



Company Details				Candidates Years of Experience	Offer Components*			
Company Type	Annual Revenue	Company Type	U.S. Region		Title	Base Salary	Annual Bonus	Total Compensation
Consumer Goods	\$10M-\$25M	PE	Southeast	28	Chief Executive Officer	\$275,000	\$137,500	\$412,500
Agriculture	\$1B-\$5B	Private	West Coast	15	Director of Marketing	\$225,000	\$168,750	\$393,750
Consumer Goods	\$150M	PE	Midwest	15	EVP / Chief Revenue Officer	\$275,000	\$110,000	\$385,000
Industrial Products	\$500M-\$1B	PE	South	21	Vice President of Pricing	\$245,000	\$122,500	\$367,500
Professional Services	\$600M	Private	West Coast	19	SVP, Business Development	\$225,000	\$112,500	\$337,500
Retail	\$1M-\$10M	PE	Southeast	21	Vice President of Marketing	\$230,000	\$92,000	\$322,000
Consumer Goods	\$1M-\$10M	PE	Midwest	29	General Manager	\$225,000	\$90,000	\$315,000
Life Sciences (Pharma, Biotech)	\$100M-\$250M	Private	Northeast	33	Vice President of Business Development	\$235,000	\$70,500	\$305,500
Industrial Products	\$1B-\$5B	Private	Midwest	30	General Manager	\$225,000	\$78,750	\$303,750
Consumer Goods	\$1B-\$5B	Public	Midwest	24	Chief Marketing Officer	\$250,000	\$50,000	\$300,000
Consumer Goods	\$1M-\$10M	PE	Southeast	24	Vice President of Sales	\$200,000	\$100,000	\$300,000
Consumer Goods	\$10M-\$25M	PE	Midwest	24	Vice President of Sales	\$200,000	\$100,000	\$300,000
Life Sciences (Pharma, Biotech)	\$250M-\$500M	Public	West Coast	15	Head of Sales Operations	\$260,000	\$39,000	\$299,000
Technology	\$50M	Private	Southeast	18	Chief Marketing Officer	\$237,000	\$59,250	\$296,250
Consumer Goods	\$1B-\$5B	Public	Midwest	23	Chief Marketing Officer	\$250,000	\$45,000	\$295,000
Technology	\$35M	Public	Midwest	27	Business Development Lead	\$225,000	\$67,500	\$292,500
Industrial Products	\$5B-\$10B	Public	West	16	Vice President of Business Development	\$225,000	\$67,500	\$292,500
Industrial Products	\$100M-\$250M	Public	Southeast	11	Senior Director of Marketing	\$238,000	\$47,600	\$285,600
Manufacturing	\$1B	Public	Midwest	22	Global Director of Sales	\$225,000	\$56,250	\$281,250
Energy	\$10M-\$25M	Public	South	29	Vice President of Sales & Marketing	\$210,000	\$63,000	\$273,000
Consumer Goods	\$200M	PE	West Coast	10	Senior Marketing Director	\$210,000	\$52,500	\$262,500
Transportation	\$20M	PE	Midwest	20	Vice President, Sales & Marketing	\$180,000	\$72,000	\$252,000
Industrial Products	\$50M-\$100M	PE	Midwest	24	General Manager	\$200,000	\$50,000	\$250,000
Industrial Products	\$10M-\$25M	Private	Midwest	31	Vice President of Sales	\$185,000	\$64,750	\$249,750
Consumer Goods	\$1M-\$10M	PE	Southeast	3	Vice President of Sales	\$175,000	\$70,000	\$245,000
Industrial Products	\$50M-\$100M	PE	Northeast	25	Director of Strategic Marketing & Product Development	\$200,000	\$40,000	\$240,000
Industrial Products	\$500M-\$1B	Private	Midwest	15	Director of Marketing	\$200,000	\$40,000	\$240,000
Consumer Goods	\$10M-\$25M	Private	Southeast	33	Sales Manager	\$200,000	\$35,000	\$235,000
