



2021 Spring Finance & Accounting Offer Report

Company Extending Offer	Industry Segment	Annual Revenue	Location	Offer Components					Result
				Title	Base Salary	Annual Bonus	Total Cash	Equity	
Chief Financial Officer									
Privately Held	Real Estate	\$500M	Southeast	CFO	\$600,000	\$300,000	\$900,000	1-3% ownership	Accepted
PE Portfolio	Contract Manufacturing	\$500M	Northeast	CFO	\$400,000	\$300,000	\$700,000	\$5M to \$10M at exit	Accepted
PE Portfolio	Contract Manufacturing	\$500M	Northeast	CFO	\$400,000	\$300,000	\$700,000	\$5M to \$10M at exit	Declined
PE Portfolio	Consumer Products Distribution	\$400M	South	CFO	\$325,000	\$162,500	\$487,500	\$2M to \$4M at exit	Accepted
PE Portfolio	Real Estate	\$200M	Midwest	CFO	\$335,000	\$134,000	\$469,000	90 basis points	Declined
Privately Held	Business Services	\$350M	Northeast	Chief Transformation Officer (CFO)	\$300,000	\$160,000	\$460,000	TBD	Accepted
PE Portfolio	Online Education	\$250M	Midwest	CFO	\$300,000	\$150,000	\$450,000	1 percent profits interest	Accepted
PE Portfolio	Financial Products	\$250M	South	CFO	\$300,000	\$150,000	\$450,000	None	Accepted
Privately Held	Building Automation	\$200M	South	CFO	\$300,000	\$120,000	\$420,000	None	Accepted
PE Portfolio	Healthcare	\$150M	Northeast	CFO	\$275,000	\$137,500	\$412,500	TBD	Accepted
Privately Held	Managed HR Services	\$300M	Northeast	CFO	\$300,000	\$75,000	\$375,000	\$200,000 annually	Accepted
PE Portfolio	Industrial Products	\$200M	Midwest	CFO	\$250,000	\$125,000	\$375,000	TBD	Accepted
Privately Held	Managed HR Services	\$300M	Northeast	CFO	\$280,000	\$70,000	\$350,000	Approximately \$1M	Accepted
PE Portfolio	Construction / Remediation	\$400M	Midwest	CFO	\$250,000	\$87,500	\$337,500	TBD	Accepted
PE Portfolio	Technology/Media/Telecom	\$50M	Southeast	CFO	\$250,000	\$75,000	\$325,000	10 percent of base salary	Accepted
PE Portfolio	Consumer Products	\$100M	Midwest	CFO	\$240,000	\$84,000	\$324,000	1.5 percent ownership	Accepted
PE Portfolio	Manufacturing	\$200M	South	CFO	\$235,000	\$82,250	\$317,250	\$400K to \$750K at exit	Accepted
PE Portfolio	Business Services	\$300M	Northeast	CFO	\$250,000	\$62,500	\$312,500	TBD	Accepted
PE Portfolio	Manufacturing	\$160M	Midwest	CFO	\$225,000	\$67,500	\$292,500	0.75 percent	Accepted
PE Portfolio	SaaS Provider	\$45M	South	CFO	\$225,000	\$67,500	\$292,500	\$1M to \$1.5M at exit	Declined
