

2023 Private Equity Offer Report

Company Type	Industry	Annual Revenue / Fund Size	Offer Components						Results
			Title	Base Salary	Annual Bonus	Total Cash Compensation	Equity**	Cash Sign-On	
Corporate Development									
PE Portfolio	Healthcare	\$800M	Executive Vice President	\$375,000	\$187,500	\$562,500	\$4M at exit	N/A	Accepted
PE Portfolio	Industrials	\$500M	Vice President	\$315,000	\$189,000	\$504,000	\$3.25M at exit	N/A	Accepted
PE Portfolio	Business Services	\$391M	Senior Vice President	\$325,000	\$130,000	\$455,000	\$1.5M at exit	N/A	Accepted
PE Portfolio	Technology	UNDISCLOSED	Senior Vice President	\$350,000	\$105,000	\$455,000	\$2M at exit	N/A	Accepted
PE Portfolio	Technology	\$150M	Vice President	\$325,000	\$97,500	\$422,500	\$750K at exit	\$50,000	Accepted
PE Portfolio	Healthcare	\$500M	Chief Growth Officer	\$300,000	\$120,000	\$420,000	\$3M at exit	\$20,000	Accepted
PE Portfolio	Business Services	UNDISCLOSED	Vice President	\$275,000	\$137,500	\$412,500	\$2.5M at exit	\$50,000	Accepted
PE Portfolio	Business Services	\$300M	Senior Vice President	\$250,000	\$150,000	\$400,000	\$2M at exit	\$25,000	Accepted
PE Portfolio	Technology	\$316M	Senior Vice President	\$300,000	\$90,000	\$390,000	\$3.5M at exit	N/A	Accepted
PE Portfolio	Healthcare	UNDISCLOSED	Vice President	\$300,000	\$90,000	\$390,000	\$500K at exit	\$20,000	Accepted
PE Portfolio	Life Sciences	\$260M	Vice President	\$300,000	\$90,000	\$390,000	\$1.2M at exit	N/A	Accepted
PE Portfolio	Technology	\$120M	Vice President	\$315,000	\$63,000	\$378,000	\$1.25M at exit	\$36,000	Accepted
PE Portfolio	Business Services	UNDISCLOSED	Vice President	\$250,000	\$125,000	\$375,000	\$1.5M at exit	\$25,000	Accepted
PE Portfolio	Technology	\$400M	Vice President	\$265,000	\$30,000	\$344,500	\$1.5M at exit	N/A	Accepted
PE Portfolio	Life Sciences	\$110M	Vice President	\$275,000	\$68,750	\$343,750	\$2.1M at exit	\$75,000	Accepted
PE Portfolio	Business Services	UNDISCLOSED	Vice President	\$265,000	\$66,250	\$331,250	\$1.25M at exit	N/A	Accepted
PE Portfolio	Business Services	UNDISCLOSED	Vice President	\$230,000	\$100,000	\$330,000	\$1.5M at exit	\$50,000	Accepted
PE Portfolio	Technology	\$40M	Vice President	\$250,000	\$75,000	\$325,000	\$800K at exit	N/A	Accepted
PE Portfolio	Business Services	UNDISCLOSED	Vice President	\$250,000	\$75,000	\$325,000	\$2M at exit	\$20,000	Accepted
PE Portfolio	Financial Services	\$116M	Vice President	\$240,000	\$85,000	\$325,000	\$800K at exit	N/A	Accepted
PE Portfolio	Healthcare	UNDISCLOSED	Vice President	\$240,000	\$84,000	\$324,000	N/A	\$50,000	Accepted
PE Portfolio	Business Services	UNDISCLOSED	Vice President	\$160,000	\$160,000	\$320,000	\$400K at exit	N/A	Accepted
PE Portfolio	Healthcare	\$210M	Vice President	\$235,000	\$82,250	\$317,250	\$1.5M at exit	\$40,000	Accepted
PE Portfolio	Technology	\$150M	Vice President	\$250,000	\$62,500	\$312,500	\$750K at exit	N/A	Accepted
PE Portfolio	Technology	\$100M	Vice President	\$240,000	\$72,000	\$312,000	\$1M at exit	N/A	Accepted
PE Portfolio	Business Services	\$100M	Vice President	\$250,000	\$50,000	\$300,000	\$1.9M at exit	N/A	Accepted
