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## Online Real-time Competitive Labor Market Data for Your Portfolio

*The only source of online information for Pre-IPO company pay, stock options and business practices endorsed by the National Venture Capital Association*

Give your portfolio companies a competitive advantage in hiring and keeping talented employees, while keeping costs in line with current labor market rates.

### Option Impact Annual Subscription Cost for Venture Firms

Number of Partners	Annual Subscription Fee
Less than 5	\$5,000
5 to 10	\$6,000
Greater than 10	\$9,000

To ensure that your portfolio is well represented in the data, the Option Impact Venture Capital subscription program requires a periodic update of the current portfolio companies. The listing must include the contact information for the CEO, CFO and HR manager, director or VP. A direct marketing program will immediately commence to communicate the Option Impact value proposition.

*Contact us today to learn about other programs that provide value to your portfolio companies.*

**“Option Impact provides critical information about ownership and stock benchmarks to the venture capital community. Using this information, companies can create effective equity plans that are both competitive and affordable.”**

**Dick Kramlich, General Partner, New Enterprise Associates**

To subscribe to Option Impact, go to the web site at [www.advanced-hr.com](http://www.advanced-hr.com)

and click on the “venture capital firm” button on the left-hand side.



Choose your service alternative, review the terms of the agreement and enter your company information. It's that easy!

**Advanced-HR, Inc.**

14482 Big Basin Way, Suite B  
 Saratoga, CA 95070  
 Phone: 408-872-3000, x202  
 Web: [www.advanced-hr.com](http://www.advanced-hr.com)  
 Email: [info@advanced-hr.com](mailto:info@advanced-hr.com)