PE Portfolio	Industrial Products	\$150M	Northeast	CFO	\$225,000	\$50,000	\$275,000	TBD	Accepted
PE Portfolio	Technology/Media/Telecom	\$50M	Southeast	CFO	\$215,000	\$53,750	\$268,750	1 percent profits interest	Declined
PE Firm	Private Equity	\$200M	Northeast	CFO	\$215,000	\$53,750	\$268,750	TBD	Accepted
PE Portfolio	Managed IT Services	\$25M	South	CFO	\$215,000	\$47,300	\$262,300	\$700K to \$850K at exit	Accepted
PE Portfolio	Medical Device Manufacturing	\$12M	Midwest	CFO	\$200,000	\$60,000	\$260,000	\$700K to \$850K at exit	Declined
PE Portfolio	Manufacturing	\$100M	Midwest	CFO	\$187,775	\$65,721	\$253,496	1.5 percent	Accepted
PE Portfolio	Industrial Products	\$40M	Northeast	CFO	\$200,000	\$50,000	\$250,000	TBD	Accepted
PE Portfolio	Technology/Media/Telecom	\$10M	Northeast	CFO	\$200,000	\$50,000	\$250,000	1 percent profits interest	Accepted
PE Portfolio	Technology/Media/Telecom	\$10M	Northeast	CFO	\$230,000	\$20,000	\$250,000	1 percent profits interest	Accepted
PE Portfolio	Technology/Media/Telecom	\$50M	Southeast	CFO	\$200,000	\$50,000	\$250,000	1 percent profits interest	Accepted
PE Portfolio	SaaS Provider	\$45M	South	CFO	\$190,000	\$57,000	\$247,000	1.25 percent profits interest	Accepted
PE Portfolio	Business Services	\$200M	Northeast	CFO	\$190,000	\$57,000	\$247,000	0.75 percent profits interest	Accepted
PE Portfolio	Online Education	\$50M	West	CFO	\$190,000	\$47,500	\$237,500	1 percent profits interest at exit	Accepted
Privately Held	Industrial Products	\$50M	Southeast	CFO	\$180,000	\$54,000	\$234,000	None	Accepted
PE Portfolio	Industrial Services	\$50M	South	CFO	\$180,000	\$54,000	\$234,000	None	Accepted
Privately Held	Manufacturing	\$38M	Midwest	CFO	\$172,083	\$60,229	\$232,312	1.5 percent	Accepted
PE Portfolio	Manufacturing	\$18M	South	CFO	\$190,000	\$38,000	\$228,000	Sale bonus at exit	Accepted
PE Portfolio	SaaS Provider	\$60M	Northwest	CFO	\$190,000	\$38,000	\$228,000	\$800K to \$1M at exit	Accepted
PE Portfolio	Industrial Products	\$50M	Midwest	CFO	\$185,000	\$40,000	\$225,000	500 stock options	Accepted
Privately Held	Real Estate	\$50M	South	CFO	\$170,000	\$51,000	\$221,000	None	Accepted
Privately Held	Manufacturing	\$110M	South	CFO	\$175,000	\$43,750	\$218,750	None	Accepted
PE Portfolio	Healthcare	\$10M	South	CFO	\$175,000	\$43,750	\$218,750	1 percent ownership	Accepted
PE Portfolio	Manufacturing	\$100M	Northeast	CFO	\$160,000	\$40,000	\$200,000	TBD	Accepted

