

Compensation Philosophy Table

	Choice 1 Employee Friendly		Choice 2 Company Friendly		Choice 3 Compromise	
Comp Vehicles	New Hire	Ongoing	New Hire	Ongoing	New Hire	Ongoing
Salary	Market Position: Non-Tech:		Market Position: Non-Tech:		Market Position: Non-Tech:	
Bonus						
Equity	Eligibility:	Eligibility:	Eligible:	Eligibility:	Eligibility:	Eligibility: