



# Competitive Pay and Stock Option Design Services

Combining years of experience in creating pay and stock option programs ...



... with Option Impact™, the only, real time, online database of pay & stock option information for pre-IPO companies...



... to give you the programs you need for employees, managers and investors.

## Professional assistance for ensuring that your pay and stock programs fit your business

### The problem ...

Delivering competitive stock and pay plans in today's market. Additional funding and last year's compensation decisions have introduced some serious problems. You don't have the bandwidth to create new stock and pay structures, evaluate competitive employee pay, analyze stock needs and get new guidelines to managers. And of course, there is very little time. The board meeting is coming soon. The management team needs answers!

### The solution ...

An equitable, competitive, integrated pay and stock program, in your hands, fast. Created from experience—lots of experience. Affordable, accurate, balanced and sensible — and based on exclusive real-time competitive data from Option Impact™, Advanced-HR's online database of compensation data from pre-IPO companies that match your industry and stage of development. This solution will enable your management team to lead discussions with board members as the issue of employee ownership is raised. More importantly, it will ensure that the stock and pay delivered to employees is both competitive and affordable.

### The source ...

Introducing Advanced-HR PSO – a new professional services organization delivering tailored compensation programs to venture-backed pre-IPO companies. Now you can take advantage of the high-quality, affordable services that incorporate the Advanced-HR management team's consulting expertise into a framework of exclusive integrated design modules that use the best source of data in the world of pre-IPO companies. Our expert services will assist companies in understanding current market conditions and help them to adjust pay and stock option programs accordingly. Not only are today's problems resolved, but tomorrow's are eliminated through a customized framework of unique programs that will grow with the company to address the ongoing competitive needs of its valuable human capital asset.

Take the guesswork out of your pay and stock option plans by contacting us today for a no cost analysis of your company's needs.

### Advanced-HR, Inc.

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