



DOLMATCONNELL & PARTNERS

Who We Are and What We Do



About DolmatConnell & Partners

DolmatConnell & Partners is a privately held compensation consulting firm dedicated to providing independent, insightful, and innovative advice in all areas of executive compensation and Board of Directors remuneration.

At a time of unprecedented scrutiny of executive compensation programs, DolmatConnell & Partners delivers the independent advice required in today's demanding governance environment. We have no benefits brokerage, HR outsourcing, insurance, actuarial, or management consulting conflicts and no cross-selling pressures.

Our consultants draw on their significant consulting and corporate experience to provide insightful advice to a wide range of clients, including venture-backed startups and Fortune 500 companies. DolmatConnell & Partners offers expertise that rivals our largest competitors with the innovative, tailored advice and exceptional client service associated with a dynamic consulting boutique.

We welcome the opportunity to introduce you to our firm and to discuss how our services may benefit your organization.

What We Deliver to Our Clients

INDEPENDENCE

Our independence is assured by our exclusive focus on compensation consulting. Our success is determined by long-lasting client relationships, not by cross-selling additional products or services.

INSIGHT

Our consultants are recognized experts in executive compensation. Since our inception, DolmatConnell & Partners' consultants have been cited in numerous publications, including The Wall Street Journal and The New York Times.

INNOVATION

Our expertise and exceptional client service result in sound analysis and innovative strategies that help companies deliver appropriate compensation solutions. We provide clients with access to our industry research studies and newsletters to keep you informed of the rapidly changing executive compensation landscape.



Our Services

We advise clients from an independent perspective on all matters of compensation, including:

- Executive Compensation
- Compensation Strategy and Philosophy Development
- Board of Directors Compensation
- Long-Term Incentive Plans
- Short-Term Incentives / Bonus Plans
- Performance Metric Selection and Calibration
- Executive Employment / Change-in-Control Agreements
 - IRC §280G / §4999 calculations
- Corporate Governance, including Compensation Committee Charters
- Pre- and Post-IPO Compensation
- Merger & Acquisition Compensation Strategies
 - Retention Plan Design

Representative Clients

HOLOGIC®

invitrogen™

Polaroid

POLYMEDICA
CORPORATION

AMERICAN WATER

BROOKS AUTOMATION

USAA®

VistaPrint
BEST PRINTING. BEST PRICE.

CRA INTERNATIONAL

atlasventure

RFMD



LO/JACK®

Amica
AUTO HOME LIFE

3COM

iRobot®

ENERNOC

GTSOLAR™
INCORPORATED

STARENT
NETWORKS

ACTELION

SPARTECH

Why DolmatConnell & Partners?

Extensive experience across all industries

Since our inception in March 2005, DC&P has worked with over 100 firms ranging from venture-backed start-ups to Fortune 500 firms. Our partners and senior consultants all have significant national, cross-industry consulting experience. Some of the firms that we have worked with include:

Alternative Energy

Conservation Services Group
Energy Answers
EnerNOC
Great Point Energy
GT Solar
GZA Geoenvironmental
Mechanology
Tamarack Energy

Biotechnology / Life Sciences

Abiomed
Acceleron Pharma
Actelion
Akela Pharma
Archemix
BG Medicine
Codon Devices
Cynosure
Forma Pharmaceuticals
Helicos Biosciences
Hologic
Invitrogen
Lev Pharmaceuticals
Momenta Pharmaceuticals
PharmAthene
PolyMedica
PolyMedix
Precision Therapeutics
Thermo Electron
United BioSource
Volcano
Xanodyne Pharmaceutical

Business / IT / Professional Services

Atlas Venture
Bedford Funding
Boston Consulting Group
CRA International
Edgewater Technology
GW Premier

Business / IT / Prof Services (Cont.)

Haley & Aldrich
Impact Science & Technology
InSource Consulting
NaviSite
SM&A
Think Equity Partners
VistaPrint

Financial Services / Insurance

Across America Real Estate
Amica Mutual Insurance
Exporters Insurance
First United Corp.
Northwest Indiana Bancorp
Slade's Ferry Bank
USAA

Hardware / Electronics / Networking

3Com
Acme Packet
Camiant
Color Kinetics
EqualLogic
iRobot
LoJack
Narad Networks
Network Engines
Polaroid
Rogers Corporation
Starent Networks
Z Corporation

Other

AD Makepeace
Fallon Clinic
GPX International Tire Corp.
Mac-Gray
Reebok
Spartech
Trex

Semiconductor

Brooks Automation
Oasis Semiconductor
Photon Dynamics
Ramtron
RF Micro Devices

Software

Applix
BladeLogic
Constant Contact
MedAssets
Monotype Imaging Holdings
NeuCo
PhaseForward
SeaChange International
Workscape

Telecommunications

Airvana
Cedar Point Communications
Comarco
CTC Communications Corp.
Digital Globe
Gateway Gulf
Micronetics
Performance Technologies
TBayTel
Warwick Valley Telephone



What Sets Us Apart from Other Firms?

Alignment of Compensation Strategy and Business Strategy

We provide more than data. In order to deliver exceptional value, we take the time to understand your business and your competitive environment thoroughly. We then tailor our advice to your specific situation and unique needs. Based on our knowledge of your organization, we can employ a strategic approach to designing the compensation program that will best assist your organization in achieving key strategic and financial objectives and that will help create a competitive advantage for your firm.

