

PRE-IPO COMPENSATION SURVEY FOR THE LIFE SCIENCES INDUSTRY

Sample Report Output



Chief Executive Officer

Job Code: 0950

Dept: Executive Staff Positions

Generally responsible for direct interactions at the highest level of the company with the Board of Directors, shareholders, creditors, and the employees of the company.

All Participants	Count	Average	Min	10th %	25th %	50th %	75th %	90th %	Max
Base Salary as of 05/01/2010	181	\$266,969	\$144,000	\$180,000	\$240,000	\$269,360	\$295,000	\$339,200	\$406,000
Target Bonus % eligible	112 61.9%	\$85,881	\$11,000	\$50,000	\$70,000	\$81,354	\$100,000	\$120,547	\$180,000
Target Bonus as % base	112	31.7%	4.0%	20.0%	28.7%	30.3%	35.0%	40.0%	52.1%
Total Targeted Cash (bonus eligible only)	112	\$357,031	\$194,000	\$295,000	\$325,000	\$350,084	\$387,750	\$452,628	\$525,000
Total Targeted Cash (all incumbents)	181	\$320,111	\$150,000	\$194,000	\$270,000	\$328,125	\$364,290	\$403,000	\$525,000
% Equity Held									
All	181	6.600%	1.100%	2.330%	3.340%	4.660%	6.330%	18.180%	26.970%
Founders Only	103	8.130%	1.100%	2.450%	4.050%	5.630%	7.290%	23.910%	26.970%
Non-Founders Only	78	4.580%	1.420%	1.630%	2.880%	3.620%	4.750%	6.760%	18.180%
New Hires Only	14	2.940%	1.630%	1.630%	1.940%	3.180%	3.480%	4.000%	4.000%

Seed - Series A	Count	Average	Min	10th %	25th %	50th %	75th %	90th %	Max
Base Salary as of 05/01/2010	25	\$259,320	\$150,000	\$160,000	\$240,000	\$240,000	\$260,000	\$383,600	\$406,000
Target Bonus % eligible	6 24.0%	\$115,000	\$100,000	N/A	\$100,000	\$115,000	\$130,000	N/A	\$130,000
Target Bonus as % base	6	44.2%	38.4%	N/A	38.4%	44.2%	50.0%	N/A	50.0%
Total Targeted Cash (bonus eligible only)	6	\$375,000	\$360,000	N/A	\$360,000	\$375,000	\$390,000	N/A	\$390,000
Total Targeted Cash (all incumbents)	25	\$286,920	\$150,000	\$160,000	\$240,000	\$240,000	\$360,000	\$399,600	\$406,000
% Equity Held									
All	25	12.840%	1.630%	1.630%	3.450%	10.000%	18.180%	25.740%	26.970%
Founders Only	12	17.040%	7.290%	7.290%	9.320%	16.960%	24.680%	26.970%	26.970%
Non-Founders Only	13	8.960%	1.630%	1.630%	1.630%	3.450%	15.000%	18.180%	18.180%
New Hires Only	4	1.630%	1.630%	N/A	N/A	1.630%	N/A	N/A	1.630%

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Series B - C	Count	Average	Min	10th %	25th %	50th %	75th %	90th %	Max
Base Salary as of 05/01/2010	105	\$265,943	\$144,000	\$180,000	\$236,900	\$270,000	\$295,000	\$345,000	\$360,960
Target Bonus % eligible	73 69.5%	\$84,472	\$11,000	\$50,000	\$62,500	\$80,808	\$100,000	\$120,750	\$180,000
Target Bonus as % base	73	30.7%	4.0%	20.0%	25.0%	30.0%	35.0%	40.0%	52.1%
Total Targeted Cash (bonus eligible only)	73	\$356,046	\$194,000	\$286,000	\$312,000	\$349,650	\$390,125	\$465,750	\$525,000
Total Targeted Cash (all incumbents)	105	\$324,671	\$170,000	\$194,000	\$283,753	\$326,667	\$364,500	\$457,920	\$525,000
% Equity Held									
All	105	6.240%	1.100%	2.450%	3.480%	4.620%	6.000%	9.080%	24.870%
Founders Only	73	7.200%	1.100%	2.330%	3.340%	5.000%	6.330%	21.660%	24.870%
Non-Founders Only	32	4.060%	2.470%	3.040%	3.480%	3.870%	4.740%	4.990%	6.760%
New Hires Only	7	3.710%	3.480%	N/A	3.480%	3.480%	4.000%	N/A	4.000%

Series D - E	Count	Average	Min	10th %	25th %	50th %	75th %	90th %	Max
Base Salary as of 05/01/2010	51	\$272,833	\$195,000	\$210,000	\$260,000	\$271,500	\$300,000	\$325,000	\$335,790
Target Bonus % eligible	33 64.7%	\$83,703	\$28,500	\$70,000	\$72,188	\$80,250	\$100,000	\$108,600	\$112,320
Target Bonus as % base	33	31.8%	8.4%	25.0%	25.0%	30.0%	40.0%	40.0%	51.2%
Total Targeted Cash (bonus eligible only)	33	\$355,945	\$295,000	\$339,952	\$340,000	\$350,000	\$380,100	\$393,120	\$403,000
Total Targeted Cash (all incumbents)	51	\$326,994	\$210,000	\$213,500	\$300,000	\$340,000	\$360,938	\$393,120	\$403,000
% Equity Held									
All	51	4.280%	1.420%	1.610%	2.880%	4.190%	5.920%	7.000%	7.710%
Founders Only	18	5.980%	4.190%	4.190%	5.010%	6.000%	7.000%	7.710%	7.710%
Non-Founders Only	33	3.350%	1.420%	1.610%	2.350%	3.090%	4.750%	5.140%	5.970%
New Hires Only	3	2.880%	2.880%	N/A	N/A	2.880%	N/A	N/A	2.880%