

2001 Artemis Ventures Portfolio Compensation Survey

Post Series A Companies ⁽¹⁾

Key Position	Total Cash Compensation ⁽²⁾	Number of Years Exp.	% Ownership of Company
CEO	\$229,357	15.3	8.1%
COO	\$151,667	15.7	13.7%
CFO	\$168,200	16.4	1.1%
CTO	\$141,500	9.2	7.5%
VP Marketing	\$183,750	12.5	1.1%
VP Sales	\$213,000	17.0	1.4%
VP Business Development	\$193,333	16.3	3.8%
VP Engineering	\$171,250	18.0	3.4%

Post Series B Companies ⁽³⁾

Key Position	Total Cash Compensation ⁽²⁾	Number of Years Exp.	% Ownership of Company
CEO	\$239,500	13.8	9.0%
COO	\$230,000	31.0	1.9%
CFO	\$197,500	18.7	1.5%
CTO	\$181,250	7.0	6.0%
VP Marketing	\$185,000	11.3	1.4%
VP Sales	\$232,500	16.3	1.3%
VP Business Development	\$250,000	15.0	0.7%
VP Engineering	\$202,500	20.0	1.5%

Notes

⁽¹⁾ Contains averages of Artemis Ventures Fund I & II portfolio companies. Averages calculated based on available information and reflects data from 8 companies.

⁽²⁾ Includes commission and bonus where applicable.

⁽³⁾ Includes data for four companies which have closed their Series B.