

2026 Mid-Year

Private Equity

COMPENSATION REPORT



| Company Type             | Industry                     | Annual Revenue/Assets Under Management | Offer Components                                   |             |              |                         |                                    |              |
|--------------------------|------------------------------|----------------------------------------|----------------------------------------------------|-------------|--------------|-------------------------|------------------------------------|--------------|
|                          |                              |                                        | Title                                              | Base Salary | Annual Bonus | Total Cash Compensation | Equity**/Carry*                    | Cash Sign-On |
| Fund Level               |                              |                                        |                                                    |             |              |                         |                                    |              |
| Fund Level               | Private Equity               | \$1B-\$5B AUM                          | Operating Partner                                  | \$600,000   | \$200,000    | \$800,000               | \$6M carried interest              | N/A          |
| Fund Level               | Private Equity               | \$50B+ AUM                             | Managing Director/Operating Partner                | \$275,000   | \$525,000    | \$800,000               | \$3.2M carried interest            | \$300,000    |
| Fund Level               | Private Equity               | \$50B+ AUM                             | Managing Director/Operating Partner                | \$325,000   | \$475,000    | \$800,000               | \$2.4M carried interest            | \$100,000    |
| Fund Level               | Private Equity               | \$1B-\$5B AUM                          | Principal, Portfolio Operations                    | \$400,000   | \$200,000    | \$600,000               | Carry included, value undisclosed  | N/A          |
| Fund Level               | Private Equity               | \$20B-\$50B AUM                        | Vice President, Strategic Initiatives              | \$250,000   | \$300,000    | \$550,000               | \$250K of phantom equity           | N/A          |
| Fund Level               | Private Equity               | \$5B-\$10B AUM                         | Vice President                                     | \$225,000   | \$225,000    | \$450,000               | \$1.2M carried interest            | N/A          |
| Fund Level               | Private Equity               | \$50B+ AUM                             | Vice President & Operating Partner                 | \$285,000   | \$142,500    | \$427,500               | \$750K carried interest            | N/A          |
| Fund Level               | Private Equity               | \$5B-\$10B AUM                         | Vice President, Operations                         | \$280,000   | \$120,000    | \$400,000               | \$750K carried interest            | N/A          |
| Fund Level               | Private Equity               | \$50B+ AUM                             | Senior Associate, Portfolio Operations             | \$200,000   | \$200,000    | \$400,000               | \$1M carried interest              | N/A          |
| Fund Level               | Private Equity               | \$20B-\$50B AUM                        | Vice President                                     | \$233,333   | \$116,667    | \$350,000               | N/A                                | \$20,000     |
| Fund Level               | Private Equity               | \$1B-\$5B AUM                          | Director, Value Creation                           | \$219,120   | \$109,560    | \$328,680               | \$1.4M carried interest            | N/A          |
| Fund Level               | Private Equity               | \$1B-\$5B AUM                          | Vice President, Investment Research                | \$200,000   | \$125,000    | \$325,000               | \$1M carried interest              | \$25,000     |
| Fund Level               | Private Equity               | \$20B-\$50B AUM                        | Associate                                          | \$185,000   | \$140,000    | \$325,000               | N/A                                | N/A          |
| Fund Level               | Private Equity               | \$20B-\$50B AUM                        | Associate                                          | \$185,000   | \$140,000    | \$325,000               | N/A                                | N/A          |
| Fund Level               | Private Equity               | \$20B-\$50B AUM                        | Associate                                          | \$185,000   | \$140,000    | \$325,000               | N/A                                | N/A          |
| Fund Level               | Private Equity               | \$20B-\$50B AUM                        | Associate                                          | \$185,000   | \$140,000    | \$325,000               | N/A                                | N/A          |
| Fund Level               | Private Equity               | \$20B-\$50B AUM                        | Associate                                          | \$185,000   | \$140,000    | \$325,000               | N/A                                | N/A          |
| Fund Level               | Private Equity               | \$1B-\$5B AUM                          | Associate                                          | \$185,000   | \$130,000    | \$315,000               | N/A                                | N/A          |
| Fund Level               | Private Equity               | \$0B-\$1B AUM                          | Senior Associate                                   | \$190,000   | \$75,000     | \$266,000               | \$750K carried interest            | N/A          |
