

2025 FALL

Finance & Accounting

COMPENSATION REPORT



COMPANY EXTENDING OFFER	ANNUAL REVENUE	OFFER COMPONENTS									RESULT
		TITLE	TOTAL CASH	BASE SALARY	ANNUAL BONUS	EQUITY*	SIGN-ON	REMOTE	TITLE AT TIME OF OFFER	COMPANY AT TIME OF OFFER	
Chief Financial Officer											
PE Portfolio	\$170M	CFO	\$579,000	\$386,000	\$193,000	\$1.5M	\$150,000	No	CFO	PE Portfolio	Accepted
PE Portfolio	\$65M	CFO	\$357,000	\$275,000	\$82,500	\$2M	\$45,000	No	CFO	PE Portfolio	Accepted
PE Portfolio	\$15M	CFO	\$350,000	\$250,000	\$100,000	\$1M	No	Yes	VP, Finance	PE Portfolio	Accepted
PE Portfolio	\$75M	CFO	\$325,000	\$250,000	\$75,000	\$1M	No	No	CFO	PE Portfolio	Declined
PE Portfolio	\$55M	CFO	\$306,250	\$245,000	\$61,250	\$900K	\$15,000	No	CFO	PE Portfolio	Accepted
PE Portfolio	\$30M	CFO	\$292,500	\$225,000	\$67,500	N/A	No	No	CFO	Private	Accepted
Private	\$52M	CFO	\$287,500	\$230,000	\$57,500	N/A	No	No	Sr. Director, Finance	Private	Accepted
PE Portfolio	\$75M	CFO	\$265,000	\$225,000	\$40,000	\$1M	No	No	CFO	Private	Accepted
PE Portfolio	\$45M	CFO	\$237,500	\$190,000	\$47,500	\$1M	No	No	Corporate Controller	PE Portfolio	Accepted
Finance											
PE Portfolio	\$800M	VP, Strategic Finance	\$390,000	\$300,000	\$90,000	\$800K	\$75,000	Yes	Sr. Director, Finance	Public	Accepted
PE Portfolio	\$95M	VP, FP&A	\$364,000	\$260,000	\$104,000	\$1M	\$25,000	Yes	VP, Finance	PE Portfolio	Declined
PE Portfolio	\$400M	VP, RCM	\$357,500	\$275,000	\$82,500	\$750K	No	Yes	VP, RCM	PE Portfolio	Accepted
PE Portfolio	\$300M	VP, Finance	\$357,000	\$255,000	\$102,000	N/A	\$75,000	No	Director, Operational Finance	Public	Accepted
Fund Level	\$500M AUM	Operating Partner, RCM	\$350,000	\$250,000	\$100,000	Carry included	\$10,000	Yes	VP, Revenue Services	Private	Accepted
PE Portfolio	\$800M	VP, Finance	\$338,000	\$260,000	N/A	\$600K	No	Hybrid	Director, Finance	Public	Declined
PE Portfolio	\$800M	Director, Strategic Finance	\$312,500	\$250,000	\$62,500	N/A	No	Yes	Director, FP&A	PE Backed	Accepted
PE Portfolio	\$250M	VP, Strategic Finance	\$312,500	\$250,000	\$62,500	\$500K	No	Hybrid	CFO & SVP, Operations	PE Portfolio	Accepted
PE Portfolio	\$750M	Head of Finance	\$312,000	\$260,000	\$52,000	\$300K	\$15,000	Yes	VP, FP&A	PE Portfolio	Accepted
PE Portfolio	\$500M	VP, Finance	\$292,500	\$225,000	\$67,500	\$625K	\$40,000	Hybrid	VP, FP&A	PE Portfolio	Accepted
PE Portfolio	\$800M	VP, FP&A	\$292,500	\$225,000	\$67,500	\$1.5M	No	Yes	Interim CFO	Private	Accepted
PE Portfolio	\$900M	VP, Finance	\$279,500	\$215,000	\$64,500	\$850K	No	Yes	Sr. Director, Finance & Strategy	Private	Accepted
PE Portfolio	\$900M	VP, Finance	\$279,500	\$215,000	\$64,500	\$800K	\$15,000	Yes	Director, Finance	Public	Accepted
PE Portfolio	\$25M	Sr. Director, Finance	\$264,000	\$220,000	\$44,000	\$250K	No	Hybrid	Director, FP&A	Private	Accepted
