

Sample Industry Offers 2012

Partner

Firm	MBA	Offer Title	Industry	Base + Bonus	Base + Bonus Change	Equity Annual Grant	One Time Equity / Sign-On	Total Offer Change	Cost of Living Change
Top 10	1999	Vice President	Food & Drug	Consulting: \$300k + 22.5% (\$367,500) Offer: \$300k + 40% (\$420,000)	↑	\$150k and \$75k performance based equity	\$50k new hire equity	↑	-46.65%
Big 3	2002	Vice President	Food & Drug	Consulting: \$330k + \$130k (\$460,000) Offer: \$350k + 40% (\$490,000)	↑	\$150k and \$87.5k performance based equity	\$150k Sign-On and \$300k new hire equity	↑	+ 86.77%

Pre-Partner (~6+ years ex. Associate Principal, Manager, Principal)

Firm	MBA	Offer Title	Industry	Base + Bonus (B+B)	Base + Bonus Change	Equity Annual Grant	One Time Equity / Sign-On	Total Offer Change	Cost of Living Change
Top 10	N/A	Sr. Director	Healthcare	Consulting: \$210k + 35% (\$283,500) Offer: \$240k + 0% (\$240,000)	↓	\$36k	None	↓	No relocation
Big 3	2005	Sr. Director	Renewable Energy	Consulting: \$193k + \$182k (\$375,000) Offer: \$210k + 20% (\$252,000)	↓	\$55k	\$35k Sign-On	↓	+ 37.06%
Big 3	2006	Sr. Vice President	Private Equity	Consulting: \$205k + \$190k (\$395,000) Offer: \$175k + 100% (\$350,000)	↓	\$800k	None	↑	- 5.21%
Big 3	2006	Vice President	Waste & Recycling	Consulting: \$210k + \$135k (\$345,000) Offer: \$270k + 50% (\$405,000)	↑	\$190k	\$70k Sign-On	↑	No relocation
Big 3	2006	Vice President	Renewable Energy	Consulting: \$210k + 55% (\$325,500) Offer: \$240k + 30% (\$312,000)	↓	\$75k	\$60k for relocation	↑	-21.88%
Big 3	2006	Sr. Director	Tech / Telecomm	Consulting: \$205k + \$190k (\$395,000) Offer: \$190k + 25% (\$237,500)	↓	\$38k	\$35k Sign-On	↓	+ 3.23%
Big 3	2006	Director	Healthcare	Consulting: \$210k + 27% (\$266,700) Offer: \$200k + 25% (\$250,000)	↓	\$35k	\$10k Sign-On	↑	+ 5%

