

2023 Technology Compensation Report

COMPANY TYPE	TITLE	OFFER COMPONENTS					LOCATION	RESULTS		
		TOTAL CASH COMP	=	BASE SALARY	+	ANNUAL BONUS			EQUITY	CASH SIGN-ON
Corporate Development										
PE Portfolio	VP	\$422,500		\$325,000		\$97,500	\$1M	\$50,000	Northeast	Accepted
PE Portfolio	SVP	\$390,000		\$300,000		\$90,000	\$2.5M	N/A	Remote	Accepted
PE Portfolio	SVP	\$378,000		\$315,000		\$63,000	\$1M	\$26,000	Remote	Accepted
PE Portfolio	VP	\$344,500		\$265,000		\$79,500	\$1.5M	N/A	Midwest	Accepted
PE Portfolio	VP	\$325,000		\$250,000		\$75,000	\$1M	N/A	Remote	Declined
PE Portfolio	VP	\$325,000		\$250,000		\$75,000	\$1M	N/A	Remote	Accepted
PE Portfolio	VP	\$325,000		\$250,000		\$75,000	\$1.25M	N/A	Remote	Accepted
PE Portfolio	VP	\$292,500		\$225,000		\$67,500	\$800,000	N/A	Remote	Declined
PE Portfolio	VP	\$276,000		\$230,000		\$46,000	\$500,000	N/A	Remote	Accepted
PE Portfolio	VP	\$275,000		\$220,000		\$55,000	\$1.6M	N/A	Remote	Accepted
PE Fund	VP	\$275,000		\$220,000		\$55,000	\$750K w/ carry	N/A	Remote	Accepted
PE Portfolio	VP	\$260,000		\$200,000		\$60,000	\$300,000	\$5,000	Remote	Accepted
PE Portfolio	VP	\$222,000		\$185,000		\$37,000	\$250,000	\$15,000	Remote	Accepted
PE Portfolio	Manager	\$187,500		\$150,000		\$37,500	N/A	N/A	North West	Accepted
Finance & Accounting										
PE Portfolio	CFO	\$450,000		\$300,000		\$150,000	1% fully diluted	N/A	West	Accepted
PE Portfolio	VP, FP&A	\$375,000		\$250,000		\$125,000	12K units	N/A	Northeast	Accepted
PE Portfolio	Global VP; Controller	\$375,000		\$250,000		\$125,000	\$2M at exit	N/A	Northeast	Accepted
PE Portfolio	CFO	\$325,000		\$250,000		\$75,000	10% of base salary	N/A	Southeast	Accepted
PE Portfolio	VP; Controller	\$315,000		\$225,000		\$90,000	1% profits interest	N/A	South	Accepted
PE Portfolio	CFO	\$292,500		\$225,000		\$67,500	\$1-1.5M at exit	N/A	South	Declined
PE Portfolio	VP, Finance & CorpDev	\$276,000		\$230,000		\$46,000	None	N/A	Midwest	Accepted
PE Portfolio	CFO	\$268,750		\$215,000		\$53,750	1% profits interest	N/A	Southeast	Declined
Publicly Traded	Sr. Director, Finance	\$262,500		\$210,000		\$52,500	\$52.5K RSUs annually	N/A	Remote	Accepted
PE Portfolio	CFO	\$262,300		\$215,000		\$47,300	\$700-850K at exit	N/A	South	Accepted
PE Portfolio	CFO	\$250,000		\$200,000		\$50,000	1% profits interest	N/A	Northeast	Accepted
PE Portfolio	CFO	\$250,000		\$230,000		\$20,000	1% profits interest	N/A	Northeast	Accepted
PE Portfolio	CFO	\$250,000		\$200,000		\$50,000	1% profits interest	N/A	Southeast	Accepted
PE Portfolio	CFO	\$247,000		\$190,000		\$57,000	1.25% profits interest	N/A	South	Accepted
Privately Held	Sr. Director, Strategic Finance	\$216,000		\$180,000		\$36,000	15K shares (pre-IPO)	N/A	Remote	Declined
PE Portfolio	FP&A Associate	\$156,000		\$130,000		\$26,000	None	N/A	Southeast	Accepted
PE Portfolio	Controller	\$155,250		\$135,000		\$20,250	None	N/A	South	Accepted
Strategy										
Public	SVP & General Manager	\$392,000		\$280,000		\$112,000	\$140,000/yr	\$10,000	Remote	Accepted
PE Portfolio	VP, Product Management	\$357,500		\$275,000		\$82,500	\$1.5M at exit	N/A	Remote	Accepted
Public	VP, Operational Excellence	\$344,250		\$255,000		\$89,250	\$102,000/yr	\$50,000	Remote	Accepted
Public	Sr. Director, Global Strategy & BizDev	\$299,000		\$230,000		\$69,000	\$46,000/yr	\$35,000	Remote	Accepted
Public	Director, Global Strategy & BizDev	\$281,250		\$225,000		\$56,250	N/A	\$150,000 / 2 yrs	Remote	Accepted
Public	Director, Business Strategy & Operations	\$281,250		\$250,000		\$31,250	\$87,500/yr	\$25,000	Midwest	Accepted
Public	Director, Corporate Strategy	\$281,250		\$225,000		\$56,250	\$50,000/yr	N/A	West	Accepted
Public	VP, Operational Excellence & Strategy	\$279,500		\$215,000		\$64,500	\$50,000	\$25,000	Remote	Accepted
Public	Director, M&A Strategy	\$275,000		\$220,000		\$55,000	N/A	\$200,000 / 2 yrs	Remote	Declined
Public	Dir., Strategy & CorpDev	\$268,750		\$215,000		\$53,750	\$50,000	N/A	West	Accepted
Public	Sr. Director, Finance	\$262,500		\$210,000		\$52,500	\$52,500	N/A	Remote	Accepted
Public	Sr. Manager, Global Strategy & BizDev	\$253,000		\$220,000		\$33,000	N/A	\$40,000 / 2 yrs	Remote	Accepted
Public	Director, Operational Excellence	\$252,000		\$210,000		\$42,000	\$42,000	\$40,000	Remote	Accepted
Public	Director, Strategy & CorpDev	\$250,000		\$200,000		\$50,000	\$60,000	N/A	Remote	Accepted
Public	Director, Strategy & CorpDev	\$250,000		\$200,000		\$50,000	\$60,000	N/A	Remote	Declined
PE Portfolio	Director, M&A Integration	\$240,000		\$200,000		\$40,000	\$75,000	N/A	Remote	Accepted
Private	Director, Strategy & Development	\$234,000		\$195,000		\$39,000	\$39,000	\$30,000	South	Accepted
Public	Sr. Manager, M&A Strategy	\$230,000		\$200,000		\$30,000	N/A	N/A	Remote	Accepted
Public	Sr. Manager, Corporate Strategy	\$224,250		\$195,000		\$29,250	\$30,000	\$10,000	Northeast	Accepted
Public	Product Manager	\$218,500		\$190,000		\$28,500	\$38,000	N/A	Remote	Accepted
Public	Sr. Manager, Corporate Strategy	\$216,000		\$180,000		\$36,000	\$50,000	\$25,000	Northeast	Accepted
Public	Sr. Manager., Strategy & CorpDev	\$212,750		\$185,000		\$27,750	\$80,000	N/A	Northeast	Accepted
Public	Manager, Strategy & BizDev	\$165,000		\$150,000		\$15,000	N/A	N/A	Remote	Accepted
PE Portfolio	Sr. Associate, CorpDev & Strategy	\$149,500		\$130,000		\$19,500	N/A	N/A	Remote	Accepted

SOURCE: The 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).

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