

# Radford US Pre-IPO Survey

---

Talent fuels innovation in the technology and life sciences sectors. And if the right talent isn't in place at the right time, your firm risks missing out on key opportunities for growth. We have the targeted, accurate and timely compensation data you need to secure your next big hire.

The Radford US Pre-IPO/Venture-Backed Survey provides human resources and compensation professionals with access to rewards insights covering many of today's most promising venture-backed companies in the technology and life sciences sectors. Today, our survey spans:

- 453 Participating Organizations
- 72 Thousand Incumbents (in executive, technical & business roles)
- 1,200 Unique Jobs with Reported Results

## Complete Compensation Intelligence

All Radford surveys are designed to help decision-makers set pay with confidence across numerous rewards elements. Key compensation details available in this survey include:

- Base Salary
- Allowances (Cars, Housing, etc.)
- Fixed Compensation
- Actual Bonus Payouts
- Target Bonus Percentage/Value
- Total Cash Compensation
- Annual/Ongoing Equity % Held
- Annual/Ongoing Equity Eligibility
- New-Hire Equity % Held
- New-Hire Equity Eligibility
- Equity Vehicle Mix

## Thousands of Available Jobs

The Radford US Pre-IPO/Venture-Backed Survey provides granular benchmarking information for more than 1,190 jobs across all business functions, including roles in:

- Accounting & Finance
- Auditing & Reporting
- Biological Sciences
- Business Development
- Business Planning/Strategy
- Chemical Sciences
- Customer Service/Support
- Data Management/Science
- Facilities & Security
- Hardware Engineering/Development
- Human Resources
- Information Technology
- Legal
- Marketing & Product Marketing
- Manufacturing & Production
- Materials & Procurement
- Quality Assurance
- Software Engineering/Development

We're here to empower results

Contact our team today to learn more about Radford's survey products.

### Asia Pacific, Middle East & Africa

Singapore Office  
+65 6512.0283

### Europe

London Office  
+44.20.7086.5094

### North America

San Jose Office  
+1.408.321.2500

### South America

São Paulo Office  
+55.11.3058.4489

For more information, visit [radford.aon.com](http://radford.aon.com) or write to [sales@radford.com](mailto:sales@radford.com).

## In-Depth Industry Expertise

Our team is exclusively focused on supporting innovation-based companies operating in highly-competitive markets for talent. Within the technology and life sciences sectors, our surveys span the following industries:

### Technology Industries:

- Aerospace & Defense
- Alternative Energy Technologies
- Animation & Gaming
- Capital Equipment
- Communications & Networking
- Computers & Peripherals
- Ecommerce, Internet & Mobile
- Financial Technology
- Healthcare Technology
- IT Professional Services
- Semiconductors
- Software Products & Services

### Life Sciences Industries:

- Alternative Energy Fuels
- Biotechnology (Commercial)
- Biotechnology (Pre-Commercial)
- Clinical Research Orgs.
- Contract Manufacturing Orgs.
- Diagnostics
- Institutions & Foundations
- Medical Devices
- Medical Equipment & Supplies
- Pharmaceuticals
- Other Life Sciences

## Beyond Pay: Practices & Trends

Radford's US Pre-IPO/Venture-Backed Survey also features extensive reporting on Board of Director pay, bonus and equity plan design practices at private companies and equity "overhang" levels. Key reporting elements available to clients include:

- Board of Director Pay Levels and Practices
- Equity Vehicle Mix (options vs. restricted stock)
- Individual Employee Ownership Levels as a Percent of Company
- Total Employee Equity Ownership (overhang)

## Survey Pricing, Access and Support

Fees for the Radford US Pre-IPO/Venture-Backed Survey vary based on your specific benchmarking goals. The most important factors impacting price are your timing requirements (i.e., accessing current vs. future survey publications) and whether or not you need additional product packages covering cash compensation at public companies and/or pay for sales professionals. Once we know more about these factors, our team can quickly deliver a cost-effective proposal to meet your needs.

All subscriptions to the Radford US Pre-IPO/Venture-Backed Survey include 24/7 access to the Radford Network®, our online survey reporting environment. This puts survey results, input resources, and market insights in reach at all times for an unlimited number of company-employed staff. Additionally, all survey clients are assigned a dedicated Survey Consultant to support them during the survey input and data review process. This consultant remains your contact for training and custom reporting questions.

## About Radford

Radford partners with technology and life sciences companies to reimagine their approach to rewards, empowering them to achieve superior levels of people and business performance. Radford is part of Aon plc (NYSE: AON). For more information, please visit [radford.aon.com](http://radford.aon.com).