

LIFE SCIENCE

Employee Compensation Consulting Services to the Life Sciences Industry

THE CURRENT COMPENSATION ENVIRONMENT

In today's complex compensation environment, much time and attention has been focused on executive pay, but what is happening with reward strategies for the rest of the organization? Are companies missing the opportunity to improve their return on their single biggest compensation expense — their broad-based employee population?

Today's environment is particularly challenging for employee pay given reduced (or no salary increases), coupled with a need to retain high performing employees.

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 senior consultants' experience and expertise in creating reward programs at all levels — executive, managerial, professional and support staff — ensures that you will create fully integrated compensation programs that are aligned with your business' strategic focus.

Our Employee Compensation Practice specializes in creating pay programs tailored to the unique needs of the technology sector. We partner with you on client engagements in various capacities — we can act as advisors on a specific issue or need or consult on a full project from assessment to implementation.

Our services include:

- Strategic Total Rewards Design and Implementation
- Definition of Compensation Philosophies and Strategies
- Competitive Assessment of Employee Pay Programs
- Designing and Implementing Salary Structures and Rewards Systems
- Costing Analyses of Pay Programs
- Variable Pay Programs
- Implementation and Communication Tools



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Our experience is backed by the best technology industry data source in the market — the CHiPS™ Survey suite, in which many of our clients participate. This survey covers hundreds of positions and thousands of incumbents. Our quarterly CHiSPulse™ Survey provides us with real time data on technology industry compensation trends, employment levels, and the Technology Employment Confidence Index — information that allows our clients to see how the market is changing before it's too late.

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.