

VENTURE-BACKED ORGANIZATIONS

Compensation Consulting Services for Venture-Backed Organizations

THE ENVIRONMENT

A global economic recession and declining stock markets make it increasingly difficult for portfolio companies to fulfill their objective—to provide a high level of return to their owners through an IPO or other exit event. Despite these challenges, companies that are successful in bringing innovation to their business models and maintaining competitive advantage will be in the best position to realize their true value once the markets recover.

In times like these, inventive, yet practical advice is needed more than ever. PM&P offers portfolio companies and their owners an unparalleled level of expertise and experience in designing compensation programs that help you keep your best talent and protect your capital investment.

■ OUR SERVICES

Our services cover the full spectrum of executive, Board and employee compensation. We have helped clients with issues such as:

- Developing compensation strategies and pay programs that change over time to match the company's stage of growth, including up to and beyond an Initial Public Offering (IPO) or exit event
- Designing annual and long-term incentive plans that are linked with the business model
- Implementing stock-based awards, profit interests and other equity-like arrangements
- Developing market-based provisions for employment and change-of-control agreements
- Designing Board compensation programs
- Assisting in the formation of a Compensation Committee and providing guidance on compensation governance best practices

OUR APPROACH

PM&P serves hundreds of clients annually on matters of executive and Board compensation and governance. We have a wealth of experience advising portfolio companies and their owners on their unique and complex compensation issues. 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 who can help.

New York

570 Lexington Avenue
New York, NY 10022
(212) 644-2300
newyork@pearlmeyer.com

Atlanta

One Alliance Center
3500 Lenox Road, Suite 1708
Atlanta, GA 30326
(770) 261-4080
atlanta@pearlmeyer.com

Boston

132 Turnpike Road, Suite 300
Southborough, MA 01772
(508) 460-9600
boston@pearlmeyer.com

Charlotte

3326 Siskey Parkway, Suite 330
Matthews, NC 28105
(704) 844-6626
charlotte@pearlmeyer.com

Chicago

123 N. Wacker Drive, Suite 860
Chicago, IL 60606
(312) 242-3050
chicago@pearlmeyer.com

Houston

Three Riverway, Suite 1575
Houston, TX 77056
(713) 568-2200
houston@pearlmeyer.com

Los Angeles

550 S. Hope Street, Suite 1600
Los Angeles, CA 90071
(213) 438-6500
losangeles@pearlmeyer.com

San Francisco

455 Market Street, Suite 2000
San Francisco, CA 94105
(415) 651-4560
sanfrancisco@pearlmeyer.com

San Jose

2880 Zanker Road, Suite 203
San Jose, CA 95134
(408) 954-7399
sanjose@pearlmeyer.com

Our consulting advice is designed around each client's specific needs. We work closely with you to understand your business strategy, time horizon and potential exit strategies. Together, we create a custom set of compensation programs, practices and strategies that work to help you attract and retain the best people and maximize shareholder value.

OUR COMMITMENT

Our commitment begins from our first meeting with you. Each assignment is staffed by senior professionals who bring a wealth of knowledge and expertise. PM&P is dedicated to providing the best compensation advice in the industry. Throughout our firm's history, we have achieved this by developing innovative compensation designs and practices that are now commonplace and by advancing the relevance of our compensation surveys and custom market research.

Our firm is actively involved with local entrepreneurial communities as well as national organizations, such as the National Association of Corporate Directors and the National Venture Capital Association, to promote good compensation practices and governance. Our consultants frequently speak on a variety of compensation and governance topics with these organizations as well as virtually through our firm's website www.pearlmeyer.com.

ABOUT PEARL MEYER & PARTNERS

For more than 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 through the development of programs that align rewards with business goals to create long-term value for all stakeholders: shareholders, executives and employees. The firm maintains offices in New York, Atlanta, Boston, Charlotte, Chicago, Houston, Los Angeles, San Francisco 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.

