



Professional Service Programs

Compensation design expertise combined with customized tools and real time data

Basic Program

A stock and pay framework that grows with the company

- Competitive stock ranges
- Competitive pay ranges
- Forecasted stock option pool for new hires
- Dilution analysis
- Hiring guidelines for managers
- Excel-based integrated stock and pay models
- Project narrative and model descriptions
- Project overview in presentation format

Program Cost \$5,000

Review Program

A detailed review and competitive analysis for all of your employees

- Competitive analysis of pay, bonus and stock for current employees
- Internal parity matrix
- Overview of company total cash and stock needs
- Budget information for managers
- Excel-based market review model
- Project overview in presentation format
- Dilution analysis

Typical Program Costs

Number of Employees	Program Cost
20	\$5,500
35	7,000
50	8,500
75	11,000

If you would like assistance in creating or analyzing your company's pay and stock option plans, call or email us today.

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