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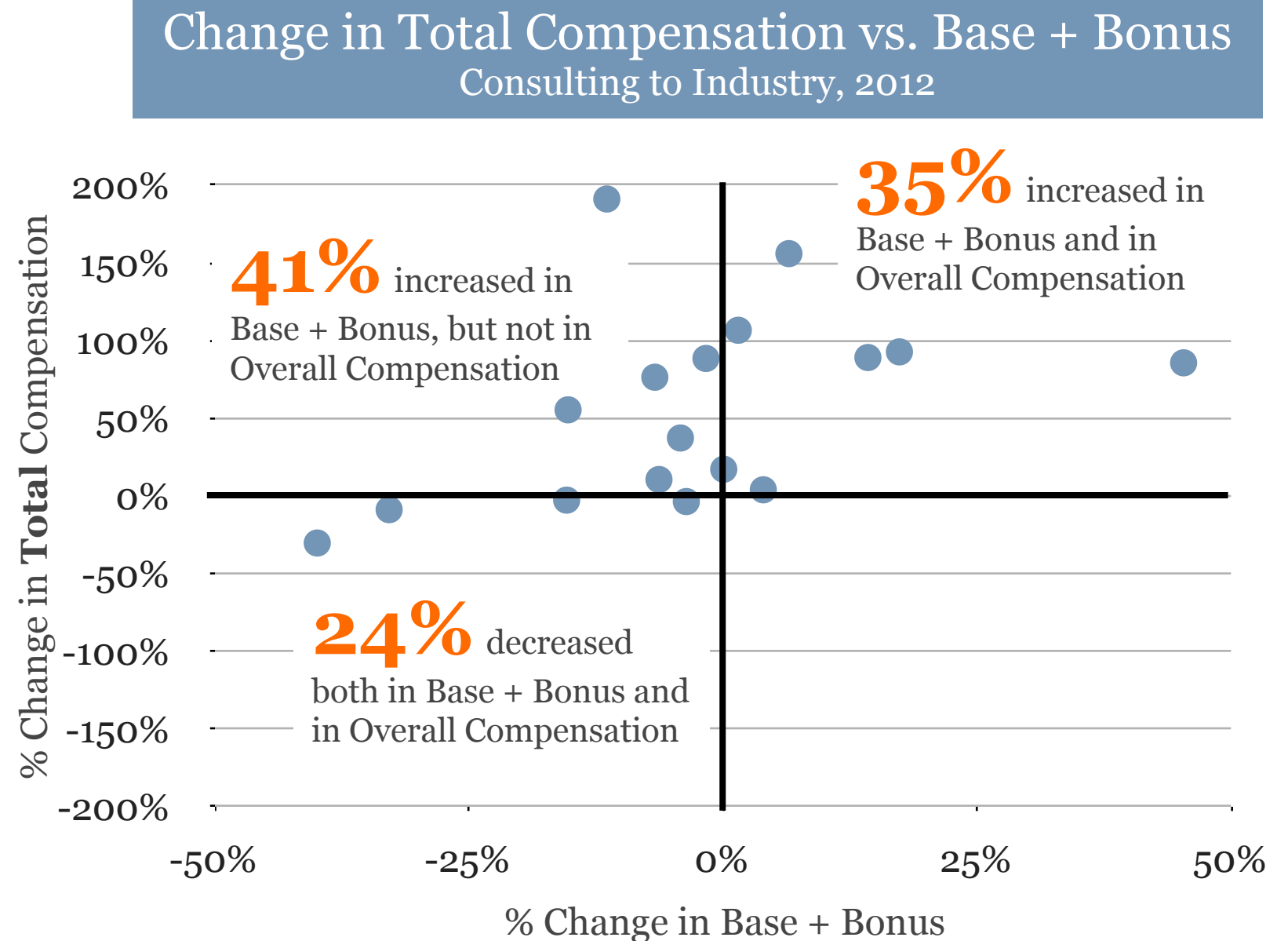
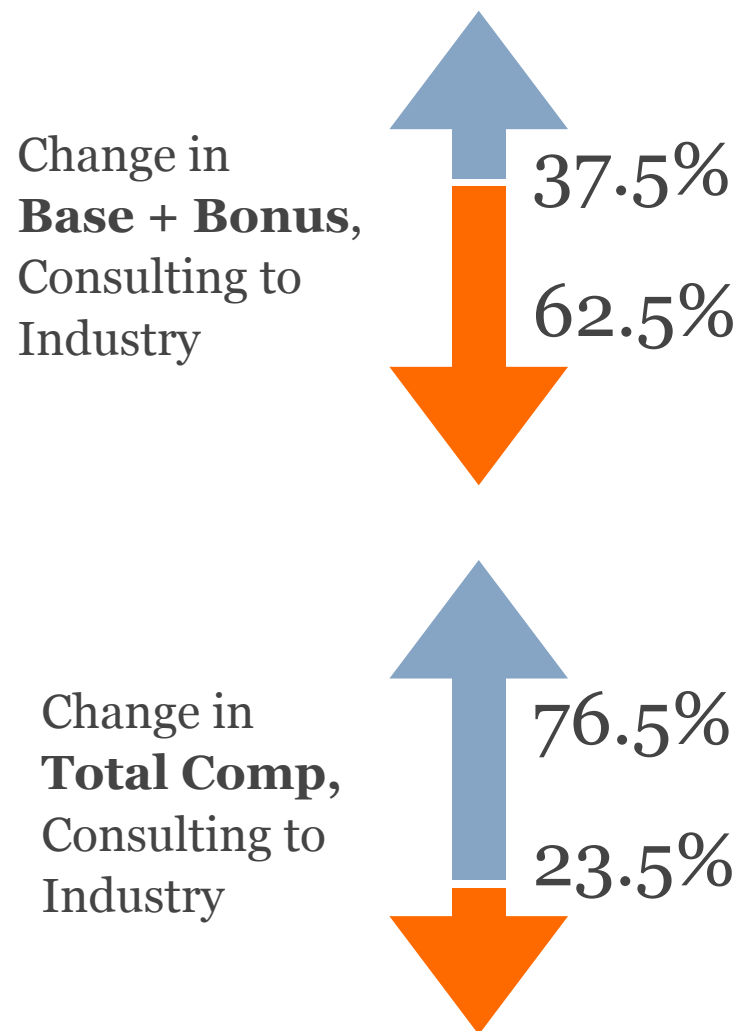
Manager-Level (~4-6 years. ex. EM, CTL, PL)

