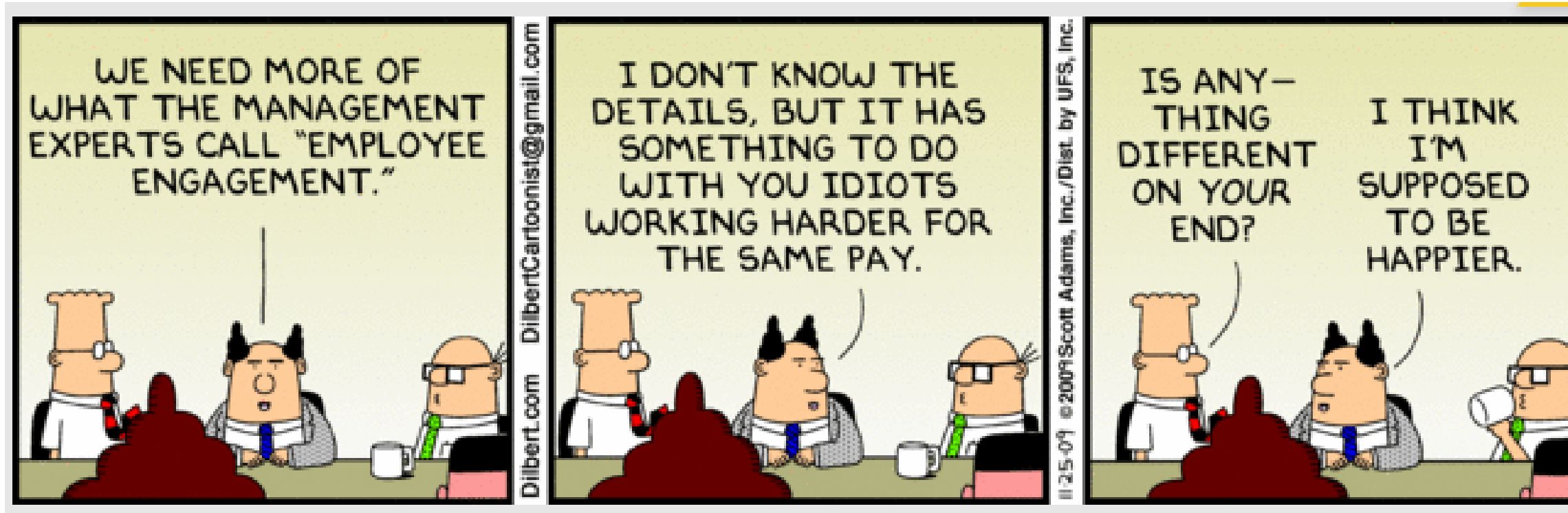


# Employee engagement Sharing Good Practice. Akamai Technologies.

**Szymon Najdychor**  
Senior HR Manager Poland, Czech



# What is Employee Engagement?



# What is Employee Engagement?



State of motivation

Satisfaction and enthusiasm  
for work

Opposite of  
disengagement



Positive behaviors, specifically  
showing adaptation to the changing  
working environment

Trait of a certain person  
or a group

# What is Employee Engagement?



A condition, which has organizational purpose and occurs as involvement, commitment, passion, enthusiasm, focused effort, energy, empowerment – in attitude and behavior

*W.H. Macey, Valtera Corporation*

*B.Scheider, university of Maryland*

# What is Employee Engagement?



Engagement involves the presence of three outcomes among employees:

first is discretionary effort—meaning, employee willingness to go the extra mile;

second is intent to stay;

third is advocacy—the employee’s willingness to brag about their workplace.

