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November 21, 2013

ISS and Equilar/Glass Lewis Now Accepting Updated Peer Group Submissions

Institutional Shareholder Services (ISS) and Equilar/Glass Lewis have announced that they are now accepting updated self-selected peer group submissions from Russell 3000 companies. The organizations are in their semi-annual peer group reconstruction process to identify the peer companies to be used in their pay-for-performance and other quantitative analyses. These analyses are used to develop recommendations on company Say-on-Pay proposals and influence company corporate governance ratings. Submitted self-selected peers may be considered by ISS and Equilar/Glass Lewis when developing peer groups used for next year's executive pay evaluations. A summary of each group's announcement is provided below.

ISS

Russell 3000 companies with annual meetings between February 1, 2014 and September 15, 2014 that have updated their executive compensation benchmark peer group since the last proxy filing are invited to submit the peer updates. The submitted peers should be those used for fiscal 2013 compensation decisions and published in the 2014 proxy filing. ***The window for submissions will close at 5 PM EST on December 9, 2013.*** Companies that have made no changes to their proxy-disclosed executive compensation benchmarking peers, or companies that do not wish to provide this information in advance, do not need to participate. For companies that do not submit updates, peers disclosed in the most recent proxy filing will automatically be factored into the ISS peer group construction process.

Companies that decide to provide peer updates can access the online submission form and instructions at www.issgovernance.com/PeerFeedbackUS. Companies will need to confirm their online submission by sending ISS an electronic copy (e.g., PDF) of the submitted list on company letterhead along with the company representative's name, email address and company name. Detailed instructions for this confirmation step are provided online as part of the submission process.

Equilar/Glass Lewis

Russell 3000 companies and Canadian companies in the S&P/TSX Composite Index may submit updated executive compensation benchmark peers for inclusion in the 2014 Equilar Market Peers™ calculations. The updated peers should be the same as those that will be disclosed in the upcoming proxy statement. Equilar Market Peers are used in Equilar's Pay for Performance

analyses and in Glass Lewis' Say on Pay quantitative analyses. ***Companies have until December 31, 2013 to submit updated peers.***

Companies that decide to provide updates can access the submission form and instructions at insight.equilar.com/app/peer_update/index.jsp.

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General questions about this letter can be addressed to David Yang at (312) 894-0074 or dkyang@fwcook.com. Copies of this summary and other related materials are available on our website at www.fwcook.com.