

Nexis® for Development Professionals Search Tip

Conducting Compensation Searches

A compensation search can help you better understand a donor's giving potential, but the path you take to find information on a company and persons associated with a company can be complex depending on whether the company is publicly traded or private.

Public Companies

- Conduct stock trades on an exchange or over-the-counter, not necessarily in the U.S.
- Are subject to disclosure requirements and regular filings with the Securities and Exchange Commission (SEC)

Financial information such as income statements, balance sheets and more are readily available because they are part of the SEC filings. The best sources of information include, but are not limited to, SEC filings, company profiles and news articles.

Private Companies

- Do not conduct public stock trades and are typically owned by a small group of individuals
- May not have stock; the company could be a partnership or sole proprietorship
- Are subject to the normal laws of doing business, but are generally not subject to SEC rules

Financial information may be more difficult to find, because they are not required to report such information. One important exception to that rule? If a private company issues bonds, it must make filings with the SEC. The best sources of information for private companies include, but are not limited to, Dun & Bradstreet, news and public records.

Private company information availability may also depend on the size and prominence of that company within its industry or market. Private companies that significantly impact the economy are likely to have been profiled by our sources.

Individuals

As with companies, the information on an individual and that person's compensation depends on the type of organization.

- Publicly-traded companies disclose executives or board members compensation including salary and stock options.
- Private companies do not have to disclose this information and so, unless there is some reference in the news or a biographical source, it can be more challenging to determine executive or board member compensation.

Where else can you look?

Insider trading filings—SEC Forms 3, 4, and 144—report individuals or institutional holders like mutual funds that own or sell 5%-10% of stock. In addition to these types of holders, they also report on those who are given stock because they serve either on the board or at the executive level of a public company.

Finding public information is rather easy and can be done via the Individual tab on the LexisNexis for Development Professionals custom user interface. Private information may also be available but varies by individual. If a person is a public figure who receives press coverage as a result of company, board or charity affiliations, there may be a considerable amount of information available. LexisNexis for Development Professionals also features biographical sources where an individual may have been profiled.

Expanding Your Search using the Advanced tab

After you have exhausted the search capabilities of the LexisNexis for Development Professionals custom user interface, you can continue your search by clicking on the 'Advanced' tab to conduct a 'Power Search'

From the Power Search window, you can conduct any of the types of searches shown below with the **Terms and Connectors** capability and using the **News, All (English, Full Text)** source. You can always select a different source if you choose.

Search suggestions

If you know the name of the individual you are looking for and an affiliated company, you can use that in your search strategy. In this example, we will use Gregory Page, CEO of Cargill Inc., the largest privately owned company in the United States.

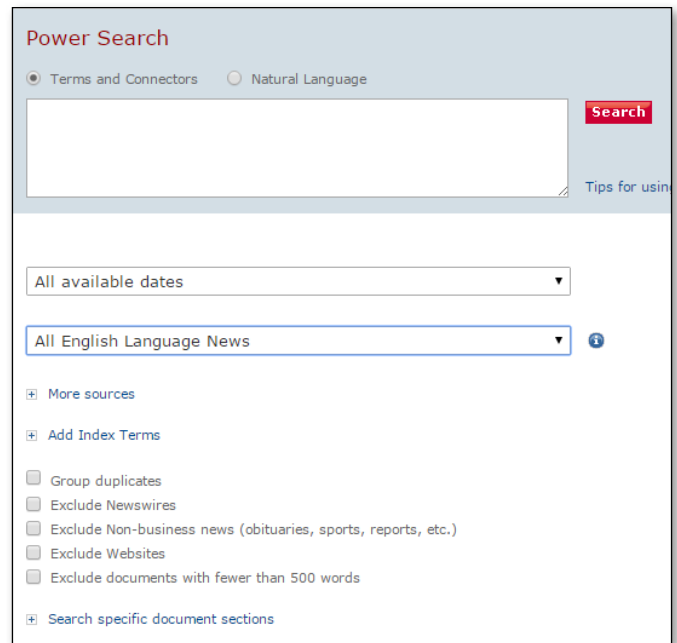
(greg! w/3 page) w/15 cargill w/25 salar! or compensat! or pay! or paid or bonus! or stock or share

If you don't know the name of the person, but want to find out information on the executives of a company, you can use this strategy. We'll use Cargill again, but you can place whatever name you like in the search.

hlead(Cargill) w/15 executive or ceo or chairman or president or director or officer w/15 compensat! or salar! or pay! or paid or bonus! or stock or share

If you would like to find less specific press on an individual, you can do a simple search like this:

hlead(greg! w/3 page) and at13(page)



This puts the name in the headline or lead paragraph and has the last name mentioned at least three times or more throughout the article. You can scan the articles to discover interests, activities or anything that made press without limiting it in your search string. You can also increase the number in the 'at!' feature if three is too low (at!5, at!10 etc.)

If your search is stopped due to too many results, you can always edit your search to add a date restriction or add the company name to narrow your results.

After you retrieve results, you can always search within them by using a company name or an additional term you may find within some of the articles.

For further assistance with this type of search, contact LexisNexis® customer support at **800-543-6862**.