| Fund Level               | Private Equity               | \$1B-\$5B AUM                          | Associate                                          | \$145,000   | \$100,000    | \$245,000               | N/A                                | \$10,000     |
| Fund Level               | Private Equity               | \$1B-\$5B AUM                          | Associate, Portfolio Solutions Group               | \$150,000   | \$75,000     | \$225,000               | N/A                                | N/A          |
| Fund Level               | Private Equity               | \$1B-\$5B AUM                          | Associate, Portfolio Operations                    | \$150,000   | \$75,000     | \$225,000               | N/A                                | N/A          |
| Fund Level               | Private Equity               | \$10B-\$20B AUM                        | Associate, Marketing & Digital                     | \$175,000   | \$50,000     | \$225,000               | N/A                                | N/A          |
| Fund Level               | Private Equity               | \$20B-\$50B AUM                        | Associate                                          | \$150,000   | \$65,000     | \$215,000               | N/A                                | N/A          |
| Fund Level               | Private Equity               | \$20B-\$50B AUM                        | Associate, Strategic Initiatives                   | \$160,000   | \$50,000     | \$210,000               | N/A                                | N/A          |
| CEO & President          |                              |                                        |                                                    |             |              |                         |                                    |              |
| PE-Backed Portfolio      | Business & Consumer Services | \$60M                                  | Chief Executive Officer                            | \$350,000   | \$245,000    | \$595,000               | \$4M-6M at exit                    | N/A          |
| PE-Backed Portfolio      | Healthcare                   | Undisclosed                            | Chief Executive Officer                            | \$300,000   | N/A          | \$300,000               | \$10M-15M at exit                  | N/A          |
| Corporate Development    |                              |                                        |                                                    |             |              |                         |                                    |              |
| PE-Backed Portfolio      | Business & Consumer Services | \$600M                                 | Head of Corporate Development                      | \$450,000   | \$250,000    | \$700,000               | \$10.5M at exit                    | \$500,000    |
| PE-Backed Portfolio      | Business & Consumer Services | \$300M                                 | Executive Vice President, Corporate Development    | \$340,000   | \$170,000    | \$510,000               | \$3M at exit                       | \$60,000     |
| PE-Backed Portfolio      | Industrial Products          | \$400M                                 | Vice President, M&A                                | \$310,000   | \$108,500    | \$418,500               | \$2.5M-3.1M at exit                | \$20,000     |
| PE-Backed Portfolio      | Healthcare                   | \$80M                                  | Vice President, Corporate Development              | \$280,000   | \$103,600    | \$383,600               | \$1M at exit                       | N/A          |
| PE-Backed Portfolio      | Aerospace & Defense          | \$800M                                 | Vice President, Corporate Development              | \$275,000   | \$82,500     | \$357,500               | Equity included, value undisclosed | \$20,000     |
| PE-Backed Portfolio      | Aerospace & Defense          | \$850M                                 | Director, Corporate Development                    | \$275,000   | \$82,500     | \$357,500               | \$1.5M at exit                     | \$25,000     |
| PE-Backed Portfolio      | Business & Consumer Services | \$300M                                 | Senior Director, Corporate Development             | \$250,000   | \$100,000    | \$350,000               | \$1.5M at exit                     | \$25,000     |
| PE-Backed Portfolio      | Business & Consumer Services | \$50M                                  | Vice President, Corporate Development              | \$300,000   | \$50,000     | \$350,000               | \$1M at exit                       | N/A          |
| PE-Backed Portfolio      | Business & Consumer Services | \$100M                                 | Head of M&A                                        | \$250,000   | \$87,500     | \$337,500               | \$880K-\$1.65M at exit             | N/A          |
| PE-Backed Portfolio      | Technology                   | \$50M                                  | Vice President, M&A                                | \$265,000   | \$50,000     | \$315,000               | Equity included, value undisclosed | N/A          |
| PE-Backed Portfolio      | Healthcare                   | \$15M                                  | Chief Administrative Officer                       | \$260,000   | \$52,000     | \$312,000               | Equity included, value undisclosed | N/A          |
| PE-Backed Portfolio      | Insurance                    | \$8M                                   | Vice President, Corporate Development              | \$300,000   | N/A          | \$300,000               | \$1M at exit                       | \$50,000     |
| PE-Backed Portfolio      | Healthcare                   | \$500M                                 | Senior Director, Corporate Development             | \$250,000   | \$50,000     | \$300,000               | Equity included, value undisclosed | N/A          |
