



ABOUT PRESIDIO PAY ADVISORS

Total Compensation Solutions

Presidio Pay Advisors provides companies and their Boards of Directors with independent compensation consulting services for executives, broad-based employees, sales forces and specialty business units. Our firm combines years of traditional consulting experience with practical knowledge and close working relationships, providing clients with valuable insight into a broad range of compensation issues.

Independence

We believe that independence is critical to ensuring the integrity and objectivity of our work. In fact, we feel our distinct advantage is that we do not provide ancillary services such as benefits and retirement consulting. Presidio Pay's diverse background combined with a sharp focus on compensation consulting makes our firm a popular choice with companies looking for thoughtful, practical advice who are underserved or overwhelmed by larger, one-stop consulting firms selling multiple services and products. Presidio Pay is a truly independent compensation consulting firm.

Our Approach

Every engagement is viewed as a strategic collaboration with our clients, whether it is with members of the Board of Directors, who have a fiduciary responsibility linked to project outcomes, or an internal HR team, whose job success depends on project implementation.

Drawing from experience that goes beyond that of a typical consulting firm to real-world businesses, our consultants bring technical expertise and practical application together in every engagement. Our consultants are required to be proficient in linking all elements of total rewards programs to business strategy and results, working within a wide variety of industries. This allows Presidio Pay to introduce innovations that distinguish our clients from their competitors.

Although our consulting engagements are focused on all matters related to compensation issues, our collective expertise is comprehensive, encompassing the diverse array of human resources, finance, tax, accounting, regulatory and shareholder perspectives.

Hands-On Management

Our clients appreciate that a founding principal serves as the project manager on every project, providing direct access to the most senior individual at Presidio Pay. In addition, our principals participate in the analysis, design, and implementation phase of each engagement. And while members of our team have various strengths and contribute accordingly to project deliverables, the same principal will at all times have an intimate working knowledge of the engagement.

Our Services

Our core services provide strategic compensation advice to the Board of Directors, senior management and the human resources team. We assist with the competitive assessment, design, implementation and communication of:

- Total Compensation Strategy
- Base Salaries and Salary Structures
- Annual Cash Incentives
- Sales Force Incentives
- Long-Term Equity and Cash Incentives
- Pre-IPO Equity Allocation
- Severance and Change-of-Control Agreements
- Career Paths and Global Leveling
- Ownership Transfer

Recent Engagements

- Project:* Global compensation redesign
Company: 800-employee public semiconductor company in the Silicon Valley
- Project:* Executive compensation assessment for top 50 executives
Company: Large, family-owned wine producer
- Project:* Competitive assessment, compensation program redesign
Company: 250-employee private insurance brokerage in the Bay Area
- Project:* Annual incentive plan redesign
Company: Family-owned wetsuit manufacturer in the Silicon Valley
- Project:* Executive compensation, Board of Director pay, equity compensation strategy
Company: Large, private waste management firm in California
- Project:* Equity compensation strategy, change-of-control assessment, and executive pay review
Company: Publicly-traded drug discovery company in New York

Brooke Green is a Founding Principal with Presidio Pay Advisors. Brooke provides consulting advice and implementation assistance to clients with a variety of compensation needs, focusing on the design, communication, and execution of broad-based compensation programs within public, private and nonprofit organizations. She advises HR executives and Boards in consumer goods, technology, financial services, and nonprofit organizations. Prior to Presidio Pay, Brooke was an independent consultant offering on-site compensation program design and launch assistance to Bay Area companies. Previously, she was a consultant for WestWard Pay Strategies in San Francisco. Brooke received her MBA from the Cox School of Business at Southern Methodist University, and holds a Bachelor of Arts degree from the University of Texas at Austin. She is a regular instructor for the Northern California Human Resources Association's Professional Development program.

Brandon Cherry is a Founding Principal with Presidio Pay Advisors, where he assists clients with the design and implementation of cash incentives, equity-based incentives, group incentives and executive pay strategies. Brandon helps senior management and Compensation Committees define their total compensation strategies and deliver competitive compensation packages to employees and executives in the semiconductor, software, biotech and financial services industries. Prior to Presidio Pay, Brandon worked for PricewaterhouseCoopers LLP in Global Human Resources Solutions, designing and implementing global compensation and equity solutions for domestic and international employees. Brandon received his B.A. in economics from Stanford University, presents on various topics for the Northern California Human Resources Association, and is a frequent contributor to *WorkSpan* magazine.

Kyle Holm is a Founding Principal with Presidio Pay Advisors, where he consults on the design of cash and stock-based compensation programs for a varied range of public and private companies. His work covers all elements of compensation, including base salary, annual incentives, and long-term incentives with significant expertise in stock option allocation modeling. Prior to Presidio Pay, Kyle held consulting positions with Watson Wyatt Worldwide and WestWard Pay Strategies. Kyle earned his Bachelor of Arts degree in finance from Santa Clara University. He is an instructor for the Northern California Human Resources Association's Professional Development program and a contributor to *WorkSpan* magazine.

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