

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



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 experience is backed by access to the best data sources in the market, specifically our CHiPS *One* Compensation Survey. CHiPS *One* covers hundreds of professional, managerial and sales roles including Research & Development, Information Systems, and Technical Support positions. The survey covers all aspects of compensation – base salaries, bonuses, profit sharing, long term incentives, perquisites, paid time off and other Human Resource policies. Capability for custom peer group reporting is also provided. The CHiPS *One* Compensation Survey is the most comprehensive total compensation survey currently available.

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 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.