

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 POILIONO	Manufacturing	Southeastern OSA	CFO	Controller	\$37,500	\$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				
Privately Held	Manufacturing	Upper Midwest USA	Reg. Leader, Shared Services	\$150,000	\$37,500	\$187,500	None	Accepted
r iivaleiy i lelu	•		Director,					

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). Copyright 2019 Charles Aris Inc., all rights reserved. Not to be used by any third party without the consent of Charles Aris Inc.