

Firm XYZ Management Summary

Incumbent Information				Salary (£000)					Salary + Bonus (£000)					Total Remuneration (£000)				
Job Code	Company Job Title	Unique ID	Investment strategy	Firm XYZ	25th	50th	75th	Comp Ratio	Firm XYZ	25th	50th	75th	Comp Ratio	Firm XYZ	25th	50th	75th	Comp Ratio
PE01	CEO	6239	Venture Capital	300	250	260	326	115%	550	250	363	443	152%	565	316	432	469	131%
PE02	Managing Director	6667	Venture Capital	220	198	204	214	108%	340	240	272	389	125%	344	248	314	411	110%
PE02	MD	5860	Mid-Market LBO	260	188	198	216	131%	440	300	386	394	114%	444	326	397	421	112%
PE03	Partner	6655	Venture Capital	160	163	165	172	97%	360	184	209	250	172%	364	186	237	266	154%
PE03	Partner	4521	Venture Capital	160	163	165	172	97%	360	184	209	250	172%	364	186	237	266	154%
PE03	Partner	3444	Venture Capital	160	163	165	172	97%	180	184	209	250	86%	184	186	237	266	78%
PE03	Partner France	AD	Mid-Market LBO	140	150	173	193	81%	290	250	322	392	90%	294	266	334	449	88%
PE05	VP	8979	Venture Capital	100	85	85	97	118%	180	99	134	136	134%	264	116	137	145	193%
PE07	Associate	6578	Mid-Market LBO	60	46	60	70	100%	120	46	72	107	166%	124	53	74	112	167%
PE08	Analyst	4789	Mid-Market LBO	45	42	47	53	97%	65	45	66	82	99%	69	47	66	88	105%
AS03	Office Manager	653	Mid-Market LBO	45	40	45	50	99%	60	45	52	59	115%	64	47	59	64	109%

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AS04	PA	172	Mid-Market LBO	30	30	32	37	93%	35	32	36	47	98%	39	34	40	50	99%
AS04	PA	319402023	Mid-Market LBO	30	30	32	37	93%	35	32	36	47	98%	39	34	40	50	99%
AS04	PA	6836	Mid-Market LBO	28	30	32	37	86%	33	32	36	47	92%	37	34	40	50	93%
FN01	CFO	8560	Mid-Market LBO	250	130	171	213	146%	600	156	245	383	245%	604	185	282	427	214%
FN02	Finance Dir	297	Mid-Market LBO	150	83	91	113	164%	240	102	119	138	201%	244	108	130	176	188%
HR01	HR manager	8134	Mid-Market LBO	100	-	161	-	62%	140	-	161	-	87%	144	-	209	-	69%
IT01	IT	ID12345	Mid-Market LBO	100	-	80	-	125%	140	-	96	-	146%	144	-	99	-	145%
LG01	Legal	236	Mid-Market LBO	100	117	142	185	70%	140	152	171	269	82%	144	167	207	378	70%
MK02	Head of Marketing	4521	Mid-Market LBO	100	-	53	-	190%	140	-	72	-	196%	144	-	78	-	185%

* Denotes roles where the survey had insufficient data for the given strategy type to produce quartile breakdown for the given incumbent. In such instances, a comparison to all firms (all fund strategies) is done.

Comp Ratio analyses is performed against the role median.

Back office roles are benchmarked against all firms

Mid-Market LBO investment strategy also includes Growth Equity and Mezzanine remuneration data

Venture Capital investment strategy also includes Corporate Venturing remuneration data