

## QUESTION OF THE DAY

How will the current inflationary climate impact your executive compensation decisions re: salary, bonus and equity?

TEER

Technology  
Executives  
Roundtable

May 2022

# Atlanta's Technology Executives Roundtable

**Technology Executive Compensation & Talent Acquisition –  
New Trends Impacting Tech Companies**

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*Please hold until  
the session begins*

TEER | Technology Executives Roundtable



# David Brinkman

President 2022

Technology Executives Roundtable

Founder & CEO, CAMDA Investments

Strategic Advisor, Nintex

**Your Forum**

**Candid discussion**

**CEOs, CFOs & Investors**

**Subject Matter Experts**

**Complex leadership issues**

**Share, challenge & test ideas**

# Zoom Etiquette

- **“Pin” the TER video box on your Zoom feed**
- **Please mute audio/video during presentations**
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- **We are recording for educational purposes; this is not specific legal, accounting or tax advice; consult your advisor**

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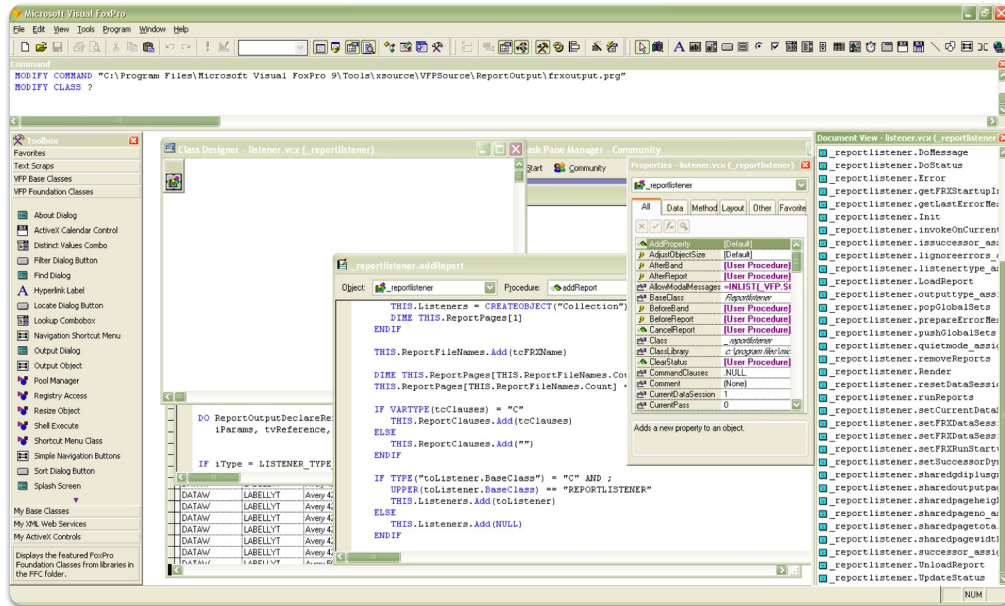
# FERC Financial Analysis

Yuval Lubowich, Co-Founder and CTO  
May 17, 2022

**techstars** Portfolio Company



# FERC Forms in 2015



Annual and quarterly data input using deprecated MS Visual FoxPro, requiring developer-like skill set.



Annual and quarterly reports published by the FERC as PDF files.

