

2024 Fall Finance & Accounting Compensation Report

Company Extending Offer	Annual Revenue	Location	Offer Components					Result
			Title	Base Salary	Annual Bonus	Total Cash	Equity	
Chief Financial Officer								
PE Portfolio	\$80M	Remote	CFO	\$400,000	\$120,000	\$520,000	\$9M at exit	Accepted
PE Portfolio	\$60M	Northeast	CFO	\$325,000	\$162,500	\$487,500	\$2M at exit	Accepted
PE Portfolio	\$60M	Northeast	CFO	\$325,000	\$130,000	\$455,000	\$2M at exit	Accepted
PE Portfolio	\$100M	South	CFO	\$300,000	\$150,000	\$450,000	\$1.2M at exit	Accepted
PE Portfolio	\$20M	South	CFO	\$215,000	\$64,500	\$279,500	\$1.15M at exit	Accepted
PE Portfolio	\$20M	Southwest	CFO	\$215,000	\$64,500	\$279,500	\$1M at exit	Accepted
Finance								
Publicly Traded	\$13B	West	Area Director, Finance	\$285,000	\$114,000	\$399,000	\$30,000	Accepted
PE Portfolio	\$100M	Northeast	Director, Finance	\$240,000	\$96,000	\$336,000	N/A	Declined
PE Portfolio	\$75M	Remote	VP, Accounting & Finance	\$240,000	\$48,000	\$288,000	N/A	Accepted
Privately Held	\$10B	Southeast	Sr. Director, Finance	\$200,000	\$70,000	\$270,000	N/A	Accepted
Publicly Traded	\$350M	Remote	Director, FP&A	\$220,000	\$44,000	\$264,000	N/A	Accepted
PE Portfolio	\$180M	Southeast	Director, FP&A	\$185,000	\$46,250	\$231,250	\$150,000	Accepted
PE Portfolio	\$1B	West	Sr. Manager, FP&A	\$160,000	\$32,000	\$192,000	N/A	Accepted
Privately Held	\$50M	South	VP, Finance	\$190,500	N/A	\$190,500	N/A	Accepted
Controller								
PE Portfolio	\$180M	Southeast	Corporate Controller	\$265,000	\$106,000	\$371,000	\$480,000	Accepted
PE Portfolio	\$250M	South	SVP, Corporate Controller	\$230,000	\$92,000	\$322,000	N/A	Accepted
Privately Held	\$75M	Southeast	Controller	\$225,000	\$56,250	\$281,250	\$1.5M at exit	Accepted
PE Portfolio	\$800M	Northeast	Sr. Director, Technical Accounting	\$250,000	\$25,000	\$275,000	N/A	Accepted
PE Portfolio	\$100M	Remote	VP, Controller	\$200,000	\$70,000	\$270,000	N/A	Declined
PE Portfolio	\$100M	Remote	VP, Controller	\$190,000	\$57,000	\$247,000	\$50,000	Accepted
Privately Held	\$750M	Southeast	Assistant Controller	\$175,000	\$26,250	\$201,250	N/A	Accepted
PE Portfolio	\$25M	Midwest	Controller	\$200,000	N/A	\$200,000	N/A	Accepted
PE Portfolio	\$20M	Southwest	Controller	\$200,000	N/A	\$200,000	N/A	Declined
PE Portfolio	\$25M	Southwest	Controller	\$200,000	N/A	\$200,000	N/A	Declined
PE Portfolio	\$10M	East	Controller	\$200,000	N/A	\$200,000	N/A	Accepted
Privately Held	\$5B	Southeast	Executive Director, Internal Controls	\$170,000	\$25,000	\$195,000	N/A	Accepted
Nonprofit	\$100M	Southeast	Controller	\$175,000	\$17,500	\$192,500	N/A	Accepted
PE Portfolio	\$235M	Southeast	Controller	\$175,000	\$17,500	\$192,500	N/A	Accepted
PE Portfolio	\$70M	Northeast	Controller	\$160,000	\$32,000	\$192,000	N/A	Accepted
PE Portfolio	\$20M	Southwest	Controller	\$175,000	N/A	\$175,000	N/A	Accepted
Nonprofit	\$100M	Mid-Atlantic	Controller	\$175,000	N/A	\$175,000	N/A	Accepted
Nonprofit	\$100M	Mid-Atlantic	Controller	\$170,000	N/A	\$170,000	N/A	Declined
PE Portfolio	\$50M	Southeast	Controller	\$145,000	\$14,500	\$159,500	N/A	Accepted
PE Portfolio	\$70M	Remote	Financial Reporting Manager	\$132,500	\$19,875	\$152,375	N/A	Accepted

SOURCE: Our data points are a subset of offers extended to Charles Aris candidates by Charles Aris clients from **April 2024 to Oct. 2024**. The regions used in this report reflect the U.S. Census Bureau Regions of the United States. Each row represents a unique candidate (i.e., no two rows are for the same candidate). Copyright 2024 Charles Aris Executive Search all rights reserved. Not to be used by any third party without the consent of Charles Aris Executive Search.