

| TICHE | | 2025 | Privat | e Equ | ity Coi | npens | ation 1 | Report |
|--|---|---|--|--|--|--|--|----------------------------------|
| COMPANY TYPE | INDUSTRY | ANNUAL REVENUE / FUND SIZE | TITLE Enç | BASE SALARY gineering & Operati | ANNUAL BONUS | MPONENTS TOTAL CASH COMPENSATION | EQUITY**/CARRY* | CASH SIGN-ON |
| PE Portfolio PE Portfolio | Industrial Services Industrial Services | \$90M \$250M-\$500M | Chief Executive Officer Chief Commercial Officer | \$325,000 \$275,000 | \$113,750 \$151,250 | \$438,750 \$426,250 | 30% of management incentive pool \$2M at exit | N/A N/A |
| PE Portfolio PE Portfolio PE Portfolio | Industrial Products Industrial Products Industrial Services | \$280M \$90M \$15M-\$20M | Vice President / General Manager Chief Commercial Officer Executive Vice President, Operations | \$300,000 \$237,000 \$190,000 | \$90,000 \$82,950 \$95,000 | \$390,000 \$319,950 \$285,000 | N/A \$1.5M at exit \$1M at exit | N/A \$25,000 \$10,000 |
| PE Portfolio PE Portfolio | Plastics Manufacturing Industrial Products | \$1B-\$1.2B \$70M-\$80M | Managing Director Director, Procurement & Supply | \$210,000 \$200,000 | \$60,000 \$40,000 | \$260,000 \$240,000 | N/A Equity included, value not disclosed | N/A N/A |
| PE Portfolio PE Portfolio PE Portfolio | Industrial Products Industrial Products Industrial Products | \$100M \$280M \$280M | Director, Operations Director, Operations Director, Operations | \$200,000 \$200,000 \$200,000 | \$40,000 \$40,000 \$40,000 | \$240,000 \$240,000 \$240,000 | N/A N/A N/A | \$25,000 N/A N/A |
| PE Portfolio PE Portfolio | Agriculture | \$80M \$25M | Director, Operations Director, Poultry Markets | \$190,000 \$174,000 | \$38,000 \$60,900 | \$237,000 \$234,900 | N/A N/A Equity included, value not | N/A N/A |
| PE Portfolio PE Portfolio PE Portfolio | Industrial Products Industrial Products Wood Manufacturing | \$30M \$40M-\$45M \$30M-\$50M | General Manager Director, Human Resources Director, Operations | \$170,000 \$145,000 \$125,000 | \$34,000 \$29,000 \$25,000 | \$204,000 \$174,000 \$150,000 | M/A | \$25,000 N/A \$6,500 |
| PE Portfolio PE Portfolio | Industrial Products Agriculture | \$45M-\$50M \$35M | Executive Director Legal Affairs Administrator Finance | \$125,000 \$105,000 & Corporate Deve | N/A N/A opment | \$125,000 \$105,000 | N/A N/A | N/A N/A |
| PE Portfolio PE Portfolio | Business Services Business Services | \$4.7B \$275M | Head of Corporate Development Chief Development Officer | \$450,000 \$450,000 | \$300,000 \$270,000 | \$750,000 \$720,000 | N/A \$11.5M at exit | \$500,000 N/A |
| PE Portfolio PE Portfolio PE Portfolio | Healthcare Healthcare Industrial Products | \$40M \$60M | Chief Financial Officer Chief Development Officer Chief Executive Officer | \$400,000 \$350,000 \$325,000 | \$120,000 \$140,000 \$162,500 | \$520,000 \$490,000 \$487,500 | N/A N/A \$3M-\$4M at exit | N/A N/A N/A |
| PE Portfolio PE Portfolio PE Portfolio | Life Sciences Aerospace/Defense Agriculture | \$55M \$800M UNDISCLOSED | Chief Financial Officer Head of Corporate Development Chief Financial Officer | \$325,000 \$325,000 \$325,000 | \$162,500 \$162,500 \$162,500 | \$487,500 \$487,500 \$487,500 | 1,800 class P units N/A Equity included, value not | N/A \$50,000 N/A |
| PE Portfolio PE Portfolio | Financial Services Life Sciences | \$300M \$1.1B | Head of Corporate Development Senior Vice President, Head of Corporate Development | \$300,000 \$305,000 | \$150,000 \$122,000 | \$450,000 \$427,000 | N/A N/A | N/A N/A |