# FERC Forms in 2015

Name of Respondent		14 / 284   100%				Year/Period of Report	
Georgia Power Comp						End of 2018/Q4	
						Year	Prior Year
						er/Year	End Balance
						ce	12/31
							(d)
1						875,529	34,811,431,828
2	Utility Plant (10					099,761	4,613,019,922
3	Construction W					975,290	39,424,451,750
4	TOTAL Utility P					159,982	11,641,051,173
5	(Less) Accum.					815,308	27,783,400,577
6	Net Utility Plan					975,375	21,513,063
7	Nuclear Fuel in					216,330	315,900,456
8	Nuclear Fuel M					167,383	513,809,267
9	Nuclear Fuel A					092,907	51,375,795
10	Spent Nuclear					0	0
11	Nuclear Fuel U					051,628	358,725,120
12	(Less) Accum.					400,367	543,873,461
13	Net Nuclear Fu					215,675	28,327,274,038
14	Net Utility Plan					0	0
15	Utility Plant Ad					0	0
16	Gas Stored Ur					0	0
17							
18	Nonutility Prop					203,302	66,488,955
19	(Less) Accum.					021,975	7,745,541
20	Investments in					915,329	5,742,005
21	Investment in S					231,372	65,007,602
22	(For Cost of Ac						
23	Noncurrent Po					0	0
24	Other Investm					192,060	0
25	Sinking Funds					0	0
26	Depreciation F					0	0
--						-	-



# FERC Forms Now

Name of Respondent: <u>Georgia Power Company</u>		This report is: <u>(1) F-1 as Original</u>	Date of Report: <u>12/31/2021</u>	Year/Period of Report: <u>2018/ Q4</u>
---	--	---	--------------------------------------	---

Line No.	Title	2020	2021
<b>1</b>	<b>UTILITY PLANT</b>		
2	Utility Plant (101-106, 114)		
3	Construction Work in Progress (107)		
4	TOTAL Utility Plant (Enter Total of line 2 through 3)		
5	(Less) Accum. Prov. for Depr. Amort.		
6	Net Utility Plant (Enter Total of line 4 minus 5)		
7	Nuclear Fuel in Process of Ref., Con		
8	Nuclear Fuel Materials and Assembl		
9	Nuclear Fuel Assemblies in Reactor		
10	Spent Nuclear Fuel (120.4)		
11	Nuclear Fuel Under Capital Leases (120.5)		
12	(Less) Accum. Prov. for Amort. of Nuclear Fuel		
13	Net Nuclear Fuel (Enter Total of lines 7 through 12)		
14	Net Utility Plant (Enter Total of lines 6 and 13)		
15	Utility Plant Adjustments (116)		
16	Gas Stored Underground - Noncurrent		
<b>17</b>	<b>OTHER PROPERTY AND INVESTMENTS</b>		
18	Nonutility Property (121)		
19	(Less) Accum. Prov. for Depr. and Amort. (122)		
20	Investments in Associated Companies (123)		

Prior Year End Balance 12/31 (d)	
	<u>34,811,431,828</u>
	<u>4,613,019,922</u>
	<u>39,424,451,750</u>
	<u>11,641,051,173</u>
	<u>27,783,400,577</u>
	<u>21,513,063</u>
	<u>315,900,456</u>
	<u>513,809,267</u>
	<u>51,375,795</u>
	<u>358,725,120</u>
	<u>543,873,461</u>
	<u>28,327,274,038</u>
	<u>72,203,302</u>
	<u>9,021,975</u>
	<u>5,915,329</u>
	<u>66,488,955</u>
	<u>7,745,541</u>
	<u>5,742,166</u>

