

Sample Compensation Matrix

Anderson Pay Advisors LLC

Job Level	Management Track	Scientific Track	Salary Ranges			Target Bonus %	New Hire Equity Range (% CSO)			New Hire Equity Range (# Shares)			Annual Equity Grants		
			Low	Mid	High		Low	Mid	High	Low	Mid	High	% NH Grant	Mid % CSO	Mid # Shares
13	CEO		\$496.0	\$620.0	\$744.0	60%	3.40%	4.25%	5.10%	1,020,000	1,275,000	1,530,000	--	--	--
12	C-Level		\$360.0	\$450.0	\$540.0	40%	0.80%	1.00%	1.20%	240,000	300,000	360,000	--	--	--
11	SVP-Level		\$288.0	\$360.0	\$432.0	35%	0.48%	0.60%	0.72%	144,000	180,000	216,000	--	--	--
10	VP-Level		\$248.0	\$310.0	\$372.0	30%	0.32%	0.40%	0.48%	96,000	120,000	144,000	--	--	--
9	Senior Director	Sr. Director/Sr. Prin. Scientist	\$220.0	\$275.0	\$330.0	25%	0.28%	0.35%	0.42%	84,000	105,000	126,000	25%	0.09%	26,300
8	Director	Director/Principal Scientist	\$196.0	\$245.0	\$294.0	20%	0.24%	0.30%	0.36%	72,000	90,000	108,000	25%	0.08%	22,500
7	Associate Director	Assoc. Director/Sr. Scientist II	\$180.0	\$225.0	\$270.0	20%	0.16%	0.20%	0.24%	48,000	60,000	72,000	25%	0.05%	15,000
6	Senior Manager	Senior Scientist	\$152.0	\$190.0	\$228.0	15%	0.12%	0.15%	0.18%	36,000	45,000	54,000	25%	0.04%	11,300
5	Manager	Scientist	\$120.0	\$150.0	\$180.0	15%	0.08%	0.10%	0.12%	24,000	30,000	36,000	25%	0.03%	7,500
4	Senior Professional	Senior Research Associate	\$102.4	\$128.0	\$153.6	10%	0.06%	0.08%	0.10%	19,200	24,000	28,800	25%	0.02%	6,000
3	Professional II	Research Associate II	\$83.2	\$104.0	\$124.8	10%	0.048%	0.060%	0.072%	14,400	18,000	21,600	25%	0.015%	4,500
2	Professional	Research Associate	\$64.0	\$80.0	\$96.0	10%	0.032%	0.040%	0.048%	9,600	12,000	14,400	25%	0.010%	3,000
1	Administration	Technician / Support	\$52.0	\$65.0	\$78.0	10%	0.016%	0.020%	0.024%	4,800	6,000	7,200	25%	0.005%	1,500

Note: Based on 30,000,000 common shares outstanding.

Note: VP and above annual equity grant guidelines established by Compensation Committee.

Note: # shares rounded for presentation purposes.