

COMPENSATION DATA

	SERIES A	SERIES B	SERIES C
Chief Executive Officer			
Base	250K-300K	275K-325K	300K-350K
Bonus	40%-50%	40%-50%	45%-50%
Equity	5.25%-6.5%	4%-5.25%	3.75%-5%
Chief Operating Officer			
Base	225K-275K	240K-285K	260K-300K
Bonus	30%-40%	30%-40%	40%-50%
Equity	3.5%-4.5%	2.75%-3.75%	2.5%-3.5%
Chief Financial Officer			
Base	200K-235K	225K-250K	245K-275K
Bonus	30%-40%	30%-40%	40%-50%
Equity	2.5%-3.5%	2.0%-3.0%	1.75%-2.75%
Chief Medical Officer			
Base	200K-250K	210K-260K	230K-285K
Bonus	30%-40%	30%-40%	40%-50%
Equity	3.5%-4.5%	2.75%-3.75%	2.5%-3.5%
Vice President, Sales			
Base	150K-180K	165K-195K	175K-200K
Bonus	Variable	Variable	Variable
Equity	1.0%-1.5%	.75%-1.0%	0.5%-.75%