PE Portfolio	Business Services	\$100M	Vice President	\$225,000	\$67,500	\$292,500	\$1.25M at exit	N/A	Accepted
PE Portfolio	Business Services	\$100M	Vice President	\$225,000	\$67,500	\$292,500	\$1.25M at exit	N/A	Accepted
PE Portfolio	Technology	\$400M	Vice President	\$200,000	\$60,000	\$280,000	\$300K at exit	\$5,000	Accepted
PE Portfolio	Technology	\$50M	Vice President	\$230,000	\$46,000	\$276,000	\$700K at exit	N/A	Accepted
PE Portfolio	Technology	UNDISCLOSED	Vice President	\$225,000	\$50,000	\$275,000	Equity included	N/A	Accepted
PE Portfolio	Technology	UNDISCLOSED	Vice President	\$220,000	\$55,000	\$275,000	\$1.5M at exit	N/A	Accepted
PE Portfolio	Healthcare	\$350M	Vice President	\$220,000	\$55,000	\$275,000	\$1.1M at exit	N/A	Accepted
PE Portfolio	Healthcare	UNDISCLOSED	Vice President	\$200,000	\$60,000	\$260,000	\$700K at exit	N/A	Accepted
PE Portfolio	Industrials	\$350M	Director	\$215,000	\$43,000	\$258,000	\$250K at exit	N/A	Accepted
PE Portfolio	Healthcare	UNDISCLOSED	Director	\$180,000	\$54,000	\$234,000	\$750K at exit	\$20,000	Accepted
Fund Level	Private Equity	UNDISCLOSED	Associate	\$130,000	\$87,500	\$217,500	N/A	N/A	Accepted
PE Portfolio	Technology	\$100M	Vice President	\$175,000	\$40,000	\$215,000	\$250K at exit	\$15,000	Accepted
PE Portfolio	Business Services	\$150M	Manager	\$175,000	\$35,000	\$210,000	N/A	\$10,000	Accepted
PE Portfolio	Business Services	\$160M	Director	\$175,000	\$25,000	\$200,000	N/A	N/A	Accepted
PE Portfolio	Healthcare	UNDISCLOSED	Director	\$170,000	\$30,000	\$200,000	\$1.2M at exit	N/A	Accepted
PE Portfolio	Business Services	UNDISCLOSED	Senior Associate	\$160,000	\$40,000	\$200,000	N/A	N/A	Accepted
PE Portfolio	Industrials	UNDISCLOSED	Director	\$150,000	\$30,000	\$180,000	\$350K at exit	N/A	Accepted
PE Portfolio	Healthcare	\$200-400M	Senior Associate	\$125,000	\$25,000	\$150,000	N/A	N/A	Accepted
PE Portfolio	Industrials	UNDISCLOSED	Manager	\$125,000	\$18,750	\$143,750	N/A	\$4,000	Accepted
PE Portfolio	Business Services	\$350M	Associate	\$110,000	\$22,000	\$132,000	\$100K at exit	\$5,000	Accepted
Engineering, Operations & Supply Chain									
PE Portfolio	Agriculture	\$40M	Chief Executive Officer	\$365,000	\$182,500	\$547,500	\$4M at exit	N/A	Accepted
PE Portfolio	Energy	\$750M	General Manager	\$300,000	\$36,000	\$336,000	N/A	\$25,000	Accepted
PE Portfolio	Life Sciences	\$15M	Chief Operation Officer	\$225,000	\$75,000	\$300,000	\$1M+ at exit	N/A	Accepted
PE Portfolio	Industrial Manufacturing	\$65M	VP, Quality	\$165,000	\$10,000	\$175,000	N/A	N/A	Accepted
PE Portfolio	Consumer Products	\$100M	Global Sourcing Manager	\$130,000	\$32,500	\$162,500	N/A	N/A	Accepted
Finance & Accounting									
PE Portfolio	Healthcare	\$150M	CFO	\$350,000	\$175,000	\$525,000	\$350K profits interest	N/A	Accepted
PE Portfolio	Business Services	\$250M	CFO	\$300,000	\$150,000	\$450,000	\$1M at exit	N/A	Accepted
PE Portfolio	Healthcare	\$60M	CFO	\$315,000	\$126,000	\$441,000	Equity included	N/A	Accepted
PE Portfolio	Healthcare	\$85M	CFO	\$240,000	\$120,000	\$360,000	0.9% diluted equity	N/A	Accepted