*Greg Harris, President of Quantum Workplace*

SSSC

IT

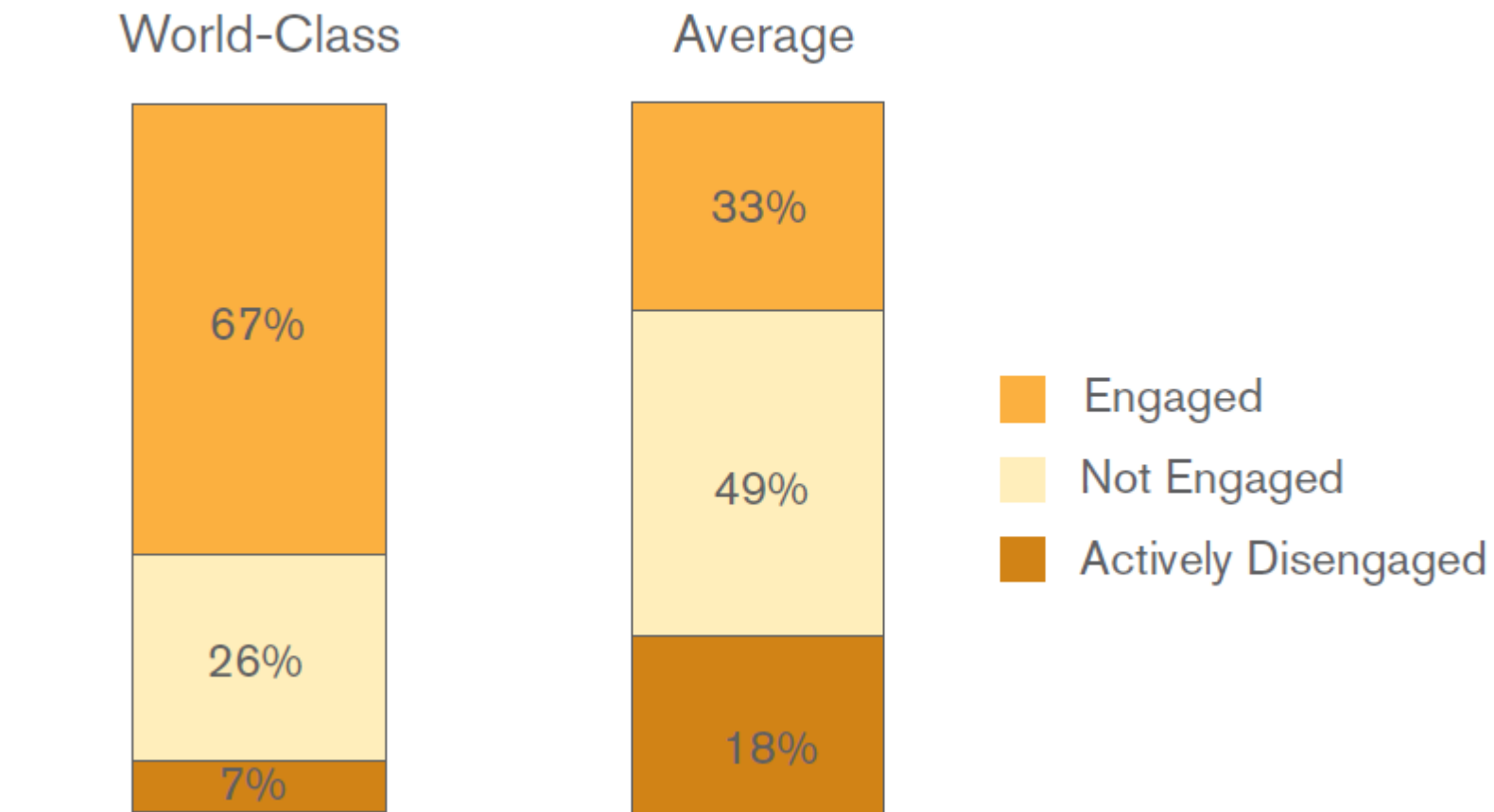
In a world that is changing both in term of the global nature of work and the aging of the workforce, having engaged employees may be a key to competitive advantage

Y

*T.J.Erickson*

X

# EE Engagement and best performing companies



*By Gallup, 2008*

# EE Engagement and Employment Value Proposition





# Sharing good practice

What are the best links between EE engagement and company performance?

## Company Stock Ownership Programs

Owning stock in a company is owning part of the company.

- Based on company performance
- Based on market expectations
- Based on trust of employees in company results

Two different Company Programs

- Employee Stock Purchase Plan (ESPP)
- New Hire Restricted Stock Unit (RSU) Equity Program

# New Hire Restricted Stock Unit (RSU) Equity Program



A time base vesting schedule: over 4 years

- 25% will vest on the 1st anniversary of the grant date
- 6.25% will vest quarterly thereafter for the remaining 3 years
- always has some value

RSU letter with an intended award value approved by the CEO.

*Example: Intended award value: US \$ 5'000;  
closing stock price on award approval date: US \$ 51.00; number of restricted stock units: 98  
units (rounded down to closest whole share)*

## Employee Stock Purchase Plan (ESPP)



- Unlike RSUs, EE contributes to this plan his/her money from payroll
- A percentage of pay can be contributed every pay cycle
- Purchase executed 31st of May and 30th of November
- Purchase price is based on the lower share price at the beginning and the end of the purchase period, then reduced by 15%

Thank you

