



2022 Spring Human Capital Offer Report

Offer Components

Company Type	Title	Total Cash Compensation	Base Salary	Annual Bonus	Equity	Sign-on	Result
Chief Human Resources Officer or Equivalent							
PE Portfolio	Senior Vice President, Human Resources	\$371,000	\$265,000	40%	\$450,000*	\$50,000	Accepted
PE Portfolio	Senior Vice President, Human Resources	\$343,000	\$245,000	40%	\$400,000*	N/A	Declined
PE Portfolio	Vice President, Human Resources	\$325,000	\$250,000	30%	\$200,000*	N/A	Accepted
Public	Vice President, Human Resources	\$316,250	\$275,000	15%	N/A	\$21,000	Accepted
Private	Vice President, Human Resources	\$290,250	\$215,000	35%	N/A	N/A	Accepted
PE Portfolio	Vice President, Human Resources	\$266,500	\$205,000	30%	\$312,000*	\$25,000	Accepted
PE Portfolio	Senior Vice President, Human Resources	\$262,500	\$210,000	25%	225 units*	N/A	Accepted
PE Portfolio	Chief People Officer	\$260,000	\$200,000	30%	\$300,000*	N/A	Accepted
Public	Vice President, Employee Experience	\$250,000	\$200,000	25%	\$235,000*	N/A	Accepted
Private	Vice President, Human Resources	\$222,000	\$185,000	20%	N/A	N/A	Accepted
Private	Chief People Officer	\$221,400	\$180,000	23%	N/A	N/A	Accepted
PE Portfolio	Director, Human Resources	\$200,000	\$160,000	25%	N/A	N/A	Declined
Private	Director, Human Resources	\$143,000	\$130,000	10%	N/A	N/A	Accepted
Private	Executive Director, Human Resources	\$132,250	\$115,000	15%	N/A	\$12,000	Accepted
Public	Vice President, HR & Employee Experience	\$130,000	\$130,000	No	N/A	N/A	Accepted
Other Human Capital Positions							
Private	Director, Leadership & Talent Advisory	\$264,000	\$220,000	20%	N/A	\$50,000	Accepted
PE Portfolio	Director, Talent Acquisition	\$218,500	\$190,000	15%	\$200,000*	\$20,000	Accepted
PE Portfolio	Director, Recruiting	\$200,000	\$200,000	0%	\$300,000*	N/A	Accepted
Private	Director of Talent	\$184,000	\$160,000	15%	N/A	N/A	Accepted
PE Portfolio	HRIS & Operations Manager	\$175,000	\$140,000	25%	N/A	\$8,750	Accepted
Private	Director, Talent Acquisition	\$161,000	\$115,000	40%	N/A	N/A	Declined
PE Portfolio	HRIS Manager	\$150,000	\$120,000	25%	N/A	N/A	Accepted
PE Portfolio	Regional Manager, Human Resources	\$143,750	\$125,000	15%	N/A	N/A	Accepted
Private	Director, Employee Experience	\$143,000	\$130,000	10%	N/A	Yes	Accepted
PE Portfolio	Human Resources Manager	\$105,000	\$100,000	5%	N/A	N/A	Accepted

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

* Indicates one-time equity grant

** Indicates annual equity grant

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