

## Welcome

**Thank you for taking part in our 2016 private equity compensation survey. All your details will be kept strictly confidential and only aggregated results will be published. In return for your help, we'll send you the full report once we've collated the data. We are planning to have this with you towards the end of September.**

**The deadline for completing this survey is Friday 26th of August 2016.**

## Background information on your fund

**All details will be kept strictly confidential and all data will be published in aggregate**

1. Your firm's name:

2. Your name and telephone number for any queries:

Name:

Telephone:

3. Your email address (this should be the email address that you want the survey sent to):

4. What is the location of your office with the most investment staff?

5. Which of the following best describes the main investment focus of your fund? (if you are a multi-focused fund then choose your response based on the investment focus that most closely compares with your business)

- ☐ Private Equity
- ☐ Private Debt
- ☐ Venture Capital
- ☐ Secondaries
- ☐ Real Estate
- ☐ Infrastructure
- ☐ Distressed / Special Situations
- ☐ LP Fund investing / Fund of Funds
- ☐ LP Co-investment
- ☐ Placement / Fund Raising
- ☐ Other (please specify)

6. What is the size of your most recently raised fund (\$USD)? (If you are not a traditional fund structure, then choose your response based on the fund size that most closely compares with your business)

- ☐ Over 5bn
- ☐ 1bn - <5bn
- ☐ 500m - <1bn
- ☐ 250m - <500m
- ☐ 50m - <250m
- ☐ <50m

7. When did your firm last review base salaries / fixed cash compensation?

	Month	Year
Date	<input type="text"/>	<input type="text"/>

8. When did your firm last pay bonuses or make a variable cash distribution (not carried interest)?

	Month	Year
Date	<input type="text"/>	<input type="text"/>

9. If you have a carried interest plan what is the size of the total carried interest pool as a % of the most recent fund (e.g. 20%)?

Carried interest %

10. Please provide your data in one of the following currencies?

Choose from the drop down menu below.

Currency

## Investment Professionals - Compensation Information

11. How many Male and Female investment professionals do you have at each level?

(Do be assured this data will only be referred to in aggregate in the survey)

	Male	Female
Analysts	<input type="text"/>	<input type="text"/>
Associates	<input type="text"/>	<input type="text"/>
Senior Associates	<input type="text"/>	<input type="text"/>
Principals / VPs / Investment Directors	<input type="text"/>	<input type="text"/>
Partners / Directors	<input type="text"/>	<input type="text"/>
Senior Partners / Managing Directors	<input type="text"/>	<input type="text"/>
Operating Partners	<input type="text"/>	<input type="text"/>

## 12. Annual Base Salary (,000's)

Please provide a **MID POINT BASE SALARY** figure

OR please mark up as follows:

A = NO PEOPLE at this level

Analyst	<input type="text"/>
Associate	<input type="text"/>
Senior Associate	<input type="text"/>
Principals / VPs / Investment Director	<input type="text"/>
Partners / Directors	<input type="text"/>
Senior Partners / Managing Directors	<input type="text"/>
Operating Partners	<input type="text"/>

## 13. Annual Cash Bonus (,000's)

Please provide a **MID POINT BONUS** figure

OR please mark up as follows:

A = NO PEOPLE at this level

B = NO BONUS is due at this level

C = BONUS NOT DISCLOSED

Analyst	<input type="text"/>
Associate	<input type="text"/>
Senior Associate	<input type="text"/>
Principals / VPs / Investment Director	<input type="text"/>
Partners / Directors	<input type="text"/>
Senior Partners / Managing Directors	<input type="text"/>
Operating Partners	<input type="text"/>

## Investment Professionals - Carried Interest

14. Does your compensation structure include carried interest for investment professionals?

☐ Yes

☐ No

## Investment Professionals - Carried Interest

15. Carried Interest money at work in most recent fund raised (000's)

This can be worked out using the following formula: **Size of fund x % total carry x % held by individual**

Please provide a **MID POINT** figure

OR please mark up as follows:

A = NO CARRIED INTEREST AT THIS LEVEL

B = CARRIED INTEREST NOT DISCLOSED

Analyst	<input type="text"/>
Associate	<input type="text"/>
Senior Associate	<input type="text"/>
Principals / VPs / Investment Director	<input type="text"/>
Partners / Directors	<input type="text"/>
Senior Partners / Managing Directors	<input type="text"/>
Operating Partners	<input type="text"/>