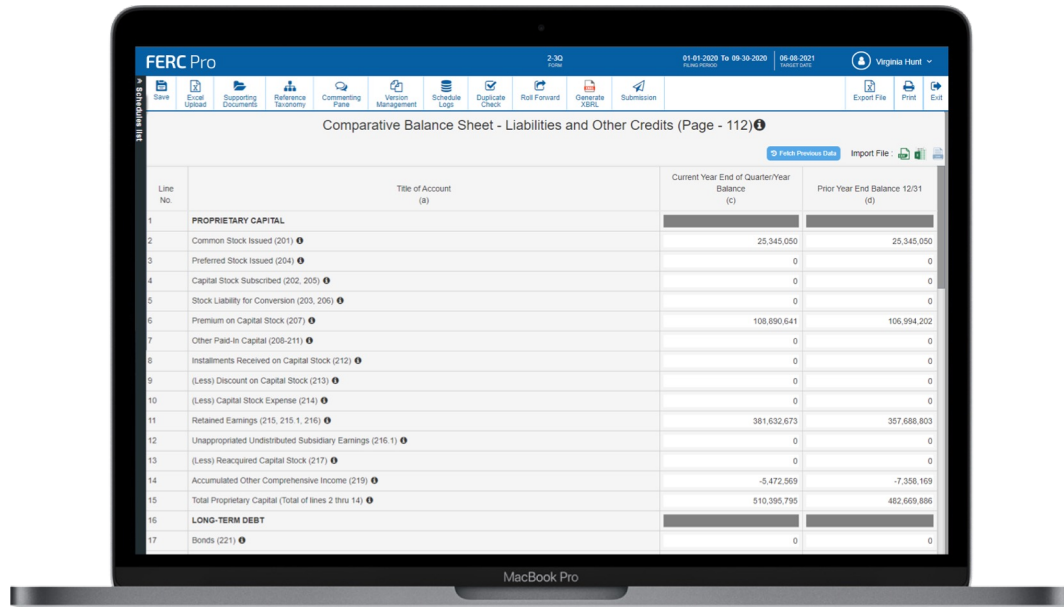
  

**Chart**

Legend: Georgia Power Company (Blue Bar), Mississippi Power Company (Black Line), ALABAMA POWER COMPANY (Green Line)

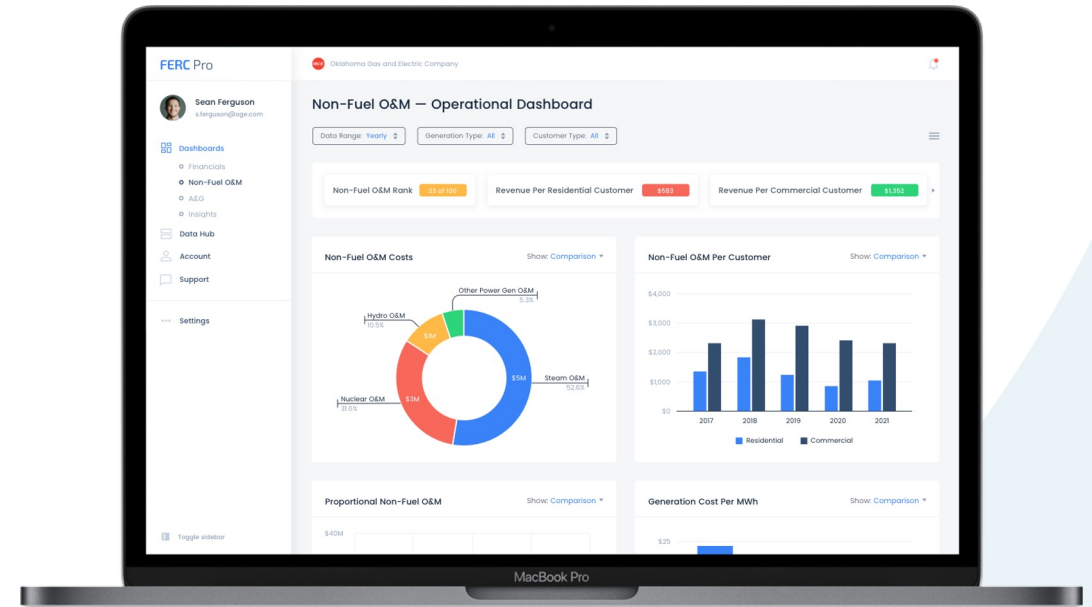
Buttons: Benchmark, Refresh, Auto Refresh

# FERC Forms Now



## COMPLIANCE

We automate and manage the FERC reporting process for regulated energy companies.



## BUSINESS INTELLIGENCE

We provide every number, from every schedule, in every annual and quarterly FERC report, filed by every regulated electric, oil, and gas company, from 2011 to present and in real time going forward.

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# Thank You!

