

Company Details			Candidate Years Experience	Offer Components*			
Company Type	Annual Revenue	U.S. Region		Title	Base Salary	Annual Bonus	Total Compensation
Industrial Products	\$250M-\$500M	Midwest	29	Chief Executive Officer	\$650,000.00	\$550,000.00	\$1,200,000.00
Consumer Goods	\$10M-\$25M	Southeast	30	Chief Executive Officer	\$450,000.00	\$450,000.00	\$900,000.00
Consumer Goods	\$1B-\$5B	Midwest	24	Chief Marketing Officer	\$515,000.00	\$309,000.00	\$824,000.00
Industrial Products	\$50M-\$100M	Midwest	28	Chief Executive Officer	\$400,000.00	\$400,000.00	\$800,000.00
Consumer Goods	\$25M-\$50M	Northeast	33	Chief Executive Officer	\$350,000.00	\$175,000.00	\$525,000.00
Industrial Products	\$10M-\$25M	Midwest	24	Chief Executive Officer	\$300,000.00	\$150,000.00	\$450,000.00
Consumer Goods	\$10M-\$25M	Southeast	28	Chief Executive Officer	\$275,000.00	\$137,500.00	\$412,500.00
Agriculture	\$500M-\$1B	Midwest	36	President	\$275,000.00	\$137,500.00	\$412,500.00
Industrial Products	\$10M-\$25M	Midwest	35	Chief Executive Officer	\$270,000.00	\$135,000.00	\$405,000.00
Agriculture	\$1B-\$5B	West Coast	15	Director of Marketing	\$225,000.00	\$168,750.00	\$393,750.00
Retail	\$1M-\$10M	Southeast	21	Vice President of Marketing	\$230,000.00	\$92,000.00	\$322,000.00
Consumer Goods	\$1M-\$10M	Midwest	29	General Manager	\$225,000.00	\$90,000.00	\$315,000.00
Consumer Goods	\$25M-\$50M	Southeast	24	Vice President of Marketing	\$215,000.00	\$96,750.00	\$311,750.00
Industrial Products	\$1B-\$5B	Midwest	30	General Manager	\$225,000.00	\$78,750.00	\$303,750.00
Consumer Goods	\$1B-\$5B	Midwest	24	Chief Marketing Officer	\$250,000.00	\$50,000.00	\$300,000.00
Consumer Goods	\$1M-\$10M	Southeast	24	Vice President of Sales	\$200,000.00	\$100,000.00	\$300,000.00
Consumer Goods	\$1B-\$5B	Midwest	23	Chief Marketing Officer	\$250,000.00	\$45,000.00	\$295,000.00
Industrial Products	\$5B-\$10B	West	16	Vice President of Business Development	\$225,000.00	\$67,500.00	\$292,500.00
Business Services	\$1B-\$5B	Northeast	17	President	\$220,000.00	\$66,000.00	\$286,000.00
Energy	\$10M-\$25M	South	29	Vice President of Sales & Marketing	\$210,000.00	\$63,000.00	\$273,000.00
Consumer Goods	\$100M-\$250M	South	25	Vice President of Marketing	\$190,000.00	\$76,000.00	\$266,000.00
Industrial Products	\$10M-\$25M	Midwest	31	Vice President of Sales	\$185,000.00	\$64,750.00	\$249,750.00
Consumer Goods	\$1M-\$10M	Southeast	3	Vice President of Sales	\$175,000.00	\$70,000.00	\$245,000.00
Industrial Products	\$500M-\$1B	Midwest	15	Director of Marketing	\$200,000.00	\$40,000.00	\$240,000.00
Consumer Goods	\$10M-\$25M	Southeast	33	Sales Manager	\$200,000.00	\$35,000.00	\$235,000.00
Retail	\$50M-\$100M	Southeast	27	Chief Development Officer	\$180,000.00	\$54,000.00	\$234,000.00
Business Services	\$1M-\$10M	West Coast	16	Vice President of Marketing	\$175,000.00	\$43,750.00	\$218,750.00
Construction	\$50M-\$100M	Northeast	29	Director of Sales	\$150,000.00	\$62,500.00	\$212,500.00
Technology	\$250M-\$500M	Northeast	26	Director of Marketing	\$175,000.00	\$35,000.00	\$210,000.00
Consumer Goods	\$500M-\$1B	Midwest	25	Sales Manager	\$147,000.00	\$63,000.00	\$210,000.00
Industrial Products	\$1B-\$5B	Southeast	11	Director of Inside Sales	\$150,000.00	\$52,500.00	\$202,500.00
Industrial Products	\$50M-\$100M	Southeast	5	Director of Sales	\$140,000.00	\$56,000.00	\$196,000.00
Consumer Goods	\$500M-\$1B	Northeast	23	Director of Sales	\$145,000.00	\$43,500.00	\$188,500.00
Healthcare	\$500M-\$1B	Midwest	24	Director of Marketing	\$160,000.00	\$25,000.00	\$185,000.00
Agriculture	\$10M-\$25M	Midwest	20	Sales Manager	\$155,000.00	\$30,000.00	\$185,000.00
Consumer Goods	\$500M-\$1B	Northeast	7	Sales Manager	\$126,000.00	\$56,000.00	\$182,000.00
Business Services	\$10M-\$25M	West Coast	18	Director of Sales Operations	\$145,000.00	\$36,250.00	\$181,250.00
Consumer Goods	\$500M-\$1B	Northeast	25	Director of Sales Operations	\$150,000.00	\$30,000.00	\$180,000.00
Agriculture	\$10M-\$25M	Northeast	20	Sales Manager	\$150,000.00	\$30,000.00	\$180,000.00
Industrial Products	\$1M-\$10M	Southeast	24	Sales Manager	\$180,000.00	\$0.00	\$180,000.00
Consumer Goods	\$10M-\$25M	West Coast	15	Director of Marketing	\$145,000.00	\$29,000.00	\$174,000.00
Construction	\$1M-\$10M	Southeast	31	General Manager	\$170,000.00	\$0.00	\$170,000.00
Consumer Goods	\$1B-\$5B	West Coast	11	Divisional General Manager	\$130,000.00	\$39,000.00	\$169,000.00
Industrial Products	Fortune 500	Southeast	30	Account Manager	\$135,000.00	\$33,750.00	\$168,750.00
Mining	\$250M-\$500M	Southeast	15	Marketing Manager	\$140,000.00	\$28,000.00	\$168,000.00
Industrial Products	\$1M-\$10M	Northeast	7	Sales Manager	\$120,000.00	\$36,000.00	\$156,000.00
Consumer Goods	\$25M-\$50M	Northeast	12	Vice President of Business Development	\$125,000.00	\$25,000.00	\$150,000.00
Life Sciences (Pharma, Biotech)	\$1B-\$5B	Northeast	19	Sales Manager	\$110,000.00	\$40,000.00	\$150,000.00
Industrial Products	\$1B-\$5B	Midwest	19	Sales Manager	\$145,000.08	\$0.00	\$145,000.08
Industrial Products	\$25M-\$50M	Southeast	10	Account Manager	\$145,000.00	\$0.00	\$145,000.00

NOTES: These data points represent the top 50 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.