2025

CEO & President

COMPENSATION REPORT

INDUSTRY	LOCATION	ANNUAL REVENUE	TITLE	BASE SALARY	BONUS	TOTAL CASH COMPENSATION	SIGN-ON	EQUITY*	RESULT
Technology	Northeast	$12B	SVP & GM, Enterprise Markets	$455,000	$273,000	$728,000	N/A	2,250,000 (mix of RSU, PSU and cash)	Accepted
Industrial Services	Southeast	$55M	President	$437,500	$218,750	$656,250	$100,000	10% (based on EBITDA)	Accepted
Healthcare Services	South	Privately Held	CEO	$400,000	$200,000	$600,000	$150,000	10% non-diluted equity position	Accepted
Industrial Products	Southeast	$50M	CEO	$350,000	$210,000	$560,000	N/A	$5.7M at exit	Accepted
Industrial Products	Northeast	$60M	CEO	$325,000	$162,500	$487,500	N/A	3% common equity fully diluted basis	Accepted
Life Sciences	West	$100M	President	$300,000	$150,000	$450,000	$50,000	30,000 shares	Accepted
Industrial Manufacturing	Midwest	$105M	President	$300,000	$150,000	$450,000	N/A	$5M at exit	Declined
Industrial Products	Southwest	$75M	CEO	$300,000	$150,000	$450,000	N/A	$2M-$4M at exit	Accepted
Consumer Durables	Southwest	$55M	CEO	$340,000	$105,000	$445,000	$40,000	$2M at exit	Accepted
Industrial Services	South	$90M	CEO	$325,000	$113,750	$438,750	N/A	$2M-$3M at exit	Accepted
Industrial Services	South	$90M	CEO	$325,000	$113,000	$438,750	N/A	$2-3M at exit	Declined
Industrial Manufacturing	Midwest	$105M	President	$250,000	$175,000	$425,000	N/A	$3M at exit	Declined
Agriculture	Midwest	Startup	CEO	$300,000	$90,000	$390,000	N/A	~1M RSUs	Accepted
Industrial Products	Northeast	$280M	Vice President / General Manager	$300,000	$90,000	$390,000	N/A	N/A	Accepted
Education	Mountain West	$100M	Divisional President	$275,000	$82,500	$357,500	$15,000	$1M at exit	Accepted
Business & Consumer Services	Southeast	$10M	President & CEO	$275,000	$41,250	$316,250	$10,000	N/A	Accepted
Construction	Southwest	$46M	Regional Business Unit President	$235,000	$70,000	$305,000	N/A	$1.5M at exit	Accepted
Healthcare Services	Southwest	N/A	CEO	$300,000	N/A	$300,000	$50,000	$10-$15M at exit (10 years)	Accepted
Consumer Services	Southwest	N/A	CEO	$300,000	N/A	$300,000	$50,000	$10-$15M at exit (10 years)	Accepted
Healthcare Services	Southwest	$28M	CEO	$250,000	$50,000	$300,000	$50,000	$10-$15M at exit	Accepted
Business & Consumer Services	Southeast	Undisclosed	CEO	$300,000	N/A	$300,000	N/A	$10M-$15M at exit	Accepted
Business Services	Southwest	N/A	CEO	$275,000	N/A	$275,000	$50,000	$10-$15M at exit (10 years)	Accepted
Healthcare Services	West	$28M	CEO	$200,000	$75,000	$275,000	N/A	$10-$15M at exit	Accepted
Nonprofit	Southeast	N/A	CEO	$225,000	N/A	$225,000	N/A	N/A	Accepted
Agriculture	Southeast	$6M	President & CEO	$200,000	N/A	$200,000	N/A	N/A	Accepted

SOURCE: Data points are a subset of offers extended to Charles Aris candidates by Charles Aris clients from January 2024 - November 2025.
Each row represents a unique candidate (i.e., no two rows are for the same candidate).
*Equity assumptions can vary greatly but most are standardized at a 3X MOIC at the time of transaction.