



## PRE-IPO EXECUTIVE COMPENSATION SURVEY FOR THE LIFE SCIENCES INDUSTRY

**SURVEY COVERS:** ALL *U.S. BASED* EXECUTIVE POSITIONS

**WHO SHOULD PARTICIPATE:** ANY PRE-IPO LIFE SCIENCES (MEDICAL DEVICE, BIOPHARM, BIOTECH) COMPANY WITH U.S. BASED EXECUTIVES

This survey is specifically designed for life sciences companies (medical device/equipment, biopharmaceuticals, biotech) to address the need for cash compensation and equity ownership data for executives. The survey complements our MEDIC Benchmark survey by covering all true U.S based executive level jobs (VP & above). It also provides valuable information on **Board of Directors** compensation and representative equity ownership opportunities for non-executive level staff.

- Covers current year base salary, target bonus, and equity ownership *on a fully diluted basis* for executive staff
- Data broken out by stage of finance
- Distinguishes founder and non-founder data
- Includes BOD attraction/retention strategies
- Equity ownership levels for non-executives *on a fully diluted basis*
- Comprehensive policies and practices section including equity plan design, equity pricing strategy, and option pool size
- Customized reports available by geographic region, product lines, and select peer groups
- Final reports distributed to participants only

### Pre-IPO Executive Compensation Survey for the Life Sciences Industry Schedule

- Participation materials distributed: June
- Completed survey and data due: mid August
- Final report distributed: September

For more information about the survey, contact Jay Edelman at 510-745-8675 ext 2, or via email at [jedelman@top5.com](mailto:jedelman@top5.com).



## **Pre-IPO Executive Compensation Survey for the Life Sciences Industry**

### **Executive Jobs Covered**

Chief Executive Officer  
President/COO  
Chief Financial Officer  
Treasurer  
Controller  
General Counsel  
Intellectual Property Executive  
Chief Scientific Officer  
Chief Information Officer  
R&D Executive  
Engineering Executive  
Research Executive  
Medicinal Chemistry Executive  
Drug Discovery Executive  
Genomics Executive  
Pre-Clinical Development Executive  
Clinical Research/Medical Affairs/QA Executive  
Clinical Research/Medical Affairs Executive (no QA)  
Regulatory Affairs Executive (May include QA)  
Pharmaceutical Processes Executive  
Operations/Manufacturing Executive  
Sales & Marketing Executive  
Sales Executive  
Marketing Executive  
Business Development Executive  
Human Resources Executive  
Corporate Planning & Administration Executive  
Other Executive Positions (Technical)  
Other Executive Positions (Non-Technical)



## 2006 Pre-IPO Life Sciences Industry Participants List

Company Participation List  
**41 Companies**

Company	Industry	Location
Acuity Pharmaceuticals	Biopharmaceutical	PA
Aeris Therapeutics	Biopharmaceutical	MA
Aerovance	Biotech	CA
Agensys	Biotech	CA
Alimera Sciences	Biopharmaceutical	GA
AmpliMed Corporation	Biotech	AZ
AngioScore	Medical Device	CA
Aspire Medical	Medical Device	CA
BAS Medical	Biopharmaceutical	CA
CardioMind	Medical Device	CA
Cardiva Medical	Medical Device	CA
Celleration	Medical Device	MN
Cierra	Medical Device	CA
Clarity Corporation	Medical Device	TN
Crosstrees Medical	Medical Device	CO
Emphasys Medical	Medical Device	CA
Evalve	Medical Device	CA
Impliant	Medical Device	CT
Innovative Spinal Technologies	Medical Device	CO
Intact Medical Corporation	Medical Device	MA
Juniper Medical	Medical Device	CA
KAI Pharmaceuticals	Biopharmaceutical	CA
LabNow	Biotech	TX
Lemaitre Vascular	Medical Device	MA
MacuSight	Biopharmaceutical	CA
MaxCyte	Biotech	MD
Mpex Pharmaceuticals	Biopharmaceutical	CA
OmniSonics Medical Technologies	Medical Device	MA
Ophthonix	Medical Device	CA
Plexxikon	Biotech	CA
Revanche Therapeutics	Biopharmaceutical	CA
Satiety	Medical Device	CA
Scynexis	Biotech	NC
Solstice Neurosciences	Biopharmaceutical	PA
St. Francis Medical Technologies	Medical Device	CA
TransOral Pharmaceuticals	Biopharmaceutical	CA
Trubion Pharmaceuticals	Biopharmaceutical	WA
US Spinal Technologies (US-Spine)	Medical Device	FL
USGI Medical	Medical Device	CA
VisionCare Ophthalmic Technologies	Medical Device	CA
Xtent	Biotech	CA







## 2007 MEDIC SURVEY PARTICIPATION AGREEMENT

**Please complete this form and fax to 510-745-8273 or mail to the address listed below**

Company Name: \_\_\_\_\_

Contact Name: \_\_\_\_\_  
(must be authorized employee of company)

Contact Title: \_\_\_\_\_ Contact email address: \_\_\_\_\_

Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

Phone: \_\_\_\_\_ Fax: \_\_\_\_\_

Signature: \_\_\_\_\_

This signature commits the company to participate in the survey(s) selected below.

**We plan to participate in the following 2007 Surveys**

**We wish to purchase the following 2006 reports \***

√	<b><u>2007 Survey</u></b>	<b>Price **</b>		√	<b><u>2006 Survey</u></b>	<b>Price **</b>
	MEDIC Sales	\$1,150			MEDIC Sales	\$1,200
	MEDIC Benchmark	\$1,150			MEDIC Benchmark	\$1,200
	MEDIC Executive	\$1,150			MEDIC Executive	\$1,200
	pre-IPO Executive	\$700			pre-IPO Executive	\$750
	MEDIC Suite (Sales/Bench/Exec)	\$3,000	Save \$450		MEDIC Suite (Sales/Bench/Exec)	\$3,350
	Pre-IPO Suite (Sales/Bench/Pre-IPO)	\$2,600	Save \$400		Pre-IPO Suite (Sales/Bench/Pre-IPO)	\$2,950

(Pre-IPO companies seeking **executive** pay data should participate in the Pre-IPO Exec survey, *not* the MEDIC Exec)

**\* To purchase the 2006 survey report, you must also select the corresponding 2007 survey**

**\*\* NOTE: Final survey reports shipped to California addresses will be billed California state sales tax as applicable.**

**Payment:**

Check enclosed     Bill us: PO # \_\_\_\_\_  
(reports shipped on receipt of payment)

Credit card    VISA    M/C    Amex

Name on card: \_\_\_\_\_

Number \_\_\_\_\_ Exp \_\_\_\_\_

Authorized signature: \_\_\_\_\_

Purchase of 2006 reports obligates the company to participate in corresponding 2007 surveys. The authorized agent for the above company agrees to submit data for the 2007 Survey(s) selected above. **The fee for the current year and next year's surveys will be due and payable prior to shipment of current year reports.** Participation entitles the company to software-based versions of the final report. Printed or custom copies of the report may be ordered for an additional fee. Make checks payable to Top Five Data Services, Inc. EIN: 943316713. Mail to:

Top Five  
39510 Paseo Padre Pkwy Ste 270  
Fremont CA 94538

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