

## CompAnalyst Executive®

*On-demand executive pay research*

### Executive compensation intelligence at your fingertips.

New SEC disclosure regulations have dramatically increased the amount of data available on executive and director compensation practices. With increasing public scrutiny and volumes of data to search through, you need a versatile resource that makes executive compensation research more productive.

Eliminate time consuming, manual processes with CompAnalyst Executive, the leading executive compensation benchmarking tool that combines a comprehensive data source with dynamic reporting features to make executive pay research fast and efficient. Instantly access data for all US public companies, compare pay practices and support executive pay strategies with ease.

## Benchmarking executive pay has never been easier

You've been asked by senior management to analyze executive pay in a twelve company peer group. You've gathered the data from the SEC website and put your matrices together but at the last minute you're told that one of the companies has changed. What are you going to do?

With CompAnalyst Executive the answer is simple. Search to locate the new peer company, add to your saved peer group and re-run your report. What traditionally took hours now takes minutes.

### Search data

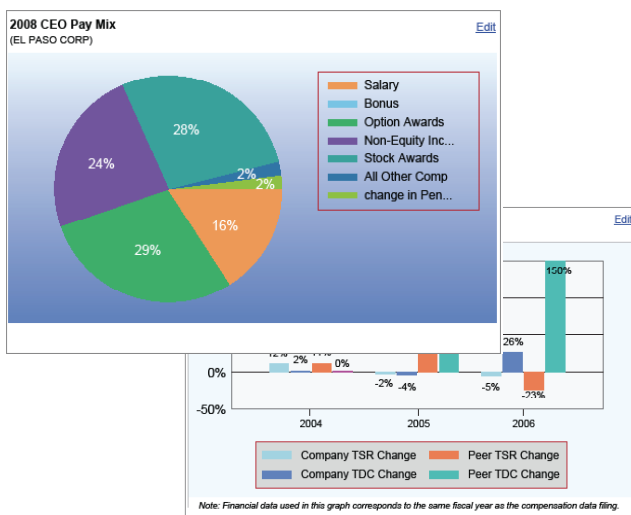
Get direct access to executive and director pay data extracted from proxy filings and annual reports for all US public companies. In-depth information on the top five executive officers is easily located in a single source.

- Locate data on executive and director pay levels and related company performance information, including dilution, overhang analysis and financials.
- Click-through to specific sections within context-related footnotes, compensation discussion & analysis reports and change-in-control agreements.
- Instantly find the companies that are relevant to your research with over 50 different search criteria.

Total Earned/Realized Compensation During Last Fiscal Year						
Salary	Bonus	Non-Equity Incentive Plan Compensation (\$)	All Other Comp	Change in Pension Value & NO Deferred Comp Earnings	Pension Payments During LFY (\$)	# of Shares Acquired on Exercise Option (\$)
\$1,126,000	\$404,000	\$1,772,500	\$7,641	\$3,873		1,040,000
\$1,041,602	\$50,000	\$50,000	\$2,500			125,441

Company Name	Ticker Symbol	Year of Data	Executive Name
CELGENE CORP	CELG	2008	Sol J. Barer
CEPHALON INC	CEPH	2008	Frank Balduino Jr. Ph.D.
CELAD SCIENCES INC	GILD	2008	John C. Martin
IMCONE SYSTEMS INC	IMCL	2008	Joseph L. Fischer
IMCONE SYSTEMS INC	IMCL	2008	Philip Frost M.D., Ph.D.



### Manage peer groups

Easily create and save up to 90 peer groups with up to 250 companies per group using intuitive data management tools. Compare pay practices across groups and drill down into any reported detail.

- Easily benchmark company pay practices by running comparisons against peer groups.
- Activate email alerts for notification of changes in peer group companies of interest, including: 8-K / current report, 10K / annual report, DEF 14A / proxy filings.

Powerful reporting options are available in summary and detail views facilitating quick accurate comparisons of peer group company pay practices. In addition to the reports below, several other reports are also available, including: Dilution, Form 4, Financial Performance, and FAS123R Assumption reports.

