

MBA Year	Consulting firm at time of offer	Offer Components					Offering Company	Result
		Title	Base Salary	Annual Bonus	Annual Equity	Sign-on		
1999	Previously with Big 3	Chief of Strategy	\$350,000	55%	\$400,000	\$500,000+ in equity	Corporation	Accepted
2005	Previously with Big 3	Director	\$225,000	30%	n/a	\$50,000	Corporation	Declined
2006	Previously with Top 10	Principal	\$213,000	11%	n/a	n/a	Startup	Accepted
2006	Top 10	Senior Director	\$225,000	25%	\$75,000	\$20,000	Corporation	Declined
2008	Previously with Big 3	Director	\$205,000	25%	\$30,000	\$35,000	Corporation	Accepted
2008	Big 3	Senior Director	\$215,000	25%	\$75,000	\$30,000	Corporation	Accepted
2008	Big 3	Director	\$180,000	35%	n/a	\$20,000	Corporation	Declined
2009	Previously with Big 3	Director	\$225,000	30%	\$70,000	\$70,000	Corporation	Accepted
2009	Big 3	Senior Director	\$200,000	25%	\$75,000	n/a	Corporation	Declined
2011	Big 3	Director	\$185,000	35%	n/a	\$15,000	Corporation	Accepted
2011	Big 3	Manager	\$225,000	33%	n/a	\$10,000	Hedge Fund	Declined
2012	Big 3	Director	\$185,000	25%	n/a	n/a	Corporation	Accepted
2012	Big 3	Director	\$165,000	20%	\$8,000	\$45,000	Corporation	Accepted
2012	Big 3	Manager	\$250,000	40%	n/a	n/a	Hedge Fund	Accepted
2012	Big 3	Senior Manager	\$170,000	20%	n/a	n/a	Corporation	Declined
2013	Big 3	Director	\$150,000	15%	n/a	n/a	Non-Profit	Accepted
2013	Top 10	Senior Manager	\$158,000	35%	n/a	\$20,000	Corporation	Accepted
2013	Big 3	Director	\$180,000	30%	n/a	n/a	Corporation	Declined
2013	Big 3	Manager	\$140,000	25%	n/a	\$10,000	Corporation	Declined
2013	Big 3	Manager	\$130,000	25%	n/a	n/a	Corporation	Accepted
2013	Top 10	Director	\$165,000	30%	\$41,250	n/a	Corporation	Accepted
2013	Big 3	Senior Manager	\$170,000	20%	n/a	n/a	Corporation	Declined
2013	Big 3	Manager	\$130,000	25%	n/a	\$20,000	Corporation	Declined
2013	Big 3	Director	\$180,000	30%	\$50,000	n/a	Corporation	Accepted
2013	Big 3	Director	\$175,000	20%	\$40,000	n/a	Corporation	Declined
2013	Big 3	Director	\$165,000	30%	\$41,250	n/a	Corporation	Accepted
2014	Big 3	Manager	\$154,000	10%	n/a	\$15,000	Corporation	Accepted
2014	Top 10	Senior Manager	\$175,000	15%	n/a	\$10,000	Corporation	Accepted
2014	Big 3	Manager	\$160,000	63%	n/a	\$75,000	Hedge Fund	Accepted
2012 undergrad	Top 10	Manager	\$130,000	10%	\$10,000	\$10,000	Corporation	Accepted
2013 undergrad	Top 10	Analyst	\$100,000	10%	n/a	\$3,000	Corporation	Accepted
2013 undergrad	Top 10	Associate	\$100,000	100%	n/a	n/a	Private Equity Firm	Accepted
2013 undergrad	Top 10	Associate	\$140,000	57%	n/a	n/a	Private Equity Firm	Accepted
2013 undergrad	Top 10	Analyst	\$105,000	33%	n/a	n/a	Hedge Fund	Accepted
2013 undergrad	Big 3	Analyst	\$100,000	88%	n/a	\$5,000	Hedge Fund	Accepted
2013 undergrad	Big 3	Manager	\$90,000	10%	n/a	n/a	Corporation	Declined
2014 undergrad	Big 3	Associate	\$115,000	100%	n/a	n/a	Private Equity Firm	Accepted
2014 undergrad	Big 3	Associate	\$125,000	80%	n/a	n/a	Private Equity Firm	Accepted
2014 undergrad	Big 3	Manager	\$150,000	33%	n/a	\$20,000	Hedge Fund	Accepted
2014 undergrad	Big 3	Senior Analyst	\$90,000	16%	n/a	\$15,000	Corporation	Declined
2014 undergrad	Top 10	Senior Analyst	\$90,000	16%	n/a	\$15,000	Corporation	Declined
2014 undergrad	Top 10	Senior Analyst	\$95,000	16%	n/a	\$15,000	Corporation	Accepted
2014 undergrad	Big 3	Associate	\$115,000	86%	n/a	n/a	Private Equity Firm	Accepted
2014 undergrad	Big 3	Associate	\$100,000	100%	n/a	n/a	Private Equity Firm	Accepted
2014 undergrad	Big 3	Analyst	\$95,000	10%	n/a	n/a	Corporation	Declined

SOURCE: The data points are a subset of offers extended to Charles Aris candidates by Charles Aris clients during the first six months of 2016. Each row represents a unique candidate (i.e. no two rows are for the same candidate).