

We are considering extending an offer to [Name of Candidate] to join Purdue Pharma as [Title]. As this is a senior position of critical importance to the business, we would like input from the Board of Directors before we proceed any further. [Name] is highly qualified, bringing a unique set of experiences and skills to the position.

Detailed information on the candidate's background and our proposed compensation package can be found by clicking the links below. Please let us know if the Board members have any questions or would like to interview [him or her].

We look forward to receiving your feedback and collective view on the ability of [Name] to serve Purdue and the Board in executing our strategy for growth.

[Bio Candidate A](#)

[Compensation Package Candidate A](#)

[VP Benchmark Data](#)

A positive impact.

On healthcare. And on lives.



Candidate A
2212 Northshore, Hollywood, FL 33084
H: (405) 720-2921, C: (405) 720-3232, candidatea@sbcglobal.net

PRESIDENT ~ EXECUTIVE VICE PRESIDENT ~ CHIEF OPERATING OFFICER
Strategic Planning... Change Management... Operational Excellence... Sales Management

Accomplished senior-level executive with a 20 year track record of successful strategic and tactical leadership within the equipment and finance industry. Visionary and creative with a positive attitude and steadfast commitment to excellence. Expertise in managing organizational change to achieve maximum results. Entrepreneurial leadership style with highly effective planning, organizational, and communication skills as well as a solutions-oriented approach to problem-solving. Demonstrated ability to instill a common vision and develop a dynamic team based on trust and mutual respect. Available for travel.

CORE COMPETENCIES

- | | | |
|-------------------------------|---------------------------------|---------------------------------|
| • Profit & Loss Management | • Business Process Optimization | • Sales & Operations Management |
| • Strategic Planning & Vision | • Corporate Culture Change | • Regulatory Compliance |
| • Teambuilding & Leadership | • Lease Accounting & Servicing | • Deal Structuring |

SELECTED CAREER HIGHLIGHTS

- Operational leadership roles including multimillion-dollar P&L management and strategic planning for corporation with managed assets of \$300 million.
- Guided initiatives involving process improvement, staff development and operational efficiency.
- Championed system design and implementation project for North American market reducing costs, improving efficiencies, and enhancing competitive strength.
- Successfully managed several complex post-acquisition transition and integration phases.

CAREER PATH

LEASE FINANCE GROUP, LLC-Chicago, IL, 1993 to 2006
Privately-held equipment leasing and finance company with \$300 million in managed assets.

PRESIDENT (2005 to 2006)

EXECUTIVE VICE PRESIDENT (2003 to 2005)

CHIEF OPERATING OFFICER (1999 to 2003)

DIRECTOR OF OPERATIONS (1997 to 1999)

VICE PRESIDENT / CHIEF OPERATING OFFICER (1993 to 1997)

Retained as President to manage day-to-day business operations following the most recent sale of LFG to Goldman Sachs and Cerberus Capital in 2005. Held full planning, operating, finance, accounting, credit, sales, marketing, HR, technology, and P&L responsibility. Controlled \$15 million operating budget. Managed 8 direct reports and 115 indirect reports. Reported to Board of Directors.

- Participated in high-level operational initiatives-infrastructure design, process reengineering, reorganization, business integration, and culture change during LFG'S acquisition by Newcourt Financial Group in 1997, CIT Group in 1999, and Goldman Sachs and Cerberus Capital in 2005
- Attracted, hired, and directed talented team of professionals including CFO, Director of Sales & Marketing, and Hr Generalist to accommodate rapid growth in new and existing markets.
- Directed the liquidation of \$15 million portfolio of unsecured loans with zero loss of principal, and negotiated the purchase of \$32 million in assets from major competitor.
- Slashed operating expenses by \$1 million, reduced efficiency ratio by 5%, and increased fee income as a percentage of average financed receivables from 2.42% to 3.21%.

New Business Development & Marketing Results

- Landed equipment leasing deal with large multi-national credit card processor responsible for approximately 35% of Canadian credit card processing market.
- Developed and deployed sales and marketing plan focused on new territory assignments throughout North America, resulting in increased retention of Independent Sales Organizations (ISOs).
- Gained entry into POS equipment leasing market in Canada by hiring local sales executive to network among ISOs in Canadian market.
- Consistently exceeded annual "earnout" incentive benchmarks while maintaining strict operating controls and disciplines. Grew portfolio of managed assets from 30,000 to 200,000+ leases within 4 years.

