



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" - GLS Benchmark

"You vs. Market" - Benchmark

"You vs. Market" - Stock by Level

Equity Trends Analysis

Board of Directors Compensation Analysis

RADFORD ANALYTIC SERVICES

You vs. Market - GLS Benchmark

The You vs. Market - GLS Benchmark is the next-generation custom compensation report for our life sciences clients. 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. Designed for maximum flexibility by the Radford Analytic Services analytics team, the report provides:

- > **Immediate job-by-job comparison of your company's data to individual market jobs**, 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)
- > **Regional-specific analysis** automatically matches your regional employees to your peers' regional employees based on the geographical parameters you choose using employee regional filters during the order process
- > Customized insight from the Radford Global Life Sciences Survey database of **630 companies**, representing a wide range of life sciences sub-industries
- > Comprehensive results for **more than 250 individual and roll-up job families for director-and-below** positions, 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
Scientist 1	10/159	\$82,500	\$83,300	99%	\$5,212	\$8,020	65%	\$87,212	\$91,210	96%
Scientist 2	25/183	\$93,534	\$95,211	98%	\$8,541	\$10,250	83%	\$102,075	\$102,135	100%
Scientist 3	95/184	\$105,995	\$106,355	100%	\$13,512	\$12,351	109%	\$119,507	\$117,542	102%
Scientist 4	80/147	\$125,920	\$130,210	97%	\$15,000	\$15,214	99%	\$140,920	\$140,012	101%
Scientist 5	10/74	\$144,338	\$140,561	103%	\$20,321	\$18,542	110%	\$164,659	\$159,861	103%
Overall:				99%			100%			101%

What Clients Say About Radford

“The Radford team’s **compensation data, consulting services, and industry know-how** are consistently on the **leading edge**. Their services are essential for achieving competitive and **best-in-class compensation program design**. On top of all that, working with them is always an enjoyable and rewarding experience.”

Eric Chaisson
Sr. Comp. Manager
Genentech, Inc.

“As a small HR department, we found Radford Advisory Services a **cost-effective partner for our growing company**. Their expertise in designing our salary structure and equity grant guidelines, as well as competitive market analysis, has been **instrumental in building the foundation of our compensation philosophy** and our competitive position for high-tech talent.”

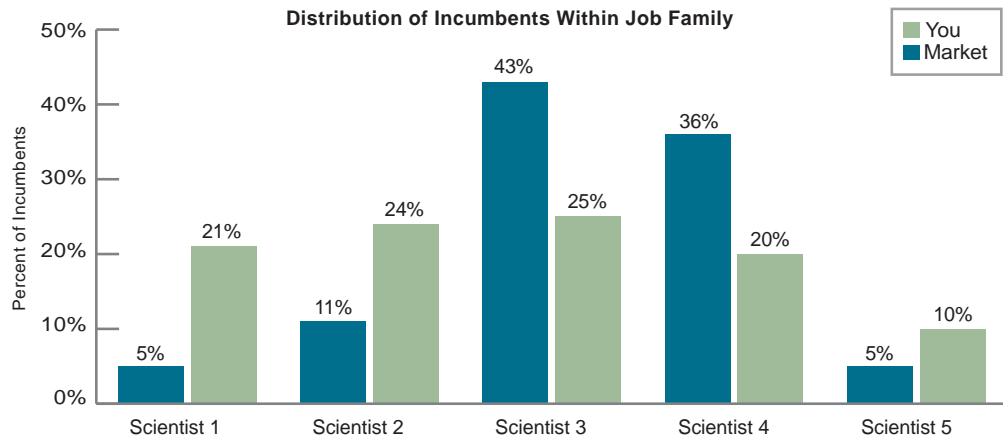
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Data Sample continued



Organization-Wide Competitiveness Snapshot

Red: Incumbent average is greater than 110% of market
Green: Incumbent average is less than 90% 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
Administration	101%	105%	102%	99%	95%	94%	95%	94%	92%
Clinical	89%	95%	88%	95%	98%	99%	89%	91%	90%
Information Systems	105%	102%	105%	99%	101%	100%	90%	95%	91%
Marketing and Bus Develop.	112%	101%	115%	120%	114%	121%	111%	120%	118%
Process Dev/Mfg/Operations	85%	89%	82%	91%	95%	92%	89%	88%	84%
Quality Assurance	85%	90%	83%	91%	92%	93%	90%	92%	90%
Quality Control	81%	89%	83%	85%	85%	85%	86%	89%	84%
Regulatory Affairs	112%	120%	115%	109%	108%	109%	106%	109%	105%
Research and Development (Pre-Clinical)	89%	95%	88%	95%	94%	95%	88%	80%	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 Global Life Sciences Survey update

Responsive Support from the RAS Team

Radford Analytic Consultants are available to discuss analysis results and program competitiveness