



RAS Services and Reports

Custom Services

Survey job matching/leveling

Survey input completion

HRIS data gathering

Custom benchmarking

Basic salary structure design

Bonus program assessment

Equity grant guidelines

Survey database mining

Current RAS Reports

“You vs. Market” - Benchmark

“You vs. Market” - GLS Benchmark

“You vs. Market” - Stock by Level

Equity Trends Analysis

Board of Directors Compensation Analysis

RADFORD ANALYTIC SERVICES

You vs. Market - Benchmark

The You vs. the Market - Benchmark is the next-generation custom compensation report from our flagship US survey. This analysis isolates your company’s domestic total cash compensation practices for comparison against a specific group of selected companies. Using a highly interactive dashboard, this analysis identifies areas where your company’s practices are aligned or differ from the market. The report provides:

- > **Immediate job-by-job comparison of your company’s data to individual market jobs** in easy-to-read summary, or view your jobs aggregated into Radford roll-ups for comparison to peer roll-up data
- > **Fast competitive analysis of three cash components** (base, actual annual bonus, actual total cash)
- > Organization-wide summary by level and functional area **helps identify competitive red flags** and internal inequities; detailed job family reporting shows **level progression** and match distribution
- > **Regional-specific analysis** automatically matches your regional employees to peers’ regional employees based on the geographical parameters you choose
- > Customized insight from the Radford Benchmark Survey database of **more than 1,100 companies**
- > Comprehensive results for **more than 400 individual and roll-up job families**, regardless of how many survey jobs your company matches to

Data Sample

The data provided below is for illustrative purposes only.

Select Market Average/Percentile for Comparison:

	# of Emps (You/Mkt)	Annual Base Salary (Employee-Weighted)			Last Fiscal Year Actual Bonus (Reporting Employees Only)			Actual Total Cash (All Employees)		
		Your Average	Market 50th	You vs. Market	Your Average	Market 50th	You vs. Market	Your Average	Market 50th	You vs. Market
5101- Software Dev Engr 1	1/10	\$60,000	\$58,000	103%	\$2,000	\$3,077	65%	\$62,000	\$59,562	104%
5102- Software Dev Engr 2	9/75	\$73,102	\$75,500	97%	\$2,312	\$5,872	39%	\$74,130	\$78,958	94%
5103- Software Dev Engr 3	23/180	\$93,550	\$91,499	102%	\$5,556	\$7,900	70%	\$99,106	\$96,800	102%
5104- Software Dev Engr 4	16/200	\$115,861	\$109,000	106%	\$11,629	\$10,375	112%	\$126,764	\$116,162	109%
5105- Software Dev Engr 5	5/150	\$144,996	\$125,668	115%	\$21,826	\$14,146	154%	\$166,822	\$135,023	124%
5106- Software Dev Engr 6	1/25	\$164,646	\$147,400	112%	\$26,764	\$20,709	129%	\$191,410	\$159,987	120%
Overall:				104%			86%			105%

What Clients Say About Radford

"During a time of limited internal resources, the RAS team relieved me of the survey participation responsibility, **allowing us to focus on other internal priorities**. They expertly handled not only job matching and data gathering, but also the post-submission data scrubbing. Without question, **we will outsource our participation to RAS again next year, regardless of our staffing levels.**"

Beverly Stephens
Principal Comp. Analyst
Cadence Design Systems

"Radford Analytic Services' **You vs. Market and Equity Trends Level 3 Analysis** have quickly become **cornerstones** in Qualcomm's analyses of **competitive practices** in the dynamic world of equity compensation. The opportunity to discuss the data at a **strategic** level with the RAS staff is very valuable."

David A. Reichel, Ph.D.
Sr. Director Total Rewards
Qualcomm

Contact Information

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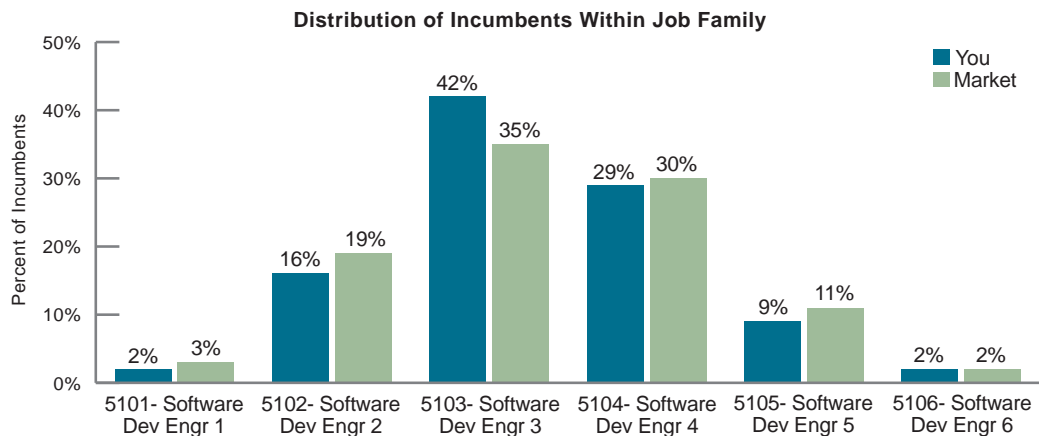
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Data Sample continued



Organization-Wide Competitiveness Snapshot

Red: Incumbent average is less than 90% of market
Green: Incumbent average is greater than 110% of market

	Average Incumbent Pay as a Percent of Market 50th								
	Management			Professional Individual			Support Individual		
	Base	Bonus	Total Cash	Base	Bonus	Total Cash	Base	Bonus	Total Cash
Finance and Administration	108%	97%	109%	101%	98%	100%	95%	94%	95%
General Mgmt/Bus Ops	107%	136%	109%	105%	120%	108%	104%	95%	99%
Human Resources	109%	104%	107%	94%	101%	98%	106%	109%	109%
Information Technology	112%	124%	127%	105%	118%	116%	108%	115%	111%
Marketing and Bus Develop.	105%	91%	104%	100%	95%	99%	96%	90%	91%
Operations	116%	134%	119%	113%	117%	114%	105%	106%	106%
Product Development	109%	107%	108%	101%	98%	100%	104%	95%	103%
Professional Sales	92%	124%	105%	91%	116%	101%	94%	112%	97%
Services and Support	91%	73%	89%	85%	80%	80%	88%	74%	82%

Key Features

Data Display Tool (DDT) with Market Comparison Calculations

Real-time assessment of your base salary, annual bonus and total cash compensation relative to the market via your company averages are compared to your selected peer group

Presentation-Ready Summary Tables

Easy-to-read summary tables facilitate on-the-fly competitive analyses in presentation-ready format

Flexible Custom Reports

Online ordering makes it easy to design your report using industry, location, revenue, headcount and/or ownership filters; database is refreshed with every Radford Benchmark Survey update

Responsive Support from the RAS Team

Radford Analytic Consultants available to discuss analysis results and program competitiveness