



## Job List

### Executives

CEO Corporate  
President/COO  
Senior Function Head  
Function Head  
VP Level  
Sr Function Head +  
Function Head + VP Level

### Benchmark

Management Jobs - All  
(6 levels)  
Management Jobs -  
Technical (6 levels)  
Management Jobs -  
Nontechnical (6 levels)  
  
Prof IC Jobs - All -  
(6 levels)  
  
Prof IC Jobs - Technical -  
(6 levels)  
All Functions/Key  
Functional Areas  
  
Prof IC Jobs -  
Nontechnical - (6 levels)  
All Functions/Key  
Functional areas  
Support IC Jobs - All -  
(5 levels)

### Sales

Field Sales Management  
Jobs - All  
(4 levels)  
Field Sales IC Jobs - All -  
(3 levels)

# RADFORD ANALYTIC SERVICES

## Technology Stock by Level - You vs. Market

Consider this the next generation of our equity reports, taking the Stock by Level to a new level of insight. This analysis isolates your company's US long-term incentive practices for comparison against a specific group of companies in the market that you select. You choose your preferred approach for equity valuation from a variety of methods, allowing you to assess your program's competitiveness in equity amounts delivered, vehicle mix and receipt rates by organizational level.

This analysis provides a highly interactive dashboard used to identify areas where your company's practices are aligned or differ from the market. Designed for maximum flexibility by the RAS analytics team, the report provides:

- > Data from 550+ companies combined into nearly 120 roll-up jobs summarized by Radford's universal job leveling platform from the US Benchmark, Executive and Sales technology surveys
- > Competitive position by job category and job level, including vehicle mix and receipt rate by multiple data reporting perspectives and option valuation methodologies
- > Presentation-ready format provides on-the-fly custom competitive analysis
- > New-hire/ongoing guidelines and actuals for stock options, restricted stock (RS), and options + RS combined
- > Ability to differentiate between technical and non-technical equity practices for all management and professional levels

## Key Features

### Data Display Tool (DDT) with Market Comparison Calculations

Custom output based upon six selection options; company averages are compared to peer group, providing a real-time assessment of your equity amounts delivered, vehicle mix and receipt rate relative to the market

### Multiple Long-Term Incentive Reporting Methodologies

Select preferred LTI reporting perspective, including value of equity; percent of base salary; number of shares; and grant as a percent of shares outstanding. The tool further allows you to value options under a Black-Scholes, NPV or face value methodology

### In-Depth Data Reporting

Covers new-hire/ongoing guidelines and actuals for stock options, restricted stock, and options + RS combined. Averages and percentiles are provided for each data element

### Flexible Report Options

Select industries or peer companies for custom output; database is updated per the Radford US technology surveys schedule

## Contact Information

For more information on the You vs. Market- Stock by Level - Technology Edition, please contact us at:

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## Data Sample

The data provided below is for illustrative purposes only.

Please select:

(1) Data format:  (2) New-Hire or Ongoing:  (3) Guideline or Actual:  (4) Average/Percentile:  (5) LTI Vehicles:  (6) Job Category:

	Survey Market		Your Company		You vs. Market	Market Mix		Your Mix		Market Receipt Rate	Your Receipt Rate
	Co. Count	Emp. Count	50th Percentile	Average		Options	Full Value	Options	Full Value		
CEO	400	400	\$2,224,400	\$1,875,000	84%	21%	79%	100%	0%	91%	100%
President/COO	310	310	\$1,669,970	\$1,036,540	62%	22%	78%	100%	0%	85%	100%
Sr F function Head	332	891	\$903,170	\$1,100,253	122%	41%	59%	100%	0%	85%	100%
Function Head	350	1,744	\$466,815	\$600,458	129%	51%	49%	100%	0%	81%	75%
Other VP	331	4,916	\$226,215	\$300,146	133%	50%	50%	100%	0%	80%	50%
<b>Overall:</b>											
Level 6 Management	303	7,475	\$43,190	\$42,326	117%	47%	53%	100%	0%	81%	82%
Level 5 Management	376	20,899	\$27,821	\$29,212	98%	67%	33%	75%	25%	75%	88%
Level 4 Management	368	23,432	\$15,117	\$16,931	105%	65%	35%	75%	25%	75%	80%
Level 3 Management	350	22,319	\$11,580	\$10,885	112%	56%	44%	75%	25%	71%	77%
Level 2 Management	251	3,756	\$6,351	\$5,652	94%	51%	49%	50%	50%	67%	63%
Level 1 Management	134	1,110	\$3,474	\$3,057	88%	50%	50%	50%	50%	59%	33%
<b>Overall:</b>											
Level 6 Professional	261	5,537	\$24,716	\$22,244	102%	58%	42%	66%	34%	71%	70%
Level 5 Professional	335	28,788	\$12,800	\$11,392	90%	75%	25%	75%	25%	75%	95%
Level 4 Professional	338	57,091	\$8,500	\$9,350	89%	71%	29%	75%	25%	74%	93%
Level 3 Professional	322	61,457	\$6,510	\$7,226	110%	62%	38%	75%	25%	60%	83%
Level 2 Professional	279	21,026	\$3,779	\$4,346	115%	55%	45%	50%	50%	51%	52%
Level 1 Professional	198	4,494	\$2,316	\$2,779	115%	54%	46%	50%	50%	45%	13%
<b>Overall:</b>											
Level 5 Support	146	4,478	\$1,437	\$1,480	107%	60%	40%	62%	38%	57%	62%
Level 4 Support	181	9,462	\$889	\$969	103%	70%	30%	0%	100%	25%	10%
Level 3 Support	167	8,719	\$456	\$570	109%	74%	26%	0%	100%	24%	8%
Level 2 Support	125	4,066	\$583	\$723	125%	71%	29%	0%	100%	20%	10%
Level 1 Support	73	3,751	\$886	\$1,045	124%	67%	33%	0%	100%	15%	3%
<b>Overall:</b>											
Field Sales Mgmt 6	90	414	\$52,753	\$44,313	118%	56%	44%	0%	100%	15%	4%
Field Sales Mgmt 5	158	1,094	\$33,392	\$28,717	116%	69%	31%	0%	100%	21%	7%
Field Sales Mgmt 4	103	1,706	\$23,909	\$21,518	84%	74%	26%	75%	25%	74%	60%
Field Sales Mgmt 3	96	925	\$11,261	\$9,121	86%	73%	27%	75%	25%	73%	71%
Sales Acct Mgr 4&5	138	4,219	\$11,870	\$9,259	90%	70%	30%	75%	25%	65%	59%
Sales Acct Mgr 3	164	3,751	\$7,560	\$6,426	81%	66%	34%	50%	50%	60%	50%
Sales Acct Mgr 1&2	84	874	\$3,740	\$3,403	78%	59%	41%	50%	50%	49%	32%
<b>Overall:</b>											
<b>Overall:</b>					84%	61%	39%	52%	48%	46%	34%