

2025 Private Equity Compensation Report

Company Type	Industry	Annual Revenue / Fund Size	Offer Components					
			Title	Base Salary	Annual Bonus	Total Cash Compensation	Equity**/Carry*	Cash Sign-On
Engineering & Operations								
PE Portfolio	Industrial Services	\$90M	Chief Executive Officer	\$325,000	\$113,750	\$438,750	30% of management incentive pool	N/A
PE Portfolio	Industrial Services	\$250M-\$500M	Chief Commercial Officer	\$275,000	\$151,250	\$426,250	\$2M at exit	N/A
PE Portfolio	Industrial Products	\$280M	Vice President / General Manager	\$300,000	\$90,000	\$390,000	N/A	N/A
PE Portfolio	Industrial Services	\$90M	Chief Commercial Officer	\$237,000	\$82,850	\$319,950	\$1.5M at exit	\$25,000
PE Portfolio	Industrial Products	\$90M	Chief Commercial Officer	\$237,000	\$82,950	\$319,950	\$1.5M at exit	\$25,000
PE Portfolio	Industrial Services	\$15M-\$20M	Executive Vice President, Operations	\$190,000	\$95,000	\$285,000	\$1M at exit	\$10,000
PE Portfolio	Plastics Manufacturing	\$1B-\$1.2B	Managing Director	\$210,000	\$60,000	\$260,000	N/A	N/A
PE Portfolio	Industrial Products	\$70M-\$80M	Director, Procurement & Supply	\$200,000	\$40,000	\$240,000	Equity included, value not disclosed	N/A
PE Portfolio	Industrial Products	\$100M	Director, Operations	\$200,000	\$40,000	\$240,000	N/A	\$25,000
PE Portfolio	Industrial Products	\$280M	Director, Operations	\$200,000	\$40,000	\$240,000	N/A	N/A
PE Portfolio	Industrial Products	\$280M	Director, Operations	\$200,000	\$40,000	\$240,000	N/A	N/A
PE Portfolio	Industrial Products	\$80M	Director, Operations	\$190,000	\$38,000	\$237,000	N/A	N/A
PE Portfolio	Agriculture	\$25M	Director, Poultry Markets	\$174,000	\$60,900	\$234,900	N/A	N/A
PE Portfolio	Industrial Products	\$30M	General Manager	\$170,000	\$34,000	\$204,000	Equity included, value not disclosed	\$25,000
PE Portfolio	Industrial Products	\$40M-\$45M	Director, Human Resources	\$145,000	\$29,000	\$174,000	N/A	N/A
PE Portfolio	Wood Manufacturing	\$30M-\$50M	Director, Operations	\$125,000	\$25,000	\$150,000	N/A	\$6,500
PE Portfolio	Industrial Products	\$45M-\$50M	Executive Director	\$125,000	N/A	\$125,000	N/A	N/A
PE Portfolio	Agriculture	\$35M	Legal Affairs Administrator	\$105,000	N/A	\$105,000	N/A	N/A
Finance & Corporate Development								
PE Portfolio	Business Services	\$4.7B	Head of Corporate Development	\$450,000	\$300,000	\$750,000	N/A	\$500,000
PE Portfolio	Business Services	\$275M	Chief Development Officer	\$450,000	\$270,000	\$720,000	\$11.5M at exit	N/A
PE Portfolio	Healthcare	UNDISCLOSED	Chief Financial Officer	\$400,000	\$120,000	\$520,000	N/A	N/A
PE Portfolio	Healthcare	\$40M	Chief Development Officer	\$350,000	\$140,000	\$490,000	N/A	N/A
PE Portfolio	Industrial Products	\$60M	Chief Executive Officer	\$325,000	\$162,500	\$487,500	\$3M-\$4M at exit	N/A
PE Portfolio	Life Sciences	\$55M	Chief Financial Officer	\$325,000	\$162,500	\$487,500	1,800 class P units	N/A
PE Portfolio	Aerospace/Defense	\$800M	Head of Corporate Development	\$325,000	\$162,500	\$487,500	N/A	\$50,000
PE Portfolio	Agriculture	UNDISCLOSED	Chief Financial Officer	\$325,000	\$162,500	\$487,500	Equity included, value not disclosed	N/A
PE Portfolio	Financial Services	\$300M	Head of Corporate Development	\$300,000	\$150,000	\$450,000	N/A	N/A