Firm	MBA	Offer Title	Industry	Base + Bonus	Base + Bonus Change	Equity Annual Grant	One Time Equity / Sign-On	Total Offer Change	Cost of Living Change
Big 3	2009	Director	Tech / Telecomm	Consulting: \$150k + \$45k (\$195,000) Offer: \$165k + 20% (\$198,000)	↑	\$165k	\$40k Sign-On	↑	+ 21.95%
Top 10	2008	Director	Manufacturing	Consulting: \$150k + 25% (\$187,500) Offer: \$150k + 30% (\$195,000)	↑	None	None	↑	+ 17.85%
Top 10	MPA 1998	Head	Healthcare	Consulting: \$140k + 15% (\$161,000) Offer: \$180k + 30% (\$234,000)	↑	\$25k	\$40k Sign-On	↑	- 12.74%
Top 10	2008	Director	Tech / Telecomm	Consulting: \$171k + 20% (\$205,200) Offer: \$145k + 20% (\$174,000)	↓	\$145k	\$30k Sign-On	↑	- 21.88%
Big 3	2008	Director	Tech / Telecomm	Consulting: \$170k + \$55k (\$225,000) Offer: \$175k + 20% (\$210,000)	↓	\$175k	\$12k Sign-On	↑	No relocation
Big 3	2009	Director	Tech / Telecomm	Consulting: \$145k + \$38k (\$183,000) Offer: \$150k + 20% (\$180,000)	↓	\$150k	\$15k Sign-On	↑	- 9%

Consultant-Level (~2 years)

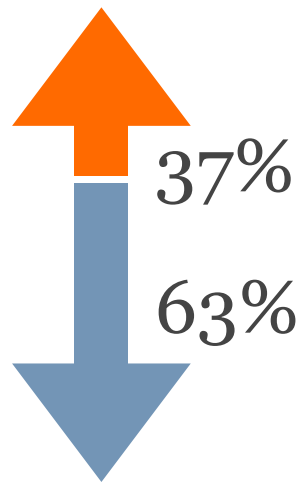
Firm	MBA	Offer Title	Industry	Base + Bonus	Base + Bonus Change	Equity Annual Grant	One Time Equity / Sign-On	Total Offer Change	Cost of Living Change
Big 3	PhD 2010	Manager	Chemicals	Consulting: \$140k + 25% (\$175,000) Offer: \$135k + 25% (\$168,750)	↓	None	None	↓	No relocation
Top 10	2008	Director	Chemicals	Consulting: \$170k + 37.5% (\$233,750) Offer: \$180k + 30% (\$234,000)	↑	\$40k	None	↑	+ 21.95%

