



## 2019 Mid-Year Offer Report for Strategy Consultants

| MBA Year       | Consulting firm at time of offer* | Offer Components |             |              |                    |           | Company extending offer | Result   |
|----------------|-----------------------------------|------------------|-------------|--------------|--------------------|-----------|-------------------------|----------|
|                |                                   | Title            | Base Salary | Annual Bonus | Equity**           | Sign-on   |                         |          |
| 1999           | x-Tier 1                          | SVP              | \$425,000   | 70%          | \$10M at exit      | \$350,000 | PE-Backed Corporation   | Accepted |
| 2003           | x-Big 3                           | SVP              | \$300,000   | 50%          | \$1.6M at exit     | n/a       | PE-Backed Corporation   | Accepted |
| 2005           | x-Big 3                           | VP               | \$225,000   | 35%          | n/a                | n/a       | PE-Backed Corporation   | Declined |
| 2006           | x-Big 3                           | SVP              | \$300,000   | 50%          | \$2M at exit       | \$150,000 | PE-Backed Corporation   | Declined |
| 2009           | Big 3                             | SVP              | \$300,000   | 150%         | \$3.7M of carry    | n/a       | Private Equity          | Accepted |
| 2009           | Tier 1                            | Director         | \$250,000   | 25%          | n/a                | \$50,000  | Corporation             | Accepted |
| 2011           | x-Big 3                           | Sr. Director     | \$215,000   | 30%          | \$50,000 annually  | \$100,000 | Corporation             | Accepted |
| 2012           | x-Tier 1                          | Sr. Director     | \$190,000   | 25%          | \$75,000 annually  | \$20,000  | Corporation             | Declined |
| 2012           | Big 3                             | VP               | \$375,000   | 40%          | \$150,000 annually | n/a       | Corporation             | Accepted |
| 2012           | Big 3                             | Director         | \$200,000   | 175%         | \$1.2M of carry    | n/a       | Private Equity          | Accepted |
| 2013           | x-Tier 1                          | Sr. Director     | \$195,000   | 25%          | \$75,000 annually  | \$10,000  | Corporation             | Declined |
| 2013           | Big 3                             | Sr. Director     | \$195,000   | 20%          | \$100,000 annually | \$65,000  | PE-Backed Corporation   | Accepted |
| 2013           | Big 3                             | VP               | \$250,000   | 100%         | \$1.3M of carry    | \$70,000  | Private Equity          | Accepted |
| 2013           | Big 3                             | VP               | \$250,000   | 40%          | \$1.4M at exit     | \$80,000  | PE-Backed Corporation   | Accepted |
| 2013           | Big 3                             | Director         | \$215,000   | 25%          | \$80,000 annually  | n/a       | Corporation             | Declined |
| 2014           | Big 3                             | VP               | \$225,000   | 100%         | \$3.3M of carry    | n/a       | Private Equity          | Accepted |
| 2014           | Tier 1                            | Sr. Director     | \$190,000   | 30%          | n/a                | \$30,000  | Corporation             | Accepted |
| 2014           | Big 3                             | Director         | \$180,000   | 25%          | n/a                | n/a       | Corporation             | Declined |
| 2014           | Tier 1                            | AVP              | \$190,000   | 25%          | n/a                | n/a       | PE-Backed Corporation   | Accepted |
| 2015           | Tier 1                            | Director         | \$195,000   | 15%          | n/a                | n/a       | Corporation             | Accepted |
| 2015           | Big 3                             | Director         | \$210,000   | 30%          | n/a                | n/a       | Asset Management        | Accepted |
| 2015           | Big 3                             | AVP              | \$225,000   | 25%          | \$40,000 annually  | \$25,000  | Corporation             | Accepted |
| 2015           | Big 3                             | Director         | \$195,000   | 20%          | n/a                | n/a       | Corporation             | Declined |
| 2015           | Big 3                             | Director         | \$185,000   | 30%          | n/a                | \$10,000  | Corporation             | Declined |
| 2015           | Big 3                             | Director         | \$215,000   | 20%          | \$75,000 annually  | n/a       | Corporation             | Declined |
