

Atlanta's
Technology Executives Roundtable
May 18, 2021

Technology Executive Compensation
& Talent Acquisition:
New Trends Impacting Tech
Companies

*Please hold until
the session begins*

Technology
Executives
Roundtable

TER



Rob Pinataro
President, Technology
Executives Roundtable

CEO, Payspan, Inc.

Your Forum

Candid discussion

CEOs, CFOs & Investors

Subject Matter Experts

Complex leadership issues

Share, challenge & test ideas

Technology
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TIER

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Arketi Group: Digital Marketing for A B2B tech companies

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Morris, Manning & Martin: Full-service law firm

Pritchard & Jerden: Insurance and risk mgmt services

Truist Bank: Full service corporate/ investment banking

Wm Leonard & Company: Real estate specialists for high growth companies

Zoom Etiquette

--Please mute during presentations.

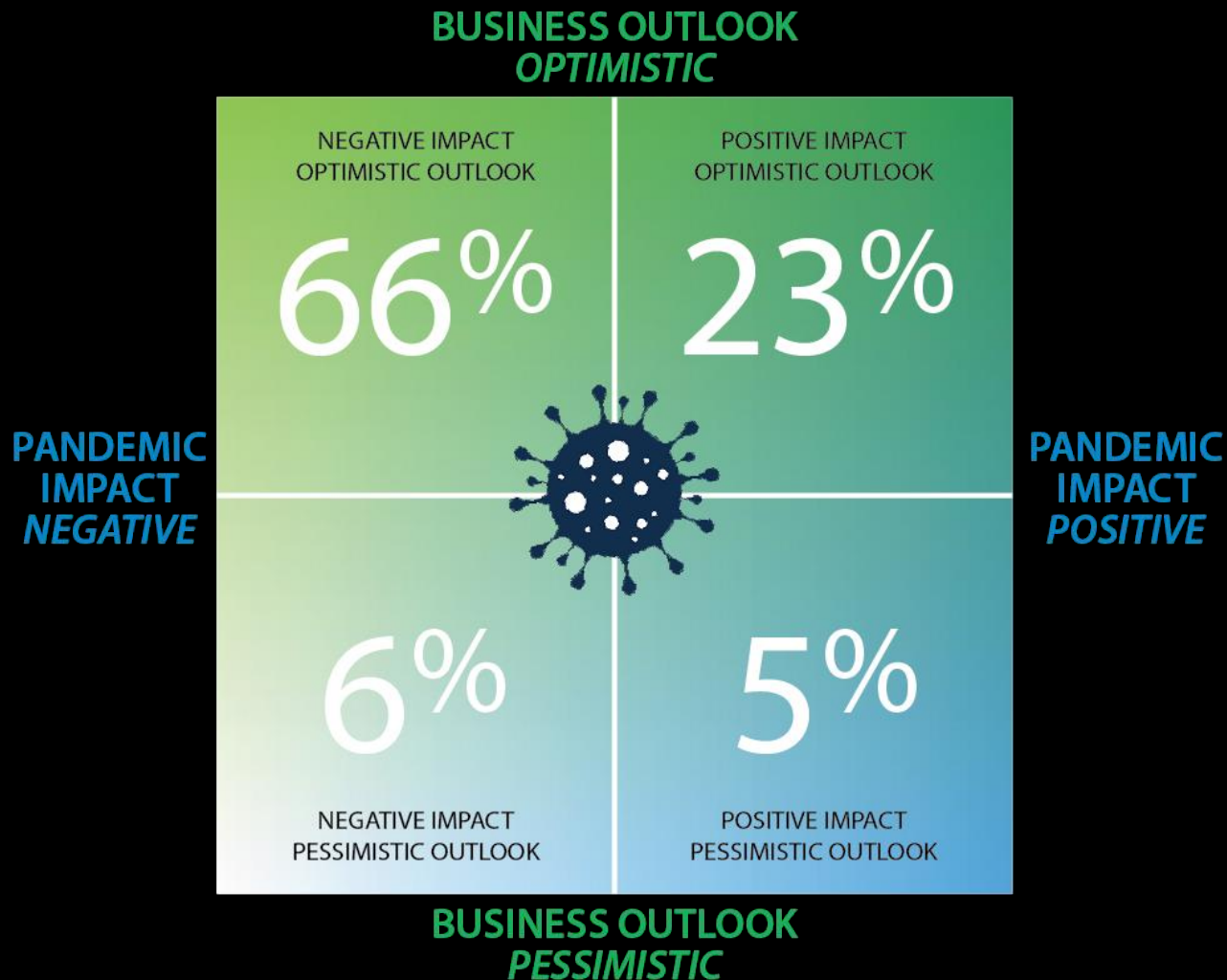
--Chat if you want to ask a question.