| PE Portfolio PE Portfolio PE Portfolio | Business Services Healthcare Business Services | \$40M \$110M \$600M | Vice President, Corporate Development Vice President, Corporate Development & Strategy Vice President, Corporate Development | \$300,000 \$310,000 \$280,000 | \$120,000 \$93,000 \$112,000 | \$420,000 \$403,000 \$392,000 | \$2M at exit \$1.5M at exit \$2M at exit | \$85,000 N/A \$80,000 |
| PE Portfolio PE Portfolio | Industrial Products Transportation & Logistics | \$400M \$1B | Vice President, Corporate Development Vice President, FP&A Vice President, Corporate | \$260,000 \$250,000 | \$130,000 \$125,000 | \$390,000 \$375,000 | \$1.75M at exit | N/A \$75,000 |
| PE Portfolio PE Portfolio PE Portfolio | Business Services Industrial Products Business Services | \$70M \$100M \$180M | Chief Financial Officer Corporate Controller | \$250,000 \$265,000 \$265,000 | \$125,000 \$106,000 \$106,000 | \$375,000 \$371,000 \$371,000 | \$3.8M at exit Profits interest, value not disclosed \$480K at exit | \$85,000 N/A N/A |
| PE Portfolio PE Portfolio PE Portfolio | Transportation & Logistics Aerospace/Defense Technology | \$300M \$750M \$2.8B | Senior Vice President, Corporate Development Senior Director, Corporate Development Vice President, M&A | \$280,000 \$260,000 \$290,000 | \$84,000 \$104,000 \$72,500 | \$364,000 \$364,000 \$362,500 | \$1M at exit N/A N/A | N/A \$26,000 \$30,000 |
| PE Portfolio PE Portfolio | Industrial Products Business Services | \$700M \$500M | Vice President, Corporate Development Principal Director | \$255,500 \$260,000 | \$89,250 \$78,000 | \$344,250 \$338,000 | \$1.5M PIU over 5 years N/A | N/A \$40,000 |
| PE Portfolio PE Portfolio PE Portfolio | Agriculture Industrial Products Industrial Products | \$70M \$50M \$70M | Chief Financial Officer Chief Financial Officer President / General Manager | \$250,000 \$255,000 \$250,000 | \$83,325 \$75,000 \$75,000 | \$333,325 \$330,000 \$325,000 | N/A N/A N/A | \$15,000 N/A N/A |
| PE Portfolio PE Portfolio PE Portfolio | Business Services Healthcare Business Services | \$231M \$700M \$250M | Head of Corporate Development Head of Global M&A Senior Vice President, Corporate Controller | \$250,000 \$230,000 \$230,000 | \$75,000 \$92,000 \$92,000 | \$325,000 \$322,000 \$322,000 | 360K class B units N/A \$500K at exit | N/A N/A |
| PE Portfolio PE Portfolio | Business Services Industrial Products | \$150M \$50M | Vice President, Corporate Development Chief Financial Officer | \$240,000 \$240,000 | \$72,000 \$72,000 | \$312,000 \$312,000 | N/A N/A | N/A N/A |
| PE Portfolio PE Portfolio PE Portfolio | Healthcare Healthcare Healthcare | \$15M \$70M \$30M | Vice President, Corporate Development Vice President, Accounting & Finance Vice President, Operations | \$225,000 \$240,000 \$220,000 | \$67,500 \$48,000 \$66,000 | \$292,500 \$288,000 \$286,000 | \$1M at exit N/A N/A | N/A N/A |
| PE Portfolio PE Portfolio PE Portfolio | Industrial Products Food & Beverage Business Services | \$20M \$350M \$750M | Chief Financial Officer Director, Corporate Development Senior Director, Technical | \$215,000 \$215,000 \$250,000 | \$64,500 \$64,500 \$25,000 | \$279,500 \$279,500 \$275,000 | \$1.25M at exit \$1.5M at exit N/A | N/A \$35,000 \$15,000 |
| PE Portfolio PE Portfolio | Healthcare Consumer Products | \$20M \$450M | Accounting Vice President, Corporate Development Director, FP&A | \$230,000 \$215,000 \$220,000 | \$53,750 \$53,750 \$44,000 | \$268,750 \$264,000 | \$900K at exit | \$13,000 N/A \$20,000 |
