

4 UBGG#FOFGUT 4 VN NBSZ *OEJB

0 DA

Your Total Rewards package at GAIN





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*OTVSBODFT

• SFUJFN FOUTBWCH DQG

(SBVJZ

(NRCBM JF JOTVSBODF

FRYHUQJ [\RXUDQQXDOVDDU

LQFDVH RI GHDMK Z KLOWQ

HP SGA PHQV

• (NRCBMI FSTPOBMBDDJEFQJ

BOE EJTCMJZ JOTVSBODF

• #VTJQFTT 5SBWFMIOTVSBODF

• \$ PN QSFI FOTJWF) FBWJ

JOTVSBODF FRYHUQJ \RXU

VSRXVH DQG FKLGJHQ

\$ PN QFOTBUPO.

• 4BNBSFT WMDVP DMFK VMH BFDQ

P DUNHW

• " COVBMTBNSZ SFWFX EDVHG

RQFRWRI QIQ IQ \RXUBFDMRQ

• " COVBM4 BNSZ JDSFBTF EDVHG

RQDQQXDOSHURUP DQFH UHMLHZ

• %X BMCPOVT HTXDOQJ P RQK

RI EDME VDDU SHU HDU

• \$ POOFDWMJZ BMAX BODF ,15

SHUP RQK

1 BJE - FBWF

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- 1BJE) P MEBZT LQFOGQJ
 SXEDF KROGDA V GDA V
 RI DQXDOBDYH DQG HQG RI
 \ HDUFQVXUH GDA V
- GDA V RI 1BUFSQJZ - FBWF
- ' BNJZ SFBUFE FNFSHFODZ
 NABWF XS VR GDA V

8 FNOFTT

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- . FOUBM FBWJ JOUBWFT
- \$ PVOTFMCH TFSADF
- #SFTUOFFEJCH TVQQPSJ
- 8 PSLQBD F I FBWJ Z OVLSUPO
- (NTCBMQBVT F BOE 8 FMOFJCH
 8 FEOFTBZ
- \$ PWE \$FF VBDDJOBWPOBOE
 1\$ 3 UFTU

' NYJCMZ

-) ZCSE XPSLJCH & RP ELQDMRQRI Z RUNQJ IURP KRP HDGG Z RUNQJ IURP VNH
 RIILFH 0 RWRREVKDYH DQH QMOP HQVR Z RUNUHP RMO GDA VSHUZHFN
- ' NYJCM XPSLJCH : KHQSRMEØI DGYVMG Z RUNQJ KRXU/DQG RU
 UHGXFHG Z RUNQJ KRXU/

- FBSQJH

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- 1SPGTTJPOBMEFVFNPN FOU
QSPHSBN N F BOE TVQQPSJZ LMK
SDUWXGGLQJ I RUD UHØYDQW
TXDQLEDMRQ
- 4WEZ NØBV
- 5SBJQJH BOE DPBDI JH
N PEVMT
- \$ SPTT PSHBOJTBWPOBMPSDSPTT
SFHJPOBMQSPKFDUX PSL
- 4FDPCEN FOUPQQPSJ/QJFT



) FBM JOTVSBODF JOGPN BUPO

- +RVSMDQ DMRQ 6XJ HV SUHFUSWRQ QNHG VR KRVSMDQ DMRQ DUH FRYHUG E\) % \$ &3(0) FBM
- &DKØW/FDUG I RULQSDM HQAEHQH LW
- * \$,1 SURYGHV DQRXSDM HQVGHQMD DQG YLVRQ FRYHUI RU* \$,1 WDI DQG GHSHQGHQV DQG UHP EXUHVRXSDM HQVGHQMD OYLRQ DQG P DMUQW FRWWVR D FHQQ