

TECHNOLOGY

Compensation Consulting Services for Technology Companies

THE CURRENT COMPENSATION ENVIRONMENT

Pressure from institutional investors, increased focus on governance, as well as uncertainty on continuing government regulations makes navigating compensation strategy and design more complex. Particularly challenging is designing and restructuring pay programs in today's new environment.

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 services cover the full spectrum of pay and rewards, including:

- Executive Compensation
 - Compensation Strategy Design
 - Short & Long-Term Incentive Plan Design and Risk Assessment
 - Pay-for-Performance Analyses
 - Shareholder and Stakeholder Communications, including Say on Pay
- Board of Directors' Compensation
 - Cash Compensation including Retainers and Meeting Fees
 - Equity Compensation including Value and Instrument Usage
 - Special or Ad-Hoc Committee Compensation Review
 - Institutional Shareholder Watchdog Group Policy and Practices Review
- Executive Compensation Governance
 - Good governance practices review
 - Road map to improve executive compensation governance practices
 - Processes to improve, support and defend pay decisions of the committee
 - Improved organization, communication, and efficiency for all audiences
- Employee Compensation
 - Strategic Total Reward Design and Implementation
 - Competitive Assessment of Employee Pay Programs
 - Costing Analyses of Pay Programs
 - Variable Pay Programs



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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 technology firms from venture-backed start-ups to large multi-national organizations. We have handled hundreds of assignments in software, semiconductor and semiconductor equipment, computers and peripherals, technology services, consumer electronics, telecommunications, new media, and web retail 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 technology 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 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, 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.