



## Job List

### Executives

CEO Corporate  
President/COO  
Senior Function Head  
Function Head  
Other VP

### Benchmark

Management  
Management Jobs - All  
(5 levels)

Individual Contributors

Scientist/Engineering  
Professional IC Jobs - All  
(5 levels)

Support IC Jobs - All -  
(4 levels)

### Sales

Field Sales Management  
Jobs - All  
(5 levels)

Sales Rep Jobs - All  
(3 levels)

# RADFORD ANALYTIC SERVICES

## GLS 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 Radford Analytic Services team, the report provides:

- > Data from 300+ companies combined into nearly 150 roll-up jobs summarized by Radford's universal job leveling platform from the Radford Global Life Sciences Survey
- > 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



## Contact Information

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

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## Locations

Austin, Atlanta,  
Boston, Chicago,  
Denver, London,  
New York,  
Philadelphia,  
San Diego,  
San Francisco,  
San Jose, Singapore,  
Washington, DC.

## 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) Professional 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	Emp. Count	Average		Stock Options	Full Value	Stock Options	Full Value	Market Receipt Rate	Your Receipt Rate	
CEO	190	190	\$695,490	1	\$650,265	93%	79%	21%	0%	100%	0%	66%	100%
President/COO	54	58	\$287,001	1	\$350,020	122%	77%	23%	N/A	N/A	N/A	54%	100%
Senior Function Head	229	673	\$202,860	6	\$251,230	124%	78%	22%	0%	100%	0%	71%	100%
Function Head	213	636	\$161,460	6	\$156,325	97%	77%	23%	50%	50%	50%	69%	100%
Other VP	196	827	\$120,685	29	\$109,868	91%	78%	22%	50%	50%	50%	71%	86%
<b>Level 5 Management</b>	175	1,232	\$90,426	62	<b>Overall:</b> \$109,251	97%	78%	22%	50%	50%	42%	70%	91%
<b>Level 4 Management</b>	248	3,917	\$55,632	195	\$54,230	121%	73%	27%	50%	50%	50%	67%	94%
<b>Level 3 Management</b>	244	4,687	\$24,157	491	\$28,653	119%	72%	28%	50%	50%	50%	72%	87%
<b>Level 2 Management</b>	221	3,781	\$11,741	314	\$10,023	85%	70%	30%	0%	0%	100%	63%	69%
<b>Level 1 Management</b>	161	1,573	\$8,063	366	\$7,850	97%	69%	31%	0%	0%	100%	47%	64%
<b>Overall:</b>					<b>\$7,850</b>	103%	52%	48%	0%	0%	100%	30%	41%
<b>Overall:</b>					<b>\$9,012</b>	103%	69%	31%	9%	9%	91%	57%	64%
Scientist/Engineering													
Level 5 Professional	81	531	\$39,448	48	\$44,562	113%	67%	33%	50%	50%	50%	65%	85%
Level 4 Professional	160	2,017	\$22,280	105	\$30,125	135%	72%	28%	0%	0%	100%	63%	70%
Level 3 Professional	176	3,164	\$14,381	347	\$19,650	137%	70%	30%	0%	0%	100%	50%	58%
Level 2 Professional	155	2,643	\$9,625	155	\$11,234	117%	63%	37%	0%	0%	100%	45%	61%
Level 1 Professional	125	1,695	\$7,875	80	\$9,012	114%	49%	51%	0%	0%	100%	40%	51%
<b>Overall:</b>					<b>\$3,200</b>	128%	65%	35%	3%	3%	97%	50%	61%
Level 4 Support	133	989	\$3,769	403	\$3,200	85%	76%	24%	0%	0%	100%	20%	50%
Level 3 Support	144	2,206	\$3,329	559	\$3,200	96%	44%	56%	0%	0%	100%	22%	36%
Level 2 Support	135	1,705	\$2,438	381	\$2,051	84%	54%	46%	0%	0%	100%	16%	25%
Level 1 Support	96	716	\$1,563	39	\$2,051	131%	72%	28%	0%	0%	100%	12%	0%
<b>Overall:</b>					<b>\$2,051</b>	131%	72%	28%	0%	0%	100%	12%	0%
Field Sales Mgmt 5	9	17	\$115,128	N/A	N/A	91%	56%	44%	0%	0%	100%	19%	36%
Field Sales Mgmt 4	34	126	\$44,574	9	\$55,123	N/A	59%	41%	N/A	N/A	N/A	55%	N/A
Field Sales Mgmt 3	25	95	\$32,120	26	\$30,265	124%	66%	34%	N/A	N/A	N/A	52%	89%
Field Sales Mgmt 2	35	534	\$15,241	113	\$20,145	94%	51%	49%	100%	100%	0%	34%	69%
Field Sales Mgmt 1	17	127	\$13,566	N/A	N/A	132%	68%	32%	100%	100%	0%	47%	58%
Sales Rep 5	29	452	\$15,055	311	\$20,145	N/A	65%	35%	N/A	N/A	N/A	24%	N/A
Sales Rep 3	36	1,366	\$7,489	453	\$10,230	134%	71%	29%	100%	100%	0%	18%	32%
Sales Rep 1	14	354	\$4,392	N/A	N/A	137%	80%	20%	100%	100%	0%	17%	22%
<b>Overall:</b>					<b>N/A</b>	N/A	93%	7%	N/A	N/A	N/A	7%	N/A
<b>Overall:</b>					<b>\$4,392</b>	134%	76%	24%	100%	100%	0%	46%	32%

\*When accessing market prices, we recommend using Option+RS/RSU to capture total value being delivered regardless of vehicle mix.