



Online Real-time Competitive Labor Market Data

The most current pay and stock option information available for pre-IPO, venture-backed companies

With Option Impact you get

- An online information system for managing your company's critical compensation programs
- Company reports for fully diluted shares, capitalization and employee stock option grants
- Near real time data on pay & stock at similar companies across the nation
- Summaries of business practices such as merit increases, paid time off and hiring bonuses

When you subscribe to Option Impact you can

- Maintain & manage your pay & stock option program in your own company database
- Design a compensation program that is competitive & affordable
- Compare your salary & stock option offers with competitors
- Get reports for virtually any view of the national workforce
- Export to Excel spreadsheets your employee information with survey data included
- Be fully prepared for board meetings & executive reviews
- Ensure that your stock option pool is accurately tracked
- Track & report fully-diluted shares
- Instantly report your company capitalization
- Make job offers at current market rates
- Adjust your stock option pool each time new investment is obtained

It only takes a few minutes to subscribe to Option Impact on the web. Visit www.advanced-hr.com today so you can compare your pay and stock option program with others in your industry!

"Option Impact gives us the real-time, real-world intelligence we need to understand competitive compensation and stock allocation. This is one of the most effective online products that enable Mayfield's partners and our portfolio companies to make educated offers that attract quality leadership."

Robin Vasan,
General Partner
Mayfield Fund
Menlo Park, CA

Option Impact gives you a competitive edge with real-time competitive labor market data for stock option and pay — available 24x7 using a highly secure system on the Internet!



Advanced-HR, Inc.

14482 Big Basin Way, Suite B
Saratoga, CA 95070
Phone: 408-872-3000, x202

Web: www.advanced-hr.com
E-mail: info@advanced-hr.com