The second					20	23 Priva	te Equity	Offer	Report
		ANNUAL			OFFER COM		te Equity		Kepor c
PE Portfolio	INDUSTRY Healthcare	REVENUE / FUND SIZE	TITLE Executive Vice President	BASE SALARY Corporate Deve	ANNUAL BONUS slopment \$187,500	TOTAL CASH COMPENSATION	EQUITY** \$4M at exit	CASH SIGN-ON	RESULTS
PE Portfolio PE Portfolio	Industrials Business Services	\$500M \$391M	Vice President Senior Vice President	\$315,000 \$325,000	\$189,000 \$130,000	\$504,000 \$455,000	\$3.25M at exit	N/A N/A	Accepted Accepted Accepted
PE Portfolio PE Portfolio PE Portfolio	Technology Technology Healthcare	\$150M	Senior Vice President Vice President Chief Growth Officer	\$350,000 \$325,000 \$300,000	\$105,000 \$97,500 \$120,000	\$455,000 \$422,500 \$420,000	\$2M at exit \$750K at exit \$3M at exit	N/A \$50,000 \$20,000	Accepted Accepted
PE Portfolio	Business Services Business Services	UNDISCLOSED \$300M	Vice President Senior Vice President	\$275,000 \$250,000	\$137,500 \$150,000	\$412,500 \$400,000	\$2.5M at exit	\$50,000 \$25,000	Accepted Accepted
PE Portfolio PE Portfolio	Technology Healthcare Life Sciences	\$316M UNDISCLOSED \$260M	Senior Vice President Vice President Vice President	\$300,000 \$300,000 \$300,000	\$90,000 \$90,000 \$90,000	\$390,000 \$390,000 \$390,000	\$3.5M at exit \$500K at exit \$1.2M at exit	N/A \$20,000 N/A	Accepted Accepted
PE Portfolio PE Portfolio	Technology Business Services	\$120M UNDISCLOSED	Vice President Vice President	\$315,000 \$250,000	\$63,000 \$125,000	\$378,000 \$375,000	\$1.25M at exit	\$36,000 \$25,000	Accepted Accepted
PE Portfolio PE Portfolio	Technology Life Sciences Business Services	\$400M \$110M UNDISCLOSED	Vice President Vice President Vice President	\$265,000 \$275,000 \$265,000	\$30,000 \$68,750 \$66,250	\$344,500 \$343,750 \$331,250	\$1.5M at exit \$2.1M at exit \$1.25M at exit	N/A \$75,000 N/A	Accepted Accepted
PE Portfolio PE Portfolio PE Portfolio	Business Services Technology Business Services	UNDISCLOSED \$40M UNDISCLOSED	Vice President Vice President Vice President	\$230,000 \$250,000 \$250,000	\$100,000 \$75,000 \$75,000	\$330,000 \$325,000 \$325,000	\$1.5M at exit \$800K at exit \$2M at exit	\$50,000 N/A \$20,000	Accepted Accepted
PE Portfolio PE Portfolio	Financial Services Healthcare	\$116M UNDISCLOSED	Vice President Vice President	\$240,000 \$240,000	\$85,000	\$325,000 \$324,000	\$800K at exit	N/A \$50,000	Accepted Accepted
PE Portfolio PE Portfolio PE Portfolio	Business Services Healthcare Technology	\$210M \$150M	Vice President Vice President Vice President	\$160,000 \$235,000 \$250,000	\$160,000 \$82,250 \$62,500	\$320,000 \$317,250 \$312,500	\$400K at exit \$1.5M at exit \$750K at exit	N/A \$40,000 N/A	Accepted Accepted
PE Portfolio	Technology Business Services	\$100M \$100M	Vice President Vice President	\$240,000 \$250,000	\$72,000 \$50,000	\$312,000 \$300,000	\$1M at exit	N/A N/A	Accepted Accepted
PE Portfolio PE Portfolio PE Portfolio	Business Services Business Services Technology	\$100M \$100M \$400M	Vice President Vice President Vice President	\$225,000 \$225,000 \$200,000	\$67,500 \$67,500 \$60,000	\$292,500 \$292,500 \$280,000	\$1.25M at exit \$1.25M at exit \$300K at exit	N/A N/A \$5,000	Accepted Accepted
PE Portfolio PE Portfolio	Technology Technology	\$50M UNDISCLOSED	Vice President Vice President	\$230,000	\$46,000 \$50,000	\$276,000 \$275,000	\$700K at exit	N/A N/A	Accepted Accepted
PE Portfolio PE Portfolio PE Portfolio	Technology Healthcare Healthcare	\$350M UNDISCLOSED	Vice President Vice President Vice President	\$220,000 \$220,000 \$200,000	\$55,000 \$55,000 \$60,000	\$275,000 \$275,000 \$260,000	\$1.5M at exit \$1.1M at exit \$700K at exit	N/A N/A N/A	Accepted Accepted Accepted
PE Portfolio PE Portfolio Fund Level	Industrials Healthcare Private Equity	\$350M UNDISCLOSED UNDISCLOSED	Director Director Associate	\$215,000 \$180,000 \$130,000	\$43,000 \$54,000 \$87,500	\$258,000 \$234,000 \$217,500	\$250K at exit \$750K at exit N/A	N/A \$20,000 N/A	Accepted Accepted Accepted
PE Portfolio PE Portfolio	Technology Business Services	\$100M \$150M	Vice President Manager	\$175,000 \$175,000	\$40,000 \$35,000	\$215,000 \$210,000	\$250K at exit	\$15,000 \$10,000	Accepted Accepted
PE Portfolio PE Portfolio PE Portfolio	Business Services Healthcare Business Services	\$160M UNDISCLOSED UNDISCLOSED	Director Director Senior Associate	\$175,000 \$170,000 \$160,000	\$25,000 \$30,000 \$40,000	\$200,000 \$200,000 \$200,000	N/A \$1.2M at exit N/A	N/A N/A N/A	Accepted Accepted
PE Portfolio PE Portfolio	Industrials Healthcare	\$200-400M	Director Senior Associate	\$150,000 \$125,000	\$30,000	\$180,000 \$150,000	\$350K at exit	N/A N/A	Accepted Accepted
PE Portfolio PE Portfolio	Industrials Business Services	UNDISCLOSED \$350M	Manager Associate Enginee	\$125,000 \$110,000 ring, Operation	\$18,750 \$22,000 s & Supply Chair	\$143,750 \$132,000	N/A \$100K at exit	\$4,000 \$5,000	Accepted Accepted
PE Portfolio PE Portfolio PE Portfolio	Agriculture Energy Life Sciences	\$40M \$750M \$15M	Chief Executive Officer General Manager Chief Operation Officer	\$365,000 \$300,000 \$225,000	\$182,500 \$36,000 \$75,000	\$547,500 \$336,000 \$300,000	\$4M at exit N/A \$1M+ at exit	N/A \$25,000 N/A	Accepted Accepted
PE Portfolio	Industrial Manufacturing Consumer Products	\$65M \$100M	VP, Quality Global Sourcing Manager	\$165,000 \$130,000	\$10,000 \$32,500	\$175,000 \$162,500	N/A N/A	N/A N/A	Accepted Accepted
PE Portfolio	Healthcare Business Services	\$150M \$250M	CFO	\$350,000 \$300,000	\$175,000 \$150,000	\$525,000 \$450,000	\$350K profits interest	N/A N/A	Accepted Accepted
