

Up To Speed

Monday, January 27, 2025

Hey, V Team we just wrapped up our 2025 kickoff and fourth quarter earnings webcast and we had a blast.

If you didn't catch it, be sure to watch the replay.

Hans stripped down our 2025 priorities and how all of us can go beyond to make 2025 a fantastic year.

Remember, you have until this Friday at noon Eastern time to take our webcast survey.

If you do, you will have a chance to win a \$50 gift card to our brand shop.

I mean, who doesn't want more swag?

We also announced our new company performance modifier approved by the board of directors. Eligible employees participating in our Short-term Incentive plan will benefit from a strong 103% modifier for 2024.

Information about your STI payout will be shared after February 18th.

Now for some key dates for Stock Together.

Each year on the anniversary of the grant date, one third of your Stock Together award will vest and become payable to you at Fidelity.

Next Monday, February 3rd, is our quarterly dividend day for Verizon shareholders, which means you'll see the benefit of the dividend in your upcoming Stock Together payout in March in the form of dividend equivalent units.

Stock Together awards will vest on March 1st and be paid throughout the month. This week we celebrate Lunar New Year, so be sure to join our PACE ERG to celebrate the year of the snake.

It's all happening live from Basking Ridge this Thursday with watch parties in various hub locations. There's going to be traditional food, storytelling, music, all the good stuff. You're not going to want to miss out.

Before we go, it's no secret that we are obsessed with providing the ultimate experience for our customers.

So later this week, keep an eye out for an interview with Monica Hammond to get the inside scoop on how she's transformed our Customer Success team.

For more info on all the news we shared today, just check out our story.

And that's a wrap. Until next time, you're up to speed.