| PE Portfolio PE Portfolio PE Portfolio | Healthcare Food & Beverage Healthcare | \$15M \$250M \$750M | Vice President, Corporate Development Vice President, Corporate Development Vice President, Strategic Affiliations | \$205,000 \$200,000 \$200,000 | \$56,000 \$60,000 \$60,000 | \$261,000 \$260,000 \$260,000 | \$1.5M at exit N/A N/A | N/A N/A N/A |
| PE Portfolio PE Portfolio | Financial Services Technology | \$24M \$15M | Vice President, M&A Vice President, Corporate Development | \$200,000 \$200,000 | \$60,000 \$60,000 | \$260,000 \$260,000 | \$750K at exit | N/A N/A |
| PE Portfolio PE Portfolio PE Portfolio | Healthcare Business Services Healthcare | \$300M \$120M \$250M | Senior Director, M&A Vice President, Corporate Development Vice President, Controller | \$195,000 \$200,000 \$190,000 | \$58,750 \$50,000 \$57,000 | \$253,750 \$250,000 \$247,000 | N/A \$1.5M at exit N/A | N/A N/A N/A |
| PE Portfolio PE Portfolio PE Portfolio | Technology Industrial Products Business Services | \$100M \$100M \$180M | Vice President, Corporate Development Director, Corporate Development Director, FP&A | \$200,000 \$190,000 \$185,000 | \$40,000 \$47,500 \$46,250 | \$240,000 \$237,500 \$231,250 | N/A \$800K at exit \$150K at exit | N/A \$15,000 N/A |
| Fund Level PE Portfolio | Private Equity Technology | \$1B+ fund size \$50M | Manager, Corporate Development Controller | \$175,000 \$190,000 | \$52,500 \$28,500 | \$227,500 \$218,500 | N/A N/A | \$25,000 \$15,000 |
| PE Portfolio PE Portfolio PE Portfolio | Healthcare Business Services Business Services | \$6M \$100M \$90M | Controller Senior Associate, M&A Controller | \$200,000 \$145,000 \$175,000 | N/A \$50,000 \$17,500 | \$200,000 \$195,000 \$192,500 | N/A N/A N/A | N/A N/A N/A |
| PE Portfolio PE Portfolio PE Portfolio | Industrial Products Healthcare Technology | \$500M \$25M \$200M | Senior Manager, FP&A Controller Director, Corporate | \$160,000 \$160,000 \$150,000 | \$32,000 \$32,000 \$40,000 | \$192,000 \$192,000 \$190,000 | N/A N/A | \$15,000 N/A \$25,000 |
| PE Portfolio PE Portfolio | Healthcare Healthcare | UNDISCLOSED \$70M | Development Director, Business Development Senior Director, Revenue Cycle Management | \$140,000 \$165,000 | \$50,000 \$24,750 | \$190,000 \$189,750 | N/A N/A | N/A \$10,000 |
| PE Portfolio PE Portfolio PE Portfolio | Business Services Business Services Healthcare | \$70M \$11M UNDISCLOSED | Manager, Cost Analysis Controller Director, Business Development | \$154,000 \$175,000 \$115,000 | \$23,100 N/A \$50,000 | \$177,100 \$175,000 \$165,000 | N/A N/A N/A | N/A \$10,000 N/A |
| PE Portfolio PE Portfolio PE Portfolio | Industrial Products Industrial Products Technology | \$75M \$250M \$100M | Controller Controller Manager, Financial | \$145,000 \$135,000 \$132,500 | \$14,500 \$20,250 \$19,875 | \$159,500 \$155,250 \$152,375 | N/A N/A | N/A \$7,500 N/A |
| PE Portfolio PE Portfolio | Technology Technology | \$100M \$100M \$15M | Reporting Controller Manager, Finance | \$132,300 \$140,000 \$125,000 | \$19,873 \$10,000 \$25,000 | \$150,000 \$150,000 | N/A N/A | N/A N/A |
| PE Portfolio PE Portfolio PE Portfolio | Healthcare Business Services Business Services | \$50M \$150M \$300M | Manager, Corporate Development Analyst, Corporate Development Manager, Capital Markets | \$125,000 \$120,000 \$130,000 | \$20,500 \$24,000 \$13,000 | \$145,500 \$144,000 \$143,000 | N/A N/A N/A | \$2,000 N/A N/A |
| PE Portfolio PE Portfolio | Business Services Business Services | \$350M \$750M | Associate, Corporate Development Associate, Corporate Development | \$120,000 \$115,000 | \$18,000 \$17,250 | \$138,000 \$132,250 | N/A N/A | N/A N/A |
| PE Portfolio PE Portfolio | Business Services Healthcare | \$350M \$300M | M&A Associate Senior Analyst, M&A Strategy | \$110,000 \$125,000 & Go-To-Market F | \$22,000 N/A Fund Level | \$132,000 \$125,000 | N/A N/A | N/A \$5,000 |