Sample Insights and Trends 2012

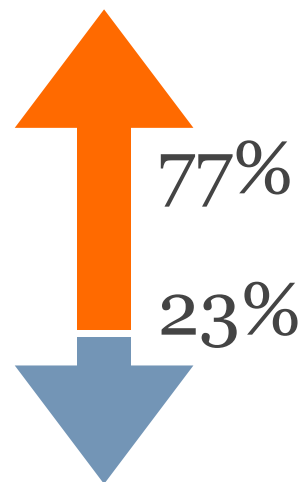


Sample Insights and Trends 2012

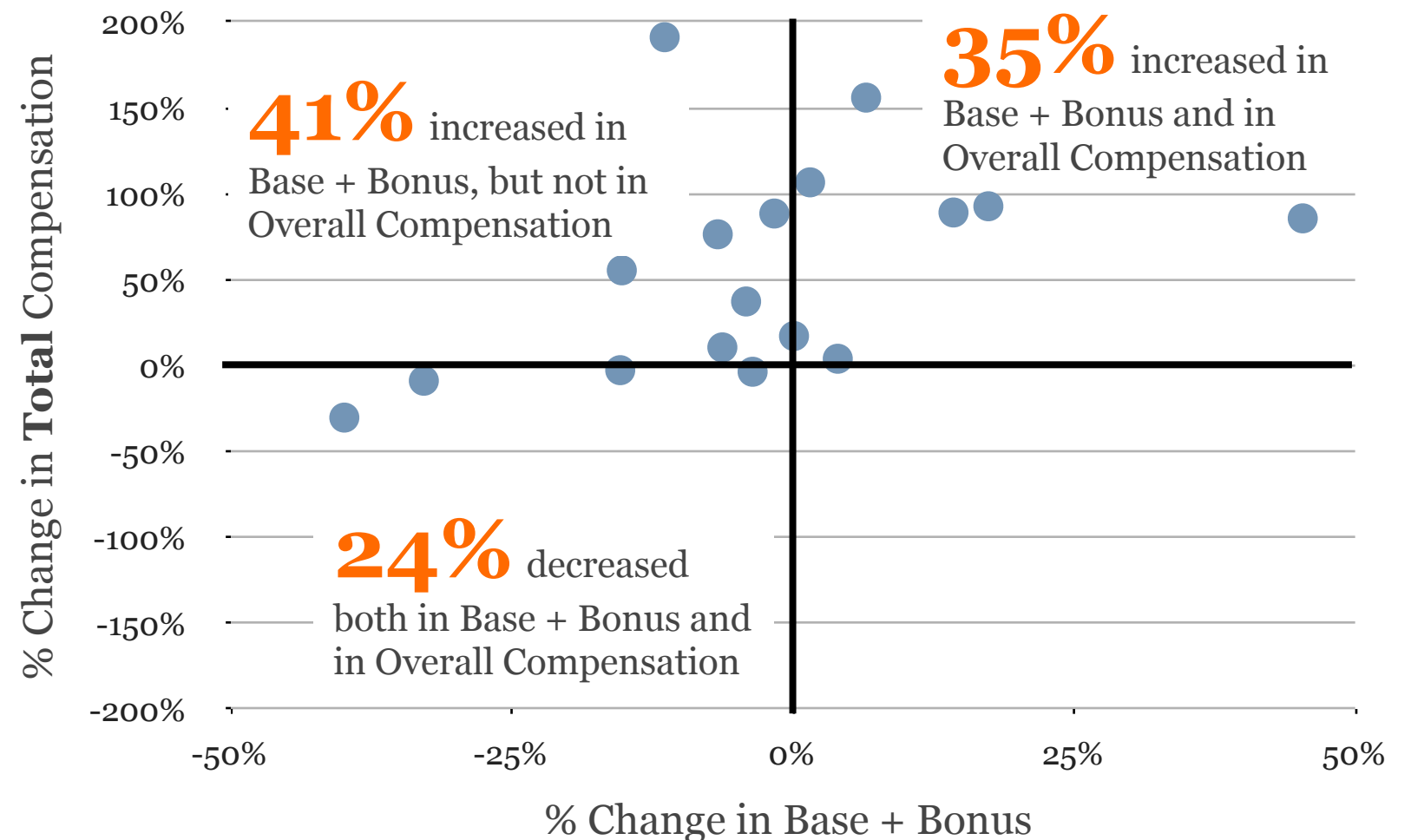
Change in
Base + Bonus,
Consulting to
Industry



Change in
Total Comp,
Consulting to
Industry



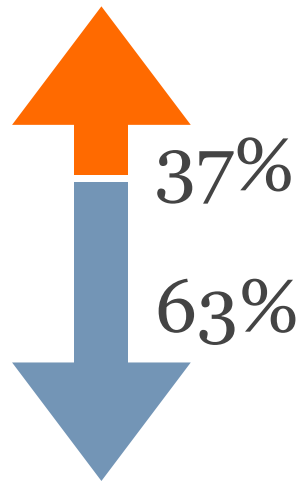
Change in Total Compensation vs. Base + Bonus
Consulting to Industry, 2012



