

Kendall Square Entrepreneurs Council One Kendall Square, Cambridge, MA

The following represent estimated annual total compensation levels in 1999 and include bonuses for appropriate positions. These figures MUST be adjusted (up or down by as much as 20%) to reflect experience, job skills, education, availability, etc. For budgeting purposes, add 15% to these figures to cover benefits (this includes 6% FICA and annual cost of \$5,000 for family medical insurance)

Finance & Accounting

<i>Receptionist</i>	<i>\$24K</i>
<i>A/R, A/P, Administrative</i>	<i>\$35K</i>
<i>Bookkeeper/Staff Accountant</i>	<i>\$40K</i>
<i>Controller</i>	<i>\$70K</i>
<i>Director</i>	<i>\$100K</i>

MIS

<i>PC Support</i>	<i>\$50K</i>
<i>Network Support</i>	<i>\$60K</i>
<i>UNIX Support</i>	<i>\$70K</i>
<i>Notes Developer</i>	<i>\$70K</i>
<i>Director</i>	<i>\$110K</i>

Marketing

<i>Graphic Artist, Writers</i>	<i>\$60K</i>
<i>Product Manager</i>	<i>\$90K</i>
<i>Project Manager</i>	<i>\$100K</i>
<i>Director</i>	<i>\$125K</i>

Engineering

<i>S/W Engineer</i>	<i>\$70K</i>
<i>Principal Engineer</i>	<i>\$80K</i>
<i>Project Leader</i>	<i>\$85K</i>
<i>Project Manager</i>	<i>\$90K</i>
<i>Director</i>	<i>\$100K</i>

Tele-Sales

<i>Tele-Sales Rep</i>	<i>\$60K</i>	<i>(\$40 base)</i>
<i>Tele-Sales Manager</i>	<i>\$80K</i>	<i>(\$50K base)</i>

Sales

<i>Field Support (Technical)</i>	<i>\$100K</i>	<i>(\$80 base)</i>
<i>Sales Rep</i>	<i>\$135K</i>	<i>(\$60 base)</i>
<i>Regional Sales Manager</i>	<i>\$180K</i>	<i>(\$90K base)</i>

Manufacturing

<i>Shipping/receiving</i>	<i>\$25K</i>
<i>Technician</i>	<i>\$40K</i>
<i>Test Technician</i>	<i>\$55K</i>

Senior Management (tremendous range based on experience and equity.)

<i>VP Manufacturing</i>	<i>\$125K</i>
<i>VP Finance</i>	<i>\$150K</i>
<i>VP Engineering</i>	<i>\$150K</i>
<i>VP Marketing</i>	<i>\$175K</i>
<i>VP Sales</i>	<i>\$200K</i>
<i>President</i>	<i>\$250K</i>

Equity (assuming 10,000,000 shares outstanding)

<i>Entry Level</i>	<i>500</i>
<i>Administrative/Jr. Staff</i>	<i>2,500</i>
<i>Senior Staff</i>	<i>5,000</i>
<i>Manager</i>	<i>10,000</i>
<i>Director</i>	<i>20,000</i>
<i>VP</i>	<i>100K to 250K+ (1% to 2.5%+)</i>

Typical vesting terms are 4 years with quarterly vesting after the first year of service