PE Portfolio	Insurance	\$25M	CFO	\$275,000	\$85,000	\$360,000	1% equity sign on	N/A	Accepted
PE Portfolio	Healthcare	\$20M	CFO	\$275,000	\$68,750	\$343,750	Equity included	N/A	Accepted
PE Portfolio	Consumer Products	\$170M	CFO	\$240,000	\$85,200	\$325,200	1% fully diluted	N/A	Accepted
PE Portfolio	Healthcare	\$15M	CFO	\$260,000	\$65,000	\$325,000	2% diluted class P units	\$15,000	Accepted
PE Portfolio	Industrials	\$1.2B	VP, FP&A	\$230,000	\$92,000	\$322,000	35% base salary per annum	\$20,000	Accepted
PE Portfolio	Healthcare	\$20M	CFO	\$210,000	\$105,000	\$315,000	Equity included	N/A	Accepted
PE Portfolio	Industrial Products	\$500M	VP, FP&A	\$240,000	\$72,000	\$312,000	\$500K initial equity grant	\$50,000	Accepted
PE Portfolio	Healthcare	\$300M	Sr. Director, Finance Ops	\$230,000	\$69,000	\$299,000	170K shares	\$36,000	Accepted
PE Portfolio	Healthcare	\$300M	Sr. Director, FP&A	\$230,000	\$69,000	\$299,000	170K shares	N/A	Accepted
PE Portfolio	Healthcare	\$35M	VP, Accounting	\$240,000	\$48,000	\$288,000	Equity included	N/A	Accepted
PE Portfolio	Healthcare	\$300M	VP, RCM	\$210,000	\$63,000	\$273,000	100K shares	N/A	Accepted
PE Portfolio	Healthcare	\$150M	VP, FP&A	\$215,000	\$53,750	\$268,750	\$225K equity value	\$20,000	Accepted
PE Portfolio	Business Services	\$450M	VP, Finance	\$190,000	\$57,000	\$247,000	\$500K in PIUs	N/A	Accepted
PE Portfolio	Industrials	\$1.2B	Director, FP&A Global	\$180,000	\$54,000	\$234,000	17.5% LTIP of base salary annually	N/A	Accepted
PE Portfolio	Business Services	\$50M	Director, FP&A	\$185,000	\$46,250	\$231,250	Co-invest up to \$100K	\$10,000	Accepted
PE Portfolio	Manufacturing	\$30M	CFO	\$210,000	\$21,000	\$231,000	N/A	N/A	Accepted
PE Portfolio	Consumer Products	\$400M	Director, FP&A	\$190,000	\$38,000	\$228,000	N/A	\$5,000	Accepted
PE Portfolio	Business Services	\$50M	Controller	\$180,000	\$45,000	\$225,000	N/A	N/A	Accepted
PE Portfolio	Business Services	\$50M	Controller	\$180,000	\$45,000	\$225,000	N/A	N/A	Accepted
PE Portfolio	Industrial Products	\$400M	Controller	\$185,000	\$37,000	\$222,000	N/A	N/A	Accepted
PE Portfolio	Healthcare	\$100M	Controller	\$170,000	\$34,000	\$204,000	1x salary	\$15,000	Accepted
PE Portfolio	Healthcare	\$100M	Manager, FP&A	\$160,000	\$24,000	\$184,000	1x salary	\$20,000	Accepted
PE Portfolio	Business Services	\$55M	Controller	\$150,000	\$30,000	\$180,000	N/A	N/A	Accepted
PE Portfolio	Consumer Products	\$400M	Manager, FP&A	\$150,000	\$22,500	\$172,500	N/A	N/A	Accepted
PE Portfolio	Business Services	\$200M	Manager, FP&A	\$135,000	\$27,000	\$162,000	N/A	N/A	Accepted
PE Portfolio	Consumer Products	\$400M	Manager, FP&A	\$140,000	\$21,000	\$161,000	N/A	\$5,000	Accepted
Strategy - Fund Level									
Fund Level	Private Equity	\$501M-1B AUM	Principal, Portfolio Operations	\$375,000	\$175,000	\$550,000	\$3M carry	N/A	Accepted
Fund Level	Private Equity	\$3.9B AUM	Principal, Portfolio Operations	\$270,000	\$200,000	\$470,000	\$5M carry	\$50,000	Accepted
Fund Level	Private Equity	\$501M AUM	VP, Portfolio Operations	\$250,000					