PE Portfolio PE Portfolio PE Portfolio	Healthcare Healthcare	\$60M \$85M \$25M	CFO CFO	\$315,000 \$240,000 \$275,000	\$126,000 \$120,000 \$85,000	\$441,000 \$360,000 \$360,000	Equity included 0.9% diluted equity 1% equity sign on	N/A N/A	Accepted Accepted
PE Portfolio PE Portfolio	Healthcare Consumer Products	\$20M \$170M	CFO	\$275,000 \$240,000	\$68,750 \$85,200	\$343,750 \$325,200	Equity included 1% fully diluted	N/A N/A	Accepted Accepted
PE Portfolio PE Portfolio	Healthcare Industrials Healthcare	\$15M \$1.2B \$20M	CFO VP, FP&A CFO	\$260,000 \$230,000 \$210,000	\$65,000 \$92,000 \$105,000	\$325,000 \$322,000 \$315,000	2% diluted class P units 35% base salary per annum Equity included	\$15,000 \$20,000 N/A	Accepted Accepted
PE Portfolio PE Portfolio PE Portfolio	Industrial Products Healthcare Healthcare	\$500M \$300M \$300M	VP, FP&A Sr. Director, Finance Ops Sr. Director, FP&A	\$240,000 \$230,000 \$230,000	\$72,000 \$69,000 \$69,000	\$312,000 \$299,000 \$299,000	\$500K initial equity grant 170K shares 170K shares	\$50,000 \$36,000 N/A	Accepted Accepted Accepted
PE Portfolio PE Portfolio	Healthcare Healthcare	\$35M \$300M	VP, Accounting VP, RCM	\$240,000 \$210,000	\$48,000 \$63,000	\$288,000 \$273,000	Equity included	N/A N/A	Accepted Accepted
PE Portfolio PE Portfolio	Healthcare Business Services	\$150M \$450M	VP, FP&A VP, Finance Director, FP&A Global	\$215,000 \$190,000 \$180,000	\$53,750 \$57,000 \$54,000	\$268,750 \$247,000 \$234,000	\$225K equity value \$500K in PIUs 17.5% LTIP of base salary annually	\$20,000 N/A N/A	Accepted
DE Doutfolio	Industrials	\$1.2B	i i			6024.050			Accepted
PE Portfolio PE Portfolio	Business Services Manufacturing	\$50M \$30M	Director, FP&A	\$185,000 \$210,000 \$190.000	\$46,250 \$21,000 \$38.000	\$231,250 \$231,000 \$228.000	Co-invest up to \$100K N/A N/A	\$10,000 N/A \$5.000	Accepted Accepted
	Business Services	\$50M	Director, FP&A						Accepted
PE Portfolio PE Portfolio PE Portfolio	Business Services Manufacturing Consumer Products Business Services	\$50M \$30M \$400M \$50M	Director, FP&A CFO Director, FP&A Controller	\$210,000 \$190,000 \$180,000	\$21,000 \$38,000 \$45,000	\$231,000 \$228,000 \$225,000	N/A N/A N/A	N/A \$5,000 N/A	Accepted Accepted Accepted Accepted
PE Portfolio	Business Services Manufacturing Consumer Products Business Services Industrial Products Healthcare Healthcare Business Services Consumer Products	\$50M \$30M \$400M \$50M \$50M \$400M \$100M \$100M \$55M \$400M	Director, FP&A CFO Director, FP&A Controller Controller Controller Manager, FP&A Controller Manager, FP&A	\$210,000 \$190,000 \$180,000 \$180,000 \$185,000 \$170,000 \$150,000 \$150,000	\$21,000 \$38,000 \$45,000 \$45,000 \$37,000 \$34,000 \$24,000 \$30,000 \$22,500	\$231,000 \$228,000 \$225,000 \$225,000 \$222,000 \$204,000 \$184,000 \$180,000	N/A N/A N/A N/A N/A 1x salary 1x salary N/A N/A	N/A \$5,000 N/A N/A N/A \$15,000 \$20,000 N/A N/A	Accepted
PE Portfolio	Business Services Manufacturing Consumer Products Business Services Business Services Industrial Products Healthcare Healthcare Business Services	\$50M \$30M \$400M \$50M \$50M \$400M \$100M \$100M	Director, FP&A CFO Director, FP&A Controller Controller Controller Manager, FP&A Controller Manager, FP&A Manager, FP&A Manager, FP&A	\$210,000 \$190,000 \$180,000 \$185,000 \$170,000 \$160,000	\$21,000 \$38,000 \$45,000 \$45,000 \$37,000 \$34,000 \$24,000 \$22,500 \$27,000 \$21,000	\$231,000 \$228,000 \$225,000 \$225,000 \$222,000 \$204,000 \$184,000	N/A N/A N/A N/A N/A 1x salary 1x salary N/A	N/A \$5,000 N/A N/A N/A \$15,000 \$20,000	Accepted
PE Portfolio	Business Services Manufacturing Consumer Products Business Services Industrial Products Healthcare Healthcare Business Services Consumer Products Business Services	\$50M \$30M \$400M \$50M \$50M \$400M \$100M \$100M \$55M \$400M	Director, FP&A CFO Director, FP&A Controller Controller Controller Manager, FP&A Controller Manager, FP&A Manager, FP&A	\$210,000 \$190,000 \$180,000 \$180,000 \$185,000 \$170,000 \$150,000 \$150,000 \$135,000	\$21,000 \$38,000 \$45,000 \$45,000 \$37,000 \$34,000 \$24,000 \$22,500 \$27,000 \$21,000	\$231,000 \$228,000 \$225,000 \$225,000 \$222,000 \$204,000 \$184,000 \$180,000 \$172,500	N/A N/A N/A N/A N/A 1x salary 1x salary N/A N/A	N/A \$5,000 N/A N/A N/A \$15,000 \$20,000 N/A N/A	Accepted
PE Portfolio	Business Services Manufacturing Consumer Products Business Services Industrial Products Healthcare Healthcare Business Services Consumer Products Business Services Consumer Products Private Equity Private Equity	\$50M \$30M \$400M \$50M \$50M \$400M \$100M \$100M \$55M \$400M \$200M \$400M	Director, FP&A CFO Director, FP&A Controller Controller Controller Manager, FP&A Controller Manager, FP&A Manager, FP&A Manager, FP&A Principal, Portfolio Operations Principal, Portfolio Operations	\$210,000 \$190,000 \$180,000 \$180,000 \$185,000 \$170,000 \$160,000 \$150,000 \$135,000 \$140,000 Strategy - Fun \$375,000 \$270,000	\$21,000 \$38,000 \$45,000 \$45,000 \$37,000 \$34,000 \$24,000 \$30,000 \$22,500 \$27,000 \$21,000 d Level \$175,000 \$200,000	\$231,000 \$228,000 \$225,000 \$225,000 \$222,000 \$204,000 \$184,000 \$180,000 \$162,000 \$161,000	N/A N/A N/A N/A N/A N/A 1x salary 1x salary N/A N/A N/A N/A SM carry \$5M carry	N/A \$5,000 N/A N/A N/A \$15,000 \$20,000 N/A N/A N/A \$5,000	Accepted
