

## LIFE SCIENCE



### Executive 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.

#### 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 executive compensation consulting services cover the full spectrum of pay and rewards, including competitive assessment, strategic total rewards design, compliance assistance, and implementation support, including:

- Compensation Strategy Design
- Short & Long-Term Incentive Plan Design and Risk Assessment
- Pay-for-Performance Analyses
- Disclosure Development and Review
- Contracts and Security Arrangements Review and 280G Calculations
- Supplemental Benefits and Perquisites Review
- Non-Qualified Deferred Compensation Plans and SERPs
- Executive Transition Analysis
- Executive New Hire Compensation Arrangements
- Shareholder and Stakeholder Communications, including Say on Pay
- Institutional Shareholder Watchdog Group Policy and Practices Review
- Executive Compensation Governance Best Practices
- CHiPS™ Survey Suite and Custom Compensation Surveys



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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](http://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](http://www.pearlmeyer.com) or contact the PM&P office nearest you.**