

MBA Year	Consulting firm at time of offer	Offer Components					Company extending offer	Result
		Title	Base Salary	Annual Bonus	Annual Equity	Sign-on		
2003	Previously with Big 3	Chief of Staff	\$300,000	40%	\$333,500	\$75,000	Corporation	Accepted
2006	Previously with Big 3	Principal	\$280,000	n/a	n/a	n/a	Startup	Accepted
2007	Previously with Big 3	Director	\$230,000	30%	\$34,500	\$10,000	Corporation	Accepted
2008	Big 3	Senior Director	\$240,000	30%	\$80,000	\$10,000	Corporation	Accepted
2008	Top 10	Senior Vice President	\$260,000	30%	n/a	n/a	Corporation	Accepted
2009	Previously with Big 3	Director	\$200,000	35%	n/a	\$25,000	Corporation	Accepted
2009	Big 3	Vice President	\$250,000	50%	\$180,000	n/a	Corporation	Accepted
2009	Previously with Big 3	Vice President	\$250,000	40%	Carry in the fund	n/a	Private Equity Firm	Declined
2010	Big 3	Vice President	\$245,000	27%	\$30,000	n/a	Corporation	Declined
2011	Top 10	Senior Director	\$200,000	25%	\$16,667	n/a	Corporation	Declined
2011	Previously with Big 3	Vice President	\$250,000	40%	\$160,000	n/a	Private Equity Firm	Accepted
2011	Previously with Big 3	Senior Manager	\$200,000	25%	n/a	\$40,000	Corporation	Declined
2012	Previously with Big 3	Manager	\$175,000	30%	\$60,000	n/a	Asset Management	Declined
2012	Big 3	Director	\$222,500	30%	n/a	\$15,000	Corporation	Accepted
2012	Big 3	Director	\$235,000	30%	n/a	\$50,000	Corporation	Accepted
2012	Previously with Big 3	Manager	\$175,000	30%	\$60,000	n/a	Asset Management	Declined
2013	Top 10	Senior Manager	\$180,000	15%	n/a	\$10,000	Corporation	Accepted
2013	Big 3	Director	\$180,000	33%	n/a	\$20,000	Corporation	Accepted
2013	Top 10	Senior Manager	\$190,000	20%	n/a	\$25,000	Corporation	Accepted
2013	Top 10	Senior Manager	\$165,000	20%	\$25,000	\$15,000	Corporation	Accepted
2013	Big 3	Director	\$185,000	35%	n/a	n/a	Corporation	Declined
2013	Top 10	Senior Manager	\$175,000	20%	\$100,000	n/a	Corporation	Declined
2014	Big 3	Vice President	\$215,000	53%	n/a	n/a	Private Equity Firm	Accepted
2014	Big 3	Senior Manager	\$170,000	20%	n/a	\$30,000	Corporation	Accepted
2014	Big 3	Vice President	\$190,000	25%	\$160,000	n/a	Startup	Accepted
2014	Top 10	Senior Manager	\$175,000	34%	\$35,000	n/a	Asset Management	Accepted
2014	Top 10	Manager	\$165,000	25%	\$40,000	\$30,000	Corporation	Accepted
2014	Big 3	Director	\$150,000	35%	n/a	n/a	Corporation	Accepted
2015	Big 3	Director	\$162,500	20%	n/a	\$15,000	Corporation	Accepted
2015	Big 3	Director	\$160,000	20%	n/a	n/a	Corporation	Declined
2015	Big 3	Manager	\$160,000	31%	n/a	n/a	Asset Management	Accepted
2014 undergrad	Top 10	Manager	\$125,000	15%	n/a	\$6,500	Corporation	Accepted
2014 undergrad	Big 3	Senior Analyst	\$115,000	13%	n/a	\$10,000	Corporation	Declined
2014 undergrad	Top 10	Senior Analyst	\$100,000	13%	n/a	n/a	Corporation	Declined
2015 undergrad	Top 10	Analyst	\$95,000	10%	n/a	\$5,000	Corporation	Accepted
2015 undergrad	Big 3	Associate	\$120,000	67%	n/a	\$5,000	Private Equity Firm	Accepted
2015 undergrad	Top 10	Analyst	\$90,000	10%	n/a	n/a	Corporation	Accepted
2015 undergrad	Big 3	Associate	\$125,000	72%	n/a	n/a	Private Equity Firm	Accepted
2015 undergrad	Top 10	Senior Analyst	\$100,000	15%	n/a	\$15,000	Corporation	Accepted
2015 undergrad	Big 3	Associate	\$115,000	100%	n/a	n/a	Private Equity Firm	Accepted
2015 undergrad	Top 10	Associate	\$115,000	100%	n/a	n/a	Private Equity Firm	Accepted
2015 undergrad	Top 10	Analyst	\$100,000	13%	n/a	\$10,000	Corporation	Accepted
2015 undergrad	Top 10	Associate	\$105,000	17%	\$5,000	\$5,000	Corporation	Accepted
2015 undergrad	Top 10	Senior Analyst	\$90,000	13%	n/a	n/a	Corporation	Declined
2015 undergrad	Big 3	Associate	\$115,000	100%	n/a	n/a	Private Equity Firm	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 2017. Each row represents a unique candidate (i.e. no two rows are for the same candidate).