



**CHARLES  
ARIS™**

# 2021 Year-End Corporate Development Offer Report

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	Reporting To	Remote?			
PE Portfolio	VP	\$520,000	\$325,000	60%	\$3M	\$200K	CFO	Yes	SVP	PE Portfolio	Accepted
PE Portfolio	VP	\$455,000	\$325,000	40%	\$300K	N/A	CEO	Yes	VP	Private	Declined
PE Portfolio	VP	\$450,000	\$300,000	50%	\$2.5M	N/A	CEO	Yes	SVP	Public**	Accepted
PE Portfolio	EVP	\$435,000	\$290,000	50%	\$2M	N/A	CEO	Yes	EVP	PE Portfolio**	Accepted
PE Portfolio	SVP	\$434,000	\$310,000	40%	\$400K	N/A	CEO	Yes	SVP	PE Portfolio**	Declined
PE Portfolio	VP	\$420,000	\$300,000	40%	\$1.5M	\$150K	CSO	Yes	VP	Public	Accepted
PE Portfolio	VP	\$420,000	\$300,000	40%	\$1.5M	\$150K	CSO	Yes	VP	Public**	Declined
PE Portfolio	EVP	\$420,000	\$280,000	50%	\$2.75M	\$50K	CEO	Yes	VP	PE Portfolio**	Accepted
PE Portfolio	VP	\$412,500	\$275,000	50%	\$800K	N/A	CSO	No	Director	Public**	Declined
PE Portfolio	VP	\$377,000	\$260,000	45%	\$1.5M	N/A	CEO	Yes	VP	PE Portfolio	Accepted
PE Portfolio	VP	\$375,000	\$250,000	50%	\$1.15M	\$50K	CEO	No	Director	Private	Accepted
PE Portfolio	VP	\$325,000	\$250,000	30%	\$1M	N/A	CEO	Yes	Principal	PE Firm	Declined
PE Portfolio	VP	\$324,000	\$240,000	35%	\$800K	\$40K	CEO	No	Director	Public	Accepted
PE Portfolio	VP	\$320,000	\$160,000	100%	\$300K	\$15K	CEO	Yes	Sr. Manager	Private**	Accepted
PE Portfolio	VP	\$300,000	\$240,000	25%	\$1M	N/A	CEO	Yes	VP	PE Firm**	Accepted
PE Portfolio	VP	\$283,500	\$210,000	35%	\$300K	\$20K	CEO	Yes	VP	Private	Accepted
PE Portfolio	Director	\$250,000	\$200,000	25%	\$300K	N/A	CDO	Yes	Manager	PE Portfolio**	Accepted
PE Portfolio	Director	\$240,000	\$120,000	100%	\$400K	N/A	CEO	Yes	Associate	Public**	Accepted
PE Portfolio	Director	\$227,500	\$175,000	30%	\$400K	N/A	CEO	Yes	Manager	Private**	Accepted
PE Portfolio	Director	\$227,500	\$175,000	30%	\$400K	N/A	CEO	No	Manager	Public	Declined
PE Portfolio	Director	\$227,500	\$175,000	30%	\$400K	N/A	CDO	No	Director	PE Portfolio**	Declined
PE Portfolio	Director	\$227,500	\$175,000	30%	\$300K	N/A	CDO	No	Manager	Public**	Accepted
PE Portfolio	Sr. Manager	\$218,750	\$175,000	25%	\$375K	\$10K	VP	Yes	Director	PE Portfolio**	Accepted
PE Portfolio	Manager	\$209,000	\$190,000	10%	N/A	N/A	VP	No	Associate	Top Investment Bank	Accepted
PE Portfolio	Manager	\$200,000	\$160,000	25%	\$375K	N/A	VP	Yes	Manager	PE Portfolio**	Accepted
PE Portfolio	Manager	\$200,000	\$160,000	25%	\$325K	\$10K	VP	Yes	Manager	Public**	Declined
PE Portfolio	Manager	\$200,000	\$160,000	25%	\$325K	\$25K	SVP	Yes	Associate	Public	Declined
PE Portfolio	Sr. Manager	\$193,050	\$165,000	17%	N/A	\$20K	VP	No	Manager	Public**	Accepted
PE Portfolio	Manager	\$162,000	\$135,000	20%	N/A	\$20K	CDO	Yes	Manager	PE Portfolio**	Declined
PE Portfolio	Manager	\$156,250	\$125,000	25%	N/A	\$20K	CDO	Yes	Associate	PE Portfolio	Accepted
PE Portfolio	Manager	\$154,000	\$140,000	10%	\$30K	N/A	VP	Yes	Associate	Public**	Accepted
PE Portfolio	Manager	\$150,000	\$125,000	20%	N/A	\$25K	CDO	No	Analyst	Top Investment Bank	Declined

SOURCE: These data points are a subset of offers extended to Charles Aris candidates by Charles Aris clients for corporate development positions between July 1, 2021 and December 31, 2021.

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