

2019 Finance & Accounting Offer Report

			Offer Components					
Extending Offer	Industry Segment	Location	Title	Base Salary	Annual Bonus	Total Cash	Equity	Result
PE Portfolio	Contract Manufacturing	Northeastern USA	CFO	Chief Financial Off \$400,000	s300,000	\$700,000	\$5M to \$10M	Accepted
PE Portfolio	Contract Manufacturing	Northeastern USA	CFO	\$400,000	\$300,000	\$700,000	at exit \$5M to \$10M	Declined
PE Portfolio	Consumer Products	Southeastern USA	CFO	\$325,000	\$162,500	\$487,500	at exit \$2M to \$4M	Accepted
PE Portfolio	Distribution Online Education	Midwestern USA	CFO	\$300,000	\$150,000	\$450,000	at exit 1 percent profits	Accepted
PE Portfolio	Financial Products	Southeastern USA	CFO	\$300,000	\$150,000	\$450,000	interest None	Accepted
Private	Building Automation	Southeastern USA	CFO	\$300,000	\$120,000	\$420,000	None	Accepted
PE Portfolio	Healthcare	Northeastern USA	CFO	\$275,000	\$137,500	\$412,500	TBD	Accepted
Private	Managed HR Services	NYC Metro	CFO	\$300,000	\$75,000	\$375,000	\$200,000	Accepted
PE Portfolio	Construction /	Upper Midwest USA	CFO	\$250,000	\$87,500	\$337,500	annually TBD	Accepted
PE Portfolio	Remediation Consumer Products	Upper Midwest USA	CFO	\$240,000	\$84,000	\$324,000	1.5 percent	Accepted
PE Portfolio	Manufacturing	Southeastern USA	CFO	\$235,000	\$82,250	\$317,250	ownership \$400K to \$750K	Accepted
PE Portfolio	Manufacturing	Upper Midwest USA	CFO	\$225,000	\$67,500	\$292,500	at exit 0.75%	Accepted
PE Portfolio	SaaS Provider	Southeastern USA	CFO	\$225,000	\$67,500	\$292,500	\$1M to \$1.5M	Declined
PE Portfolio	Managed IT Services	Mid-Atlantic USA	CFO	\$215,000	\$47,300	\$262,300	at exit \$700K to \$850K	Accepted
PE Portfolio	Medical Device	Upper Midwest USA	CFO	\$200,000	\$60,000	\$260,000	at exit \$700K to \$850K	Declined
PE Portfolio	Manufacturing	Upper Midwest USA	CFO	\$187,775	\$65,721	\$253,496	at exit 1.5 percent	Accepted
PE Portfolio	SaaS Provider	Southeastern USA	CFO	\$190,000	\$57,000	\$247,000	1.25 percent	Accepted
PE Portfolio	Online Education	Southwestern USA	CFO	\$190,000	\$47,500	\$237,500	profits interest 1% profits	Accepted
Private	Manufacturing	Upper Midwest USA	CFO	\$172,083	\$60,229	\$232,312	interest at exit	Accepted
PE Portfolio	Manufacturing	Southeastern USA	CFO	\$190,000	\$38,000	\$228,000	sale bonus	Accepted
PE Portfolio	SaaS Provider	Northwestern USA	CFO	\$190,000	\$38,000	\$228,000	at exit \$800K to \$1M at	Accepted
Private	Manufacturing	Southeastern USA	CFO	\$175,000	\$43,750	\$218,750	exit None	Accepted
PE Portfolio	Manufacturing	Northeastern USA	CFO	\$160,000	\$40,000	\$200,000	TBD	Accepted
	Consumer							
PE Portfolio	Non-Durables Manufacturing	Midwestern USA Southeastern USA	CFO CFO	\$165,000 \$150,000	\$33,000 \$37,500	\$198,000 \$187,500	stock options \$100K	Accepted
PE POITIONO	Manufacturing	Southeastern OSA	CFO	Controller	\$37,300	\$187,500	sale bonus	Accepted
PE Portfolio	Technology	NYC Metro	Global VP; Controller	\$250,000	\$125,000	\$375,000	\$2M at exit	Accepted
PE Portfolio	Consumer Products	Southwestern USA	Controller - Corporate / CAO	\$260,000	\$104,000	\$364,000	TBD	Accepted
Public	Flavors & Fragrances	NYC Metro	VP Commercial; Controller	\$250,000	\$72,000	\$322,000	30% of annual base salary	Accepted
PE Portfolio	Software	Southeastern USA	VP; Controller	\$225,000	\$90,000	\$315,000	1 percent profits interest	Accepted
Private	Managed HR Services	NYC Metro	VP; Controller	\$240,000	\$60,000	\$300,000	None	Accepted
VC Backed	Financial Services	Southwestern USA	Corporate Controller	\$200,000	\$75,000	\$275,000	TBD	Accepted
PE Portfolio	Saas Provider	Southeastern USA	Assistant Controller	\$125,000	\$15,000	\$140,000	None	Accepted
PE Portfolio	Manufacturing	Southeastern USA	Corporate Controller	\$120,000	\$18,000	\$138,000	None	Accepted
Private	Consumer Durables	Southeastern USA	Controller	\$115,000	\$5,000	\$120,000	None	Accepted
				Finance				
PE Investment	Real Estate	NYC Metro	SVP, Finance	\$300,000	\$150,000	\$450,000	3 percent carried interest	Accepted
PE Portfolio	Food Products	Southeastern USA	Sr. Director, Finance	\$200,000	\$80,000	\$280,000	None	Accepted
PE Portfolio	Building Products	Northeastern USA	Director, Finance	\$195,000	\$39,000	\$234,000	None	Accepted
Private	Manufacturing	Mid-Atlantic USA	Vice President, Finance	\$160,000	\$48,000	\$208,000	phantom stock valued at exit	Accepted
Private	Medical Device	Northeastern USA	Director, Finance	\$170,000	\$25,500	\$195,500	None sale bonus	Accepted
PE Portfolio	Marketing Services	Upper Midwest USA	VP, Finance VP,	\$158,000	\$31,600	\$189,600	at exit	Accepted
Private PE Portfolio	Manufacturing Consumer Services	Mid-Atlantic USA NYC Metro	Admin. Finance Director,	\$145,000 \$155,000	\$29,000 \$15,500	\$174,000 \$170,500	None	Accepted Accepted
			Finance Commercial Dir.,				None	
PE Portfolio	Consumer Products Consumer Services	Mid-Atlantic USA NYC Metro	Finance Dir., Corporate	\$140,000 \$140,000	\$28,000 \$14,000	\$168,000 \$154,000	None None	Accepted Accepted
Private	Quick-Service	Southeastern USA	Forecasting Director,	\$140,000	\$16,250	\$146,250	None	Accepted
PE Portfolio	Restaurant SaaS Provider	Southeastern USA	Finance Snr. Mgr., FP&A	\$115,000	\$13,800	\$128,800	None	Accepted
PE Portfolio	SaaS Provider	Southeastern USA	Manager, FP&A	\$105,000	\$12,600	\$117,600	None	Accepted
PE Portfolio	Promotional Products	Southwestern USA	Manager, FP&A	\$104,000	\$8,320	\$112,320	None	Accepted
	I		Por Land	Other				
B	Manufacturing	Upper Midwest USA	Reg. Leader,	\$150,000	\$37,500	\$187,500	None	Accepted
Privately Held			Shared Services Director,					

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