## Investment Professionals - LTIP

16. Does your compensation structure include LTIP for investment professionals?

☐ Yes

☐ No

## Investment Professionals - LTIP

17. LTIP most recent allocation (000's)

Please provide a **MID POINT** figure

OR please mark up as follows:

A = NO LTIP AT THIS LEVEL

B = LTIP NOT DISCLOSED

Analyst	<input type="text"/>
Associate	<input type="text"/>
Senior Associate	<input type="text"/>
Principals / VPs / Investment Director	<input type="text"/>
Partners / Directors	<input type="text"/>
Senior Partners / Managing Directors	<input type="text"/>
Operating Partners	<input type="text"/>

Investment Professionals - Co-Investment

18. Does your compensation structure include a Co-Investment Scheme for investment professionals?

☐ Yes

☐ No

Investment Professionals - Co-Investment

19. Co-Invest Scheme

	No Co-Invest at this level	Yes this level has Co-Invest
Analysts	<input type="radio"/>	<input type="radio"/>
Associates	<input type="radio"/>	<input type="radio"/>
Senior Associates	<input type="radio"/>	<input type="radio"/>
Principals / VPs / Investment Directors	<input type="radio"/>	<input type="radio"/>
Partners / Directors	<input type="radio"/>	<input type="radio"/>
Senior Partners / Managing Directors	<input type="radio"/>	<input type="radio"/>
Operating Partner	<input type="radio"/>	<input type="radio"/>

Head of IR / Investor Relations / Fund Raising Professionals

20. Does your firm have a dedicated Head of IR/ Investor relations / fund raising function?

☐ Yes

☐ No

### Head of IR / Investor Relations / Fund Raising Professionals - Compensation Information

21. How many Male and Female investor relations / fund raising professionals do you have at each level?

(Do be assured this data will only be referred to in aggregate in the survey)

	Male	Female
Investor Relations Analysts	<input type="text"/>	<input type="text"/>
Investor Relations Associates	<input type="text"/>	<input type="text"/>
Investor Relations Managers	<input type="text"/>	<input type="text"/>
Head of Investor Relations / Fund Raising	<input type="text"/>	<input type="text"/>

22. Annual Base Salary (,000's)

Please provide a **MID POINT BASE SALARY** figure

OR please mark up as follows:

A = NO PEOPLE at this level

Investor Relations Analysts	<input type="text"/>
Investor Relations Associate	<input type="text"/>
Investor Relations Managers	<input type="text"/>
Head of Investor Relations / Fund Raising	<input type="text"/>

23. Annual Cash Bonus (,000's)

Please provide a **MID POINT BONUS** figure

OR please mark up as follows:

A = NO PEOPLE at this level

B = NO BONUS is due at this level

C = BONUS NOT DISCLOSED

Investor Relations Analysts

Investor Relations Associates

Investor Relations Managers

Head of Investor Relations / Fund  
Raising

Head of IR / Investor Relations / Fund Raising Professionals - Carried Interest

24. Does your compensation structure include carried interest for investor relations / fund raising professionals?

☐ Yes

☐ No

Head of IR / Investor Relations / Fund Raising Professionals - Carried Interest

25. Carried Interest money at work in most recent fund raised (000's)

This can be worked out using the following formula: **Size of fund x % total carry x % held by individual**

Please provide a **MID POINT** figure

OR please mark up as follows:

A = NO CARRIED INTEREST AT THIS LEVEL

B = CARRIED INTEREST NOT DISCLOSED

Investor Relations Analysts

Investor Relations Associates

Investor Relations Managers

Head of Investor Relations / Fund  
Raising



## Head of IR / Investor Relations / Fund Raising Professionals - LTIP

26. Does your compensation structure include LTIP for investor relations / fund raising professionals?

☐ Yes

☐ No

## Head of IR / Investor Relations / Fund Raising Professionals - LTIP

27. LTIP most recent allocation (000's)

Please provide a **MID POINT** figure

OR please mark up as follows:

A = NO LTIP AT THIS LEVEL

B = LTIP NOT DISCLOSED

Investor Relations Analysts

Investor Relations Associate

Investor Relations Manager

Head of Investor Relations / Fund  
Raising

## Head of IR / Investor Relations / Fund Raising Professional - Co-Investment

28. Does your compensation structure include a Co-Investment Scheme for investor relations / fund raising professionals?

☐ Yes

☐ No

## Head of IR / Investor Relations / Fund Raising Professional - Co-Investment

## 29. Co-Invest Scheme

	No Co-Invest at this level	Yes this level has Co-Invest
Investor Relations Analysts	<input type="radio"/>	<input type="radio"/>
Investor Relations Associates	<input type="radio"/>	<input type="radio"/>
Investor Relations Managers	<input type="radio"/>	<input type="radio"/>
Head of Investor Relations / Fund Raising	<input type="radio"/>	<input type="radio"/>

