



We invite you to participate in the Thelander Private Company Compensation Survey to secure access to **real-time** compensation data for your entire organization.

J.Thelander Consulting is the premier compensation data and consulting firm that specializes in the private capital market. Data and analysis is our product.

Thelander is a namesake firm with more than **25 years of experience**. We have the expertise and experience to help you make educated compensation-related decisions as you continue to raise capital. There are multiple generations you can trust with Jody and Morgan Thelander.

**Start the Survey**

For more information, please Email [survey@jthelander.com](mailto:survey@jthelander.com)  
Call us **+1.305.793.8605**  
Or visit [jthelander.com](http://jthelander.com)



WE WORK WITH **3,000+** PRIVATE COMPANIES GLOBALLY

OUR SURVEYS AND PLATFORM INCLUDE ALL OF OUR DATA FROM AN IN-HOUSE, ONLINE SURVEY TOOL FOR

**300+ JOB TITLES**

ACROSS: C-SUITE, VPS, DIRECTORS, AND STAFF-LEVEL EMPLOYEES



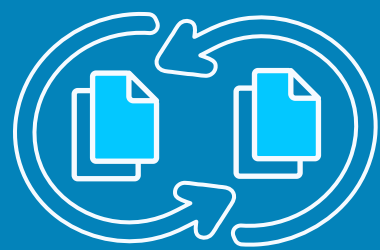
**20,000+ DATA POINTS**

THE DEPTH AND BREADTH OF THELANDER DATA IS UNRIVALED.



**THE RESULT? REAL-TIME, VETTED DATA**

ON BASE SALARY, BONUSES, FOUNDER AND NON-FOUNDER EQUITY.



WE COVER **MULTIPLE INDUSTRIES**

BIOTECH, MEDICAL DEVICE, DIAGNOSTICS, HEALTHCARE IT, DIGITAL HEALTH, FINTECH, ARTIFICIAL INTELLIGENCE & MACHINE LEARNING, SOFTWARE, TECH, AGTECH, DIGITAL HEALTH, ROBOTICS, SEMICONDUCTORS AND MORE.

WE COVER **ALL ASPECTS OF COMPENSATION**

IN ADDITION TO CASH AND EQUITY, INCLUDING:

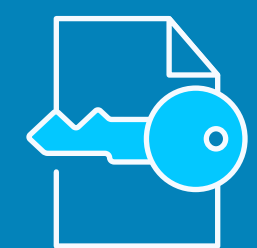
- CHANGE OF CONTROL & SEVERANCE
- EMPLOYMENT AGREEMENTS
- MERGERS & ACQUISITIONS
- SALARY INCREASES
- OPTION POOL
- NON-INVESTOR BOARD COMPENSATION
- SALES COMMISSION AND MORE



**EARLY TO LATE-STAGE COMPANIES**  
ACROSS ALL VALUATIONS AND LOCATIONS



**PRIVATE MARKET DATA ONLY**  
NOT A MIX OF PRIVATE AND PUBLIC.



ALL DATA IS PUBLISHED IN AGGREGATE ONLY WITH **NO INDIVIDUAL OR COMPANY NAMES REPORTED**



**HIGH TOUCH, WHITE GLOVE SERVICE**



## The Thelander Online Platform:

All of our data, insights and analysis are accessible through our online platform.

Here are the differences between the **complimentary Private Company Silver Subscription** and the paid Private Company Platinum Subscription (\$8,000).

If you'd like a current list of what job titles are included in your complimentary silver subscription, please Email [survey@jthelander.com](mailto:survey@jthelander.com)  
Call us **+1.305.793.8605**  
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**Below are specifics on what is included in your complimentary silver subscription vs. full access.**

Survey participation is a great way to trial the Thelander platform and see why thousands of private companies and investment firms rely on Thelander data to recruit and retain talent.

	Private Company Silver	Private Company Platinum
<i>Job Titles</i>	50 Titles Across C-Suite, VPs, Directors and Staff-Level Employees	300 Titles Across C-Suite, VPs, Directors and Staff-Level Employees
<i>Filters</i>	Pre-Selected Filters	All filters: industry, total financing, region, revenue and company valuation
<i>Pricing</i>	FREE With Survey Response	\$8,000 - Discounted pricing with a survey response, however, you can outright purchase a subscription without a survey response.
<i>Subscription Length</i>	12 Months – can be extended if your survey response is current	12 months, two users included
<i>Independent / Non-Investor Board Member Compensation</i>	×	Included
<i>Mergers &amp; Acquisition Report</i>	×	Included
<i>Change of Control &amp; Severance Report</i>	×	Included
<i>Year-End Merit Increase, Option Pool &amp; Bonus Report</i>	×	Included

*When will you be able to access your FREE Silver Subscription?* As soon as your data has been cleaned, verified and aggregated – you will receive an email with a link to the Thelander Online Platform.