PE Portfolio PE Ind Level Fund Level	Business Services Manufacturing Consumer Products Business Services Industrial Products Healthcare Healthcare Business Services Consumer Products Business Services Consumer Products Private Equity	\$50M \$30M \$400M \$50M \$50M \$50M \$50M \$400M \$100M \$100M \$100M \$155M \$400M \$200M \$400M \$200M \$400M \$501M-1B AUM \$501M-1B AUM \$501M-1B AUM \$501M-1B AUM \$501M-1B AUM \$501M-1B AUM	Director, FP&A CFO Director, FP&A Controller Controller Controller Manager, FP&A Controller Manager, FP&A Manager, FP&A Manager, FP&A Manager, FP&A Monager, FP&A Principal, Portfolio Operations VP, Portfolio Operations	\$210,000 \$190,000 \$180,000 \$180,000 \$185,000 \$170,000 \$150,000 \$150,000 \$135,000 \$140,000 Strategy - Fun \$375,000 \$270,000 \$250,000 \$250,000 \$250,000 \$2550,000 \$2550,000 \$2550,000	\$21,000 \$38,000 \$45,000 \$45,000 \$37,000 \$34,000 \$24,000 \$30,000 \$22,500 \$27,000 \$21,000 \$21,000 \$100,000 \$100,000 \$110,000 \$75,000	\$231,000 \$228,000 \$225,000 \$225,000 \$222,000 \$204,000 \$184,000 \$180,000 \$162,000 \$161,000 \$470,000 \$470,000 \$350,000 \$350,000 \$337,500 \$330,000	N/A N/A N/A N/A N/A N/A 1x salary 1x salary N/A N/A N/A N/A N/A \$3M carry \$5M carry \$500K carry \$1.2M carry \$500K carry \$1.5M carry Carry included	N/A \$5,000 N/A N/A N/A \$15,000 \$20,000 N/A N/A \$5,000 N/A \$50,000 N/A \$10,000 N/A N/A N/A N/A	Accepted
PE Portfolio PE Ind Level Fund Level	Business Services Manufacturing Consumer Products Business Services Industrial Products Healthcare Healthcare Business Services Consumer Products Business Services Consumer Products Private Equity	\$50M \$30M \$400M \$50M \$50M \$50M \$50M \$400M \$100M \$100M \$100M \$100M \$55M \$400M \$400M \$200M \$400M \$200M \$400M \$501M-1B AUM \$501M AUM \$501M-1B AUM \$501M-1B AUM \$501M-1B AUM	Director, FP&A CFO Director, FP&A Controller Controller Controller Manager, FP&A Controller Manager, FP&A Manager, FP&A Manager, FP&A Manager, FP&A Monager, FP&A Principal, Portfolio Operations VP, Portfolio Operations	\$210,000 \$190,000 \$180,000 \$180,000 \$185,000 \$170,000 \$150,000 \$150,000 \$135,000 \$140,000 Strategy - Fun \$375,000 \$270,000 \$250,000 \$250,000 \$250,000 \$250,000	\$21,000 \$38,000 \$45,000 \$45,000 \$37,000 \$34,000 \$24,000 \$30,000 \$22,500 \$27,000 \$21,000 \$21,000 \$175,000 \$200,000 \$160,000 \$100,000 \$110,000	\$231,000 \$228,000 \$225,000 \$225,000 \$222,000 \$204,000 \$184,000 \$180,000 \$162,000 \$161,000 \$470,000 \$450,000 \$350,000 \$350,000 \$350,000	N/A N/A N/A N/A N/A N/A 1x salary 1x salary N/A N/A N/A N/A N/A \$3M carry \$5M carry \$500K carry \$1.2M carry \$500K carry \$1.5M carry	N/A \$5,000 N/A N/A N/A \$15,000 \$20,000 N/A N/A \$5,000 N/A \$10,000 N/A N/A N/A	Accepted
PE Portfolio PE Ind Level Fund Level	Business Services Manufacturing Consumer Products Business Services Business Services Industrial Products Healthcare Healthcare Business Services Consumer Products Business Services Consumer Products Private Equity	\$50M \$30M \$400M \$50M \$50M \$50M \$50M \$400M \$100M \$100M \$100M \$155M \$400M \$200M \$400M \$200M \$400M \$200M \$400M \$100M \$10M \$1	Director, FP&A CFO Director, FP&A Controller Controller Controller Manager, FP&A Controller Manager, FP&A Manager, FP&A Manager, FP&A Manager, FP&A Monager, FP&A Principal, Portfolio Operations VP, Portfolio Operations	\$210,000 \$190,000 \$180,000 \$180,000 \$185,000 \$170,000 \$150,000 \$150,000 \$135,000 \$140,000 Strategy - Fun \$375,000 \$270,000 \$250,000 \$250,000 \$255,000 \$225,000 \$225,000 \$225,000 \$225,000	\$21,000 \$38,000 \$45,000 \$45,000 \$37,000 \$34,000 \$24,000 \$22,500 \$27,000 \$21,000 \$21,000 \$210,000 \$100,000 \$100,000 \$112,500 \$75,000	\$231,000 \$228,000 \$225,000 \$225,000 \$222,000 \$184,000 \$180,000 \$162,000 \$162,000 \$161,000 \$470,000 \$450,000 \$350,000 \$350,000 \$337,500 \$337,500 \$325,000	N/A N/A N/A N/A N/A N/A 1x salary 1x salary N/A N/A N/A N/A N/A SM carry \$5M carry \$500K carry \$1.2M carry \$750K carry \$1.5M carry Carry included \$750K carry \$1.5M carry	N/A \$5,000 N/A N/A N/A \$15,000 \$20,000 N/A N/A \$5,000 N/A \$5,000 N/A \$10,000 N/A N/A N/A N/A N/A N/A N/A	Accepted
PE Portfolio PE Ind Level Fund Level	Business Services Manufacturing Consumer Products Business Services Business Services Industrial Products Healthcare Healthcare Business Services Consumer Products Business Services Consumer Products Private Equity	\$50M \$30M \$400M \$50M \$50M \$50M \$50M \$400M \$100M \$100M \$100M \$100M \$55M \$400M \$200M \$400M \$200M \$400M \$501M-1B AUM \$501M-1B AUM \$501M-1B AUM \$501M-1B AUM \$501M-1B AUM \$1.2B AUM \$501M-1B AUM \$1.2B AUM \$3.1-5B AUM \$3.1-5B AUM \$3.1-5B AUM \$3.1-5B AUM	Director, FP&A CFO Director, FP&A Controller Controller Controller Manager, FP&A Controller Manager, FP&A Controller Manager, FP&A Manager, FP&A Manager, FP&A Principal, Portfolio Operations Principal, Portfolio Operations VP, Sociate, Deal Side 2025 Associate, Deal Side 2025 Associate, Deal Side 2025 Associate, Deal Side	\$210,000 \$190,000 \$180,000 \$180,000 \$185,000 \$170,000 \$150,000 \$150,000 \$135,000 \$140,000 Strategy - Fun \$375,000 \$270,000 \$250,000 \$250,000 \$255,000 \$255,000 \$255,000 \$175,000 \$175,000 \$175,000 \$175,000 \$175,000	\$21,000 \$38,000 \$45,000 \$45,000 \$37,000 \$34,000 \$24,000 \$30,000 \$22,500 \$27,000 \$21,000 \$21,000 \$200,000 \$100,000 \$100,000 \$100,000 \$112,500 \$75,000 \$130,000 \$130,000 \$130,000 \$130,000 \$130,000	\$231,000 \$228,000 \$225,000 \$225,000 \$222,000 \$204,000 \$184,000 \$180,000 \$162,000 \$161,000 \$470,000 \$450,000 \$350,000 \$337,500 \$337,500 \$337,500 \$337,500 \$335,000 \$305,000 \$305,000 \$305,000	N/A N/A N/A N/A N/A N/A 1x salary 1x salary N/A N/A N/A N/A N/A N/A SM carry \$500K carry \$1.2M carry \$750K carry \$1.5M carry Carry included \$750K carry Carry included Co-invest offered Co-invest offered Co-invest offered Co-invest offered Co-invest offered Co-invest offered	N/A \$5,000 N/A N/A N/A \$15,000 \$20,000 N/A N/A N/A \$5,000 N/A \$10,000 N/A N/A N/A N/A N/A N/A N/A	Accepted
