



Chief Operating Officer Center ("COO Center") Supported by Investment Business Advisors, LLC

Providing "Best Practice" Advice to Alternative Firm CEOs, CIOs, COOs, CFOs and Functional Heads

Compensation & Benefits

Compensation & Benefits Programs

- Levels
- Structure
 - Base Salary
 - Bonus Opportunity
 - Equity
 - Long Term Incentives
- Competitiveness
 - By Function
 - By Geography

Performance Criteria & Assessment Processes

- Clear Goals & Objectives
- Outcome Based Performance Criteria
- Timely Feedback/"360" Feedback

Alignment of Compensation & Benefit Programs with:

- Investment Strategy
- Business Strategy
- Investor Interests

"Apples to Apples" Competitor Analysis

Staying Current with Industry Trends & "Best Practice"

***For More Information Contact:** Paul A. Ehrhardt, Managing Member, Investment Business Advisors, LLC, Washington DC 20007

Website: www.InvestBizAdvisors.com Contact: PAE@InvestBizAdvisors.com 202-333-2324 (Office); 212-920-6042 (Mobile)