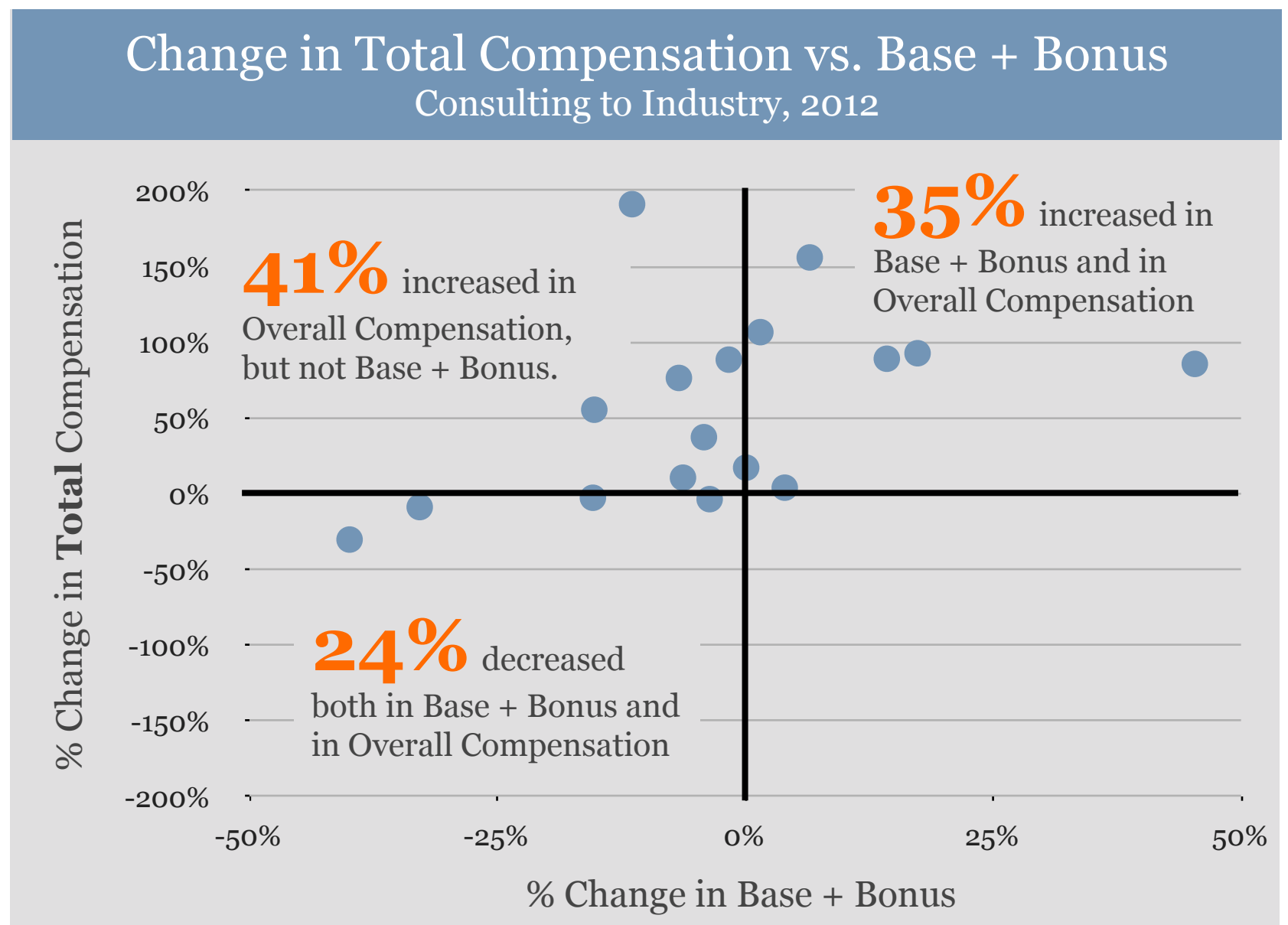
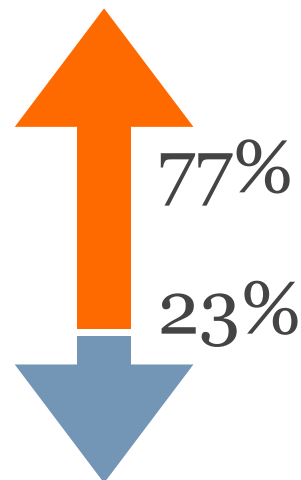
While less than half of the consultants we placed increased in base and bonus, over 75% increased in their package overall. Before you get hung up on cash, *sharpen your pencil* when evaluating offers, and appreciate the whole package for what it is worth.

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Change in
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