



2009

PRE-IPO and Private Company Total Compensation Survey



10th Annual Survey

Most Comprehensive Survey of Cash and Stock Compensation at the Lowest Price

WHY PARTICIPATE IN THE SURVEY?

- Solution for finding quality comparative data on employee cash and stock compensation data
- Objective data for supporting Board of Director and shareholder decisions
- Data to support job offers
- Competitive cash and stock pay data by job to help define the appropriate pay mix (cash vs. stock) for executives and employees
- Comprehensive benefit practices data
- Objective data specific to the private company marketplace

ABOUT THE SURVEY

Thirty-five-plus Positions Covered

- Chairman, CEO, CFO and other executives
- Engineering, Marketing and Sales, Customer Care, Professional Services and Operations
- Finance, Human Resources and Administration
- International/geographic locations
- Founder vs. non-founder
- Board of Director compensation

Pay Practices

- Company-wide stock/stock option pool size
- Restricted stock plans
- New-hire vs. refresher grant guidelines
- Bonus plans

Emerging Trends

- Valuation practices and frequency
- Stock option strike prices
- Data by round of financing/capital invested
- IRC 409A and FAS 123R issues
- Performance-based compensation plans (short-term and long-term)

Survey Cost

- \$950
- \$850 (\$100 discount) for clients of:
 - Syzygy Consulting Group
 - Cooley Godward Kronish
 - DLA Piper
 - Fenwick & West
 - GCA Law Partners
 - Gibson Dunn & Crutcher
 - Greenberg Traurig
 - Latham & Watkins
 - Manatt, Phelps & Phillips
 - Morgan, Lewis & Bockius
 - Morrison & Foerster
 - Orrick, Herrington & Sutcliffe
 - Pillsbury Winthrop Shaw Pittman
 - Reed Smith
 - Sheppard Mullin Richter & Hampton
 - Simpson Thacher & Bartlett

syz•ygy (siz' i jē), n., pl. **-gies**. 1. Astron. a. The nearly straight-line configuration of three celestial bodies (as the sun, moon and earth during a solar or lunar eclipse) in a gravitational system. b. The alignment of three or more points in space. 2. Any two related things, either alike or opposite. [< LL syzygia < Gk syzygiā union, pair, equiv. to sýzyg(os) yoked together (sy- SY- +zyg-, root of zeugnynai to yoke,+os adj. suffix) + -ia -Y³]

PARTICIPATE NOW

Register at
szygyconsulting.com/ipo.html

If you have questions call or email
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ABOUT SYZYG CONSULTING GROUP

Executive and Board of Director Compensation

- Offer expert guidance and provide independent research on developing compensation programs
- Provide independent advice and objective data to the Compensation Committee on CEO pay
- Recommend Board of Director compensation, including appropriate pay for Chair and Committee service

Long-term Incentive Compensation Design

- Provide an independent assessment of the competitiveness of present stock grants
- Model and establish stock option and/or restricted stock grant guidelines to achieve and maintain competitive equity compensation practices, a fair level of shareholder dilution and appropriate expense (under FAS 123r)
- Explore all other long-term compensation alternatives to address retention and motivation issues (inclusive of IRC 409A)

Cash Compensation Design

- Provide an independent assessment of the competitiveness of present stock grants
- Develop a competitive base pay structure with guidelines and tools to help management provide merit-based and/or skill-based pay adjustments and any necessary market correction increases
- Help transition the base pay delivery program into a base pay plus performance-based incentive system

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