

Company Details				Candidate Years of Experience	Offer Components*			
Company Type	Annual Revenue	Company Type	U.S. Region		Title	Base Salary	Annual Bonus	Total Compensation
Industrial Products	\$250M-\$500M	PE	Midwest	29	Chief Executive Officer	\$650,000.00	\$550,000.00	\$1,200,000.00
Consumer Goods	\$1B-\$5B	Public	Midwest	24	Chief Marketing Officer	\$515,000.00	\$309,000.00	\$824,000.00
Industrial Products	\$50M-\$100M	PE	Midwest	28	Chief Executive Officer	\$400,000.00	\$400,000.00	\$800,000.00
Consumer Goods	\$10M-\$25M	PE	Southeast	28	Chief Executive Officer	\$275,000.00	\$137,500.00	\$412,500.00
Agriculture	\$1B-\$5B	Private	West Coast	15	Director of Marketing	\$225,000.00	\$168,750.00	\$393,750.00
Industrial Products	\$500M-\$1B	PE	South	21	Vice President of Pricing	\$245,000.00	\$122,500.00	\$367,500.00
Retail	\$1M-\$10M	PE	Southeast	21	Vice President of Marketing	\$230,000.00	\$92,000.00	\$322,000.00
Consumer Goods	\$1M-\$10M	PE	Midwest	29	General Manager	\$225,000.00	\$90,000.00	\$315,000.00
Life Sciences (Pharma, Biotech)	\$100M-\$250M	Private	Northeast	33	Vice President of Business Development	\$235,000.00	\$70,500.00	\$305,500.00
Industrial Products	\$1B-\$5B	Private	Midwest	30	General Manager	\$225,000.00	\$78,750.00	\$303,750.00
Consumer Goods	\$1B-\$5B	Public	Midwest	24	Chief Marketing Officer	\$250,000.00	\$50,000.00	\$300,000.00
Consumer Goods	\$1M-\$10M	PE	Southeast	24	Vice President of Sales	\$200,000.00	\$100,000.00	\$300,000.00
Consumer Goods	\$10M-\$25M	PE	Midwest	24	Vice President of Sales	\$200,000.00	\$100,000.00	\$300,000.00
Life Sciences (Pharma, Biotech)	\$250M-\$500M	Public	West Coast	15	Head of Sales Operations	\$260,000.00	\$39,000.00	\$299,000.00
Consumer Goods	\$1B-\$5B	Public	Midwest	23	Chief Marketing Officer	\$250,000.00	\$45,000.00	\$295,000.00
Industrial Products	\$5B-\$10B	Public	West	16	Vice President of Business Development	\$225,000.00	\$67,500.00	\$292,500.00
Industrial Products	\$100M-\$250M	Public	Southeast	11	Senior Director of Marketing	\$238,000.00	\$47,600.00	\$285,600.00
Energy	\$10M-\$25M	Public	South	29	Vice President of Sales & Marketing	\$210,000.00	\$63,000.00	\$273,000.00
Industrial Products	\$50M-\$100M	PE	Midwest	24	General Manager	\$200,000.00	\$50,000.00	\$250,000.00
Industrial Products	\$10M-\$25M	Private	Midwest	31	Vice President of Sales	\$185,000.00	\$64,750.00	\$249,750.00
Consumer Goods	\$1M-\$10M	PE	Southeast	3	Vice President of Sales	\$175,000.00	\$70,000.00	\$245,000.00
Industrial Products	\$50M-\$100M	PE	Northeast	25	Director of Strategic Marketing & Product Development	\$200,000.00	\$40,000.00	\$240,000.00
Industrial Products	\$500M-\$1B	Private	Midwest	15	Director of Marketing	\$200,000.00	\$40,000.00	\$240,000.00
Consumer Goods	\$10M-\$25M	Private	Southeast	33	Sales Manager	\$200,000.00	\$35,000.00	\$235,000.00
Retail	\$50M-\$100M	Private	Southeast	27	Chief Development Officer	\$180,000.00	\$54,000.00	\$234,000.00
Life Sciences (Pharma, Biotech)	\$1B-\$5B	Public	West Coast	21	Business Unit President	\$185,000.00	\$45,000.00	\$230,000.00
