

Chief Medical Officer

Pay Element	Market		
	25th	50th	75th
Base Salary	\$466.7	\$485.0	\$506.0
Target Bonus (% Base Salary)	40%	40%	40%
Target Total Cash Compensation	\$657.0	\$682.0	\$706.7
Actual Bonus	\$153.2	\$191.6	\$226.0
Actual Total Cash Compensation	\$610.1	\$676.1	\$724.5
Annual Equity Compensation (Grant Value)	\$177.3	\$517.6	\$1,089.8
Annual Equity Compensation (% CSO)	0.19%	0.28%	0.48%
Total Direct Compensation	--	--	--
Equity Ownership (% CSO)	0.65%	0.95%	1.33%
Severance-Non-CIC (# Mos)	9	9	12
Severance-CIC (# Mos)	12	12	12

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