

# CEO, President & Board

## COMPENSATION REPORT

Industry	Location	Annual Revenue	Title	Base Salary	Bonus	Total Cash Compensation	Sign-on	Equity	Relocation Package	Result
Technology	West	\$10B	Chief Strategy & Corporate Development Officer	\$450,000	\$270,000	\$720,000	\$300K cash + 400K RSUs	\$800K per year	N/A	Accepted
Industrial Services	Southeast	\$55M	President	\$437,500	\$218,750	\$656,250	\$100,000	10% (based on EBITDA)	N/A	Accepted
Construction	Midwest	\$2B	Chief Transformation Officer	\$396,000	\$237,600	\$633,600	\$175,000	\$1.1M	N/A	Accepted
Healthcare Services	South	Privately Held	CEO	\$400,000	\$200,000	\$600,000	\$150,000	10% non-diluted equity position	\$50K	Accepted
Technology	Southeast	\$4B	Chief Strategy Officer	\$375,000	\$187,500	\$562,500	\$25,000	\$187.5K per year	N/A	Accepted
Industrial Products	Northeast	\$60M	CEO	\$325,000	\$162,500	\$487,500	N/A	3% common equity fully diluted basis	\$55K	Accepted
Life Sciences	West	\$100M	President	\$300,000	\$150,000	\$450,000	\$50,000	30,000 shares	N/A	Accepted
Industrial Manufacturing	Midwest	\$105M	President	\$300,000	\$150,000	\$450,000	N/A	\$5M at exit	N/A	Declined
Industrial Services	South	\$90M	CEO	\$325,000	\$113,750	\$438,750	N/A	~\$2-\$3M	N/A	Accepted
Industrial Services	South	\$90M	CEO	\$325,000	\$113,000	\$438,750	N/A	\$2-\$3M at exit	N/A	Declined
Industrial Services	Southeast	\$400M	Chief Commercial Officer	\$275,000	\$151,250	\$426,250	N/A	\$2M	N/A	Accepted
Industrial Manufacturing	Midwest	\$105M	President	\$250,000	\$175,000	\$425,000	N/A	\$3M at exit	Yes	Declined
Industrial Services	Southwest	\$700M	Chief Information Officer	\$280,000	\$132,500	\$390,000	\$30,000	initial grant of 25 shares worth ~\$275,000	N/A	Accepted
Agriculture	Midwest	Startup	CEO	\$300,000	\$90,000	\$390,000	N/A	~1M RSUs	N/A	Accepted
Industrial Products	Northeast	\$280M	Vice President / General Manager	\$300,000	\$90,000	\$390,000	N/A	N/A	N/A	Accepted
Education	Mountain West	\$100M	Divisional President	\$275,000	\$82,500	\$357,500	\$15,000	\$1M at exit	N/A	Accepted
Industrial Services	Southeast	\$700M	General Manager	\$300,000	\$36,000	\$336,000	\$25,000	N/A	N/A	Accepted
Industrial Services	Southeast	\$90M	Chief Commercial Officer	\$237,000	\$82,950	\$319,950	\$25,000	\$1-\$2M at exit	N/A	Accepted
Technology	Southeast	\$10M	CFO	\$250,000	\$50,000	\$300,000	N/A	\$1-\$2M at exit	N/A	Accepted
Healthcare	Southwest	N/A	CEO	\$300,000	N/A	\$300,000	\$50,000	\$10-\$15M at exit (10 years)	Yes	Accepted
Consumer Services	Southwest	N/A	CEO	\$300,000	N/A	\$300,000	\$50,000	\$10-\$15M at exit (10 years)	Yes	Accepted
Healthcare	Southwest	\$28M	CEO	\$250,000	\$50,000	\$300,000	\$50,000	\$10-\$15M at exit	N/A	Accepted
Industrial Services	Southeast	\$220M	Chief Commercial Officer	\$220,000	\$75,000	\$295,000	N/A	N/A	N/A	Accepted
Business Services	Southwest	N/A	CEO	\$275,000	N/A	\$275,000	\$50,000	\$10-\$15M at exit (10 years)	Yes	Accepted
Healthcare	West	\$28M	CEO	\$200,000	\$75,000	\$275,000	N/A	\$10-\$15M at exit	N/A	Accepted
Nonprofit	Southeast	N/A	CEO	\$225,000	N/A	\$225,000	N/A	N/A	N/A	Accepted

SOURCE: Data points are a subset of offers extended to Charles Aris candidates by Charles Aris clients from Jan. 2024 - May 2025.

Each row represents a unique candidate (i.e., no two rows are for the same candidate).

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