



## 2020-2021 COMPENSATION MEMO

Date: January 11 2021  
To: Tyler Jaquish  
Business Division: Shared Services  
Department: Engineering  
Location: Washington  
Reviewer: Jess Carlos

Dear Tyler,

We want to take this opportunity to thank you for your contributions at StepStone during 2020. We greatly appreciate your efforts and applaud your achievements. We look forward to another successful year ahead.

**Your annualized compensation summary is outlined below** (all amounts are shown in local currency; please refer to your 2020 total rewards statement for applicable detail and disclaimers):

COMPENSATION SUMMARY				
	2019	2020	2021	
CASH COMPENSATION				
Annualized Base Salary	100,000	<b>110,000</b>	140,000	Increase in 2021 Base is 27%
Annualized Bonus	20,000	<b>30,000</b>		2020 Bonus as % of Base is 27%
Total Cash Comp	120,000	<b>140,000</b>		17% Increase in 2020 Cash Comp
FOUNDERS' GRANT AWARD HOLDINGS (VALUE ASSUMING FULLY VESTED)				
Value Assuming Fully Vested on 12/31/2020:		<b>24,875</b>	At Grant Date:	11,250
ANNUALIZED BASE + BONUS + FOUNDERS GRANT ASSUMING FULLY VESTED				
<b>Total</b>	120,000	<b>164,875</b>		
<b>2020 TITLE</b>	<b>SENIOR SOFTWARE ENGINEER</b>			
<b>2021 TITLE</b>	<b>SENIOR SOFTWARE ENGINEER</b>			

Thank you again for your ongoing contributions at StepStone Group.

Most Sincerely,

StepStone Partners