

STRATEGY & GO-TO-MARKET

Mid-Year Compensation Report

		OFFER COMPONENTS								
GRADUATION YEAR	EXPERIENCE AT TIME OF OFFER*	TITLE	BASE SALARY + ANNUAL BONUS = TOTAL CASH COMPENSATION	EQUITY**	CASH SIGN-ON***	COMPANY EXTENDING OFFER	REGION	RESULT		
POST-MBA										
1999 MBA	Corporate	Chief Financial Officer	\$400,000	40%	\$560,000	\$3M at exit	\$50,000	PE Portfolio Company	Northeast	Accepted
2003 MBA	Tier 1 Consultant	Chief Strategy Officer	\$335,000	45%	\$485,750	\$125,000 annually	\$125,000	Corporation	Northeast	Accepted
2007 MBA	Corporate	Chief Commercial Officer	\$275,000	55%	\$426,250	\$2M at exit	N/A	PE Portfolio Company	Southeast	Accepted
2010 MBA	MBB Consultant	SVP, Operations Excellence & Innovation	\$375,000	45%	\$543,750	\$12.5M at exit	N/A	PE Portfolio Company	Midwest	Accepted
2011 MBA	x-MBB Consultant	Chief Financial Officer	\$350,000	40%	\$490,000	\$3M at exit	\$100,000	PE Portfolio Company	Remote	Declined
2012 MBA	MBB Consultant	VP, Operations Excellence	\$285,000	35%	\$384,750	\$1M at exit	\$75,000	PE Portfolio Company	Midwest	Accepted
2012 MBA	x-MBB Consultant	Chief Sustainability Officer	\$300,000	20%	\$360,000	\$1.25M at exit	\$10,000	PE Portfolio Company	Northeast	Accepted
2013 MBA	x-MBB Consultant	VP, Strategy	\$300,000	75%	\$525,000	\$1MM equity at exit	\$90,000	PE Portfolio Company	Southeast	Accepted
2014 MBA	x-MBB Consultant	VP, Strategy & Partnerships	\$325,000	50%	\$487,500	\$750,000 at exit	\$50,000	PE Portfolio Company	Northeast	Accepted
2015 MBA	x-MBB Consultant	VP, Portfolio Operations	\$250,000	30%	\$325,000	\$1M carry	N/A	Private Equity	Northeast	Declined
2016 MBA	x-MBB Consultant	VP, Strategic Initiatives	\$260,000	40%	\$364,000	\$750,000 at exit	N/A	PE Portfolio Company	South	Accepted
2017 MBA	x-MBB Consultant	Chief Financial Officer	\$230,000	40%	\$322,000	\$750,000 at exit	N/A	PE Portfolio Company	South	Accepted
2017 MBA	MBB Consultant	VP, Client Development	\$275,000	60%	\$440,000	N/A	N/A	Corporation	Remote	Accepted
2017 MBA	x-MBB Consultant	VP, Portfolio Operations	\$250,000	60%	\$400,000	\$1.5M at exit	N/A	Private Equity	Northeast	Declined
2018 MBA	x-MBB Consultant	Senior Director, Finance	\$200,000	35%	\$270,000	N/A	\$10,000	Corporation	Southeast	Accepted
2018 MBA	x-MBB Consultant	VP, Portfolio Operations	\$200,000	90%	\$375,000	\$1M carry	\$25,000	Private Equity	Northeast	Accepted
2018 MBA	MBB Consultant	Director, Strategy & Business Development	\$210,000	35%	\$283,500	N/A	\$50,000	Corporation	Southeast	Accepted
2018 MBA	MBB Consultant	Director, Strategy Packaging	\$220,000	35%	\$297,000	N/A	\$40,000	Corporation	Southeast	Accepted
2019 MBA	MBB Consultant	VP, Marketing & Strategy	\$235,000	40%	\$329,000	\$750,000 at exit	N/A	PE Portfolio Company	Southwest	Accepted
2019 MBA	MBB Consultant	Manager, Strategy & Planning	\$225,000	15%	\$258,750	N/A	\$10,000	Corporation	Northeast	Declined
2019 MBA	MBB Consultant	VP, Strategy & Optimization	\$230,000	40%	\$322,000	\$1M at exit	N/A	PE Portfolio Company	West	Accepted
2019 MBA	MBB Consultant	Director, Corporate Strategy	\$230,000	20%	\$276,000	N/A	\$50,000	Corporation	Remote	Accepted
2020 MBA	MBB Consultant	Director, Product Planning & Strategy	\$235,000	20%	\$282,000	N/A	\$25,000	Corporation	West	Accepted
2020 MBA	MBB Consultant	Director, Strategy & Planning	\$300,000	20%	\$360,000	N/A	N/A	Corporation	Northeast	Accepted
2020 MBA	MBB Consultant	Chief of Staff	\$220,000	30%	\$285,000	\$450,000 at exit	\$15,000	PE Portfolio Company	Southwest	Accepted
2020 MBA	MBB Consultant	VP, Transformation	\$250,000	40%	\$350,000	\$300,000 at exit	N/A	PE Portfolio Company	Midwest	Accepted
2020 MBA	Tier 1 Consultant	Senior Manager	\$185,000	10%	\$203,500	N/A	\$15,000	Corporation	Midwest	Declined
2020 MBA	MBB Consultant	Director, Portfolio Operations	\$200,000	60%	\$320,000	\$1M carry	N/A	Private Equity	Northeast	Accepted
2020 MBA	MBB Consultant	Director, Strategy & Business Development	\$210,000	35%	\$283,500	N/A	\$40,000	Corporation	Southeast	Accepted
