



2018 Industrial Sales & Marketing Offer Report

Candidate Years of Experience	Company Details			Offer Components*				Offer Result
	Type of Company	Annual Revenue	U.S. Location	Title	Base Salary	Annual Bonus	Total Compensation	
22	Industrial Services	\$25M-\$50M	Midwest	VP, Marketing	\$220,000.00	\$110,000.00	\$330,000.00	Accepted
32	Manufacturing	\$100M-\$250M	Midwest	VP, Sales	\$225,000.00	\$56,250.00	\$281,250.00	Accepted
30	Manufacturing	\$25M-\$50M	Midwest	VP, Sales	\$185,000.00	\$64,750.00	\$249,750.00	Accepted
22	Manufacturing	\$50M-\$100M	Southeast	VP, Sales	\$160,000.00	\$80,000.00	\$240,000.00	Accepted
31	Manufacturing	\$5M-\$10M	Mountain West	VP, Sales	\$170,000.00	\$42,500.00	\$212,500.00	Declined
35	Manufacturing	\$100M-\$250M	Midwest	Director, Sales	\$165,000.00	\$33,000.00	\$198,000.00	Accepted
29	Manufacturing	\$25M-\$50M	Northeast	VP, Sales	\$150,000.00	\$45,000.00	\$195,000.00	Accepted
18	Manufacturing	\$5M-\$10M	Mountain West	VP, Sales	\$155,000.00	\$38,750.00	\$193,750.00	Declined
18	Chemicals	Fortune 500	Midwest	Marketing Manager	\$160,000.00	\$32,000.00	\$192,000.00	Accepted
29	Chemicals	\$500M-\$1B	West Coast	Sales Manager	\$145,000.00	\$43,500.00	\$188,500.00	Accepted
28	Manufacturing	\$5M-10M	Mountain West	VP, Sales	\$150,000.00	\$37,500.00	\$187,500.00	Accepted
17	Chemicals	\$250M-\$500M	Northeast	Account Manager	\$156,000.00	\$31,200.00	\$187,200.00	Accepted
18	Industrial Services	\$250M-\$500M	Southwest	Bus. Dev. Manager	\$156,000.00	\$31,200.00	\$187,200.00	Accepted
34	Chemicals	\$25M-\$50M	Southeast	Sr. Director, Bus. Dev.	\$160,000.00	\$24,000.00	\$184,000.00	Accepted
29	Chemicals	\$1B-\$5B	Mid-Atlantic	Marketing Manager	\$160,000.00	\$24,000.00	\$184,000.00	Accepted
34	Chemicals	\$1B-\$5B	Midwest	Marketing Manager	\$160,000.00	\$24,000.00	\$184,000.00	Accepted
18	Electronics	\$1B-\$5B	Midwest	Account Manager	\$145,000.00	\$29,000.00	\$174,000.00	Accepted
25	Manufacturing	\$10M-\$25M	Southeast	Director, Sales	\$145,000.00	\$29,000.00	\$174,000.00	Accepted
10	Chemicals	Fortune 500	Southeast	Director, Sales	\$150,000.00	\$24,000.00	\$174,000.00	Accepted
14	Electronics	\$250M-\$500M	West Coast	Dir., Product Marketing	\$145,000.00	\$29,000.00	\$174,000.00	Accepted
31	Chemicals	Fortune 500	Southeast	Account Manager	\$135,000.00	\$33,750.00	\$168,750.00	Accepted
13	Industrial Services	\$10M-\$25M	Southeast	Director, Marketing	\$135,000.00	\$27,000.00	\$162,000.00	Accepted
26	Chemicals	\$25M-\$50M	Southeast	Bus. Dev. Manager	\$143,520.00	\$14,352.00	\$157,872.00	Accepted
23	Chemicals	Fortune 500	Southeast	Market Manager	\$140,000.00	\$16,800.00	\$156,800.00	Accepted
25	Chemicals	Fortune 500	Southeast	Product Manager	\$130,000.00	\$26,000.00	\$156,000.00	Accepted
21	Chemicals	Fortune 500	Southeast	Market Manager	\$130,000.00	\$19,500.00	\$149,500.00	Accepted
16	Chemicals	\$100M-\$250M	Southeast	Product Manager	\$130,000.00	\$19,500.00	\$149,500.00	Accepted
6	Chemicals	\$500M-\$1B	South	Sales Manager	\$120,000.00	\$24,000.00	\$144,000.00	Accepted
21	Chemicals	Fortune 500	Southeast	Market Manager	\$120,000.00	\$24,000.00	\$144,000.00	Accepted
10	Industrial Services	\$250M-\$500M	Mountain West	Product Manager	\$105,000.00	\$38,850.00	\$143,850.00	Accepted
19	Chemicals	Fortune 500	Southeast	Market Manager	\$125,000.00	\$18,750.00	\$143,750.00	Accepted
17	Chemicals	\$5M-\$10M	Midwest	Marketing Manager	\$130,000.00	\$13,000.00	\$143,000.00	Accepted
10	Manufacturing	\$50M-\$100M	Southeast	Product Manager	\$130,000.00	\$12,500.00	\$142,500.00	Accepted
13	Chemicals	\$100M-\$250M	Southeast	Product Manager	\$117,000.00	\$17,550.00	\$134,550.00	Accepted
16	Chemicals	\$1B-\$5B	Southeast	Bus. Dev. Manager	\$122,018.00	\$12,201.80	\$134,219.80	Accepted
10	Chemicals	\$25M-\$50M	South	Marketing Manager	\$115,000.00	\$17,250.00	\$132,250.00	Accepted
22	Chemicals	Fortune 500	Southeast	Market Manager	\$115,000.00	\$17,250.00	\$132,250.00	Accepted
12	Manufacturing	\$50M-\$100M	Southeast	Director, Marketing	\$110,000.00	\$22,000.00	\$132,000.00	Accepted
12	Manufacturing	\$250M-\$500M	Northeast	Product Manager	\$118,000.00	\$12,390.00	\$130,390.00	Accepted
20	Chemicals	Fortune 500	Southeast	Market Manager	\$110,000.00	\$16,500.00	\$126,500.00	Accepted

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NOTES: These data points represent a sampling of the offers to Charles Aris industrial candidates over the past five years. Each row represents a unique candidate and offer to that candidate. * = base salary plus target annual bonus only. Excludes retirement contribution, profit sharing, sign-on, car allowance or other cash equivalents.