

# Mix Talent

Get to Know Us

Readiness & Optimization





### **We Build Our Understanding**

We'll make it simple to quickly access the right expertise at the right time by building a holistic understanding of your business goals, needs, and risks.



### **We Build the Strategy**

We'll craft a customized strategy that plans for the people, processes, and systems you'll need to achieve your business objectives.



### **We Build Your Solutions**

Our team of seasoned consultants brings data and objectivity to your decision making by using practical tools like customized employment documents, diligence checklists, and related templates.



### **We Build for Success**

Our strategies help you attract and retain talent, and ensure a positive candidate and employee experience; because having the right talent is key to moving your organization forward.

# Readiness & Optimization

De-risk and align your people strategy to your business goals



## Ready, set, optimize.

Backed by real-world industry experience and proven expertise, we flex and respond to your needs as you build and grow, giving you the best of all worlds right when you need it (and never when you don't).

## What We Handle (So You Don't Have To)

<h3>Workforce Planning</h3> <p>Determine your people strategy and structure needs over the next 12-24 months to include titles, org structure, leveling, gating, dependencies, and compensation.</p>	<h3>Operations Optimization</h3> <p>Plan for the people, processes, and systems needed to achieve your business objectives. Mix will help you build capacity by executing the high workload that comes with scaling your organization.</p>	<h3>M&amp;A Readiness</h3> <p>We provide you with diligence checklists and related templates to ensure your data room is investor ready.</p>
<h3>Total Rewards</h3> <p>Remove the guesswork around compensation and benefits planning and practices by leveraging our technical expertise to help you define market competitive and fiscally responsible total rewards programs to attract and retain talent.</p>	<h3>Compliance</h3> <p>Mix can provide customized offer letters, executive employment agreements, CDA, NDA, employee handbook, code of conduct, and more to ensure a positive candidate and employee experience while ensuring employment law compliance.</p>	<h3>Assessments</h3> <p>Having the right talent is key to moving your organization forward. Our team of seasoned consultants brings data and objectivity to your decision-making.</p>

## Meet...

<h3>"Been there, done that"</h3> <p><b>Powerful expertise and proven results</b> After 30 years in the life sciences industry as internal practitioners, we have an in-house team of experts in disciplines including workforce planning, total rewards, employee relations, candidate assessments, talent acquisition, and optimization.</p>	<h3>"Predictable surprises"</h3> <p><b>100% focus on life sciences</b> From day one, Mix has focused solely on the life sciences industry, giving us a deeper, broader understanding of your organization's challenges, needs, and goals.</p>	<h3>"We have a plan for that"</h3> <p><b>Custom-fit solutions</b> With our breadth of expertise, we make it simple to quickly access the right expertise at the right time.</p>
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## Ready to Meet the Readiness & Optimization team at Mix Talent?

To learn more, head over to [mix-talent.com](https://mix-talent.com), find us on LinkedIn, or email us at [info@mix-talent.com](mailto:info@mix-talent.com).

# 3 Trends in the CGTx Compensation Market



Based on our compensation benchmarking analysis:

## Key Insights to the CGTx Compensation Market

By Patty Adams, Mix Talent & Dale Moyer, Incentovate

CGTx Range	Role	Biopharma Range
\$75k – \$100k	Engineer I	\$67k – \$78k
\$105k – \$115k	Scientist	\$94k – \$106k
\$115k – \$125k	Scientist II	\$105k – \$120k
\$137k – \$155k	Senior Scientist	\$135k – \$146k

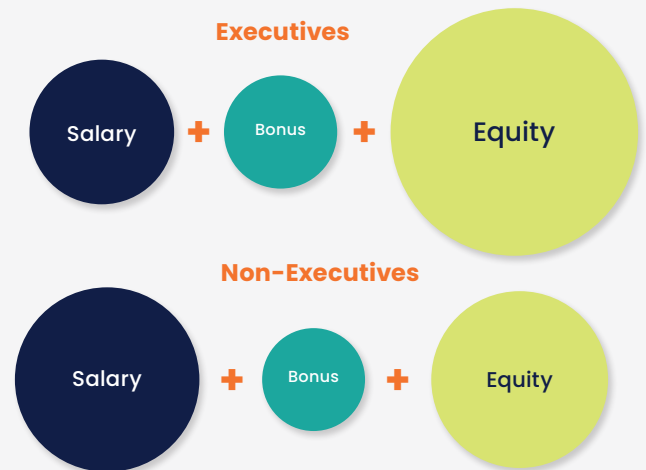
### Trend #1 – Competitiveness for Talent

Entry-level CGTx roles are paid higher annual base salaries than the broader market, but pay for mid-level roles are more in-line with each other.

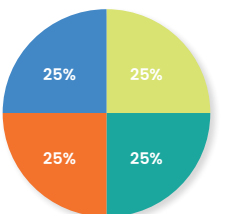
### Trend #2 – Effectiveness of Elements in Your Total Rewards Package

- The effectiveness of elements in CGTx total rewards packages is dependent on employee demographics.
- Equity is concentrated at the top, sometimes used for key contributors only.
- Annual bonuses are much more prevalent.
- Lower cash compared to public companies is no longer an acceptable tradeoff for all employees.
- Early-stage company reliance on long-term incentives may not have the retention value it once did.

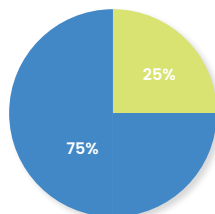
### Today's Pre-IPO Employee Proposition



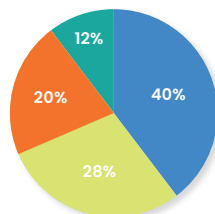
**One-Year Grant**  
Quarterly Vesting



**Four-Year Grant**  
Typical Vesting



**Four-Year Grant**  
Front-Loaded



■ Q1 ■ Q2 ■ Q3 ■ Q4

■ Year One Cliff  
■ Equal Monthly Vesting x 36mos.

■ Year 1 ■ Year 2  
■ Year 3 ■ Year 4

### Trend #3 – Aggressive Equity Vesting

Development timeline for CGTx may require more aggressive equity vesting to enhance the value of LTI plans.

**Want to learn more?** Get in touch with Mix Talent for the full report.

# Thanx

For more information — or to set up a time to get to know us in person — reach out anytime.



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