



# 2020 Offer Report

## Corporate Development / M&A

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			
PE Portfolio	SVP	\$450,000	\$300,000	50%	\$8.7M	\$75,000	VP**	Public	Accepted
PE Portfolio	SVP	\$427,500	\$285,000	50%	\$4.5M	\$50,000	VP**	Public	Accepted
PE Portfolio	VP	\$450,000	\$250,000	80%	\$1.5M	N/A	Director	Top Investment Bank	Accepted
PE Portfolio	VP	\$351,000	\$260,000	35%	\$4M	N/A	SVP	PE Portfolio	Accepted
PE Portfolio	VP	\$336,000	\$240,000	40%	\$1.6M	\$100,000	Director**	Public	Accepted
Private	VP	\$324,000	\$240,000	35%	N/A	\$25,000	Director**	Public	Declined
PE Portfolio	VP	\$305,500	\$235,000	30%	\$1.9M	\$10,000	VP	Private	Accepted
PE Portfolio	VP	\$300,000	\$250,000	20%	\$2M	N/A	VP**	Public	Accepted
Private	Sr. Director	\$337,500	\$250,000	35%	\$115,000 annually	N/A	Director	Top Investment Bank	Accepted
Private	Director	\$337,500	\$250,000	35%	N/A	N/A	VP**	Private	Accepted
Private	Director	\$324,000	\$240,000	35%	N/A	\$25,000	Director**	Public	Declined
Public	Director	\$273,000	\$210,000	30%	\$150,000 annually	N/A	Sr. Manager**	Public	Accepted
PE Portfolio	Director	\$270,000	\$200,000	35%	\$1.5M	\$20,000	Director	Top Investment Bank	Accepted
PE Portfolio	Director	\$231,250	\$185,000	25%	\$300,000	N/A	Director	Public	Accepted
Public	Manager	\$228,150	\$195,000	17%	\$25,000 annually	\$20,000	VP	Top Investment Bank	Accepted
Public	Manager	\$212,750	\$185,000	15%	\$20,000 annually	\$25,000	VP	Top Investment Bank	Declined
PE Portfolio	Manager	\$162,000	\$135,000	20%	\$75,000	\$15,000	Manager**	PE Portfolio	Accepted
Private	Manager	\$159,500	\$145,000	10%	\$15,000 annually	\$15,000	Associate**	Private	Accepted

SOURCE: These data points are a subset of offers extended to Charles Aris candidates by Charles Aris clients for corporate development positions in 2020.

Each row represents a unique candidate (i.e., no two rows are for the same candidate).

\* Represents value at 3 x ROIC

\*\* Represents prior investment banking experience