



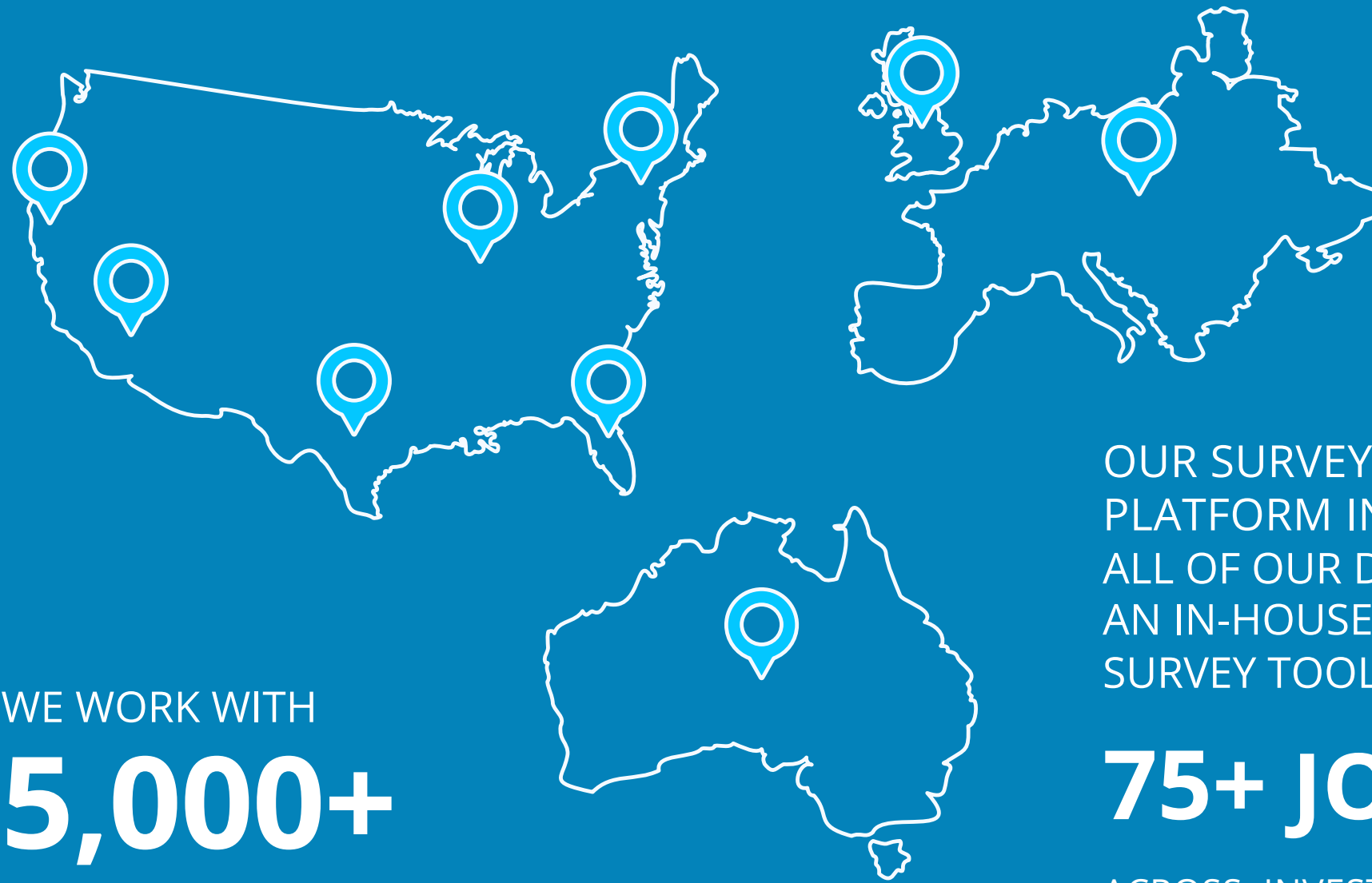
We invite you to participate in the Thelander Investment Firm Compensation Survey to secure access to **real-time** compensation data for your *entire firm*.

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](mailto:survey@jthelander.com)  
Call us **+1.305.793.8605**  
Or visit [jthelander.com](http://jthelander.com)



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

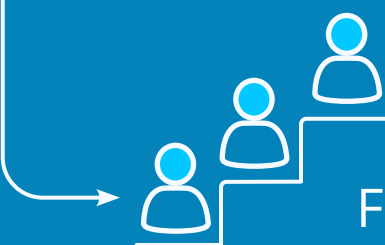
OUR SURVEYS AND  
PLATFORM INCLUDE  
ALL OF OUR DATA FROM  
AN IN-HOUSE, ONLINE  
SURVEY TOOL FOR

**75+ JOBS**

ACROSS: INVESTMENT  
PROFESSIONALS, C-SUITE,  
INVESTOR RELATIONS, TALENT,  
FINANCE AND MORE.

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

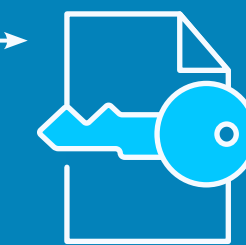
- CARRIED INTEREST PERCENTAGES
- CARRY DOLLARS AT WORK
- VESTING TIME FOR CARRIED INTEREST
- AMOUNT OF CONTRIBUTED CAPITAL FOR CARRIED INTEREST
- HURDLE RATES
- MANAGEMENT FEES
- SALARY INCREASES AND MORE



FIRM TYPES INCLUDE:  
**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 CARRIED INTEREST.



## 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](mailto:survey@jthelander.com)  
 Call us **+1.305.793.8605**  
 Or visit [jthelander.com](http://jthelander.com)

**Start the Survey**

### 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>Gender, Benefits &amp; Succession Planning</i> | ×  | Included   |
| <i>Carried Interest &amp; Management Fees</i>     | ×  | Included   |
| <i>Salary Increase &amp; 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.