(cont.)



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				Title	Base Salary	Annual Bonus	Total Cash	Equity	
Controller									
Privately Held	Real Estate	\$500M	Southeast	SVP, Controlling	\$325,000	\$100,000	\$425,000	None	Accepted
PE Portfolio	Technology	\$300M	Northeast	Global VP, Controller	\$250,000	\$125,000	\$375,000	\$2M at exit	Accepted
PE Portfolio	Consumer Products	\$2B	West	Controller – Corporate / CAO	\$260,000	\$104,000	\$364,000	TBD	Accepted
PE Portfolio	Media	\$300M	West	Financial Controller	\$250,000	\$75,000	\$325,000	None	Accepted
Publicly Held	Flavors & Fragrances	\$2B	Northeast	VP Commercial, Controller	\$250,000	\$72,000	\$322,000	30 percent of annual base salary	Accepted
PE Portfolio	Software	\$300M	South	VP, Controller	\$225,000	\$90,000	\$315,000	1 percent profits interest	Accepted
Privately Held	Managed HR Services	\$300M	Northeast	VP, Controller	\$240,000	\$60,000	\$300,000	None	Accepted
VC Backed	Financial Services	\$200M	West	Corporate Controller	\$200,000	\$75,000	\$275,000	TBD	Accepted
PE Portfolio	Consumer Services	\$40M	West	Controller	\$150,000	\$15,000	\$165,000	0.75 percent ownership	Accepted
PE Portfolio	Healthcare	\$50M	West	Corporate Controller	\$140,000	\$20,000	\$160,000	None	Accepted
PE Portfolio	SaaS Provider	\$40M	South	Controller	\$135,000	\$20,250	\$155,250	None	Accepted
Privately Held	Construction	\$40M	Southeast	Controller	\$130,000	\$22,100	\$152,100	None	Accepted
PE Portfolio	SaaS Provider	\$100M	South	Assistant Controller	\$125,000	\$15,000	\$140,000	None	Accepted
PE Portfolio	Manufacturing	\$18M	South	Corporate Controller	\$120,000	\$18,000	\$138,000	None	Accepted
Privately Held	Consumer Durables	\$25M	South	Controller	\$115,000	\$5,000	\$120,000	None	Accepted
Finance									
PE Investment	Real Estate	\$200M	Northeast	SVP, Finance	\$300,000	\$150,000	\$450,000	3 percent carried interest	Accepted
PE Portfolio	SaaS Provider	\$420M	Northeast	Vice President, FP&A	\$250,000	\$125,000	\$375,000	12,000 Units	Accepted
Publicly Held	Consumer Durables	\$800M	Midwest	Vice President, Finance	\$240,000	\$96,000	\$336,000	Stock options	Accepted
PE Portfolio	Food Products	\$200M	South	Senior Director, Finance	\$200,000	\$80,000	\$280,000	None	Accepted
Privately Held	Real Estate	\$50M	South	VP of Accounting	\$170,000	\$85,000	\$255,000	None	Accepted
PE Portfolio	Building Products	\$300M	Northeast	Director, Finance	\$195,000	\$39,000	\$234,000	None	Accepted
PE Portfolio	Building Products	\$2B	Northeast	Manager, FP&A	\$180,000	\$54,000	\$234,000	LTIP TBD	Accepted
PE Portfolio	Consumer Goods	\$400M	West	Director, FP&A	\$180,000	\$36,000	\$216,000	None	Accepted
Privately Held	Manufacturing	\$200M	South	Vice President, Finance	\$160,000	\$48,000	\$208,000	Phantom stock valued at exit	Accepted
PE Portfolio	Business Services	\$250M	Northeast	Director, FP&A	\$180,000	\$27,000	\$207,000	None	Accepted
PE Portfolio	Industrial Products	\$30M	Northeast	Sr. Director, Finance	\$160,000	\$32,000	\$192,000	None	Accepted
Privately Held	Medical Device Manufacturing	\$100M	Northeast	Director, Finance	\$170,000	\$25,500	\$195,500	None	Accepted
PE Portfolio	Marketing Services	\$100M	Midwest	VP, Finance	\$158,000	\$31,600	\$189,600	Sale bonus at exit	Accepted
Privately Held	Manufacturing	\$110M	South	VP, Administration Finance	\$145,000	\$29,000	\$174,000	None	Accepted
PE Portfolio	Consumer Services	\$250M	Northeast	Director, Planning	\$150,000	\$22,000	\$172,000	None	Accepted
PE Portfolio	Consumer Services	\$150M	Northeast	Director, Finance	\$155,000	\$15,500	\$170,500	None	Accepted
PE Portfolio	Consumer Products	\$300M	South	Commercial Director, Finance	\$140,000	\$28,000	\$168,000	None	Accepted
PE Portfolio	Business Services	\$400M	Southeast	Sr. Manager, FP&A	\$135,000	\$27,000	\$162,000	None	Accepted
PE Portfolio	Consumer Services	\$150M	Northeast	Director, Corporate Forecasting	\$140,000	\$14,000	\$154,000	None	Accepted
Privately Held	Quick-Service Restaurants	\$100M	South	Director, Finance	\$130,000	\$16,250	\$146,250	None	Accepted
PE Portfolio	Building Products	\$100M	South	Manager, FP&A	\$130,000	\$13,000	\$143,000	None	Accepted
PE Portfolio	SaaS Provider	\$100M	South	Senior Manager, FP&A	\$115,000	\$13,800	\$128,800	None	Accepted
PE Portfolio	SaaS Provider	\$100M	South	Manager, FP&A	\$105,000	\$12,600	\$117,600	None	Accepted
PE Portfolio	Promotional Products	\$700M	West	Manager, FP&A	\$104,000	\$8,320	\$112,320	None	Accepted

SOURCE: Our data points are a subset of offers extended to Charles Aris candidates by Charles Aris clients. Each row represents a unique candidate (i.e., no two rows are for the same candidate).

The regions used in this report reflect the U.S. Census Bureau Regions of the United States.