PE Portfolio PE Ind Level Fund Level	Business Services Manufacturing Consumer Products Business Services Business Services Industrial Products Healthcare Healthcare Business Services Consumer Products Business Services Consumer Products Private Equity	\$50M \$30M \$400M \$50M \$50M \$50M \$50M \$400M \$100M \$100M \$100M \$155M \$400M \$200M \$400M \$200M \$400M \$501M-1B AUM \$501M-1B AUM \$501M-1B AUM \$501M-1B AUM \$501M-1B AUM \$501M-1B AUM \$1.2B AUM \$501M-1B AUM \$1.2B AUM \$3.1-5B AUM \$3.1-5B AUM \$3.1-5B AUM	Director, FP&A CFO Director, FP&A Controller Controller Controller Manager, FP&A Controller Manager, FP&A Manager, FP&A Manager, FP&A Manager, FP&A Manager, FP&A Monager, FP&A Principal, Portfolio Operations Principal, Portfolio Operations VP, Portfolio Operations	\$210,000 \$190,000 \$180,000 \$180,000 \$185,000 \$170,000 \$150,000 \$150,000 \$135,000 \$140,000 \$270,000 \$270,000 \$250,000 \$250,000 \$255,000 \$225,000 \$255,000 \$2175,000 \$175,000 \$175,000 \$175,000	\$21,000 \$38,000 \$45,000 \$45,000 \$37,000 \$34,000 \$24,000 \$22,500 \$27,000 \$21,000 \$21,000 \$210,000 \$100,000 \$100,000 \$112,500 \$75,000 \$130,000 \$130,000 \$130,000 \$130,000	\$231,000 \$228,000 \$225,000 \$225,000 \$222,000 \$204,000 \$184,000 \$180,000 \$162,000 \$161,000 \$470,000 \$450,000 \$350,000 \$335,000 \$337,500 \$325,000 \$325,000 \$305,000 \$305,000 \$305,000	N/A N/A N/A N/A N/A N/A 1x salary 1x salary N/A N/A N/A N/A N/A N/A SM carry \$500K carry \$1.2M carry \$750K carry \$1.5M carry Carry included \$750K carry \$1.5M carry Carry included Co-invest offered Co-invest offered Co-invest offered Co-invest offered	N/A \$5,000 N/A N/A N/A \$15,000 \$20,000 N/A N/A \$5,000 N/A \$50,000 N/A \$10,000 N/A N/A N/A N/A N/A N/A N/A	Accepted
PE Portfolio PE Ind Level Fund Level	Business Services Manufacturing Consumer Products Business Services Business Services Industrial Products Healthcare Healthcare Business Services Consumer Products Business Services Consumer Products Private Equity	\$50M \$30M \$400M \$50M \$50M \$50M \$50M \$50M \$400M \$100M \$100M \$100M \$100M \$55M \$400M \$200M \$400M \$200M \$400M \$501M-1B AUM \$501M-1B AUM \$501M-1B AUM \$501M-1B AUM \$501M-1B AUM \$51.2B AUM \$501M-1B AUM \$3.1-5B AUM \$3.1-5B AUM \$3.1-5B AUM \$3.1-5B AUM \$3.1-5B AUM \$3.1-5B AUM	Director, FP&A CFO Director, FP&A Controller Controller Controller Manager, FP&A Controller Manager, FP&A Controller Manager, FP&A Manager, FP&A Manager, FP&A Manager, FP&A Principal, Portfolio Operations Principal, Portfolio Operations VP, Portfolio Operations	\$210,000 \$190,000 \$180,000 \$180,000 \$185,000 \$170,000 \$150,000 \$150,000 \$135,000 \$140,000 \$270,000 \$270,000 \$250,000 \$250,000 \$250,000 \$255,000 \$255,000 \$275,000 \$175,000 \$175,000 \$175,000 \$175,000 \$175,000 \$175,000	\$21,000 \$38,000 \$45,000 \$45,000 \$37,000 \$34,000 \$24,000 \$30,000 \$22,500 \$27,000 \$21,000 \$21,000 \$175,000 \$100,000 \$110,000 \$100,000 \$130,000 \$130,000 \$130,000 \$130,000 \$130,000 \$130,000 \$130,000 \$130,000	\$231,000 \$228,000 \$225,000 \$225,000 \$222,000 \$222,000 \$184,000 \$184,000 \$1172,500 \$162,000 \$161,000 \$470,000 \$4550,000 \$350,000 \$350,000 \$337,500 \$337,500 \$335,000 \$305,000 \$305,000 \$305,000 \$305,000 \$305,000	N/A N/A N/A N/A N/A N/A N/A 1x salary 1x salary N/A N/A N/A N/A N/A N/A SM carry \$500K carry \$1.2M carry \$750K carry \$1.5M carry \$1.5M carry Carry included \$750K carry \$1.5M carry Carry included Co-invest offered	N/A \$5,000 N/A N/A N/A \$15,000 \$20,000 N/A N/A N/A \$5,000 N/A \$50,000 N/A \$10,000 N/A	Accepted
PE Portfolio PE Ind Level Fund Level	Business Services Manufacturing Consumer Products Business Services Business Services Industrial Products Healthcare Healthcare Business Services Consumer Products Business Services Consumer Products Private Equity	\$50M \$30M \$400M \$50M \$50M \$50M \$50M \$400M \$100M \$100M \$100M \$100M \$55M \$400M \$200M \$400M \$200M \$400M \$501M-1B AUM \$501M-1B AUM \$501M-1B AUM \$501M-1B AUM \$501M-1B AUM \$3.1-5B AUM	Director, FP&A CFO Director, FP&A Controller Controller Controller Controller Manager, FP&A Controller Manager, FP&A Manager, FP&A Manager, FP&A Manager, FP&A Manager, FP&A Principal, Portfolio Operations Principal, Portfolio Operations VP, Portfolio Operations	\$210,000 \$190,000 \$180,000 \$180,000 \$185,000 \$170,000 \$150,000 \$150,000 \$135,000 \$140,000 \$270,000 \$270,000 \$250,000 \$250,000 \$255,000 \$255,000 \$255,000 \$275,000 \$175,000	\$21,000 \$38,000 \$45,000 \$45,000 \$37,000 \$34,000 \$24,000 \$30,000 \$22,500 \$27,000 \$21,000 \$175,000 \$100,000 \$110,000 \$112,500 \$75,000 \$130,000	\$231,000 \$228,000 \$225,000 \$225,000 \$222,000 \$224,000 \$184,000 \$184,000 \$162,000 \$161,000 \$470,000 \$450,000 \$350,000 \$335,000 \$337,500 \$337,500 \$335,000 \$305,000 \$305,000 \$305,000 \$305,000 \$305,000 \$305,000 \$305,000 \$305,000 \$305,000 \$305,000 \$305,000	N/A N/A N/A N/A N/A N/A 1x salary 1x salary N/A N/A N/A N/A N/A N/A \$3M carry \$500K carry \$1.2M carry \$750K carry \$1.5M carry \$1.5M carry Carry included \$750K carry \$1.5m carry Carry included Co-invest offered	N/A \$5,000 N/A N/A N/A N/A \$15,000 \$20,000 N/A N/A N/A \$5,000 N/A \$50,000 N/A \$10,000 N/A	Accepted