| PE-Backed Portfolio      | Business & Consumer Services | \$200M                                 | Vice President, Corporate Development              | \$225,000   | \$67,500     | \$292,500               | Equity included, value undisclosed | N/A          |
| PE-Backed Portfolio      | Healthcare                   | Undisclosed                            | Vice President, Business Development               | \$220,000   | \$66,000     | \$286,000               | \$500K at exit                     | \$5,000      |
| PE-Backed Portfolio      | Technology                   | \$20M                                  | Head of M&A                                        | \$200,000   | \$30,000     | \$230,000               | Equity included, value undisclosed | N/A          |
| PE-Backed Portfolio      | Healthcare                   | \$90M                                  | Vice President, Corporate Development              | \$175,000   | \$43,750     | \$218,750               | Equity included, value undisclosed | N/A          |
| PE-Backed Portfolio      | Business & Consumer Services | \$200M                                 | Senior Manager                                     | \$180,000   | \$36,000     | \$216,000               | N/A                                | \$20,000     |
| PE-Backed Portfolio      | Business & Consumer Services | \$25M                                  | Associate, M&A                                     | \$165,000   | \$33,000     | \$198,000               | N/A                                | N/A          |
| PE-Backed Portfolio      | Healthcare                   | \$341M                                 | Associate, Corporate Development                   | \$130,000   | \$26,000     | \$156,000               | Equity included, value undisclosed | \$5,000      |
| Engineering & Operations |                              |                                        |                                                    |             |              |                         |                                    |              |
| PE-Backed Portfolio      | Food & Beverage              | \$700M                                 | Executive Vice President, Operations & Engineering | \$270,000   | \$135,000    | \$405,000               | \$500k at exit                     | N/A          |
| PE-Backed Portfolio      | Real Estate                  | \$170M                                 | Business Unit President                            | \$265,000   | \$80,000     | \$345,000               | Equity included, value undisclosed | \$100,000    |
| PE-Backed Portfolio      | Industrial Products          | \$100M                                 | Chief Operating Officer                            | \$250,000   | \$75,000     | \$325,000               | N/A                                | N/A          |
| PE-Backed Portfolio      | Industrial Products          | \$100M                                 | Director, IT                                       | \$220,000   | \$44,000     | \$264,000               | N/A                                | N/A          |
| PE-Backed Portfolio      | Industrial Products          | \$250M                                 | Director, Operations                               | \$210,000   | \$31,500     | \$241,500               | N/A                                | \$14,000     |
| PE-Backed Portfolio      | Industrial Products          | \$25M                                  | Director, Information Systems                      | \$195,000   | \$34,125     | \$229,125               | \$320K at exit                     | N/A          |
| PE-Backed Portfolio      | Agriculture                  | \$90M                                  | Vice President, Environmental Health               | \$175,000   | \$52,500     | \$227,500               | Equity included, value undisclosed | \$30,000     |
| PE-Backed Portfolio      | Industrial Products          | \$900M                                 | Director, Operations                               | \$195,000   | \$29,250     | \$224,250               | N/A                                | \$10,000     |
| PE-Backed Portfolio      | Industrial Products          | \$100M                                 | Director, Operations                               | \$175,000   | \$35,000     | \$210,000               | N/A                                | \$10,000     |
| PE-Backed Portfolio      | Consumer Products            | \$500M                                 | Plant Manager                                      | \$175,000   | \$35,000     | \$210,000               | N/A                                | N/A          |
| Finance & Accounting     |                              |                                        |                                                    |             |              |                         |                                    |              |
| PE-Backed Portfolio      | Business & Consumer Services | \$50M                                  | Chief Financial Officer                            | \$400,000   | \$200,000    | \$600,000               | Equity included, value undisclosed | \$225,000    |
| PE-Backed Portfolio      | Food & Beverage              | \$700M                                 | Chief Financial Officer                            | \$320,000   | \$160,000    | \$480,000               | \$2.5M-5M at exit                  | \$25,000     |
| PE-Backed Portfolio      | Business & Consumer Services | \$60M                                  | Chief Financial Officer                            | \$235,000   | \$117,500    | \$352,500               | \$1M-2M at exit                    | N/A          |
| PE-Backed Portfolio      | Healthcare                   | \$200M                                 | Vice President, Revenue Cycle Management           | \$250,000   | \$75,000     | \$325,000               | Equity included, value undisclosed | N/A          |