## CFO / Finance / Fund Accounting Professionals

30. Does your firm have a dedicated CFO / finance / fund accounting function?

☐ Yes

☐ No

## CFO / Finance / Fund Accounting Professionals - Compensation Information

31. How many Male and Female finance / fund accounting professionals do you have at each level?

(Do be assured this data will only be referred to in aggregate in the survey)

	Male	Female
Junior Accountants / Fund Accountants	<input type="text"/>	<input type="text"/>
Senior Accountants / Fund Accountants	<input type="text"/>	<input type="text"/>
Financial & Fund Controllers	<input type="text"/>	<input type="text"/>
Chief Financial Officer / Financial Director	<input type="text"/>	<input type="text"/>

### 32. Annual Base Salary (,000's)

Please provide a **MID POINT BASE SALARY** figure

OR please mark up as follows:

A = NO PEOPLE at this level

Junior Accountants / Fund Accountants

Senior Accountants / Fund  
Accountants

Financial / Fund Controllers

Chief Financial Officer / Financial  
Director

### 33. Annual Cash Bonus (,000's)

Please provide a **MID POINT BONUS** figure

OR please mark up as follows:

A = NO PEOPLE at this level

B = NO BONUS is due at this level

C = BONUS NOT DISCLOSED

Junior Accountants / Fund  
Accountants

Senior Accountants / Fund  
Accountants

Financial & Fund Controllers

Chief Financial Officer / Financial  
Director

## CFO / Finance / Fund Accounting Professionals - Carried Interest

34. Does your compensation structure include carried interest for finance / fund accounting professionals?

☐ Yes

☐ No

## CFO / Finance / Fund Accounting Professionals - Carried Interest

35. Carried Interest money at work in most recent fund raised (000's)

This can be worked out using the following formula: **Size of fund x % total carry x % held by individual**

Please provide a **MID POINT** figure

OR please mark up as follows:

A = NO CARRIED INTEREST AT THIS LEVEL

B = CARRIED INTEREST NOT DISCLOSED

Junior Accountants / Fund Accountants

Senior Accountants / Fund  
Accountants

Financial & Fund Controllers

Chief Financial Officer / Financial  
Director

#### CFO / Finance / Fund Accounting Professionals - LTIP

36. Does your compensation structure include LTIP for finance / fund accounting professionals?

☐

Yes

☐

No

#### CFO / Finance / Fund Accounting Professionals - LTIP

37. LTIP most recent allocation (000's)

Please provide a **MID POINT** figure

OR please mark up as follows:

A = NO LTIP AT THIS LEVEL

B = LTIP NOT DISCLOSED

Junior Accountants / Fund Accountants

Senior Accountants / Fund  
Accountants

Financial & Fund Controllers

Chief Financial Officer / Financial  
Director

## CFO / Finance / Fund Accounting Professionals - Co-Investment

38. Does your compensation structure include a Co-Investment Scheme for finance / fund accounting professionals?

☐ Yes

☐ No

## CFO / Finance / Fund Accounting Professionals - Co-Investment

39. Co-Invest Scheme

	No Co-Invest at this level	Yes this level has Co-Invest
Junior Accountants / Fund Accountants	<input type="radio"/>	<input type="radio"/>
Senior Accountants / Fund Accountants	<input type="radio"/>	<input type="radio"/>
Financial & Fund Controllers	<input type="radio"/>	<input type="radio"/>
Chief Financial Officer / Financial Director	<input type="radio"/>	<input type="radio"/>

## Head of Legal / Legal Professionals

40. Does your firm have a dedicated Head of Legal / Legal function?

☐ Yes

☐ No

## Head of Legal / Legal Professionals - Compensation Information

41. How many Male and Female legal professionals do you have at each level?

(Do be assured this data will only be referred to in aggregate in the survey)

	Male	Female
Legal / Compliance Assistants	<input type="text"/>	<input type="text"/>
Legal / Compliance Associates	<input type="text"/>	<input type="text"/>
Head of Risk & Compliance	<input type="text"/>	<input type="text"/>
Head of Legal / Chief Legal Counsel	<input type="text"/>	<input type="text"/>

42. Annual Base Salary (,000's)

Please provide a **MID POINT BASE SALARY** figure

OR please mark up as follows:

