



Company extending offer	Offer Components						Title at time of offer	Company at time of offer	Result
	Title	Total Cash Compensation	Base Salary	Annual Bonus	Equity*	Sign-on			
Private	EVP	\$910,000	\$700,000	30%	\$300,000 annually	\$250,000	VP	Public **	Accepted
PE Portfolio	SVP	\$722,500	\$425,000	70%	\$10M	\$300,000	SVP	Public **	Accepted
PE Portfolio	SVP	\$450,000	\$300,000	50%	\$2.5M	N/A	SVP	Public	Accepted
PE Portfolio	SVP	\$400,500	\$267,000	50%	\$2M	N/A	Sr. Director	Public **	Accepted
PE Portfolio	SVP	\$385,000	\$275,000	40%	\$2.5M	\$80,000	VP	Public **	Accepted
PE Portfolio	SVP	\$338,000	\$260,000	30%	\$1.2M	N/A	VP	Public **	Accepted
Public	VP	\$435,000	\$300,000	45%	\$225,000 annually	N/A	VP	Public	Accepted
PE Portfolio	VP	\$374,000	\$275,000	36%	\$500,000	N/A	Sr. Manager	Public **	Accepted
PE Portfolio	VP	\$350,000	\$250,000	40%	\$1.4M	\$80,000	Partner	Top Strategy Consulting Firm	Accepted
PE Portfolio	VP	\$337,500	\$225,000	50%	\$1M	N/A	Manager	Public	Accepted
PE Portfolio	VP	\$312,500	\$250,000	25%	\$1.5M	N/A	Sr. Director	Public **	Accepted
PE Portfolio	VP	\$300,000	\$200,000	50%	\$1M	N/A	Sr. Director	Public **	Declined
Public	Director	\$273,000	\$210,000	30%	\$40,000 annually	\$25,000	VP	Top Investment Bank	Accepted
PE Portfolio	Director	\$260,000	\$200,000	30%	\$700,000	N/A	VP	Top Investment Bank	Accepted
PE Portfolio	Director	\$226,050	\$165,000	37%	\$600,000	N/A	Engagement Manager	Top Strategy Consulting Firm **	Accepted
PE Portfolio	Manager	\$175,000	\$125,000	40%	\$400,000	N/A	VP	Top Investment Bank	Declined
PE Portfolio	Manager	\$169,000	\$130,000	30%	\$300,000	N/A	Associate	Public **	Accepted
PE Portfolio	Manager	\$148,500	\$135,000	10%	\$90,000	N/A	Associate	PE Portfolio **	Accepted

SOURCE: These data points are a subset of recent offers extended to Charles Aris candidates by Charles Aris clients for corporate development positions. Each row represents a unique candidate (i.e., no two rows are for the same candidate).

* Represents value at 2.5 x return

** Represents prior investment banking experience