Partner Attention and Exceptional Client Service

At DolmatConnell & Partners, our consultants work with you over the entire project, from the initial stages to editing the final report. We constantly strive to exceed your expectations in order to develop a long-term relationship with you.

A Results-Driven Approach

Our approach to executive compensation considers the forms of pay, the levels of pay, and the processes used to develop pay programs to appropriately link executive compensation with key results. Whether your focus is on recruiting, retaining, or incentivizing your key people, we develop total compensation programs tailored to your needs. Our customized compensation programs move pay-for performance from rhetoric to reality, while appropriately balancing the interests of shareholders and executives.

Our Reports are Both Comprehensive and Comprehensible

Our reports are written with senior executives and Board members in mind. We provide cutting-edge quantitative analyses and highly detailed assessments without data overload. Our presentations are accessible and informative, designed to help you make key compensation decisions.



Jack Dolmat-Connell

Jack is the Chief Executive Officer of DolmatConnell & Partners, Inc. Jack is a nationally recognized expert in executive compensation, sales compensation, incentive plan design (short-term and long-term), linking pay and firm performance, and total reward strategy development. He works with start-up organizations through Fortune 500 firms, with an emphasis in human capital intensive industries such as high-technology and life sciences. Jack has particular expertise in mergers and acquisitions and turnaround situations.

Jack has significant experience in both consulting and corporate environments, providing a unique background from which to advise clients. His consulting experience includes Managing Director and National Practice Leader for Pearl Meyer & Partners, Managing Director and East Coast Practice leader for iQuantic, Managing Director and National Consulting Practice leader for the Wilson Group, and President and Founder of Solutions at Work. Jack's corporate industry experience includes roles as Senior Vice President of Global HR for Geac Computer, Senior Director of Compensation, Benefits and HRIS at Avis Technology and Stratus Computer, and various HR and Compensation and Benefits positions at Digital Equipment Corporation and Data General.

Jack has a B.A. in Economics from the University of Michigan and an MBA in Organizational Behavior and Corporate Strategy from the University of Michigan Ross Graduate School of Business. He has also been an adjunct professor at Bentley College and Babson College and an Instructor for WorldatWork.

Jack has published over 30 articles and book chapters including articles in Forbes, WorldatWork Journal, Chief Legal Executive, Mass High Tech and Boston Business Journal. He has been quoted extensively in such publications as Wall Street Journal, The New York Times, Business Week, CFO Magazine and CFO.com, Red Herring, USA Today, San Jose Mercury News, Corporate Governance News, Employee Benefits News and Compliance Week. Jack speaks regularly at many national and regional conferences and has appeared on CNBC.

Gerald Miller

Gerald (Gerry) is the Managing Director at DolmatConnell & Partners, Inc. Gerry specializes in executive compensation, Director remuneration, equity compensation and corporate governance matters as related to executive compensation. Gerry has particular experience in the high-technology and financial services industries.

Prior to joining DolmatConnell & Partners, Gerry was Executive Vice president and Chief Operating Officer of Ben S. Cole Financial and the head of their compensation consulting practice. Prior to that, he was a Vice President of Clark Consulting's Human Capital Practice (now Pearl Meyer & Partners), a Director in the compensation consulting practice at PricewaterhouseCoopers, and Vice President of Executive Compensation for State Street Corporation. Gerry has also held positions as Director of Compensation and Benefits at UST Corporation, GenRad, Inc., and A.T. Cross Company, Inc.

Gerry is a frequent speaker at regional and national conferences on matters of executive and equity compensation and has authored numerous articles on compensation and compensation-related corporate governance issues appearing in magazines such as Workspan. Gerry is a Certified Compensation Professional and a member of the National Association of Stock Plan Professionals. Gerry is an active member of WorldatWork, the professional association for compensation practitioners, has spoken at the WorldatWork national conference, and has received their Lifetime Achievement Award. Gerry has been quoted in many leading publications, including The Wall Street Journal.

Gerry holds an MBA from the University of Bridgeport and a B.S. in Economics from the University of Rhode Island.



Elizabeth Spada

Liz is a Vice President with DolmatConnell & Partners, Inc. Liz has extensive experience in all areas of compensation, specializing in executive and Director compensation, equity compensation, and short-term and long-term incentive plan design.

Liz has significant experience working in high-tech and financial services firms, in addition to consulting. Prior to joining DolmatConnell & Partners, Liz was Vice President of Compensation for Bank of America's Global Wealth & Investment Management division. Before that role, Liz served as an independent executive compensation consultant to FleetBoston Financial during their acquisition by Bank of America. Liz has also served as Director of Compensation at CMGI, Inc. where she worked with public and private companies, with a primary focus on long-term incentive design. Liz worked at Lotus Development Corporation, a division of IBM, for eight years and most recently served as Director of Compensation and Recruiting. Liz began her Human Resources career at Wang Laboratories, where she was selected from a nation-wide college search to be part of their pilot Human Resource rotational program.

Liz is a Certified Compensation Professional and holds a B.S. in Management from Bentley College and Certificate in Pension and Employee Benefits.

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