| 2015           | Big 3                             | VP               | \$230,000   | 75%          | \$750k of carry    | n/a       | Private Equity          | Accepted |
| 2016           | Big 3                             | Director         | \$175,000   | 25%          | n/a                | n/a       | PE-Backed Corporation   | Accepted |
| 2016           | Tier 1                            | Sr. Manager      | \$165,000   | 15%          | \$25,000 annually  | \$12,000  | Corporation             | Declined |
| 2016           | Tier 1                            | Sr. Manager      | \$180,000   | 20%          | \$25,000 annually  | \$30,000  | Corporation             | Accepted |
| 2016           | Tier 1                            | Director         | \$180,000   | 15%          | n/a                | \$20,000  | PE-Backed Corporation   | Accepted |
| 2016           | Big 3                             | Director         | \$180,000   | 35%          | n/a                | n/a       | Corporation             | Accepted |
| 2016           | Big 3                             | Director         | \$195,000   | 20%          | \$75,000 annually  | n/a       | Corporation             | Accepted |
| 2016           | Tier 1                            | Director         | \$190,000   | 20%          | \$25,000 annually  | \$50,000  | Corporation             | Accepted |
| 2016           | Big 3                             | Sr. Manager      | \$185,000   | 20%          | n/a                | n/a       | PE-Backed Corporation   | Declined |
| 2016           | Tier 1                            | Director         | \$180,000   | 25%          | n/a                | n/a       | PE-Backed Corporation   | Declined |
| 2017           | Tier 1                            | Sr. Manager      | \$160,000   | 30%          | n/a                | n/a       | Corporation             | Accepted |
| 2017           | Big 3                             | Director         | \$180,000   | 35%          | n/a                | n/a       | Corporation             | Accepted |
| 2017           | Big 3                             | Sr. Manager      | \$175,000   | 15%          | \$25,000 annually  | \$45,000  | Corporation             | Accepted |
| 2017           | Big 3                             | Sr. Manager      | \$160,000   | 20%          | \$15,000 annually  | \$15,000  | Corporation             | Declined |
| 2015 undergrad | Tier 1                            | Manager          | \$150,000   | 20%          | n/a                | n/a       | PE-Backed Corporation   | Accepted |
| 2015 undergrad | Tier 1                            | Associate        | \$155,000   | 20%          | n/a                | \$25,000  | Asset Management        | Accepted |
| 2016 undergrad | Tier 1                            | Associate        | \$100,000   | 80%          | n/a                | n/a       | Private Equity          | Accepted |
| 2016 undergrad | x-Big 3                           | Associate        | \$125,000   | 20%          | n/a                | n/a       | Corporation             | Accepted |
| 2016 undergrad | Tier 1                            | Associate        | \$115,000   | 100%         | n/a                | n/a       | Private Equity          | Accepted |
| 2016 undergrad | Big 3                             | Director         | \$160,000   | 15%          | n/a                | \$10,000  | Corporation             | Accepted |
| 2016 undergrad | Big 3                             | Associate        | \$125,000   | 80%          | n/a                | n/a       | Private Equity          | Accepted |
| 2016 undergrad | Tier 1                            | Associate        | \$100,000   | 100%         | n/a                | n/a       | Private Equity          | Declined |
| 2017 undergrad | Big 3                             | Associate        | \$125,000   | 80%          | n/a                | n/a       | Private Equity          | Accepted |
| 2017 undergrad | Tier 1                            | Manager          | \$120,000   | 20%          | n/a                | n/a       | Corporation             | Declined |

**SOURCE:** The data points are a subset of offers extended to Charles Aris candidates by Charles Aris clients during the first six months of 2019. Each row represents a unique candidate (i.e. no two rows are for the same candidate).  
 \* "Big 3" = Bain & Company, The Boston Consulting Group or McKinsey & Company.  
 \*\* "Tier 1" includes other top firms such as A.T. Kearney, Deloitte, EY-Parthenon, L.E.K. Consulting, Oliver Wyman and Strategy&PwC.  
 \*\* Equity can take three forms: "annually" meaning annual grant of stock options or Restricted Stock Units (RSU's), "at exit" meaning a one time grant with expected value upon sale of the business, and "carry" meaning expected value upon fund exit assuming 2x return and participation in the full lifecycle of the fund.

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