PE Portfolio PE Ind Level Fund Level	Business Services Manufacturing Consumer Products Business Services Industrial Products Healthcare Healthcare Business Services Consumer Products Business Services Consumer Products Private Equity	\$50M \$30M \$400M \$50M \$50M \$50M \$50M \$400M \$100M \$100M \$100M \$100M \$55M \$400M \$200M \$400M \$200M \$400M \$501M-1B AUM \$501M-1B AUM \$501M-1B AUM \$501M-1B AUM \$501M-1B AUM \$1.2B AUM \$501M-1B AUM \$3.1-5B AUM	Director, FP&A CFO Director, FP&A Controller Controller Controller Manager, FP&A Controller Manager, FP&A Manager, FP&A Manager, FP&A Manager, FP&A Manager, FP&A Manager, FP&A Principal, Portfolio Operations VP, Postfolio Operations VP, Postfolio Operations VP, Portfolio Operations VP, Postfolio Operations VP, Portfolio Operations Associate, Deal Side 2024 Associate, Deal Side Associate, Deal Side Associate, Deal Side Vice President, Portfolio Operations Associate, Deal Side VP, Portfolio Operations Associate, Deal Side	\$210,000 \$190,000 \$180,000 \$180,000 \$185,000 \$170,000 \$150,000 \$150,000 \$135,000 \$140,000 \$270,000 \$270,000 \$250,000 \$250,000 \$255,000 \$255,000 \$255,000 \$275,000 \$175,000	\$21,000 \$38,000 \$45,000 \$45,000 \$37,000 \$34,000 \$24,000 \$30,000 \$22,500 \$27,000 \$21,000 \$21,000 \$175,000 \$100,000 \$110,000 \$112,500 \$75,000 \$130,000	\$231,000 \$228,000 \$225,000 \$225,000 \$222,000 \$204,000 \$184,000 \$180,000 \$161,000 \$161,000 \$470,000 \$450,000 \$350,000 \$3350,000 \$337,500 \$337,500 \$335,000 \$335,000 \$305,000	N/A N/A N/A N/A N/A N/A 1x salary 1x salary N/A N/A N/A N/A N/A SM carry \$500K carry \$1.2M carry \$750K carry \$1.5M carry \$1.5M carry Carry included \$750K carry Carry included Co-invest offered	N/A \$5,000 N/A N/A N/A N/A \$15,000 \$20,000 N/A N/A N/A \$5,000 N/A \$50,000 N/A \$10,000 N/A	Accepted
PE Portfolio PE Ind Level Fund Level	Business Services Manufacturing Consumer Products Business Services Industrial Products Healthcare Healthcare Healthcare Business Services Consumer Products Business Services Consumer Products Private Equity Venture Capital	\$50M \$30M \$400M \$50M \$50M \$50M \$50M \$400M \$100M \$100M \$100M \$155M \$400M \$200M \$4400M \$200M \$4400M \$501M-1B AUM \$501M-1B AUM \$501M-1B AUM \$501M-1B AUM \$501M-1B AUM \$501M-1B AUM \$3.1-5B AUM	Director, FP&A CFO Director, FP&A Controller Controller Controller Manager, FP&A Controller Manager, FP&A Controller Manager, FP&A Manager, FP&A Manager, FP&A Manager, FP&A Manager, FP&A Manager, FP&A Principal, Portfolio Operations VP, Portfolio Operations Associate, Deal Side 2025 Associate, Deal Side 2025 Associate, Deal Side 2024 Associate, Deal Side Associate, Deal Side Vice President, Portfolio Operations Associate, Deal Side VP, Portfolio Operations Associate, Deal Side Senior Associate, Deal Side Senior Associate, Deal Side	\$210,000 \$190,000 \$180,000 \$180,000 \$185,000 \$160,000 \$150,000 \$135,000 \$140,000 \$270,000 \$270,000 \$250,000 \$250,000 \$225,000 \$225,000 \$225,000 \$225,000 \$175,000	\$21,000 \$38,000 \$45,000 \$45,000 \$37,000 \$34,000 \$24,000 \$22,500 \$27,000 \$21,000 \$175,000 \$100,000 \$110,000 \$112,500 \$75,000 \$130,000	\$231,000 \$228,000 \$225,000 \$225,000 \$222,000 \$224,000 \$184,000 \$1172,500 \$162,000 \$161,000 \$470,000 \$450,000 \$3350,000 \$337,500 \$337,500 \$337,500 \$3325,000 \$3325,000 \$335,000 \$305,000 \$200,000 \$200,000	N/A N/A N/A N/A N/A N/A 1x salary 1x salary N/A N/A N/A N/A N/A S3M carry \$500K carry \$1.2M carry \$750K carry \$1.5M carry Carry included \$750K carry \$1.5M carry Co-invest offered Solok carry N/A	N/A \$5,000 N/A N/A N/A \$15,000 \$20,000 N/A N/A N/A \$5,000 N/A \$50,000 N/A \$10,000 N/A	Accepted
PE Portfolio PE Ind Level Fund Level	Business Services Manufacturing Consumer Products Business Services Industrial Products Healthcare Healthcare Healthcare Business Services Consumer Products Business Services Consumer Products Private Equity	\$50M \$30M \$400M \$50M \$50M \$50M \$50M \$400M \$100M \$100M \$155M \$400M \$200M \$4400M \$200M \$4400M \$501M-1B AUM \$501M-1B AUM \$501M-1B AUM \$501M-1B AUM \$501M-1B AUM \$1.2B AUM \$3.1-5B AUM	Director, FP&A CFO Director, FP&A Controller Controller Controller Controller Manager, FP&A Controller Manager, FP&A Manager, FP&A Manager, FP&A Manager, FP&A Manager, FP&A Manager, FP&A Principal, Portfolio Operations VP, Portfolio Operations Associate, Deal Side 2025 Associate, Deal Side 2025 Associate, Deal Side 2024 Associate, Deal Side Associate, Deal Side Associate, Deal Side Vice President, Portfolio Operations Associate, Deal Side Associate, Deal Side VP, Portfolio Operations Associate, Deal Side Associate, Deal Side Associate, Deal Side Associate, Deal Side Senior Associate, Deal Side Senior Associate, Deal Side Senior Associate, Deal Side	\$210,000 \$190,000 \$180,000 \$180,000 \$185,000 \$170,000 \$150,000 \$150,000 \$135,000 \$140,000 \$270,000 \$220,000 \$250,000 \$250,000 \$255,000 \$225,000 \$225,000 \$255,000 \$175,000	\$21,000 \$38,000 \$45,000 \$45,000 \$37,000 \$34,000 \$24,000 \$30,000 \$22,500 \$27,000 \$21,000 \$175,000 \$100,000 \$110,000 \$110,000 \$130,000	\$231,000 \$228,000 \$225,000 \$225,000 \$222,000 \$224,000 \$184,000 \$180,000 \$161,000 \$470,000 \$450,000 \$330,000 \$337,500 \$3330,000 \$335,000 \$325,000 \$305,000 \$305,000 \$305,000 \$305,000 \$305,000 \$305,000 \$305,000 \$305,000 \$305,000 \$305,000 \$325,000	N/A N/A N/A N/A N/A N/A 1x salary 1x salary N/A N/A N/A N/A N/A N/A S3M carry \$500K carry \$1.2M carry \$750K carry \$1.5M carry Carry included \$750K carry \$1.5M carry Carry included Co-invest offered	N/A \$5,000 N/A N/A N/A \$15,000 \$20,000 N/A N/A N/A \$5,000 N/A \$50,000 N/A \$10,000 N/A	Accepted
