

Chief Financial Officer

Pay Element	Market		
	25th	50th	75th
Base Salary	\$380.4	\$445.3	\$475.8
Target Bonus (% Base Salary)	40%	40%	50%
Target Total Cash Compensation	\$574.0	\$642.1	\$694.6
Actual Bonus	\$113.4	\$174.4	\$222.5
Actual Total Cash Compensation	\$454.3	\$606.0	\$687.2
Annual Equity Compensation (Grant Value)	\$207.0	\$489.0	\$1,538.7
Annual Equity Compensation (% CSO)	0.09%	0.24%	0.43%
Total Direct Compensation	\$703.0	\$1,072.7	\$2,223.2
Equity Ownership (% CSO)	0.47%	0.94%	1.55%
Severance-Non-CIC (# Mos)	9	9	12
Severance-CIC (# Mos)	12	12	12

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