

LIFE SCIENCE



Director Compensation Consulting Services to the Life Sciences Industry

THE CURRENT COMPENSATION ENVIRONMENT

The current global financial crisis, pressure from institutional investors, increased focus on governance, as well as uncertainty on government regulations such as “say on pay” and “pay-for-performance” makes navigating compensation strategy and design more complex. Particularly challenging is designing and restructuring pay programs in today’s environment with reduced (or no salary increases), shrinking bonuses, underwater options, stock awards with declining values, and company limitations on the issuance of equity awards.

Today’s Directors’ roles and responsibilities have never been so vital and are critical to investors’ belief in the current and future success of an organization. Directors are no longer just advisors, nor are they just compliance officers; they are both assets of the firm and shepherds of shareholder interest.

Pearl Meyer & Partners understands the new roles and responsibilities of Directors.

OUR APPROACH

Our consulting advice is designed around the requirements of your unique situation. We work closely with you to understand your business strategy, culture and definition of success. Together, we create custom compensation programs, practices and strategies that work to help you attract and retain the best people and maximize shareholder value.

■ OUR SERVICES

Our director compensation consulting services cover the full spectrum of design, compliance assistance, and implementation support, including:

- Cash Compensation including Retainers and Meeting Fees
- Equity Compensation including Value and Instrument Usage
- Supplement Benefits and Perquisites Practices Review
- Special or Ad-Hoc Committee Compensation Review
- CEO and Chairman Role Separation
- SEC Filings including Proxy Statements, S-1s, and 8-Ks
- Shareholder and Stakeholder Communications including Say on Pay
- Institutional Shareholder Watchdog Group Policy and Practices Review
- Custom Compensation Surveys
- Board Evaluation



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OUR COMMITMENT

Our commitment begins with our first meeting with you. Each assignment is staffed by senior professionals that bring a wealth of knowledge and expertise. PM&P is dedicated to providing the best compensation advice in the industry. We have achieved this through developing innovative compensation designs and practices that are now commonplace and through the development of compensation surveys and custom research.

OUR CLIENTS

We specialize in working with life sciences firms from venture-backed start-ups to large multi-national organizations. We have handled hundreds of assignments in biotechnology, pharmaceutical, biopharmaceutical, contract research and pharmaceutical manufacturing, medical tools and devices, and scientific instruments and equipment industries. Whether your need is redefining the current compensation plan due to the challenging economic climate or finding a partner to help you prepare for a future IPO, there is an experienced PM&P professional that can help. We know the life sciences market.

ABOUT PEARL MEYER & PARTNERS

For twenty years, PM&P (www.pearlmeyer.com) has served as a trusted independent advisor to Boards and their senior management in the areas of compensation governance, strategy and program design. The firm provides comprehensive solutions to complex compensation challenges for companies ranging from the Fortune 500 to emerging high-growth companies. These organizations rely on Pearl Meyer & Partners to develop programs that align rewards with long-term business goals to create value for all stakeholders: shareholders, executives, and employees. The firm maintains offices in New York, Atlanta, Boston, Charlotte, Chicago, Houston, Los Angeles and San Jose.

For more information on how PM&P can help you create comprehensive compensation solutions, please visit our website www.pearlmeyer.com or contact the PM&P office nearest you.