--We are recording for educational purposes; this is not specific legal, accounting or tax advice; consult your advisor

2021 Technology Executive Compensation Survey

A TER Presentation
May 2021

Business Outlook



Compensation Outlook

PLANS FOR COMPENSATION



PLANNED PERCENTAGE INCREASE IN 2021
(among those planning an increase)

Compensation Highlights

CEO

\$235,566
average salary

\$72,505
average bonus paid

36.9%
average equity
fully diluted

President

\$223,024
average salary

\$61,624
average bonus paid

10.8%
average equity
fully diluted

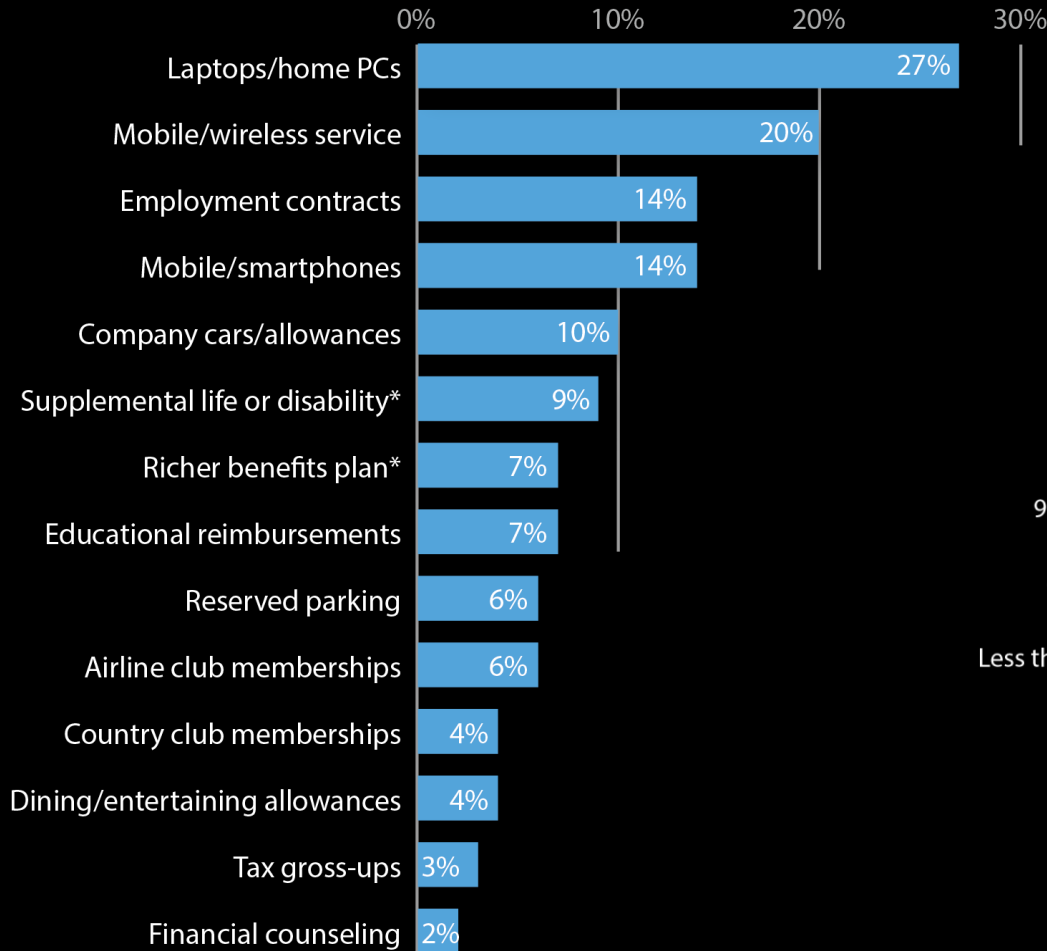
CFO

\$201,686
average salary

\$39,989
average bonus paid

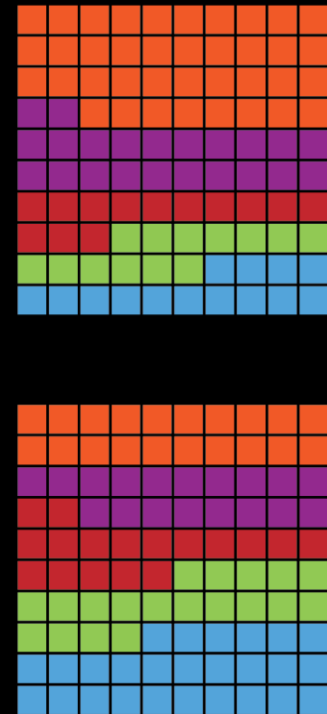
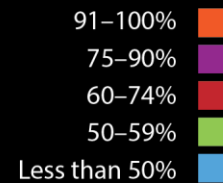
2.5%
average equity
fully diluted

Additional Benefits



* Not offered to non-executive employees Note: Multiple responses possible

EMPLOYER CONTRIBUTION TO HEALTHCARE PREMIUMS



Thank you

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Technology
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MODERATOR:
Scott V. Wagner
 Partner
 Morris, Manning &
 Martin, LLP



Emily Azevedo
 Operating Partner
 Mainsail Partners



Rachel Carpenter
 CEO
 Intrinio



Chris Klaus
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Today's TER Panel

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**Please join our
June Virtual
Meeting**

**SPACs & IPOs – What Every Tech
Company Needs to Know (and Private
Equity or a Strategic Buyer as an
alternative!)**

June 15, 2021

UPCOMING TER EVENTS

June 15, 2021

SPACs & IPOs – What Every Tech Company Needs to Know (and Private Equity or a Strategic Buyer as an alternative!)

**Please stay after
for**

**Q&A
with today's Speakers**

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