| Fund Level Fund Level Fund Level | Private Equity Private Equity Private Equity | \$700M fund size \$5B fund size \$900M fund size | Senior Vice President, Direct Sourcing Vice President, Strategic Initiatives & Transformation Vice President, Project Manager Office | \$300,000 \$250,000 \$275,000 | \$300,000 \$187,500 \$137,500 | \$600,000 \$437,500 \$412,500 | \$2.7M carried interest Undisclosed carried interest .075% of increase of portco's value | \$150,000 N/A N/A |
| Fund Level | Private Equity Private Equity | \$1B fund size | Principal, Portfolio Operations Strategic Executive / Chairman Vice President, Portfolio | \$275,000 \$300,000 | \$125,000 \$100,000 | \$400,000 \$400,000 | \$500K carried interest 3.5% of equity of future portco | N/A N/A |
| Fund Level Fund Level Fund Level | Private Equity Private Equity Private Equity | \$900M fund size \$308M fund size \$300M fund size | Operations Vice President, Portfolio Operations Vice President, Portfolio Operations | \$250,000 \$225,000 \$200,000 | \$125,000 \$150,000 \$175,000 | \$375,000 \$375,000 \$375,000 | \$500K carried interest \$1.5M carried interest \$1M carried interest | N/A N/A \$25,000 |
| Fund Level Fund Level Fund Level | Private Equity Private Equity Private Equity | \$350M fund size \$1.5B fund size \$4B fund size | Vice President, Portfolio Operations Vice President, Portfolio M&A Director, Portfolio Operations | \$225,000 \$230,000 \$200,000 | \$150,000 \$100,000 \$120,000 | \$375,000 \$330,000 \$320,000 | \$1.5M carried interest \$900K carried interest \$1M carried interest | \$7,500 N/A N/A |
| Fund Level Fund Level Fund Level | Private Equity Private Equity Private Equity | \$3.75B fund size \$3.75B fund size \$1.25B fund size | 2025 Associate, Deal Side 2026 Associate, Deal Side (x5) 2026 Associate, Deal Side | \$175,000 \$175,000 \$175,000 | \$130,000 \$130,000 \$130,000 | \$305,000 \$305,000 \$305,000 | N/A N/A N/A | N/A N/A |
| Fund Level Fund Level | Private Equity Private Equity | \$1B fund size \$3.75B fund size | Associate, Portfolio Operations Senior Associate, Portfolio Operations | \$200,000 \$175,000 | \$100,000 \$130,000 | \$300,000 \$300,000 | \$500K carried interest | N/A N/A |
| Fund Level Fund Level Fund Level | Private Equity Private Equity Private Equity | \$5B fund size \$700M fund size \$6.5B fund size | Associate, Portfolio Operations Manager, Research Associate, Portfolio Operations | \$205,000 \$200,000 \$195,000 | \$70,000 \$50,000 \$55,000 | \$275,000 \$250,000 \$250,000 | N/A N/A N/A | N/A N/A \$10,000 |
| Fund Level | Private Equity Private Equity | \$700M fund size | Associate, Research Associate, Strategy Associate, Portfolio | \$200,000 \$160,000 | \$50,000 \$65,000 | \$250,000 \$225,000 | N/A N/A | \$5,000 N/A |
| Fund Level Fund Level Fund Level | Private Equity Private Equity Private Equity | \$5.8B fund size \$4B fund size \$4.5B fund size | Operations Associate, Portfolio Operations Associate, Portfolio Operations | \$165,000 \$125,000 \$160,000 | \$49,500 \$60,000 \$20,000 | \$214,500 \$185,000 \$180,000 | Co-invest offered N/A N/A | \$6,500 N/A N/A |
| Fund Level PE Portfolio | Private Equity Business Services | \$4B fund size \$3B | Data Analyst Strategy & Chief Transformation Officer | \$130,000 Go-To-Market Pol \$450,000 | \$32,500 rtfolio Level \$270,000 | \$162,500 \$720,000 | N/A N/A | N/A |