Consumer Goods (e-commerce)	\$250M-\$500M	PE	West Coast	5	Director, Strategic Merchandising	\$200,000.00	\$30,000.00	\$230,000.00
Business Services	\$1M-\$10M	PE	West Coast	16	Vice President of Marketing	\$175,000.00	\$43,750.00	\$218,750.00
Construction	\$50M-\$100M	Private	Northeast	29	Director of Sales	\$150,000.00	\$62,500.00	\$212,500.00
Technology	\$250M-\$500M	Public	Northeast	26	Director of Marketing	\$175,000.00	\$35,000.00	\$210,000.00
Consumer Goods	\$500M-\$1B	PE	Midwest	25	Sales Manager	\$147,000.00	\$63,000.00	\$210,000.00
Industrial Products	\$100M-\$250M	PE	Midwest	20	Vice President of Sales	\$165,000.00	\$41,250.00	\$206,250.00
Industrial Products	\$1B-\$5B	PE	Southeast	11	Director of Inside Sales	\$150,000.00	\$52,500.00	\$202,500.00
Industrial Products	\$10M-\$25M	PE	Midwest	9	Director of Pricing	\$165,000.00	\$33,000.00	\$198,000.00
Industrial Products	\$50M-\$100M	PE	Southeast	5	Director of Sales	\$140,000.00	\$56,000.00	\$196,000.00
Healthcare	\$500M-\$1B	Public	Midwest	24	Director of Marketing	\$160,000.00	\$25,000.00	\$185,000.00
Agriculture	\$10M-\$25M	PE	Midwest	20	Sales Manager	\$155,000.00	\$30,000.00	\$185,000.00
Consumer Goods	\$500M-\$1B	PE	Northeast	7	Sales Manager	\$126,000.00	\$56,000.00	\$182,000.00
Business Services	\$10M-\$25M	PE	West Coast	18	Director of Sales Operations	\$145,000.00	\$36,250.00	\$181,250.00
Consumer Goods	\$500M-\$1B	PE	Northeast	25	Director of Sales Operations	\$150,000.00	\$30,000.00	\$180,000.00
Agriculture	\$10M-\$25M	PE	Northeast	20	Sales Manager	\$150,000.00	\$30,000.00	\$180,000.00
Industrial Products	\$1M-\$10M	Private	Southeast	24	Sales Manager	\$180,000.00	\$0.00	\$180,000.00
Construction	\$1M-\$10M	Private	Southeast	31	General Manager	\$170,000.00	\$0.00	\$170,000.00
Consumer Goods	\$1B-\$5B	Public	West Coast	11	Divisional General Manager	\$130,000.00	\$39,000.00	\$169,000.00
Industrial Products	Fortune 500	Public	Southeast	30	Account Manager	\$135,000.00	\$33,750.00	\$168,750.00
Mining	\$250M-\$500M	Public	Southeast	15	Marketing Manager	\$140,000.00	\$28,000.00	\$168,000.00
Industrial Products	\$1M-\$10M	Private	Northeast	7	Sales Manager	\$120,000.00	\$36,000.00	\$156,000.00
Industrial Products	\$10M-\$25M	Private	Southeast	16	Vice President of Business Development	\$130,000.00	\$20,000.00	\$150,000.00
Consumer Goods	\$25M-\$50M	PE	Northeast	12	Vice President of Business Development	\$125,000.00	\$25,000.00	\$150,000.00
Industrial Products	\$1B-\$5B	Private	Midwest	19	Sales Manager	\$145,000.00	\$0.00	\$145,000.00
Industrial Products	\$25M-\$50M	Public	Southeast	10	Account Manager	\$145,000.00	\$0.00	\$145,000.00

NOTES: These data points represent the top 51 offers accepted by Charles Aris sales and marketing candidates over the past three years. Each row represents a unique candidate (i.e., no two rows are for the same candidate). *Base salary plus target annual bonus only; does not include retirement contribution, profit sharing, sign-on, car allowance or other such cash equivalents.