2020 MBA	MBB Consultant	Principal, Portfolio Operations	\$275,000	45%	\$400,000	\$500,000 carry	N/A	Private Equity	West	Accepted
2021 MBA	MBB Consultant	Manager, Strategic Initiatives	\$195,000	15%	\$225,000	N/A	\$10,000	Corporation	Northeast	Accepted
2021 MBA	MBB Consultant	VP, Strategic Initiatives & Transformation	\$250,000	75%	\$437,500	N/A	N/A	Private Equity	Northeast	Accepted
2022 MBA	Corporate	VP, Business Transformation	\$290,000	35%	\$391,500	\$145,000 annually	\$60,000 \$108,000***	Corporation	Southwest	Declined
2022 MBA	MBB Consultant	Chief Executive Officer	\$275,000	N/A	\$275,000	\$12.5M at exit	N/A	PE Portfolio Company	Mountain	Accepted
2022 MBA	MBB Consultant	Manager	\$175,000	10%	\$192,500	N/A	\$10,000	Corporation	Midwest	Declined
2022 MBA	MBB Consultant	Senior Manager, Corporate Strategy	\$185,000	15%	\$212,750	\$85,000 annually	\$15,000	Corporation	Northeast	Accepted
2024 MBA	x-Tier 1 Consultant	Manager, Product	\$190,000	15%	\$218,500	\$40,000 annually	\$20,000	Corporation	Mountain	Accepted
POST-UNDERGRAD (NO MBA)										
1988 undergrad	Corporate	VP, Sales	\$315,000	50%	\$472,500	\$1.5M at exit	N/A	PE Portfolio Company	Northeast	Accepted
1993 undergrad	Corporate	VP, Sales	\$350,000	45%	\$507,500	\$100,000 annually	\$50,000	Corporation	West	Accepted
1997 undergrad	Corporate	VP, Sales	\$215,000	40%	\$301,000	\$500,000 at exit	N/A	PE Portfolio Company	West	Accepted
2007 undergrad	x-Tier 1 Consultant	VP, Corporate Strategy	\$240,000	30%	\$312,000	N/A	\$25,000	Corporation	Northeast	Accepted
2017 undergrad	MBB Consultant	Director, IT Portfolio & Strategy	\$210,000	20%	\$252,000	N/A	N/A	Corporation	West	Accepted
2018 undergrad	x-MBB Consultant	Senior Associate, Portfolio Operations	\$250,000	40%	\$350,000	\$1M carry	N/A	Private Equity	West	Declined
2019 undergrad	MBB Consultant	Associate, Portfolio Operations	\$200,000	50%	\$300,000	\$500,000 carry	N/A	Private Equity	West	Accepted
2020 undergrad	Tier 1 Consultant	Manager, Strategy & Business Development	\$175,000	15%	\$201,250	N/A	\$25,000	Corporation	Northeast	Accepted
2020 undergrad	Tier 1 Consultant	Associate, Portfolio Operations	\$195,000	28%	\$249,600	N/A	\$10,000	Private Equity	Northeast	Accepted
2020 undergrad	MBB Consultant	Associate, Portfolio Operations	\$165,000	30%	\$214,500	N/A	N/A	Private Equity	Northeast	Accepted
2020 undergrad	Tier 1 Consultant	Director, Strategy	\$150,000	20%	\$180,000	N/A	N/A	Corporation	South	Declined
2021 undergrad	MBB Consultant	Associate, Strategic Initiatives	\$160,000	40%	\$224,000	N/A	N/A	Private Equity	Northeast	Accepted
2022 undergrad	MBB Consultant	Director, Strategy	\$145,000	15%	\$166,750	N/A	\$15,000	Corporation	Midwest	Accepted
2022 undergrad	Tier 1 Consultant	Associate, Deal Side (2025 Start Class)	\$175,000	75%	\$305,000	N/A	N/A	Private Equity	Northeast	Accepted
2023 undergrad	MBB Consultant	Associate, Deal Side (2026 Start Class)	\$175,000	75%	\$305,000	N/A	N/A	Private Equity	Northeast	Accepted

SOURCE: The data points are a subset of offers extended to Charles Aris candidates by Charles Aris clients during the first six months of 2024. Each row represents a unique candidate (i.e., no two rows are for the same candidate).

* "MBB" stands for Bain & Company, The Boston Consulting Group or McKinsey & Company.

* "Tier 1" includes other top firms such as Deloitte, EY-Parthenon, Kearney, L.E.K. Consulting, Oliver Wyman, Strategy& / PwC, etc.

** "Corporate" refers to candidates without strategy consulting experience.

** Equity can take three forms: "annually" meaning an annual grant of stock options or restricted stock units (RSUs), "at exit" meaning a one-time grant with expected value upon sale or IPO of the business at some point in the future, assuming 3x return, and "carry" meaning expected value upon fund exit assuming 2x return and participation in the full lifecycle of the fund (i.e., "dollars at work").

*** Denotes equity sign-on as opposed to cash sign-on.

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