



**At Conexus, we completed over
300 searches last year at the
Controller through CFO level.**

**Over 54% of placements were made with
private equity portfolio companies.**

Here is a compelling summary of what we found
regarding compensation for CFOs in private
equity portfolio companies.



CFO Compensation Benchmark

Private Equity-Backed Companies
\$100M to \$250M in Annual Revenues

Executive Summary

To attract and retain top-tier CFO talent in today's market, especially within private equity-backed environments, companies must offer highly competitive compensation. Based on national data with a focus on private equity portfolio companies in the \$100M–\$250M revenue range, 2024 compensation packages typically included:

Component	Benchmark Range
Base Salary	\$350,000 - \$425,000
Target Bonus	40% - 60% of base salary
Total Cash Comp	\$472,000 - \$550,000 (avg. range)
Equity Grant	0.8% – 1.2% ownership
Equity Value at Exit	\$2M - \$5M + potential upside
Sign-On Bonus	\$100,000 - \$200,000 (optional)



Supporting Market Data

- Average Base (Revenue \$101M–\$250M): \$358K
- Average Bonus: \$200K
- Total Cash Comp (Average): \$472K
- Equity Grant (Average % Ownership): 1.0%
- Equity Value at Exit (Avg. Range): \$2.2M – \$4.9M

Additional Considerations

- CFOs with <5 years in role are commanding higher comp due to strong market demand
- Hybrid/Remote work is standard:
Only 18% are fully back in office
- Sign-on bonuses increasingly common, especially to offset unvested equity



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