

2025

# Aerospace & Defense

## COMPENSATION REPORT



COMPANY TYPE	ANNUAL REVENUE	LOCATION	TITLE	BASE SALARY	BONUS	TOTAL CASH COMPENSATION	RESULT
PE Portfolio	\$800M	Southeast	Head of Corporate Development	\$325,000	\$162,500	\$487,500	Accepted
Public	\$35B	Southeast	Chief Strategy Officer	\$335,000	\$150,750	\$485,750	Accepted
PE Portfolio	\$750M	Northeast	Sr. Director, Corporate Development	\$260,000	\$104,000	\$364,000	Accepted
PE Portfolio	\$1B	Northeast	Director, SIOP & Procurement	\$265,000	\$66,250	\$331,250	Accepted
Public	\$500M	Southeast	VP, Human Resources	\$275,000	\$41,250	\$316,250	Accepted
PE Portfolio	\$1B	Northeast	Director, VCO Commercial Excellence	\$250,000	\$62,500	\$312,500	Accepted
PE Portfolio	\$1B	Northeast	VCO, Operational Excellence Director	\$240,000	\$60,000	\$300,000	Accepted
PE Portfolio	\$800M	Mid-Atlantic	VP, FP&A	\$225,000	\$67,500	\$292,500	Accepted
Privately Held	\$90M	Midwest	Site General Manager	\$250,000	\$37,500	\$287,500	Accepted
Public	\$500M	Southeast	Sr. Director, Marketing	\$238,000	\$47,600	\$285,600	Accepted
PE Portfolio	\$280M	Midwest	VP, Strategy	\$225,000	\$56,250	\$281,250	Accepted
Privately Held	\$100M	Southeast	Chief Engineer	\$275,000	N/A	\$275,000	Accepted
Privately Held	\$100M	Southeast	Director, Electrical Engineering	\$250,000	N/A	\$250,000	Accepted
PE Portfolio	\$1B	Northeast	VCO, Pricing Director	\$180,000	\$36,000	\$216,000	Accepted
PE Portfolio	\$120M	Mid-Atlantic	Manager, NPI & Operations Engineer	\$165,000	\$33,000	\$198,000	Accepted
Privately Held	\$100M	Southeast	Sr. Electrical Engineer	\$160,000	N/A	\$160,000	Accepted

SOURCE: Placed candidate 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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