A = NO PEOPLE at this level

Legal / Compliance Assistants	<input type="text"/>
Legal / Compliance Associates	<input type="text"/>
Head of Risk & Compliance	<input type="text"/>
Head of Legal / Chief Legal Counsel	<input type="text"/>

43. Annual Cash Bonus (,000's)

Please provide a **MID POINT BONUS** figure

OR please mark up as follows:

A = NO PEOPLE at this level

B = NO BONUS is due at this level

C = BONUS NOT DISCLOSED

Legal / Compliance Assistants	<input type="text"/>
Legal / Compliance Associates	<input type="text"/>
Head of Risk & Compliance	<input type="text"/>
Head of Legal / Chief Legal Counsel	<input type="text"/>

Head of Legal / Legal Professionals - Carried Interest

44. Does your compensation structure include carried interest for legal professionals?

☐ Yes

☐ No

#### Head of Legal / Legal Professionals - Carried Interest

45. Carried Interest money at work in most recent fund raised (000's)

This can be worked out using the following formula: **Size of fund x % total carry x % held by individual**

Please provide a **MID POINT** figure

OR please mark up as follows:

A = NO CARRIED INTEREST AT THIS LEVEL

B = CARRIED INTEREST NOT DISCLOSED

Legal / Compliance Assistants

Legal / Compliance Associates

Head of Risk & Compliance

Head of Legal / Chief Legal Counsel

#### Head of Legal / Legal Professionals - LTIP

46. Does your compensation structure include LTIP for legal professionals?

☐ Yes

☐ No

#### Head of Legal / Legal Professionals - LTIP

47. LTIP most recent allocation (000's)

Please provide a **MID POINT** figure

OR please mark up as follows:

A = NO LTIP AT THIS LEVEL

B = LTIP NOT DISCLOSED

Legal / Compliance Assistants

Legal / Compliance Associates

Head of Risk & Compliance

Head of Legal / Chief Legal Counsel

### Head of Legal / Legal Professionals - Co-Investment

48. Does your compensation structure include a Co-Investment Scheme for legal professionals?

☐ Yes

☐ No

### Head of Legal / Legal Professionals - Co-Investment

49. Co-Invest Scheme

	No Co-Invest at this level	Yes this level has Co-Invest
Legal / Compliance Assistants	<input type="radio"/>	<input type="radio"/>
Legal / Compliance Associates	<input type="radio"/>	<input type="radio"/>
Head of Risk& Compliance	<input type="radio"/>	<input type="radio"/>
Head of Legal / Chief Legal Counsel	<input type="radio"/>	<input type="radio"/>

### Head of HR / Human Resource Professionals

50. Does your firm have a dedicated Head of HR / Human Resource function?

☐ Yes

☐ No



## Head of HR / Human Resource Professionals - Compensation Information

51. How many Male and Female human resource professionals do you have at each level?

(Do be assured this data will only be referred to in aggregate in the survey)

	Male	Female
HR Assistants	<input type="text"/>	<input type="text"/>
HR Managers	<input type="text"/>	<input type="text"/>
Head of HR	<input type="text"/>	<input type="text"/>

52. Annual Base Salary (,000's)

Please provide a **MID POINT BASE SALARY** figure

OR please mark up as follows:

A = NO PEOPLE at this level

HR Assistants	<input type="text"/>
HR Manager	<input type="text"/>
Head of HR	<input type="text"/>

53. Annual Cash Bonus (,000's)

Please provide a **MID POINT BONUS** figure

OR please mark up as follows:

A = NO PEOPLE at this level

B = NO BONUS is due at this level

C = BONUS NOT DISCLOSED

HR Assistants	<input type="text"/>
HR Managers	<input type="text"/>
Head of HR	<input type="text"/>

## Head of HR / Human Resource Professionals - Carried Interest

54. Does your compensation structure include carried interest for human resource professionals?

☐ Yes

☐ No

#### Head of HR / Human Resource Professionals - Carried Interest

55. Carried Interest money at work in most recent fund raised (000's)

This can be worked out using the following formula: **Size of fund x % total carry x % held by individual**

Please provide a **MID POINT** figure

OR please mark up as follows:

A = NO CARRIED INTEREST AT THIS LEVEL

B = CARRIED INTEREST NOT DISCLOSED

HR Assistants

HR Managers

Head of HR

#### Head of HR / Human Resource Professionals - LTIP

56. Does your compensation structure include LTIP for human resource professionals?

☐ Yes

☐ No

#### Head of HR / Human Resource Professionals - LTIP

57. LTIP most recent allocation (000's)

Please provide a **MID POINT** figure

OR please mark up as follows:

