



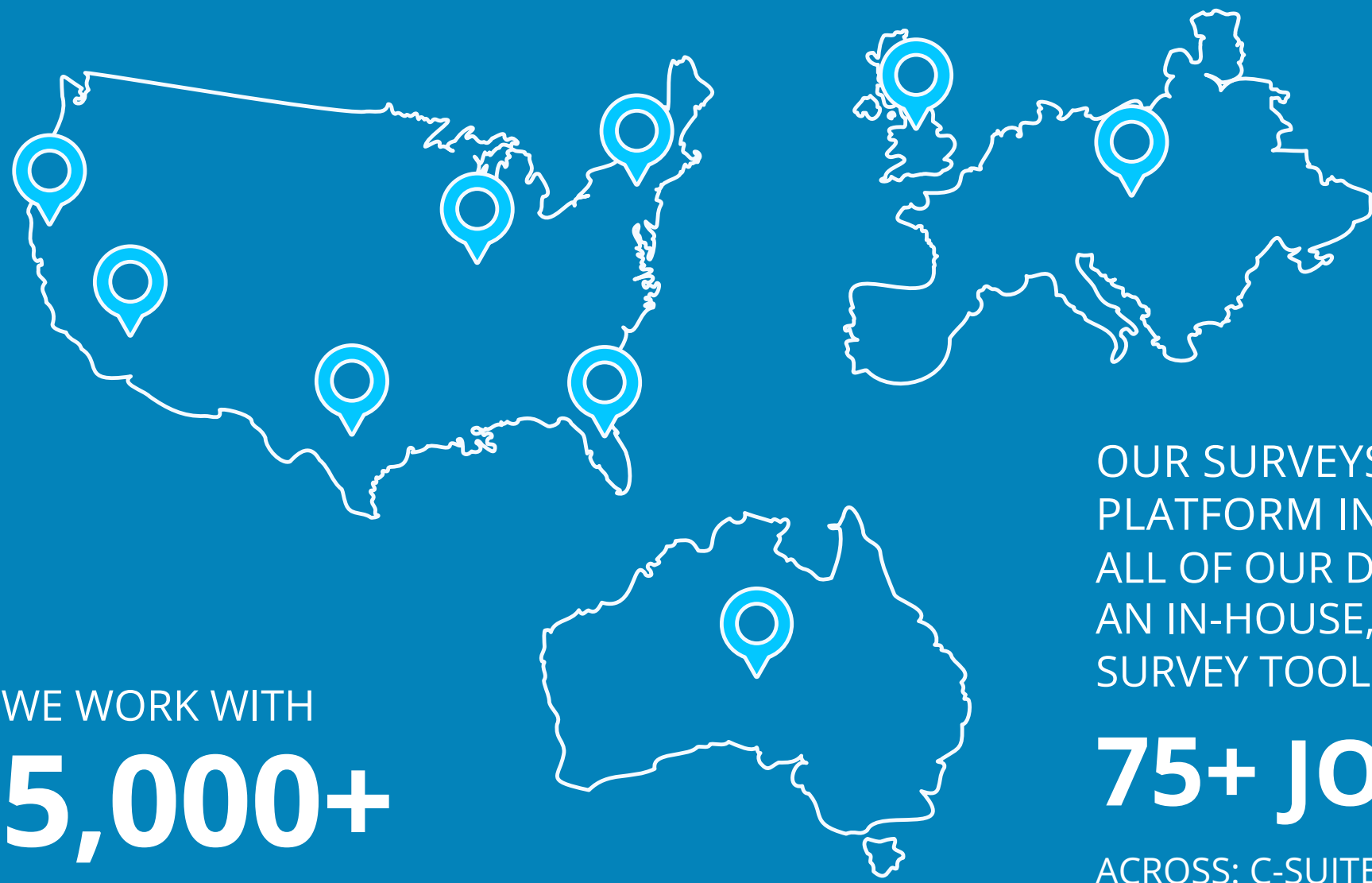
We invite you to participate in the Thelander CVC Compensation Survey to secure access to **real-time** compensation data for your entire CVC Unit.

J.Thelander Consulting is the premier compensation data and consulting firm that specializes in the private capital market – from your firm to portfolio companies. Data and analysis is our product.

Thelander is a namesake firm with **more than 25 years of experience**. We have the expertise and experience to help you make educated compensation-related decisions for your team. There are multiple generations you can trust with Jody and Morgan Thelander.

Start the Survey

For more information, please Email survey@jthelander.com
Call us **+1.305.793.8605**
Or visit jthelander.com



WE WORK WITH **5,000+** INVESTMENT FIRMS AND PRIVATE COMPANIES GLOBALLY.

OUR SURVEYS AND PLATFORM INCLUDE ALL OF OUR DATA FROM AN IN-HOUSE, ONLINE SURVEY TOOL FOR

75+ JOBS ACROSS: C-SUITE, INVESTMENT PROFESSIONALS, INNOVATION, PORTFOLIO/CORPORATE VENTURE BUSINESS DEVELOPMENT (CVBD), ASSOCIATES, ANALYSTS AND MORE.

WE COVER **ALL ASPECTS OF COMPENSATION** IN ADDITION TO BASE AND BONUS, INCLUDING:

- VALUE OF CORPORATE STOCK
- CARRIED INTEREST PERCENTAGES
- VESTING TIME FOR CARRIED INTEREST
- SHADOW/PHANTOM/SYNTHETIC CARRY CALCULATIONS
- SALARY INCREASE PERCENTAGES AND MORE!

FIRM TYPES INCLUDE: **CVC, VENTURE CAPITAL, PRIVATE EQUITY, HEDGE FUNDS, FAMILY OFFICES, REAL ESTATE & MORE.**

THELANDER IS THE ONLY FIRM TO **COVER THE ENTIRE PRIVATE CAPITAL MARKET.**

ALL DATA IS PUBLISHED IN AGGREGATE ONLY WITH **NO INDIVIDUAL OR COMPANY NAMES REPORTED.**

20,000+ DATA POINTS THE DEPTH AND BREADTH OF THELANDER DATA IS UNRIVALED.

THE RESULT? REAL-TIME, VETTED DATA ON BASE SALARY, BONUSES AND LONG TERM INCENTIVES.



The Thelander Online Platform is a curated, unique experience for investment firms.

All of our data, insights and analysis are accessible through survey participation or a paid subscription.

Here are the differences between the **complimentary investment firm silver subscription** and upgraded version (\$8,500).

If you'd like a current list of what job titles are currently included in the silver subscription, please Email survey@jthelander.com
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Below are specifics on what is included in your complimentary silver subscription vs. full access.

Survey participation is a great way to trial the Thelander platform and see why thousands of private companies and investment firms rely on Thelander data to recruit and retain talent.

	<i>Investment Firm Silver</i>	<i>Investment Firm Subscription</i>
<i>Job Titles</i>	20 Titles	75+ Titles
<i>Filters</i>	Type of Firm	All Filters: Total AUM, Size of Most Recent Fund, Region and Type of Firm
<i>Pricing</i>	FREE With Survey Response	\$8,500 – Discounted pricing with a survey response, however, you can outright purchase without a survey response for \$10,000
<i>Subscription Length</i>	12 Months – can be extended if your survey response is current	12 months, two users included
<i>Overview Report</i>	×	Included
<i>Job Descriptions</i>	×	Included
<i>Corporate Stock & Carried Interest</i>	×	Included
<i>Salary Increase & Bonus Report</i>	×	Included

When will you be able to access your FREE Silver Subscription? As soon as your data has been cleaned, verified and aggregated – you will receive an email with a link to the Thelander Online Platform.