| PE Portfolio PE Portfolio PE Portfolio | Financial Services Retail Healthcare | \$2.5B \$450M \$1.5B | Chief Value Creation Officer Chief Financial Officer Senior Vice President, | \$450,000 \$400,000 \$375.000 | \$225,000 \$160,000 \$168,750 | \$675,000 \$560,000 \$543,750 | \$4M at exit \$1M units of phantom equity \$10M-\$15M at exit | N/A \$50,000 N/A |
| PE Portfolio PE Portfolio PE Portfolio | Healthcare Technology Agriculture | \$1.5B \$30B \$200M | Vice President, Corporate Strategy & Partnerships Vice President, Sales | \$375,000 \$325,000 \$315,000 | \$168,750 \$162,500 \$157,500 | \$543,750 \$487,500 \$472,500 | \$10M-\$15M at exit Partnership units, value undisclosed 956 equity units, value undisclosed | N/A \$50,000 N/A |
| PE Portfolio PE Portfolio PE Portfolio | Industrial Products Business Services Industrial Products | \$250M UNDISCLOSED \$650M | Chief Circularity Officer Chief of Staff / Transformation Chief Information Officer | \$300,000 \$275,000 \$265,000 | \$150,000 \$137,500 \$132,500 | \$450,000 \$412,500 \$397,500 | 10,000 options, value undisclosed \$1.1M at exit N/A | N/A \$25,000 \$35,000 |
| PE Portfolio PE Portfolio | Healthcare Healthcare | \$1.5B \$500M | Vice President, Operations Excellence Vice President, Strategic Initiatives | \$285,000 \$260,000 | \$99,750 \$104,000 | \$384,750 \$364,000 | \$800K long-term bonus Phantom stock, value undisclosed | \$74,000 N/A |
| PE Portfolio PE Portfolio PE Portfolio | Education Industrial Products Industrial Products | \$60M \$200M \$400M | Divisional President Vice President, Transformation Vice President, Business Development | \$275,000 \$250,000 \$250,000 | \$82,500 \$100,000 \$100,000 | \$357,500 \$350,000 \$350,000 | N/A Change of control bonus Equity included, value undisclosed | N/A N/A N/A |
| PE Portfolio PE Portfolio PE Portfolio | Energy & Public Utilities Industrial Products Industrial Products | \$600M \$650M \$250M | Vice President, Value Creation Vice President, Marketing & Strategy Senior Vice President, Product Mgmt. & Innovation | \$250,000 \$235,000 \$250,000 | \$87,500 \$94,000 \$75,000 | \$337,500 \$329,000 \$325,000 | N/A Equity included, value undisclosed N/A | N/A N/A \$70,000 |
| PE Portfolio PE Portfolio | Industrial Products Industrial Products | \$300M \$200M | Chief of Staff Vice President, Transformation | \$250,000 \$230,000 | \$75,000 \$92,000 | \$325,000 \$322,000 | \$300K dollars at work Change of control bonus, value undisclosed | N/A N/A |
| PE Portfolio PE Portfolio PE Portfolio | Industrial Products Industrial Products Industrial Products | \$150M \$400M \$175M | Chief Financial Officer Vice President, Strategy & Optimization Vice President, Transformation | \$230,000 \$230,000 \$240,000 | \$92,000 \$92,000 \$80,000 | \$322,000 \$322,000 \$320,000 | N/A 1500 class P units, value undisclosed Change of control bonus, value undisclosed | \$45,000 N/A \$20,000 |
| PE Portfolio PE Portfolio PE Portfolio | Technology Retail Agriculture | \$750M \$450M \$40M | Vice President, Strategy & Corporate Development Vice President, Strategy Vice President, Sales | \$250,000 \$235,000 \$215,000 | \$62,500 \$70,500 \$86,000 | \$312,500 \$305,500 \$301,000 | \$775K at exit N/A 375 equity units, value | N/A N/A |
| PE Portfolio PE Portfolio PE Portfolio PE Portfolio | Agriculture Healthcare Healthcare Industrial Products | \$40M UNDISCLOSED UNDISCLOSED \$100M | Chief Executive Officer Chief Executive Officer Chief Executive Officer Senior Manager, Strategic | \$215,000 \$300,000 \$300,000 \$200,000 | \$86,000 N/A N/A \$100,000 | \$301,000 \$300,000 \$300,000 \$300,000 | \$10M-\$15M at exit \$10M-\$15M at exit \$10M-\$15M at exit | \$50,000 \$50,000 \$30,000 |