A = NO LTIP AT THIS LEVEL

B = LTIP NOT DISCLOSED

HR Assistants

HR Managers

Head of HR

Head of HR / Human Resource Professionals - Co-Investment

58. Does your compensation structure include a Co-Investment Scheme for human resource professionals?

☐ Yes

☐ No

Head of HR / Human Resources Professionals - Co-Investment

59. Co-Invest Scheme

	No Co-Invest at this level	Yes this level has Co-Invest
HR Assistants	<input type="radio"/>	<input type="radio"/>
HR Managers	<input type="radio"/>	<input type="radio"/>
Head of HR	<input type="radio"/>	<input type="radio"/>

COO / Office Administration / Support Professionals

60. Does your firm have a dedicated COO / Office Administration / Support function?

☐ Yes

☐ No

COO / Office Administration / Support Professionals - Compensation Information

61. How many Male and Female admin / support professionals do you have at each level?  
(Do be assured this data will only be referred to in aggregate in the survey)

	Male	Female
Receptionists	<input type="text"/>	<input type="text"/>
Secretaries / Administrative Support	<input type="text"/>	<input type="text"/>
Executive Assistants / PAs	<input type="text"/>	<input type="text"/>
Office Managers	<input type="text"/>	<input type="text"/>
Chief Operating Officer	<input type="text"/>	<input type="text"/>

62. Annual Base Salary (,000's)

Please provide a **MID POINT BASE SALARY** figure

OR please mark up as follows:

A = NO PEOPLE at this level

Receptionists	<input type="text"/>
Secretaries / Administrative Support	<input type="text"/>
Executive Assistants / PAs	<input type="text"/>
Office Managers	<input type="text"/>
Chief Operating Officer	<input type="text"/>

63. Annual Cash Bonus (,000's)

Please provide a **MID POINT BONUS** figure

OR please mark up as follows:

A = NO PEOPLE at this level

B = NO BONUS is due at this level

C = BONUS NOT DISCLOSED

Receptionists	<input type="text"/>
Secretaries / Administrative Support	<input type="text"/>
Executive Assistants / PAs	<input type="text"/>
Office Managers	<input type="text"/>
Chief Operating Officer	<input type="text"/>

## COO / Office Administration / Support Professionals - Carried Interest

64. Does your compensation structure include carried interest for admin / support professionals?

☐ Yes

☐ No

## COO / Office Administration / Support Professionals - Carried Interest

65. Carried Interest money at work in most recent fund raised (000's)

This can be worked out using the following formula: **Size of fund x % total carry x % held by individual**

Please provide a **MID POINT** figure

OR please mark up as follows:

A = NO CARRIED INTEREST AT THIS LEVEL

B = CARRIED INTEREST NOT DISCLOSED

Receptionist

Secretaries / Administrative Assistants

Executive Assistants / PAs

Office Managers

Chief Operating Officer

## COO / Office Administration / Support Professionals - LTIP

66. Does your compensation structure include LTIP for admin / support professionals?

☐ Yes

☐ No

## COO / Office Administration / Support Professionals - LTIP

67. LTIP most recent allocation (000's)

Please provide a **MID POINT** figure

OR please mark up as follows:

A = NO LTIP AT THIS LEVEL

B = LTIP NOT DISCLOSED

Receptionist	<input type="text"/>
Secretaries / Administrative Assistants	<input type="text"/>
Executive Assistants / PAs	<input type="text"/>
Office Managers	<input type="text"/>
Chief Operating Officer	<input type="text"/>

COO / Office Administration / Support Professionals - Co-Investment

68. Does your compensation structure include a Co-Investment Scheme for admin / support professionals?

- ☐ Yes
- ☐ No

COO / Office Administration / Support Professionals - Co-Investment

69. Co-Invest Scheme

	No Co-Invest at this level	Yes this level has Co-Invest
Receptionist	<input type="radio"/>	<input type="radio"/>
Secretaries / Administrative Assistants	<input type="radio"/>	<input type="radio"/>
Executive Assistants / PAs	<input type="radio"/>	<input type="radio"/>
Office Managers	<input type="radio"/>	<input type="radio"/>
Chief Operating Officer	<input type="radio"/>	<input type="radio"/>

Other Benefits Information

70. Annual leave / discretionary holiday allowance (days)

71. Employer pension contribution % of salary

72. Benefits package

	Life cover	Permanent health	Medical	Dental	Gym	Car	Other
Benefits	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Approximate value of non pension benefits as % of base**