

General Counsel

Pay Element	Market		
	25th	50th	75th
Base Salary	\$449.6	\$468.7	\$471.8
Target Bonus (% Base Salary)	40%	40%	40%
Target Total Cash Compensation	\$629.4	\$656.1	\$660.6
Actual Bonus	\$154.0	\$187.5	\$195.2
Actual Total Cash Compensation	\$603.6	\$656.1	\$667.1
Annual Equity Compensation (Grant Value)	\$736.5	\$924.6	\$989.8
Annual Equity Compensation (% CSO)	0.18%	0.20%	0.40%
Total Direct Compensation	\$1,403.6	\$1,602.6	\$1,604.4
Equity Ownership (% CSO)	0.72%	1.07%	1.40%
Severance-Non-CIC (# Mos)	9	9	11
Severance-CIC (# Mos)	12	12	12

Note: Market data based on Anderson Pay Advisors life sciences database.