PE Portfolio PE Innd Level Fund Level	Business Services Manufacturing Consumer Products Business Services Industrial Products Healthcare Healthcare Business Services Consumer Products Business Services Consumer Products Business Services Consumer Products Private Equity Venture Capital Private Equity Venture Capital	\$50M \$30M \$400M \$50M \$50M \$50M \$50M \$400M \$100M \$100M \$100M \$155M \$400M \$200M \$400M \$200M \$400M \$501M-1B AUM \$501M-1B AUM \$501M-1B AUM \$501M-1B AUM \$501M-1B AUM \$501M-1B AUM \$3.1-5B AUM	Director, FP&A CFO Director, FP&A Controller Controller Controller Controller Manager, FP&A Controller Manager, FP&A Controller Manager, FP&A Manager, FP&A Manager, FP&A Manager, FP&A Manager, FP&A Principal, Portfolio Operations VP, Portfolio Operations Associate, Deal Side 2025 Associate, Deal Side 2025 Associate, Deal Side 2024 Associate, Deal Side 2025 Associate, Deal Side 2026 Associate, Deal Side 2027 Associate, Deal Side 2028 Associate, Deal Side 2029 Associate, Deal Side 2029 Associate, Deal Side 2020 Associate, Deal Side 2021 Associate, Deal Side 2022 Associate, Deal Side Associate, Deal Side Associate, Deal Side Senior Associate, Deal Side Senior Associate, Deal Side Senior Associate, Deal Side	\$210,000 \$190,000 \$180,000 \$180,000 \$185,000 \$170,000 \$150,000 \$135,000 \$140,000 \$140,000 \$270,000 \$270,000 \$220,000 \$2250,000 \$2250,000 \$2250,000 \$2250,000 \$175,000	\$21,000 \$38,000 \$45,000 \$45,000 \$37,000 \$34,000 \$24,000 \$30,000 \$22,500 \$27,000 \$21,000 \$175,000 \$100,000 \$110,000 \$110,000 \$130,000	\$231,000 \$228,000 \$225,000 \$225,000 \$222,000 \$224,000 \$184,000 \$180,000 \$162,000 \$470,000 \$450,000 \$330,000 \$337,500 \$337,500 \$337,500 \$335,000 \$325,000 \$305,000 \$250,000 \$250,000 \$250,000 \$250,000	N/A N/A N/A N/A N/A N/A 1x salary 1x salary N/A N/A N/A N/A N/A N/A \$3M carry \$500K carry \$1.2M carry \$1.2M carry \$1.5M carry \$1.5M carry Carry included \$750K carry \$1.5M carry Co-invest offered	N/A \$5,000 N/A N/A N/A \$15,000 \$20,000 N/A N/A N/A \$5,000 N/A \$50,000 N/A \$10,000 N/A	Accepted
PE Portfolio	Business Services Manufacturing Consumer Products Business Services Industrial Products Healthcare Healthcare Business Services Consumer Products Business Services Consumer Products Private Equity	\$50M \$400M \$50M \$50M \$50M \$400M \$100M \$100M \$100M \$155M \$400M \$555M \$400M \$200M \$400M \$501M-1B AUM \$3.1-5B AUM \$5.1-10B AUM	Director, FP&A CFO Director, FP&A Controller Controller Controller Manager, FP&A Controller Manager, FP&A Controller Manager, FP&A Manager, FP&A Manager, FP&A Manager, FP&A Manager, FP&A Manager, FP&A Monager, FP&A Manager, FP&A VP, Portfolio Operations Coust Associate, Deal Side 2024 Associate, Deal Side 2025 Associate, Deal Side 2026 Associate, Deal Side 2027 Associate, Deal Side 2028 Associate, Deal Side 2029 Associate, Deal Side 2029 Associate, Deal Side 2021 Associate, Deal Side 2022 Associate, Deal Side 2024 Associate, Deal Side 2025 Associate, Deal Side 2026 Associate, Deal Side 2027 Associate, Deal Side 2028 Associate, Deal Side 2029 Associate, Deal Side 2020 Associate, Deal Side 2021 Associate, Deal Side 2022 Associate, Deal Side 2024 Associate, Deal Side 2025 Associate, Deal Sid	\$210,000 \$190,000 \$180,000 \$180,000 \$185,000 \$1150,000 \$150,000 \$135,000 \$270,000 \$2250,000 \$2250,000 \$2250,000 \$2250,000 \$225,000 \$225,000 \$2175,000 \$175,000	\$21,000 \$38,000 \$45,000 \$37,000 \$34,000 \$24,000 \$30,000 \$22,500 \$27,000 \$21,000 \$175,000 \$100,000 \$110,000 \$110,000 \$130,000	\$231,000 \$228,000 \$225,000 \$225,000 \$222,000 \$224,000 \$184,000 \$1180,000 \$1172,500 \$161,000 \$4470,000 \$4450,000 \$3350,000 \$3350,000 \$337,500 \$337,500 \$325,000 \$325,000 \$305,000 \$305,000 \$305,000 \$305,000 \$305,000 \$305,000 \$305,000 \$305,000 \$305,000 \$305,000 \$305,000 \$305,000 \$305,000 \$305,000 \$305,000 \$3105,000	N/A N/A N/A N/A N/A N/A 1x salary 1x salary N/A N/A N/A N/A N/A N/A S3M carry \$500K carry \$1.2M carry \$500K carry \$1.5M carry Carry included \$750K carry \$1.5M carry Co-invest offered S1.8M carry N/A Carry included \$500K carry Co-invest offered Co-invest offered Co-invest offered Co-invest offered S500K carry Co-invest offered Co-invest offered Co-invest offered	N/A \$5,000 N/A N/A N/A \$15,000 \$20,000 N/A N/A N/A \$5,000 N/A \$5,000 N/A \$10,000 N/A	Accepted
PE Portfolio PE Ind Level Fund Level	Business Services Manufacturing Consumer Products Business Services Industrial Products Healthcare Healthcare Business Services Consumer Products Business Services Consumer Products Private Equity	\$50M \$400M \$50M \$50M \$50M \$400M \$100M \$100M \$100M \$155M \$400M \$200M \$4400M \$200M \$4400M \$5501M-1B AUM \$501M-1B AUM \$501M-1B AUM \$501M-1B AUM \$501M-1B AUM \$51.2B AUM \$51.1-5B AUM \$3.1-5B AUM \$5.1-10B AUM	Director, FP&A CFO Director, FP&A Controller Controller Controller Controller Manager, FP&A Controller Manager, FP&A Monager, FP&A Manager, FP&A Manager, FP&A Manager, FP&A Manager, FP&A Manager, FP&A Manager, FP&A VP, Portfolio Operations Sociate, Deal Side 2024 Associate, Deal Side 2024 Associate, Deal Side 2024 Associate, Deal Side 2024 Associate, Deal Side Associate, Deal Side VP, Portfolio Operations Associate, Deal Side VP, Portfolio Operations Cinance) Operating Partner Associate, Deal Side Associate, Deal Side Senior Associate, Deal Side Senior Associate, Deal Side Senior Associate, Deal Side Senior Associate, Deal Side Associate, Deal Side Senior Associate, Deal Side Associate, Deal Side Senior Associate, Deal Side Senior Associate, Deal Side Associate, Deal Side VP, Portfolio Operations VP, Portfolio Operations VP, Portfolio Operations VP, Portfolio Operations VP, Pinancial Transformation VP, Integration VP, Product Management	\$210,000 \$190,000 \$180,000 \$180,000 \$185,000 \$170,000 \$150,000 \$135,000 \$140,000 \$270,000 \$270,000 \$250,000 \$250,000 \$255,000 \$255,000 \$255,000 \$255,000 \$175,000	\$21,000 \$38,000 \$45,000 \$45,000 \$37,000 \$345,000 \$334,000 \$224,000 \$22,500 \$27,000 \$21,000 \$2175,000 \$100,000 \$110,000 \$112,500 \$75,000 \$130,000	\$231,000 \$228,000 \$225,000 \$225,000 \$222,000 \$224,000 \$184,000 \$180,000 \$162,000 \$161,000 \$470,000 \$4450,000 \$3350,000 \$3350,000 \$337,500 \$337,500 \$3325,000 \$3325,000 \$305,000 \$305,000 \$305,000 \$305,000 \$305,000 \$305,000 \$305,000 \$305,000 \$305,000 \$305,000 \$305,000 \$305,000 \$305,000 \$305,000 \$3105,000	N/A N/A N/A N/A N/A N/A 1x salary 1x salary N/A N/A N/A N/A N/A N/A S3M carry \$500K carry \$1.2M carry \$500K carry \$1.5M carry Carry included \$750K carry \$1.5M carry Co-invest offered S1.8M carry N/A Co-invest offered Co-invest offered \$500K carry Co-invest offered	N/A \$5,000 N/A N/A N/A \$15,000 \$20,000 N/A N/A N/A \$5,000 N/A \$50,000 N/A	Accepted
PE Portfolio PE Ind Level Fund Level	Business Services Manufacturing Consumer Products Business Services Industrial Products Healthcare Healthcare Healthcare Business Services Consumer Products Business Services Consumer Products Private Equity Private Equity	\$30M \$400M \$50M \$50M \$50M \$50M \$400M \$100M \$1100M \$555M \$400M \$200M \$4400M \$200M \$4400M \$551M-1B AUM \$501M-1B AUM \$501M-1B AUM \$501M-1B AUM \$501M-1B AUM \$501M-1B AUM \$3.1-5B	Director, FP&A CFO Director, FP&A Controller Controller Controller Manager, FP&A Controller Manager, FP&A Controller Manager, FP&A Manager, FP&A Manager, FP&A Manager, FP&A Manager, FP&A Manager, FP&A Principal, Portfolio Operations VP, Portfolio Operations 2025 Associate, Deal Side 2025 Associate, Deal Side 2025 Associate, Deal Side 2024 Associate, Deal Side 2025 Associate, Deal Side 2026 Associate, Deal Side 2027 Associate, Deal Side 2028 Associate, Deal Side 2029 Associate, Deal Side 2020 Associate, Deal Side 2021 Associate, Deal Side 2022 Associate, Deal Side Associate, Deal Side 2024 Associate, Deal Side 2025 Associate, Deal Side 2026 Associate, Deal Side 2027 Associate, Deal Side 2028 Associate, Deal Side 2029 Associate, Deal Side 2029 Associate, Deal Side 2029 Associate, Deal Side 2029 Associate, Deal Side 2021 Associate, Deal Side 2022 Associate, Deal Side 2023 Associate, Deal Side 2024 Associate, Deal Side 2025 Associate, Deal Side 2026 Associate, Deal Side 2027 Associate, Deal Side 2028 Associate, Deal Side 2029 Associate, Deal Side 2029 Associate, Deal Side 2020 Associate, Deal Side 2020 Associate, Deal Side 2021 Associate, Deal Side 202	\$210,000 \$190,000 \$180,000 \$180,000 \$185,000 \$170,000 \$150,000 \$150,000 \$270,000 \$250,000 \$250,000 \$255,000 \$255,000 \$255,000 \$255,000 \$175,000	\$21,000 \$38,000 \$45,000 \$37,000 \$34,000 \$24,000 \$330,000 \$22,500 \$27,000 \$21,000 \$175,000 \$110,000 \$110,000 \$1130,000 \$100,000 \$	\$231,000 \$228,000 \$225,000 \$222,000 \$224,000 \$184,000 \$184,000 \$162,000 \$161,000 \$470,000 \$450,000 \$3350,000 \$337,500 \$337,500 \$337,500 \$335,000 \$305,000 \$305,000 \$305,000 \$305,000 \$305,000 \$305,000 \$305,000 \$305,000 \$305,000 \$305,000 \$305,000 \$305,000 \$305,000 \$305,000 \$3105,000	N/A N/A N/A N/A N/A N/A 1x salary 1x salary N/A N/A N/A N/A N/A N/A N/A N/	N/A \$5,000 N/A N/A N/A \$15,000 \$20,000 N/A N/A N/A \$5,000 N/A \$5,000 N/A \$50,000 N/A \$10,000 N/A	Accepted
PE Portfolio	Business Services Manufacturing Consumer Products Business Services Industrial Products Healthcare Healthcare Business Services Consumer Products Business Services Consumer Products Private Equity Industrial Products Business Services Healthcare Healthcare Industrial Products	\$50M \$30M \$400M \$50M \$50M \$50M \$400M \$100M \$100M \$100M \$555M \$400M \$2200M \$4400M \$2200M \$4400M \$5501M-1B AUM \$501M-1B AUM \$501M-1B AUM \$501M-1B AUM \$501M-1B AUM \$501M-1B AUM \$3.1-5B AUM \$5.1-10B AUM	Director, FP&A CFO Director, FP&A Controller Controller Controller Controller Manager, FP&A Controller Manager, FP&A Controller Manager, FP&A Manager, FP&A Manager, FP&A Manager, FP&A Manager, FP&A Manager, FP&A Principal, Portfolio Operations VP, Portfolio Operations Associate, Deal Side 2025 Associate, Deal Side 2024 Associate, Deal Side Associate, Deal Side 2024 Associate, Deal Side 2024 Associate, Deal Side 2025 Associate, Deal Side 2026 Associate, Deal Side 2027 Associate, Deal Side 2028 Associate, Deal Side 2029 Associate, Deal Side 2020 Associate, Deal Side 2021 Associate, Deal Side 2022 Associate, Deal Side 2024 Associate, Deal Side 2025 Associate, Deal Side 2026 Associate, Deal Side 2027	\$210,000 \$190,000 \$180,000 \$180,000 \$185,000 \$1170,000 \$150,000 \$135,000 \$270,000 \$250,000 \$250,000 \$2250,000 \$2250,000 \$2250,000 \$2250,000 \$2175,000 \$175,000	\$21,000 \$38,000 \$45,000 \$45,000 \$37,000 \$34,000 \$24,000 \$30,000 \$22,500 \$27,000 \$21,000 \$175,000 \$110,000 \$130,000	\$231,000 \$228,000 \$225,000 \$225,000 \$222,000 \$224,000 \$184,000 \$180,000 \$172,500 \$162,000 \$470,000 \$4450,000 \$3350,000 \$3350,000 \$3350,000 \$3325,000 \$3325,000 \$3305,000 \$305,000 \$305,000 \$305,000 \$305,000 \$305,000 \$305,000 \$305,000 \$305,000 \$305,000 \$305,000 \$305,000 \$305,000 \$305,000 \$305,000 \$3105,000	N/A N/A N/A N/A N/A N/A N/A 1x salary 1x salary N/A N/A N/A N/A N/A N/A N/A S3M carry \$500K carry \$1.2M carry \$500K carry \$1.5M carry Carry included \$750K carry \$1.5M carry Co-invest offered S1.8M carry N/A N/A N/A N/A S200K carry Co-invest offered Co-invest offered S600K at exit \$200K at exit \$200K at exit \$3.5M at exit \$3.5M at exit	N/A \$5,000 N/A N/A \$15,000 \$20,000 N/A N/A N/A \$5,000 N/A \$50,000 N/A \$10,000 N/A	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).

