



## 2019 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	Equity**	Sign-on		
1999	x-Tier 1	SVP	\$425,000	70%	\$10M at exit	\$350,000	PE-Backed Corporation	Accepted
2003	x-Big 3	SVP	\$300,000	50%	\$1.6M at exit	n/a	PE-Backed Corporation	Accepted
2005	x-Big 3	VP	\$225,000	35%	n/a	n/a	PE-Backed Corporation	Declined
2006	x-Big 3	SVP	\$300,000	50%	\$2M at exit	\$150,000	PE-Backed Corporation	Declined
2009	Big 3	SVP	\$300,000	150%	\$3.7M of carry	n/a	Private Equity	Accepted
2009	Tier 1	Director	\$250,000	25%	n/a	\$50,000	Corporation	Accepted
2011	x-Big 3	Sr. Director	\$215,000	30%	\$50,000 annually	\$100,000	Corporation	Accepted
2012	x-Tier 1	Sr. Director	\$190,000	25%	\$75,000 annually	\$20,000	Corporation	Declined
2012	Big 3	VP	\$375,000	40%	\$150,000 annually	n/a	Corporation	Accepted
2012	Big 3	Director	\$200,000	175%	\$1.2M of carry	n/a	Private Equity	Accepted
2013	x-Tier 1	Sr. Director	\$195,000	25%	\$75,000 annually	\$10,000	Corporation	Declined
2013	Big 3	Sr. Director	\$195,000	20%	\$100,000 annually	\$65,000	PE-Backed Corporation	Accepted
2013	Big 3	VP	\$250,000	100%	\$1.3M of carry	\$70,000	Private Equity	Accepted
2013	Big 3	VP	\$250,000	40%	\$1.4M at exit	\$80,000	PE-Backed Corporation	Accepted
2013	Big 3	Director	\$215,000	25%	\$80,000 annually	n/a	Corporation	Declined
2014	Big 3	VP	\$225,000	100%	\$3.3M of carry	n/a	Private Equity	Accepted
2014	Tier 1	Sr. Director	\$190,000	30%	n/a	\$30,000	Corporation	Accepted
2014	Big 3	Director	\$180,000	25%	n/a	n/a	Corporation	Declined
2014	Tier 1	AVP	\$190,000	25%	n/a	n/a	PE-Backed Corporation	Accepted
2015	Tier 1	Director	\$195,000	15%	n/a	n/a	Corporation	Accepted
2015	Big 3	Director	\$210,000	30%	n/a	n/a	Asset Management	Accepted
2015	Big 3	AVP	\$225,000	25%	\$40,000 annually	\$25,000	Corporation	Accepted
2015	Big 3	Director	\$195,000	20%	n/a	n/a	Corporation	Declined
2015	Big 3	Director	\$185,000	30%	n/a	\$10,000	Corporation	Declined
2015	Big 3	Director	\$215,000	20%	\$75,000 annually	n/a	Corporation	Declined
2015	Big 3	VP	\$230,000	75%	\$750k of carry	n/a	Private Equity	Accepted
2016	Big 3	Director	\$175,000	25%	n/a	n/a	PE-Backed Corporation	Accepted
2016	Tier 1	Sr. Manager	\$165,000	15%	\$25,000 annually	\$12,000	Corporation	Declined
2016	Tier 1	Sr. Manager	\$180,000	20%	\$25,000 annually	\$30,000	Corporation	Accepted
2016	Tier 1	Director	\$180,000	15%	n/a	\$20,000	PE-Backed Corporation	Accepted
2016	Big 3	Director	\$180,000	35%	n/a	n/a	Corporation	Accepted
2016	Big 3	Director	\$195,000	20%	\$75,000 annually	n/a	Corporation	Accepted
2016	Tier 1	Director	\$190,000	20%	\$25,000 annually	\$50,000	Corporation	Accepted
2016	Big 3	Sr. Manager	\$185,000	20%	n/a	n/a	PE-Backed Corporation	Declined
2016	Tier 1	Director	\$180,000	25%	n/a	n/a	PE-Backed Corporation	Declined
2017	Tier 1	Sr. Manager	\$160,000	30%	n/a	n/a	Corporation	Accepted
2017	Big 3	Director	\$180,000	35%	n/a	n/a	Corporation	Accepted
2017	Big 3	Sr. Manager	\$175,000	15%	\$25,000 annually	\$45,000	Corporation	Accepted
2017	Big 3	Sr. Manager	\$160,000	20%	\$15,000 annually	\$15,000	Corporation	Declined
2015 undergrad	Tier 1	Manager	\$150,000	20%	n/a	n/a	PE-Backed Corporation	Accepted
2015 undergrad	Tier 1	Associate	\$155,000	20%	n/a	\$25,000	Asset Management	Accepted
2016 undergrad	Tier 1	Associate	\$100,000	80%	n/a	n/a	Private Equity	Accepted
2016 undergrad	x-Big 3	Associate	\$125,000	20%	n/a	n/a	Corporation	Accepted
2016 undergrad	Tier 1	Associate	\$115,000	100%	n/a	n/a	Private Equity	Accepted
2016 undergrad	Big 3	Director	\$160,000	15%	n/a	\$10,000	Corporation	Accepted
2016 undergrad	Big 3	Associate	\$125,000	80%	n/a	n/a	Private Equity	Accepted
2016 undergrad	Tier 1	Associate	\$100,000	100%	n/a	n/a	Private Equity	Declined
2017 undergrad	Big 3	Associate	\$125,000	80%	n/a	n/a	Private Equity	Accepted
2017 undergrad	Tier 1	Manager	\$120,000	20%	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 2019. 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.  
 \*\* "Tier 1" includes other top firms such as A.T. Kearney, Deloitte, EY-Parthenon, L.E.K. Consulting, Oliver Wyman and Strategy&PwC.  
 \*\* Equity can take three forms: "annually" meaning annual grant of stock options or Restricted Stock Units (RSUs), "at exit" meaning a one time grant with expected value upon sale of the business, and "carry" meaning expected value upon fund exit assuming 2x return and participation in the full lifecycle of the fund.

Copyright 2019 Charles Aris, Incorporated. All rights reserved. Not to be utilized by any third party without the prior consent of Charles Aris, Incorporated.

Best viewed when printed on legal-sized paper.