Technology & Process Engineering

- Led development team in information technology alignment following CIT'S acquisition of LFG.
- Project managed the development and implementation of automated collection and customer service system with integrated voice response (IVR) capability.
- Directed technology team responsible for development, customization and implementation of stand-alone systems for booking and tracking lease originations.
- Created data extraction methodology and securitization reporting/servicing requirements for institutional third parties.
- Integrated LFGs origination and leasing systems with affiliate Independent Sales Organization, SIA, Ltd.

Additional Career Experience:

International Investment Group, Inc. - Vice President; Chief Operating Officer / Dallas Leasing Group, Ltd. - Vice President / **Illinois Capital Group, Inc.** - Vice President

EDUCATION

BS, Accounting - DePaul University; Chicago, IL

Name
Offer Discussion - VP, Position Title



	Current Compensation Current Company	Purdue Proposed	vs. Current	
Base Salary	\$0	\$0	0.0%	
Annual Bonus Percent	0%	0%		
Annual Bonus Amount	\$0	\$0	0.0%	
Total Annual Cash Target	\$0	\$0	0.0%	Incremental = \$0

Long-Term Awards

Total Long-Term Award Target	\$0	\$0		
(explanation of current long-term award value at current company)				<u>Purdue LTRP</u> 1st grant will cover the 2014-2016 cycle Performance period through end of 2016; paid in March 2017
Total	\$0	\$0	0.0%	Incremental = \$0

Sign-On Bonus Amounts

___ days after employment	\$0
1 year after employment	\$0
<u>2 years after employment</u>	<u>\$0</u>
TOTAL	\$0

Candidate Name
Offer Discussion - Vice President, Position Name



	<u>Proposed</u>	
Base Salary	\$0	
Annual Bonus:	Percent of Base	0%
	Target Amount	\$0
Total Annual Cash Target	\$0	
<u>Long-Term Awards</u>		
LTI Target Amount	\$0	<u>Purdue LTRP</u> 1st grant will cover the 2015-2017 cycle utilizing the Corporate LTI Plan.
Total	\$0	



Purdue Pharma L.P.
Executive Compensation Review

Employee Title: VP, Position Title
Incumbent: Name

Internal Comparisons:

	Position	Base Salary	Target Annual Bonus	Target LTI Award	Total Compensation
Name	Position	\$xxx,000	\$xxx,000	\$xxx,000	\$xxx,000
Name	Position	\$xxx,000	\$xxx,000	\$xxx,000	\$xxx,000
Name	Position	\$xxx,000	\$xxx,000	\$xxx,000	\$xxx,000
Name	Position	\$xxx,000	\$xxx,000	\$xxx,000	\$xxx,000
Name	Position	\$xxx,000	\$xxx,000	\$xxx,000	\$xxx,000

Market Compensation Data:

Compensation Element	Purdue Data (in US\$ thousands)	Towers Watson Market Data (in US\$ thousands)			Purdue Pharma vs. Market		
		25 th %ile	50 th %ile	75 th %ile	25 th %ile	50 th %ile	75 th %ile
Base Salary	\$000.0	\$000.0	\$000.0	\$000.0	0.0%	0.0%	0.0%
Target Bonus	\$000.0	\$000.0	\$000.0	\$000.0			
Target Total Cash	\$000.0	\$000.0	\$000.0	\$000.0	0.0%	0.0%	0.0%
LTI Grant	\$000.0						
LTI Grant – Net Present Value	\$000.0	\$000.0	\$000.0	\$000.0			
Target Total Value	\$000.0	\$000.0	\$000.0	\$000.0	0.0%	0.0%	0.0%

Notes: 1) Target Total Value reflects the Net Present Value of the LTRP grant based on implementation of the New LTI Plan for the MNP Independent Associated Companies.

2) All market data are current as of April 1, 2014.

Market Revenue Scope Data:

The revenue scope for the market benchmark data are as follows (in US\$ millions):

25th Percentile: \$0,000

50th Percentile: \$0,000

75th Percentile: \$0,000

Market Job Match/Description:

Executive Title - Has primary responsibility for <<<< description of position as used in the salary survey>>>>