VP, Transformation

Chief of Staff, Marketing

VP, Strategy

Director, M&A Integration

Director, Enterprise PMO

Director, Strategy & Transformation

Senior Associate, Growth Strategy

Manager, Business Analytics

Manager, Strategy

Associate, Corporate Strategy

 $Company \ size \ is \ indicated \ by \ annual \ revenue \ for \ private \ equity \ portfolios \ and \ latest \ fund \ size \ for \ private \ equity \ firms.$ **Equity can take two forms: "at exit," meaning a one-time grant with expected value upon sale or IPO of the business at some point in the future, and "carry," meaning expected value upon fund exit assuming 2.5x return and participation in the full lifecycle of the fund.

\$200,000

\$200,000

\$200,000

\$200,000

\$190,000

\$160,000

\$150,000

\$150,000

\$140,000

\$130,000

\$60,000

\$50,000

\$50,000

\$40,000

\$35,000

\$30,000

\$25,000

\$18,750

\$17,500

\$19,500

\$260,000

\$250,000

\$250,000

\$240,000

\$225,000

\$190,000

\$175,000

\$168,750

\$157,500

\$149,500

\$2M at exit

N/A

\$1.1M at exit

\$150K at exit

N/A

N/A

N/A

N/A

N/A

N/A

N/A

N/A

\$20,000

N/A

\$30,000

N/A

\$20,000

N/A

\$20,000

N/A

Accepted

\$450M

\$3.25B

\$40M

\$400M

\$440M

\$500M

\$440M

\$4.8B

\$4.8B

\$2B

Consumer Products

Healthcare

Industrial Products

Technology

Healthcare

Industrial Products

Healthcare

Consumer Products

Consumer Products

PE Portfolio

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