



2014 Compensation & Benefits Survey

Survey Information and How to Participate

Hutchison PLLC, Carlyle Conlan, and RPG Solutions have teamed to publish the 2014 Compensation and Benefits Survey featuring cash and equity compensation analysis for thirteen executive-level positions. New in 2014 is a more robust benefits section featuring detailed benefits analysis for the non-executive employee population. The report, to be published in December, is an invaluable resource for emerging-growth companies as they structure competitive compensation packages when vying for the highest quality talent.

Participate

The online survey can be accessed through this link: <https://www.surveymonkey.com/s/2014BenefitsandCompSurvey>. Please complete the survey in one session. Use the Cheat Sheet below to complete the survey in just 20 minutes. A preview of the survey questions can be found [here](#).

Cheat Sheet

To complete the survey in record time, please have in front of you:

- Employee Information (annual salary, bonus/commission potential, stock/equity numbers) for Executive and Senior Management Team, including:
 - Chief Executive Officer
 - Chief Financial Officer
 - Chief Operating Officer
 - Chief Technology Officer
 - Chief Scientific Officer
 - Chief Medical Officer
 - Vice President of Engineering
 - Vice President of Business Dev.
 - Vice President of Sales
 - Vice President of Marketing
 - Vice President of H.R.
 - Controller
 - General Counsel
- Board of Directors and Board of Advisors compensation
- Benefits Overview for Regular Employees (medical, dental, etc.)
- PTO/Vacation Policy and list of "fringe benefits" offered to Regular Employees
- Employee Handbook

[Start Survey](#)

Prizes

Eligible participants will be entered to win one of the following seven prizes: (2) IRobot® Roomba® Robot Vacuum, (2) iPad Mini with Retina Display, (2) Vitamix® 1709 CIA Professional Series Blender, (1) Beats by Dr. Dre Studio Headphones.

Eligibility

Eligible companies are:

- (1) privately-held life science or technology companies, **and**
- (2) based in the Southeast (AL, FL, GA, MS, TN, SC, NC), **and**
- (3) meet at least one of the following criteria:
 - venture-backed, **or**
 - have raised at least \$500,000 from angels, **or**
 - offer equity compensation and have at least \$500,000 in annual revenue, **or**
 - offer equity compensation and have 5 or more employees

Key Dates

Completed surveys will be accepted through Friday, October 10, 2014.

Security and Confidentiality

To protect sensitive data within the survey, all responses are protected by a secure online connection. Additionally, your participation in the survey is strictly confidential; no individual company will be linked to its specific responses. Should you require a signed Non-Disclosure Agreement, please email Lindsay Burns, lburns@hutchlaw.com.

Additional Notes

All participants will receive a complete copy of the 2014 report. The survey is based on data from the calendar year 2014, unless otherwise noted.

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