



**Compensation Guide
2011 – 2012**

Investment Banking (Global Banks)

Level	Base	Bonus
Head/MD	400k to 500k	1.5M+
SVP/Director (10 years+)	250k to 350k	350k to 750k
Vice President (7 to 9 years)	175k to 255k	250k to 450k
Associate (3 rd year)	140k to 150k	150k to 250k
Associate (2 nd year)	120k to 135k	150k to 200k
Associate (1 st year)	100k to 110k	100k to 150k
Analyst (3 rd year)	80k to 90k	80k to 110k
Analyst (2 nd year)	75k to 80k	60k to 80k
Analyst (1 st year)	70k to 75k	40k to 60k

Private Equity (Mid-Size fund)

Level	Base	Bonus	Carry
Principal	200k to 250k	200k to 300k	2.5M to 5M
Vice President	150k to 200k	150k to 300k	1M to 3M
Senior Associate (MBA)	125k to 150k	100k to 200k	N/A to 500k
Associate (2 to 4 yrs)	85k to 100k	45k to 100k	N/A
Analyst (0 to 2 yrs)	70k to 85k	40k to 70k	N/A

Private Equity (Large/Mega PE Funds)

Level	Base	Bonus	Carry
Principal	200k to 300k	500k to 1M	5M to 15M+
Vice President	175k to 200k	250k to 500k	2M to 8M
Senior Associate (MBA)	150k to 175k	150k to 300k	250k to 500k
Associate (2 to 4 yrs)	100k to 125k	100k to 175k	N/A
Analyst (0 to 2 yrs)	75k to 85k	50k to 85k	N/A