# WELCOME

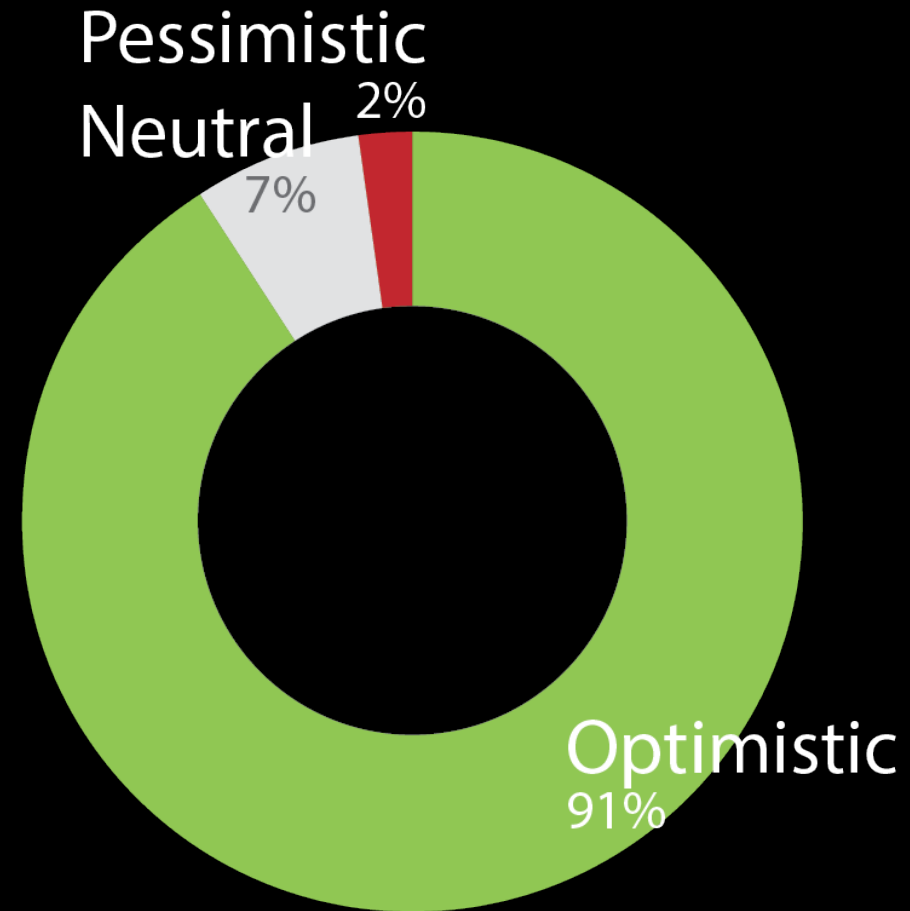
## Tech Leaders Forum Charlotte



**John Yates**  
Partner  
Morris Manning Martin

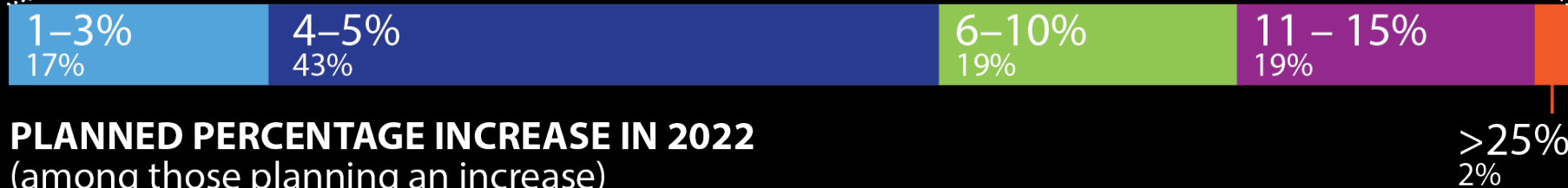
# 2022 Executive Compensation Survey Highlights