| PE-Backed Portfolio      | Healthcare                   | \$250M                                 | Vice President, Revenue Cycle Management           | \$250,000   | \$62,500     | \$312,500               | \$150K-300K at exit                | N/A          |
| PE-Backed Portfolio      | Technology                   | \$75M                                  | Vice President, Finance                            | \$235,000   | \$58,750     | \$293,750               | Equity included, value undisclosed | \$10,000     |
| PE-Backed Portfolio      | Industrial Products          | \$20M                                  | Chief Financial Officer                            | \$225,000   | \$56,250     | \$281,250               | \$1M at exit                       | N/A          |
| PE-Backed Portfolio      | Industrial Products          | \$700M                                 | Senior Director, FP&A                              | \$220,000   | \$55,000     | \$275,000               | \$250K at exit                     | \$25,000     |
| PE-Backed Portfolio      | Business & Consumer Services | \$77M                                  | Controller                                         | \$225,000   | \$45,000     | \$270,000               | N/A                                | N/A          |
| PE-Backed Portfolio      | Business & Consumer Services | \$100M                                 | Controller                                         | \$190,000   | \$47,500     | \$237,500               | N/A                                | N/A          |
| PE-Backed Portfolio      | Industrial Products          | \$94M                                  | Director, Global Accounting                        | \$192,000   | \$38,400     | \$230,400               | N/A                                | \$15,000     |
| PE-Backed Portfolio      | Consumer Products            | \$200M                                 | Director, FP&A                                     | \$200,000   | \$20,000     | \$220,000               | \$500K at exit                     | N/A          |
| PE-Backed Portfolio      | Insurance                    | \$50M                                  | Assistant Controller                               | \$175,000   | \$35,000     | \$210,000               | N/A                                | \$20,000     |
| PE-Backed Portfolio      | Professional Services        | \$30M                                  | Controller                                         | \$180,000   | \$27,000     | \$207,000               | N/A                                | N/A          |
| PE-Backed Portfolio      | Insurance                    | \$20M                                  | Manager, Corporate Finance                         | \$150,000   | \$15,000     | \$165,000               | N/A                                | N/A          |
| PE-Backed Portfolio      | Healthcare                   | \$2B                                   | Associate, Strategic Finance                       | \$150,000   | \$15,000     | \$165,000               | N/A                                | N/A          |
| Go-to-Market             |                              |                                        |                                                    |             |              |                         |                                    |              |
| PE-Backed Portfolio      | Business & Consumer Services | \$300M                                 | Chief Revenue Officer                              | \$300,000   | \$150,000    | \$450,000               | N/A                                | N/A          |
| PE-Backed Portfolio      | Agriculture                  | \$25M                                  | Chief Commercial Officer                           | \$225,000   | \$78,750     | \$303,750               | N/A                                | N/A          |
| PE-Backed Portfolio      | Technology                   | \$330M                                 | Vice President, Sales Execution & Performance      | \$200,000   | \$80,000     | \$280,000               | N/A                                | N/A          |
| PE-Backed Portfolio      | Industrial Products          | \$20M                                  | Vice President, Sales & Marketing                  | \$170,000   | \$51,000     | \$221,000               | N/A                                | N/A          |
| PE-Backed Portfolio      | Technology                   | \$110M                                 | Vice President, Product Marketing                  | \$170,000   | \$34,000     | \$204,000               | \$150K at exit                     | N/A          |
| PE-Backed Portfolio      | Industrial Products          | \$85M                                  | Vice President, Marketing                          | \$165,000   | \$16,500     | \$181,500               | Equity included, value undisclosed | \$12,000     |
| PE-Backed Portfolio      | Technology                   | \$25M                                  | Manager, Business Development                      | \$125,000   | \$18,750     | \$143,750               | N/A                                | N/A          |
| PE-Backed Portfolio      | Agriculture                  | \$75M                                  | Senior Account Executive                           | \$90,000    | \$31,500     | \$121,500               | N/A                                | N/A          |
| Strategy                 |                              |                                        |                                                    |             |              |                         |                                    |              |
| PE-Backed Portfolio      | Technology                   | \$350M                                 | Chief Transformation Officer                       | \$350,000   | \$175,000    | \$525,000               | \$1.8M at exit                     | \$160,000    |
| PE-Backed Portfolio      | Industrial Products          | \$90M                                  | Vice President, Value Creation                     | \$250,000   | \$125,000    | \$375,000               | \$1.25M at exit                    | N/A          |