PE Portfolio	Life Sciences	\$1.1B	Senior Vice President, Head of Corporate Development	\$305,000	\$122,000	\$427,000	N/A	N/A
PE Portfolio	Business Services	\$40M	Vice President, Corporate Development	\$300,000	\$120,000	\$420,000	\$2M at exit	\$85,000
PE Portfolio	Healthcare	\$110M	Vice President, Corporate Development & Strategy	\$310,000	\$93,000	\$403,000	\$1.5M at exit	N/A
PE Portfolio	Business Services	\$600M	Vice President, Corporate Development	\$280,000	\$112,000	\$392,000	\$2M at exit	\$80,000
PE Portfolio	Industrial Products	\$400M	Vice President, Corporate Development	\$260,000	\$130,000	\$390,000	\$1.75M at exit	N/A
PE Portfolio	Transportation & Logistics	\$1B	Vice President, FP&A	\$250,000	\$125,000	\$375,000	\$900K at exit	\$75,000
PE Portfolio	Business Services	\$70M	Vice President, Corporate Development	\$250,000	\$125,000	\$375,000	\$3.8M at exit	\$85,000
PE Portfolio	Industrial Products	\$100M	Chief Financial Officer	\$265,000	\$106,000	\$371,000	Profits interest, value not disclosed	N/A
PE Portfolio	Business Services	\$180M	Corporate Controller	\$265,000	\$106,000	\$371,000	\$480K at exit	N/A
PE Portfolio	Transportation & Logistics	\$300M	Senior Vice President, Corporate Development	\$280,000	\$84,000	\$364,000	\$1M at exit	N/A
PE Portfolio	Aerospace/Defense	\$750M	Senior Director, Corporate Development	\$260,000	\$104,000	\$364,000	N/A	\$26,000
PE Portfolio	Technology	\$2.8B	Vice President, M&A	\$290,000	\$72,500	\$362,500	N/A	\$30,000
PE Portfolio	Industrial Products	\$700M	Vice President, Corporate Development	\$255,500	\$89,250	\$344,250	\$1.5M PIU over 5 years	N/A
PE Portfolio	Business Services	\$500M	Principal Director	\$260,000	\$78,000	\$338,000	N/A	\$40,000
PE Portfolio	Agriculture	\$70M	Chief Financial Officer	\$250,000	\$83,325	\$333,325	N/A	\$15,000
PE Portfolio	Industrial Products	\$50M	Chief Financial Officer	\$255,000	\$75,000	\$330,000	N/A	N/A
PE Portfolio	Industrial Products	\$70M	President / General Manager	\$250,000	\$75,000	\$325,000	N/A	N/A
PE Portfolio	Business Services	\$231M	Head of Corporate Development	\$250,000	\$75,000	\$325,000	360K class B units	N/A
PE Portfolio	Healthcare	\$700M	Head of Global M&A	\$230,000	\$92,000	\$322,000	N/A	N/A
PE Portfolio	Business Services	\$250M	Senior Vice President, Corporate Controller	\$230,000	\$92,000	\$322,000	\$500K at exit	N/A
PE Portfolio	Business Services	\$150M	Vice President, Corporate Development	\$240,000	\$72,000	\$312,000	N/A	N/A
PE Portfolio	Industrial Products	\$50M	Chief Financial Officer	\$240,000	\$72,000	\$312,000	N/A	N/A
PE Portfolio	Healthcare	\$15M	Vice President, Corporate Development	\$225,000	\$67,500	\$292,500	\$1M at exit	N/A
PE Portfolio	Healthcare	\$70M	Vice President, Accounting & Finance	\$240,000	\$48,000	\$288,000	N/A	N/A
PE Portfolio	Healthcare	\$30M	Vice President, Operations	\$220,000	\$66,000	\$286,000	N/A	N/A
PE Portfolio	Industrial Products	\$20M	Chief Financial Officer	\$215,000	\$64,500	\$279,500	\$1.25M at exit	N/A
PE Portfolio	Food & Beverage	\$350M	Director, Corporate Development	\$215,000	\$64,500	\$279,500	\$1.5M at exit	\$35,000