<i>EXECUTIVE REPORTS</i>	
Compensation Discussion & Analysis Report (CD&A)	An online scorecard that allows users to instantly identify and access specific information location in a company's CD&A.
Total Compensation	Reported annual value for core compensation components of peer companies' named executive officers, with links to footnotes and Summary Compensation Table.
Perquisites & Benefits	Summary by company and detail by executive of reported special benefits.
Equity Reports covering Grants of Plan Based Awards, 3 Yr Equity & Valuation of Outstanding Equity Awards	Features and values of cash and equity-based incentive plans as well as other equity awards made to named executive officers in the past fiscal year. Equity-based compensation awards made to each executive for the past three years. "In-the-money" values of outstanding option and stock awards at fiscal year end, and reported beneficial share ownership for all named executive officers.
Compensation Tally Sheet	Current year individual components in earned, contingent and potential contractual compensation for each named executive officer in peer company filings.
Post Employment Compensation	Potential compensation payable to each executive leaving the company on the last day of the fiscal year under retirement, termination and change in control scenarios.
Summary Reports including Peer Group Compensation Pay Mix & Company Performance	Dollar value and percentage of each compensation component in relation to total compensation for peer company executives. Key measures of each peer company's financial performance during the past 3 years with observed changes in compensation for CEO, CFO and named executive officer group over the same time period.

<i>BOARD OF DIRECTOR REPORTS</i>	
Peer Company Key Statistics	Key financial figures, median director compensation and total Board cost.
Named Director Earned Compensation Report	Actual compensation received by each peer group companies' directors during the previous fiscal year.
Board Fees (Director, Chairman & Lead Director)	Summary of Board fees paid to each director, including retainer and meeting fees and annual equity grant.
Detailed Committees Fees	Service fees for standard Board committees including Audit, Compensation and Nominating. Compensation arrangements for other standing board committees.
Equity Grants Details (Director, Chairman & Lead Director)	Equity compensation paid to a Director of a peer company.
Directors' Ownership Guidelines	Stock ownership requirements / guidelines adopted by peer companies.
Directors' Index	Overview of each board member, board tenure, other board memberships and bios.

### Quality assurance from a team of experts

Our focus is reducing the time and resources our clients spend on data collection so they can focus on addressing strategic compensation issues. That is why CompAnalyst Executive is built and supported by a team of Certified Compensation Professionals with practical, relevant experience. We are committed to data quality and relevancy so you can rest assured that the information you receive is complete and accurate.

### Software your whole team will embrace

The convenience of on-demand software is the difference. Our easy-to-use, web-based interface provides maximum flexibility and no barriers to adoption. Salary.com's proprietary technology platform provides immediate flow-through of product upgrades and data enhancements with no downtime or costly version updates.

*Fast* – deploys rapidly and updates instantly.

*Easy* – no hardware or software to install.

*Flexible* – highly configurable.

### Learn more

To learn more about CompAnalyst Executive or to schedule an online demonstration, visit: [cademo.salary.com](http://cademo.salary.com)

To speak with a product specialist

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Email: [demorequest@kenexa.com](mailto:demorequest@kenexa.com)

Visit us at: [www.kenexa.com/compensation](http://www.kenexa.com/compensation)

### About Kenexa

Kenexa provides business solutions for human resources. We help global organizations multiply business success by identifying the best individuals for every job and fostering optimal work environments for every organization. For more than 20 years, Kenexa has studied human behavior and team dynamics in the workplace, and has developed the software solutions, business processes and expert consulting that help organizations impact positive business outcomes through HR. Kenexa is the only company that offers a comprehensive suite of unified products and services that support the entire employee lifecycle from pre-hire to exit.

### EXECUTIVE COMPENSATION INTELLIGENCE AT YOUR FINGERTIPS

- Centralize executive pay data in a single, tool.
- Quickly locate real-time data for all US public companies.
- Easily build & manage peer groups and run reports.
- Get support from Certified Compensation Professionals.
- Dramatically boost the productivity of executive compensation research.