# Business Outlook



# Compensation Outlook

## PLANS FOR COMPENSATION



**PLANNED PERCENTAGE INCREASE IN 2022**  
(among those planning an increase)



# Compensation Highlights

CEO

**\$221,753**  
average salary

**\$88,744**  
average bonus paid

**25.6%**  
average equity  
fully diluted

President

**\$189,199**  
average salary

**\$35,154**  
average bonus paid

**4.4%**  
average equity  
fully diluted

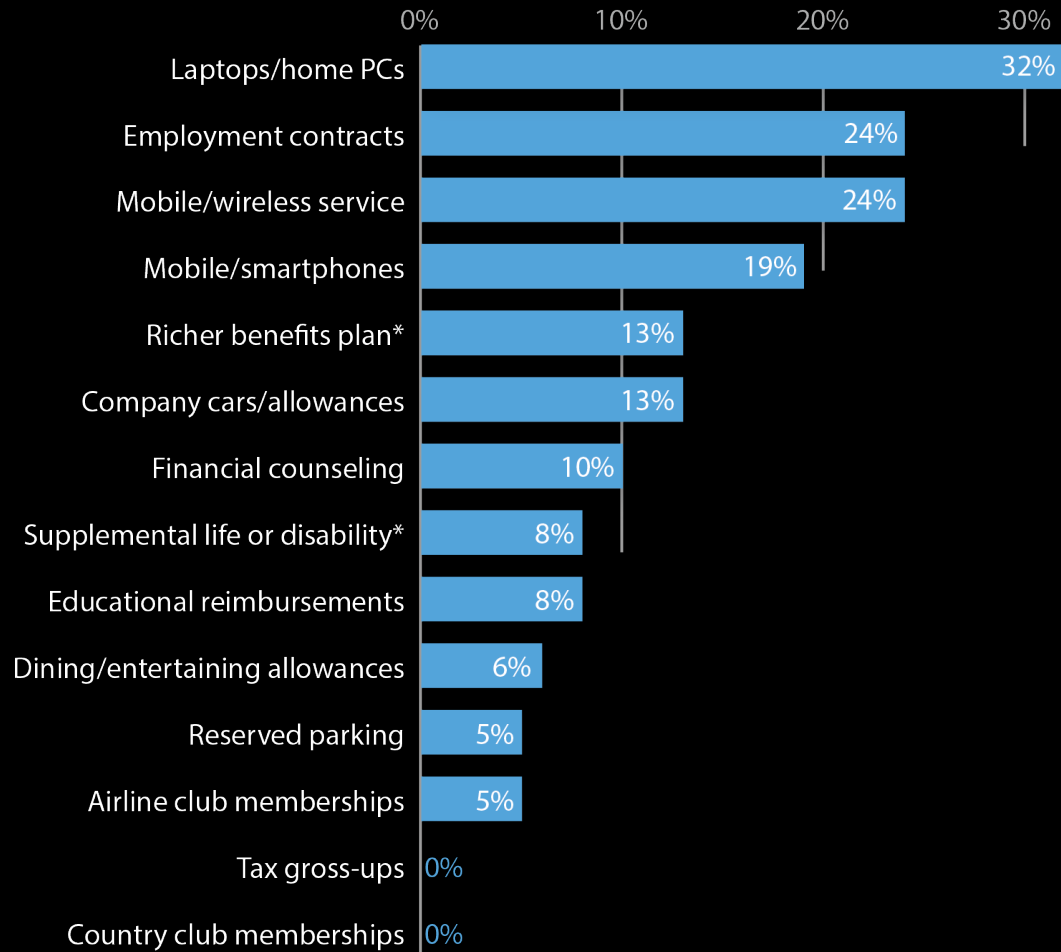
CFO

**\$196,328**  
average salary

**\$31,804**  
average bonus paid

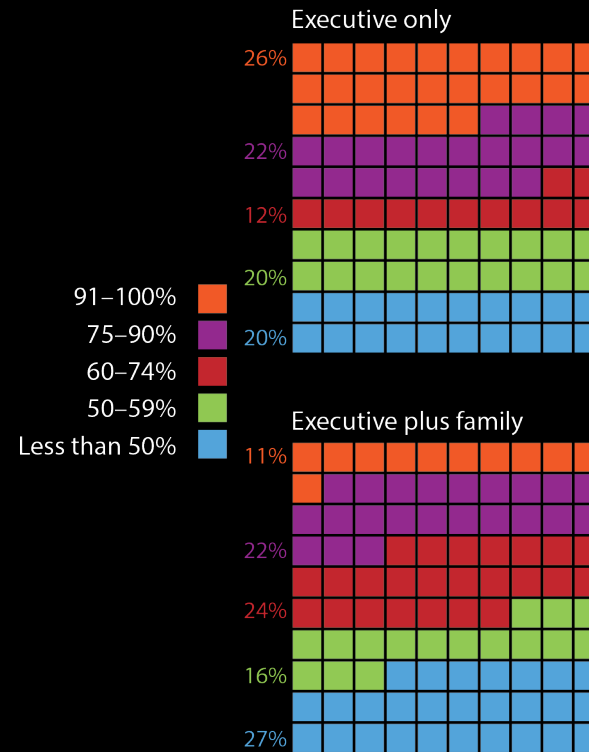
**1.3%**  
average equity  
fully diluted

# Additional Benefits



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

## EMPLOYER CONTRIBUTION TO HEALTHCARE PREMIUMS



# Corporate Purpose

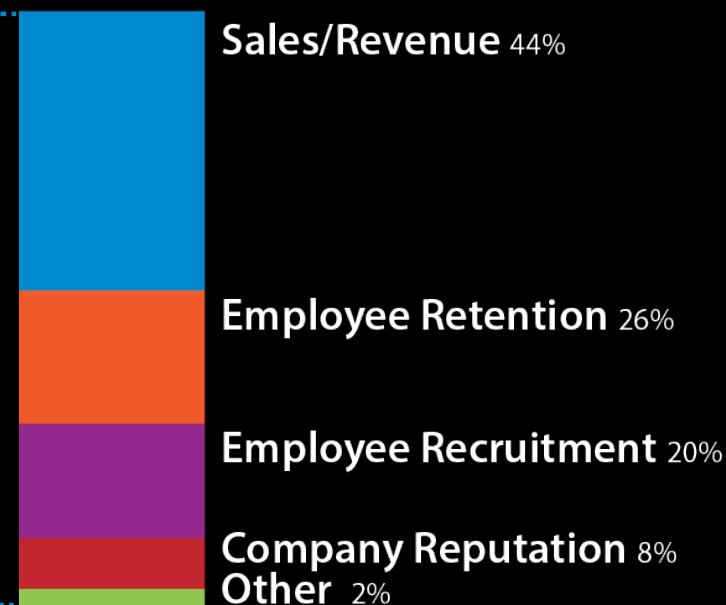
Does your company have a defined purpose?



Does having a purpose impact the bottom line?



Where does having a purpose make the greatest impact?



# Complete Report



# Technology Executive Compensation & Talent Acquisition – New Trends Impacting Tech Companies

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# Panelists



**MODERATOR**  
**Scott V. Wagner**  
**Partner**  
**Morris Manning Martin**



**Emily Azevedo**  
**Operating Partner**  
**Mainsail**



**Kelli Church**  
**Attorney**  
**Morris Manning Martin**



**Alison Quinn**  
**CEO**  
**Dinova**



**Dede Wakefield**  
**CEO**  
**Alogent**



**Star VanderHaar**  
**COO**  
**Arketi Group**

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Q&A  
with today's panelists

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**Venture Capital – NEW Issues for Raising  
Your Next VC Round**

**June 21, 2022**

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Technology  
Executives  
Roundtable