

## Broadridge Boosts Employee Pay and Expands Benefits

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LAKE SUCCESS, N.Y., Feb. 7, 2018 /PRNewswire/ -- [Broadridge Financial Solutions, Inc.](#) (NYSE:BR), the \$4 billion global fintech leader and employer of choice, today announced several enhancements to employee pay and benefits. These changes include an increase in minimum wage, an increase to non-management associate FY18 bonuses, greater work-life balance initiatives and higher charitable giving match. Strong company growth coupled with recent tax law changes inspired senior leadership to implement these enhancements.

"As a FORTUNE Most Admired Company in the financial data services category, Broadridge succeeds by maintaining a culture that recognizes every individual's contributions," said Rich Daly, chief executive officer of Broadridge. "We are committed to the idea that engaged associates create great client service and are further investing in our associates to make us an even better employer of choice."

Specifically, Broadridge is implementing the following enhancements:

- The minimum hourly wage will increase this year to \$15 per hour
- This year's World Class Service Bonus will be \$1,750 at target for hourly non-management associates, who make up more than half our workforce
- A package of enhanced benefits, including expanding Parental Leave benefits; raising the company charitable giving annual match to \$3,000; and increasing vacation days for associates who have worked at Broadridge for fewer than five years

Broadridge compensates every associate based on client satisfaction irrespective of financial results, and these changes will increase that bonus this year by 40% for non-management associates.

"We are proud to note that our annual independent survey of associates has increased this year to record levels of associate engagement," said Julie Taylor, Broadridge's chief human resources officer. "We recognize that our associates are at the core of everything we do and that high associate engagement is a strategic imperative at Broadridge."

Broadridge is committed to the business philosophy of the Service-Profit Chain where highly engaged associates deliver superior service to clients, thereby building client loyalty and retention, and leading to greater growth and returns for shareholders.

### About Broadridge

Broadridge Financial Solutions, Inc. (NYSE:BR), the \$4 billion global fintech leader, provides investor communications and technology-driven solutions for broker-dealers, banks, mutual funds and corporate issuers globally. Broadridge's investor communications, securities processing and managed services solutions help clients reduce their capital investments in operations infrastructure, allowing them to increase their focus on core business activities. With over 50 years of experience, Broadridge's infrastructure underpins proxy voting services for over 50 percent of public companies and mutual funds globally, and processes more than \$5 trillion in fixed income and equity trades per day. Broadridge employs approximately 10,000 full-time associates in 16 countries. For more information about Broadridge, please visit [www.broadridge.com](http://www.broadridge.com).

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