Retail	\$50M-\$100M	Private	Southeast	27	Chief Development Officer	\$180,000	\$54,000	\$234,000
Life Sciences (Pharma, Biotech)	\$1B-\$5B	Public	West Coast	21	Business Unit President	\$185,000	\$45,000	\$230,000
Consumer Goods (e-commerce)	\$250M-\$500M	PE	West Coast	5	Director, Strategic Merchandising	\$200,000	\$30,000	\$230,000
Business Services	\$1M-\$10M	PE	West Coast	16	Vice President of Marketing	\$175,000	\$43,750	\$218,750
Construction	\$50M-\$100M	Private	Northeast	29	Director of Sales	\$150,000	\$62,500	\$212,500
Technology	\$250M-\$500M	Public	Northeast	26	Director of Marketing	\$175,000	\$35,000	\$210,000
Consumer Goods	\$500M-\$1B	PE	Midwest	25	Sales Manager	\$147,000	\$63,000	\$210,000
Industrial Products	\$100M-\$250M	PE	Midwest	20	Vice President of Sales	\$165,000	\$41,250	\$206,250
Industrial Products	\$1B-\$5B	PE	Southeast	11	Director of Inside Sales	\$150,000	\$52,500	\$202,500
Education	\$35M	PE	Northeast	12	Executive Director of Marketing	\$200,000	\$0	\$200,000
Professional Services	\$20M	Private	Southeast	16	Division President	\$150,000	\$50,000	\$200,000
Industrial Products	\$10M-\$25M	PE	Midwest	9	Director of Pricing	\$165,000	\$33,000	\$198,000
Industrial Products	\$50M-\$100M	PE	Southeast	5	Director of Sales	\$140,000	\$56,000	\$196,000
Healthcare	\$500M-\$1B	Public	Midwest	24	Director of Marketing	\$160,000	\$25,000	\$185,000
Agriculture	\$10M-\$25M	PE	Midwest	20	Sales Manager	\$155,000	\$30,000	\$185,000
Consumer Goods	\$500M-\$1B	PE	Northeast	7	Sales Manager	\$126,000	\$56,000	\$182,000
Business Services	\$10M-\$25M	PE	West Coast	18	Director of Sales Operations	\$145,000	\$36,250	\$181,250
Consumer Goods	\$500M-\$1B	PE	Northeast	25	Director of Sales Operations	\$150,000	\$30,000	\$180,000
Agriculture	\$10M-\$25M	PE	Northeast	20	Sales Manager	\$150,000	\$30,000	\$180,000
Industrial Products	\$1M-\$10M	Private	Southeast	24	Sales Manager	\$180,000	\$0	\$180,000
Construction	\$1M-\$10M	Private	Southeast	31	General Manager	\$170,000	\$0	\$170,000
Consumer Goods	\$1B-\$5B	Public	West Coast	11	Divisional General Manager	\$130,000	\$39,000	\$169,000
Industrial Products	Fortune 500	Public	Southeast	30	Account Manager	\$135,000	\$33,750	\$168,750
Mining	\$250M-\$500M	Public	Southeast	15	Marketing Manager	\$140,000	\$28,000	\$168,000
Industrial Products	\$1M-\$10M	Private	Northeast	7	Sales Manager	\$120,000	\$36,000	\$156,000
Industrial Products	\$10M-\$25M	Private	Southeast	16	Vice President of Business Development	\$130,000	\$20,000	\$150,000
Consumer Goods	\$25M-\$50M	PE	Northeast	12	Vice President of Business Development	\$125,000	\$25,000	\$150,000
Industrial Products	\$1B-\$5B	Private	Midwest	19	Sales Manager	\$145,000	\$0	\$145,000
Industrial Products	\$25M-\$50M	Public	Southeast	10	Account Manager	\$145,000	\$0	\$145,000

NOTES: These data points represent 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.

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