Manager, Marketing Analytics SOURCE: Our data points are a subset of accepted offers extended to Charles Aris candidates by Charles Aris clients from Jan. 2024 to Dec. 2024. Each row represents a unique candidate (i.e., no two rows are for the same candidate). Company size is indicated by annual revenue for private equity portfolios and latest fund size for private equity firms. **Equity can take two forms: "at exit," meaning a one-time grant with expected value upon sale or IPO of the business at some point in the future, and "carried interest".

*Carried interest is reported using a dollars at work (x2) valuation across the full lifecycle of the fund. Copyright 2025 Charles Aris Executive Search all rights reserved. Not to be used by any third party without the consent of Charles Aris Executive Search.

\$10M

\$450M

\$60M

UNDISCLOSED

\$225M

\$25M

\$450M

\$50M

\$750M

\$651M

\$15M

\$25M

\$15M

\$779M

\$200M

\$651M

\$651M

Healthcare

Retail

Education

Healthcare

Industrial Products

Agriculture

Industrial Products

Consumer Products

Industrial Products

Consumer Products

Healthcare

Agriculture

Consumer Products

Healthcare

Financial Services

Consumer Products

Consumer Products

Senior Manager, Strategic Initiatives

Chief Executive Officer

Vice President, Strategy

Chief of Staff

Chief Executive Officer

Chief of Staff

Director, Commerical Accounts

Vice President, Sales

Inland Director, Sales

Strategy & Operations Lead

Director, Digital Marketing

Director of Growth & Expansion

Senior Product & Portfolio Manager

Senior Manager, U.S. Sales Key Account

Manager, Strategy & Growth

Manager, Strategy & Value Creation

Senior Manager, Digital Marketing

\$300,000

\$220,000

\$220,000

\$275,000

\$220,000

\$200,000

\$190,000

\$192,000

\$195,000

\$180,000

\$170,000

\$145,000

\$145,000

\$135,000

\$130,000

\$130,000

\$130,000

N/A

\$66,000

\$66,000

N/A

\$44,000

\$50,000

\$57,000

\$48,000

\$25,000

\$36,000

\$42,500

\$36,250

\$36,250

\$20,250

\$20,000

\$13,000

\$13,000

\$300,000

\$286,000

\$286,000

\$275,000

\$264,000

\$250,000

\$247,000

\$240,000

\$220,000

\$216,000

\$212,500

\$181,250

\$181,250

\$155,250

\$150,000

\$143,000

\$143,000

0.5% of company's fully diluted equity

N/A

150K phantom units, value undisclosed

N/A

\$10M-\$15M at exit

\$800K-\$1M at exit

N/A

N/A

N/A

N/A

\$100K at exit

N/A

N/A

N/A

N/A

N/A

N/A

N/A

N/A

N/A

\$15,000

N/A

N/A

N/A

N/A

\$15,000

N/A

\$10,000

N/A

N/A

N/A

\$10,000

N/A

N/A

N/A

PE Portfolio

PE Portfolio