



2018 Mid-Year Offer Report for Strategy Consultants

MBA Year	Consulting firm at time of offer*	Offer Components					Company extending offer	Result
		Title	Base Salary	Annual Bonus	Annual Equity	Sign-on		
2000	x-Big 3	SVP	\$300,000	50%	\$300,000	n/a	PE-Backed Corporation	Declined
2002	x-Big 3	SVP	\$320,000	72%	\$250,000	\$20,000	PE-Backed Corporation	Accepted
2007	x-Big 3	SVP	\$275,000	40%	\$1.5M one-time grant	\$80,000	PE-Backed Corporation	Accepted
2007	x-Big 3	VP	\$310,000	40%	\$57,500	\$50k year 1 \$50k year 2	Corporation	Accepted
2009	x-Big 3	VP	\$300,000	33%	n/a	\$50,000	Corporation	Accepted
2009	x-Big 3	VP	\$225,000	30%	\$75,000	n/a	Corporation	Accepted
2010	x-Big 3	VP	\$275,000	36%	\$400,000	n/a	PE-Backed Corporation	Accepted
2011	Big 3	AVP	\$220,000	27%	n/a	n/a	PE-Backed Corporation	Declined
2011	Big 3	Director	\$190,000	35%	n/a	\$10,000	Corporation	Accepted
2012	Big 3	VP	\$230,000	140%	n/a	\$50,000	Asset Management	Declined
2012	Big 3	VP	\$250,000	72%	n/a	\$10,000	Asset Management	Accepted
2013	x-Big 3	SVP	\$183,000	30%	\$18,000	\$75,000 in equity	Corporation	Accepted
2013	Big 3	Director	\$196,000	25%	\$43,000	\$30,000	Corporation	Accepted
2013	Big 3	AVP	\$190,000	30%	n/a	n/a	PE-Backed Corporation	Declined
2013	Big 3	Director	\$215,000	35%	\$30,000	\$30,000	Corporation	Accepted
2014	Big 3	Manager	\$195,000	77%	n/a	\$20,000	Asset Management	Accepted
2014	Big 3	Director	\$180,000	20%	\$40,000	\$20,000	Corporation	Accepted
2014	Top 9	Director	\$180,000	20%	\$26,200	n/a	PE-Backed Corporation	Accepted
2014	Big 3	Director	\$170,000	20%	\$40,000	\$15,000	Corporation	Declined
2014	Big 3	Senior Manager	\$170,000	20%	n/a	n/a	Corporation	Declined
2015	Big 3	VP	\$165,000	100%	\$135,000 in carry	n/a	Private Equity	Accepted
2015	Big 3	Senior Manager	\$175,000	20%	\$30,000	\$15,000	Corporation	Accepted
2015	Big 3	Senior Manager	\$170,000	20%	n/a	n/a	Corporation	Accepted
2015	Big 3	Director	\$190,000	30%	n/a	\$20,000	PE-Backed Corporation	Accepted
2015	Top 9	Senior Manager	\$163,000	20%	n/a	\$10,000	PE-Backed Corporation	Accepted
2015	Big 3	VP	\$185,000	35%	n/a	n/a	Asset Management	Accepted
2015	Big 3	Director	\$175,000	35%	n/a	n/a	Corporation	Accepted
2015	Big 3	Director	\$185,000	20%	\$20,000	n/a	Corporation	Accepted
2015	Big 3	Manager	\$195,000	67%	n/a	n/a	Asset Management	Accepted
2015	Big 3	Senior Manager	\$170,000	20%	n/a	\$20,000	Corporation	Declined
2015	Big 3	Manager	\$190,000	53%	n/a	n/a	Asset Management	Declined
2015	Big 3	VP	\$180,000	28%	\$270,000 in carry	n/a	Private Equity	Declined
2016	Top 9	Director	\$170,000	20%	n/a	n/a	PE-Backed Corporation	Accepted
2016	Top 9	Manager	\$160,000	20%	n/a	\$35,000	Corporation	Accepted
2016	Big 3	Senior Manager	\$170,000	20%	n/a	n/a	Corporation	Declined
2016	Top 9	Senior Manager	\$175,000	20%	n/a	\$20,000	Corporation	Accepted
2016	Big 3	Director	\$160,000	13%	n/a	n/a	Corporation	Declined
2014 undergrad	Big 3	Senior Manager	\$155,000	10%	\$10,000	n/a	Corporation	Accepted
2014 undergrad	Big 3	Associate	\$180,000	67%	n/a	n/a	Asset Management	Accepted
2015 undergrad	Top 9	Associate	\$100,000	100%	n/a	\$5,000	Private Equity	Accepted
2015 undergrad	Big 3	Associate	\$150,000	33%	n/a	n/a	Private Equity	Accepted
2015 undergrad	Big 3	Senior Associate	\$145,000	18%	n/a	n/a	PE-Backed Corporation	Accepted
2015 undergrad	Big 3	Associate	\$125,000	72%	n/a	n/a	Private Equity	Accepted
2015 undergrad	Big 3	Associate	\$125,000	72%	n/a	n/a	Private Equity	Declined
2016 undergrad	Big 3	Associate	\$115,000	100%	n/a	n/a	Private Equity	Accepted
2016 undergrad	Big 3	Associate	\$150,000	65%	n/a	n/a	Private Equity	Accepted
2016 undergrad	Big 3	Associate	\$125,000	72%	n/a	n/a	Private Equity	Accepted
2016 undergrad	Big 3	Manager	\$105,000	15%	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 2018. Each row represents a unique candidate (i.e. no two rows are for the same candidate).
 * "Big 3" = Bain & Company, The Boston Consulting Group or McKinsey & Company.
 * "Top 9" = A.T. Kearney, EY-Parthenon, L.E.K. Consulting, Monitor Deloitte, Oliver Wyman or Strategy&.

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