PE Portfolio	Business Services	\$750M	Senior Director, Technical Accounting	\$250,000	\$25,000	\$275,000	N/A	\$15,000
PE Portfolio	Healthcare	\$20M	Vice President, Corporate Development	\$215,000	\$53,750	\$268,750	\$900K at exit	N/A
PE Portfolio	Consumer Products	\$450M	Director, FP&A	\$220,000	\$44,000	\$264,000	N/A	\$20,000
PE Portfolio	Healthcare	\$15M	Vice President, Corporate Development	\$205,000	\$56,000	\$261,000	\$1.5M at exit	N/A
PE Portfolio	Food & Beverage	\$250M	Vice President, Corporate Development	\$200,000	\$60,000	\$260,000	N/A	N/A
PE Portfolio	Healthcare	\$750M	Vice President, Strategic Affiliations	\$200,000	\$60,000	\$260,000	N/A	N/A
PE Portfolio	Financial Services	\$24M	Vice President, M&A	\$200,000	\$60,000	\$260,000	\$750K at exit	N/A
PE Portfolio	Technology	\$15M	Vice President, Corporate Development	\$200,000	\$60,000	\$260,000	N/A	N/A
PE Portfolio	Healthcare	\$300M	Senior Director, M&A	\$195,000	\$58,750	\$253,750	N/A	N/A
PE Portfolio	Business Services	\$120M	Vice President, Corporate Development	\$200,000	\$50,000	\$250,000	\$1.5M at exit	N/A
PE Portfolio	Healthcare	\$250M	Vice President, Controller	\$190,000	\$57,000	\$247,000	N/A	N/A
PE Portfolio	Technology	\$100M	Vice President, Corporate Development	\$200,000	\$40,000	\$240,000	N/A	N/A
PE Portfolio	Industrial Products	\$100M	Director, Corporate Development	\$190,000	\$47,500	\$237,500	\$800K at exit	\$15,000
PE Portfolio	Business Services	\$180M	Director, FP&A	\$185,000	\$46,250	\$231,250	\$150K at exit	N/A
Fund Level	Private Equity	\$1B+ fund size	Manager, Corporate Development	\$175,000	\$52,500	\$227,500	N/A	\$25,000
PE Portfolio	Technology	\$50M	Controller	\$190,000	\$28,500	\$218,500	N/A	\$15,000
PE Portfolio	Healthcare	\$6M	Controller	\$200,000	N/A	\$200,000	N/A	N/A
PE Portfolio	Business Services	\$100M	Senior Associate, M&A	\$145,000	\$50,000	\$195,000	N/A	N/A
PE Portfolio	Business Services	\$90M	Controller	\$175,000	\$17,500	\$192,500	N/A	N/A
PE Portfolio	Industrial Products	\$500M	Senior Manager, FP&A	\$160,000	\$32,000	\$192,000	N/A	\$15,000
PE Portfolio	Healthcare	\$25M	Controller	\$160,000	\$32,000	\$192,000	N/A	N/A
PE Portfolio	Technology	\$200M	Director, Corporate Development	\$150,000	\$40,000	\$190,000	N/A	\$25,000
PE Portfolio	Healthcare	UNDISCLOSED	Director, Business Development	\$140,000	\$50,000	\$190,000	N/A	N/A
PE Portfolio	Healthcare	\$70M	Senior Director, Revenue Cycle Management	\$165,000	\$24,750	\$189,750	N/A	\$10,000
PE Portfolio	Business Services	\$70M	Manager, Cost Analysis	\$154,000	\$23,100	\$177,100	N/A	N/A
PE Portfolio	Business Services	\$11M	Controller	\$175,000	N/A	\$175,000	N/A	\$10,000
PE Portfolio	Healthcare	UNDISCLOSED	Director, Business Development	\$115,000	\$50,000	\$165,000	N/A	N/A
PE Portfolio	Industrial Products	\$75M	Controller	\$145,000	\$14,500	\$159,500	N/A	N/A
PE Portfolio	Industrial Products	\$250M	Controller	\$135,000	\$20,250	\$155,250	N/A	\$7,500
PE Portfolio	Technology	\$100M	Manager, Financial Reporting	\$132,500	\$19,875	\$152,375	N/A	N/A
PE Portfolio	Technology	\$100M	Controller	\$140,000	\$10,000	\$150,000	N/A	N/A
PE Portfolio	Technology	\$15M	Manager, Finance	\$125,000	\$25,000	\$150,000	N/A	N/A
PE Portfolio	Healthcare	\$50M	Manager, Corporate Development	\$				