PE Portfolio	\$350M	Corporate Director, FP&A	\$262,500	\$210,000	\$52,500	\$300K	No	No	Director, Global Procurement	Public	Accepted
PE Portfolio	\$800M	Director, FP&A	\$256,250	\$205,000	\$51,250	N/A	No	Yes	Director, FP&A	PE Portfolio	Accepted
PE Portfolio	\$160M	Sr. Director, FP&A	\$252,000	\$210,000	\$42,000	\$250K	\$25,000	Yes	VP, Finance	PE Portfolio	Accepted
PE Portfolio	\$1B	Finance Business Partner	\$242,000	\$220,000	\$22,000	N/A	No	Yes	Director, Finance	Private	Accepted
PE Portfolio	\$220M	VP, Finance	\$239,616	\$184,320	\$55,296	N/A	\$10,000	No	Head of Finance	Public	Accepted
PE Portfolio	\$150M	Director, FP&A	\$230,000	\$200,000	\$30,000	N/A	No	Yes	VP, Finance	Private	Accepted
PE Portfolio	\$200M	Director, FP&A	\$225,000	\$180,000	\$45,000	\$500K	No	No	Director, FP&A	N/A	Accepted
PE Portfolio	\$50M	VP, Finance	\$218,750	\$175,000	\$43,750	\$200K	No	Hybrid	VP, Finance	Private	Accepted
PE Portfolio	\$200M	Director, FP&A	\$210,000	\$175,000	\$35,000	\$200K	\$20,000	No	Director, FP&A	Private	Accepted
Private	\$1.2B	Director, Strategic Finance	\$192,000	\$160,000	\$32,000	N/A	No	Hybrid	Investment Banking Analyst	Private	Accepted
PE Portfolio	\$60M	Director, RCM	\$172,500	\$172,500	N/A	N/A	No	Yes	Director, RCM	Private	Accepted
PE Portfolio	\$100M	Director, Finance	\$136,800	\$114,000	\$22,800	N/A	\$10,000	No	Regional Director, Controlling	Public	Accepted
Controller											
PE Portfolio	\$150M	Corporate Controller	\$325,000	\$250,000	\$75,000	\$480K	No	Yes	Corporate Controller	PE Portfolio	Accepted
PE Portfolio	\$250M	Controller	\$300,000	\$250,000	\$50,000	\$700K	No	Yes	Controller	Private	Accepted
PE Portfolio	\$100M	Controller	\$247,000	\$190,000	\$57,000	\$400K	\$10,000	No	Controller	PE Portfolio	Accepted
PE Portfolio	\$50M	Controller	\$218,750	\$190,000	\$28,750	\$250K	\$15,000	Hybrid	Controller	Private	Declined
PE Portfolio	\$50M	Controller	\$218,500	\$190,000	\$28,500	\$250K	No	Hybrid	Controller	Private	Accepted
PE Portfolio	\$50M	Controller	\$218,500	\$190,000	\$28,500	\$250K	\$15,000	Hybrid	Controller	Private	Declined
PE Portfolio	\$60M	Controller	\$210,000	\$210,000	N/A	\$100K	\$15,000	Yes	Controller	PE Portfolio	Accepted
PE Portfolio	\$50M	Controller	\$200,000	\$180,000	\$20,000	N/A	No	Hybrid	Controller	PE Portfolio	Accepted
PE Portfolio	\$50M	Controller	\$140,625	\$125,000	\$15,625	N/A	No	No	Controller	Private	Accepted

SOURCE: Our 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).
 *Estimated equity payout at target exit
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Chuck Hannah
Sr. Associate Practice Leader
Business Services



C.J. Shook
Sr. Associate Practice Leader
Industrials



Daniel Kregenow
Sr. Associate Practice Leader
Controller - Industrials

Meet our team