

COMPENSATION NEGOTIATION SERVICES

- **1:1 Prep Session:** 45 minute prep session in advance of negotiations where we discuss how to approach your specific situation. Includes identifying what elements of compensation & benefits to push on (and how much), how to structure your ask, and how to articulate your unique strengths.
 - Includes personalized sheet outlining all components of your current compensation & benefits package, and areas where there may be gaps. Can be used by you for years to come to evaluate new offers.
 - *Price: \$175 per session. Please note any document review before or after these sessions is billed at our hourly rate.*
- **Employment contract review:** Review & commentary on contract, including areas to push on and where to ask questions. Components reviewed include: salary, bonus, equity, sign-on awards, allowances, long-term savings programs, benefits, vacation/PTO, flexible work schedules, and more.
 - *Price: \$250-\$500 based on complexity of offer.*
- **Equity valuation sheet:** Sheet enabling you to value your stock options, restricted stock units or performance stock units real time.
 - *Price: \$150-\$450 depending on complexity of equity.*
- **Financial model of your compensation:** Shows your take-home pay (salary + bonus payouts + equity vests) over the next 5 years under different share price performance, bonus performance, and salary increase scenarios. Can be updated by you at any time based on company/individual performance.
 - *Price: \$725.*
- **Senior executive peer analysis:** The same analysis a Board of Directors uses to determine your pay. Outlines pay levels and design of your peers. Please contact for more information; this analysis is only available for certain levels/industries based on public disclosure.
 - *Price: \$1,000-\$2,500 depending on level of peer disclosure.*
- **Ad hoc support:** \$175 per hour, billed in 10 minute increments.

COMPENSATION NEGOTIATION PACKAGES

• INTRODUCTORY

- 45 minute 1:1 speaking support session.
- Personalized compensation sheet.
- Ongoing support: available by email for questions for two weeks.
- Price: \$260.

• MID-LEVEL

- 45 minute 1:1 speaking support session.
- Personalized compensation sheet.
- Employment contract review.
- Equity valuation sheet.
- Ongoing support: available by email for questions for two weeks.
- Price: \$650. *Reduced to \$550 if no equity compensation in package.*

• COMPREHENSIVE

- 60 minute 1:1 speaking support session (or two 30 minute sessions).
- Personalized compensation sheet.
- Employment contract review.
- Equity valuation sheet.
- Written support (negotiation script).
- Support in drafting emails to current/future employer.
- Ongoing support: Available by email for questions for one month.
- Price: \$875.

• FUTURE LOOKING

- 60 minute 1:1 speaking support session (or two 30 minute sessions).
- Personalized compensation sheet.
- Employment contract review.
- Equity valuation sheet.
- Written support (negotiation script).
- Support in drafting emails to current/future employer.
- Financial model of your compensation over the next 5 years.
- Ongoing support: Available by email for questions for one month.
- Price: \$1,525.

• OWN YOUR SPACE AS AN EXECUTIVE

- Includes senior executive peer analysis. Please contact us for more information.