| PE-Backed Portfolio      | Industrial Products          | \$1B                                   | Director, Value Creation                           | \$260,000   | \$104,000    | \$364,000               | \$1M at exit                       | \$25,000     |
| PE-Backed Portfolio      | Industrial Products          | \$1B                                   | Director, Value Creation                           | \$260,000   | \$104,000    | \$364,000               | \$1M at exit                       | \$25,000     |
| PE-Backed Portfolio      | Healthcare                   | \$1B                                   | Director, Global Operations                        | \$250,000   | \$100,000    | \$350,000               | Equity included, value undisclosed | \$30,000     |
| PE-Backed Portfolio      | Industrial Products          | \$150M                                 | Vice President, Transformation                     | \$250,000   | \$75,000     | \$325,000               | \$250K at exit                     | N/A          |
| PE-Backed Portfolio      | Business & Consumer Services | \$350M                                 | Vice President, Value Creation                     | \$240,000   | \$84,000     | \$324,000               | \$1.7M at exit                     | N/A          |
| PE-Backed Portfolio      | Financial Services           | \$250M                                 | Vice President, Strategy                           | \$225,000   | \$85,000     | \$310,000               | \$20,000 annually                  | N/A          |
| PE-Backed Portfolio      | Financial Services           | \$100M                                 | Chief of Staff                                     | \$240,000   | \$60,000     | \$300,000               | \$200K at exit                     | \$20,000     |
| PE-Backed Portfolio      | Financial Services           | \$1B                                   | Director, Strategic Initiatives Office             | \$240,000   | \$60,000     | \$300,000               | \$180K at exit                     | N/A          |
| PE-Backed Portfolio      | Technology                   | \$400M                                 | Director, Strategic Partnerships                   | \$250,000   | \$50,000     | \$300,000               | N/A                                | \$10,000     |
| PE-Backed Portfolio      | Business & Consumer Services | \$80M                                  | Vice President, Transformation                     | \$220,000   | \$66,000     | \$286,000               | \$740K at exit                     | N/A          |
| PE-Backed Portfolio      | Healthcare                   | \$1.6B                                 | Director, Strategic Initiatives                    | \$230,000   | \$46,000     | \$276,000               | N/A                                | \$20,000     |
| PE-Backed Portfolio      | Industrial Products          | \$500M                                 | Head of AI Product                                 | \$240,000   | \$36,000     | \$276,000               | N/A                                | \$40,000     |
| PE-Backed Portfolio      | Life Sciences                | \$600M                                 | Director, Strategic Pricing                        | \$220,000   | \$55,000     | \$275,000               | \$300K at exit                     | \$25,000     |
| PE-Backed Portfolio      | Healthcare                   | \$155M                                 | Vice President, Transformation                     | \$225,000   | \$45,000     | \$270,000               | Equity included, value undisclosed | N/A          |
| PE-Backed Portfolio      | Technology                   | \$1B                                   | Director, Transformation                           | \$225,000   | \$45,000     | \$270,000               | \$80K at exit                      | N/A          |
| PE-Backed Portfolio      | Healthcare                   | \$5B AUM                               | Vice President, Managed Care Services              | \$210,000   | \$52,500     | \$262,500               | \$500K at exit                     | N/A          |
| PE-Backed Portfolio      | Life Sciences                | \$2M                                   | Chief of Staff                                     | \$195,000   | \$58,500     | \$253,500               | N/A                                | N/A          |
| PE-Backed Portfolio      | Healthcare                   | \$1B                                   | Head of Global Launch and Expansion                | \$200,000   | \$40,000     | \$240,000               | N/A                                | \$10,000     |
| PE-Backed Portfolio      | Retail                       | \$400M                                 | Director, Strategy                                 | \$200,000   | \$40,000     | \$240,000               | \$300K at exit                     | \$5,000      |
| PE-Backed Portfolio      | Education                    | \$90M                                  | Chief of Staff                                     | \$205,000   | \$30,750     |                         |                                    |              |

SOURCE: Our data points are a subset of accepted offers extended to Charles Aris candidates by Charles Aris clients from January 2026 to June 2026. Each row represents a unique candidate (i.e., no two rows are for the same candidate).  
Company size is indicated by annual revenue for private equity portfolio companies and total assets under management for private equity firms.  
\*\*Equity can take two forms: "at exit," meaning a one-time grant with expected value upon sale or IPO of the business at some point in the future, and "carried interest."  
\*Carried interest is valued using a dollars-at-work methodology assuming a 2.0x gross multiple across the full lifecycle of the fund or funds.