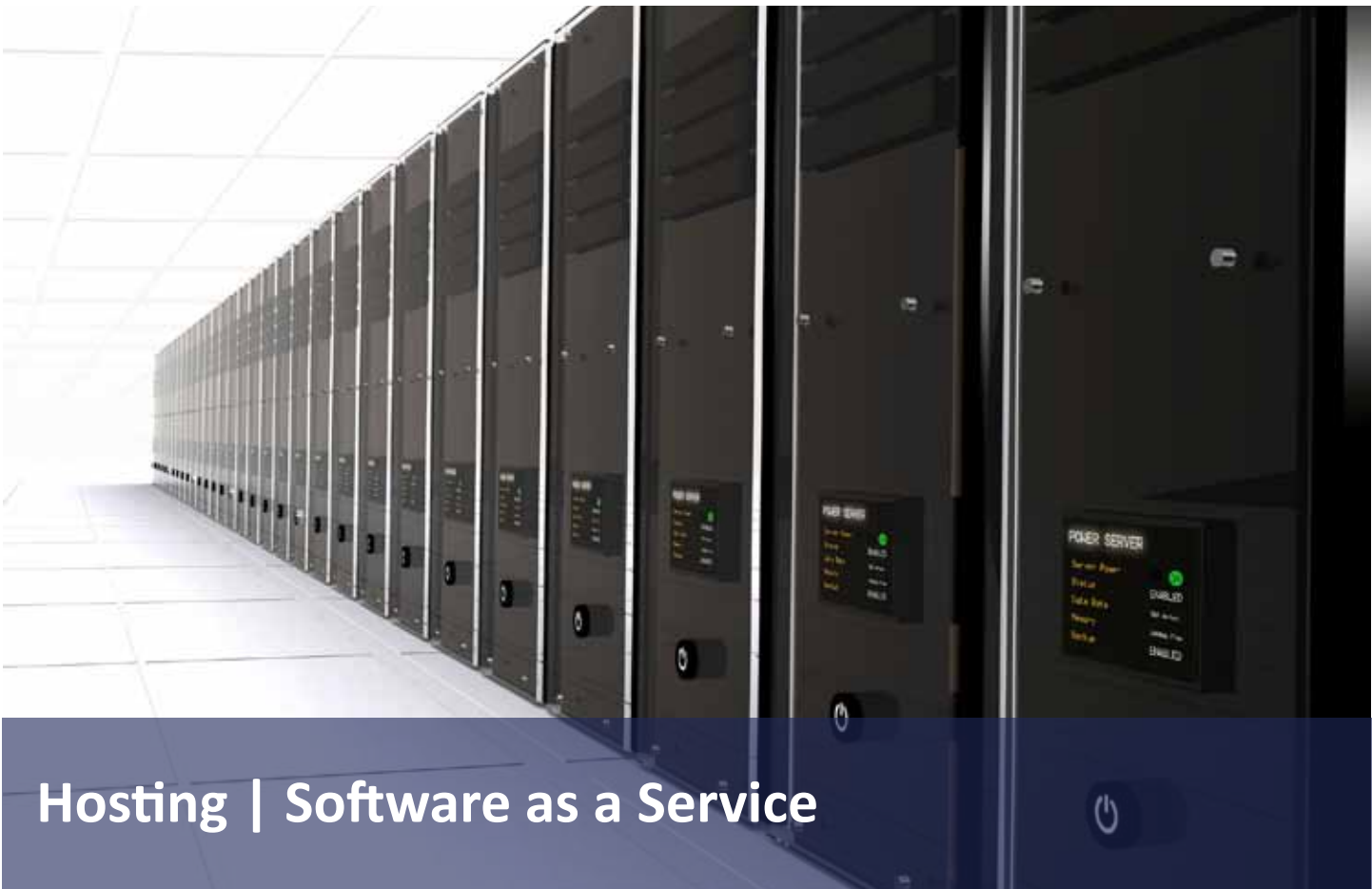
To maximize your organization's investment in our solutions, we offer training sessions throughout the implementation process. These training sessions enable plan sponsors to quickly get up to speed on the basics of Monidee solutions and learn how to manage the advanced features and capabilities of the applications. This process ensures your administrators are able to efficiently utilize Monidee solutions immediately after implementation.

Training sessions are developed and presented by our experts and the content presented is continually updated to reflect the latest developments in our technology. Training is available onsite or through convenient online sessions. Customized training can also be tailored to your organization's specific training needs upon request.

Projects & Consultancy

Project Management & Consulting is an important part of Monidee Reward Plan Services, helping to ensure the success of those users that may have unique or complex needs. No two customers are alike and we try to find out how we can help each customer accomplishing their goals.

Some of our customers look to us to assist them in developing an initial implementation plan or to review their current management procedures. Others require specialized services for data imports or custom reports. Whatever your particular needs are, Monidee will work with you to ensure your project is completed on time and on budget.



Hosting | Software as a Service

If your company is looking for quick and cost effective new business processes then Monidee Application Hosting is the answer. Monidee Application Hosting allows you to boost customer satisfaction without the usual upfront infrastructure costs and the ongoing implementation and management stress.

When you hand over the day-to-day technical management of your business applications to Monidee, you gain the comprehensive application expertise and reliable e-business infrastructure designed to keep your mission-critical operations running smoothly and dependably. From compliance tools to employee reward applications, Monidee will deliver significant business benefits by helping to:

- Improve speed to market by relying on our expertise in designing, building and running large-scale IT environments
- Reduce upfront costs by buying infrastructure and management as a service, rather than investing in assets and hiring new team members
- Mitigate risk in an environment of rapidly changing technology and security issues
- Lower costs per transaction through Monidee's economies of scale in infrastructure, people and tools
- Optimum security of the databases by 100% encryption software for databases
- Gain the flexibility to embrace innovation as it emerges
- Reallocate your time and talent to focus on business rather than IT
- Geographical failover minimizing downtime risks



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