

vcComp

*A source for compensation information in the Private Equity industry*

## 2000 Compensation Survey

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# vcComp 2000 Compensation Survey

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Contents

December, 2000

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# vcComp 2000 Compensation Survey

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Last updated: December 10, 2000

**Welcome to the results of the 2000 vcComp VC / PE Compensation survey. This year we received over 190 responses representing over 100 firms, and from colleagues with 1 to 11 years of experience, making this the one of the richest, deepest compensation surveys in the industry.**

**The following pages contain the results of the survey. As you will note, there is a wide variance in the results. Some of this is due to experience, industry, fund size. The following tables will try and distinguish for these differences.**

**The survey makes extensive use of Excel Pivot tables. The tables have numerous advantages, one of which being the ability to click through to the individual data points. To see the Excel file, go to <http://www.vccomp.com/survey2000/download.htm>. Please see important notes below.**

**If you have any questions, contact [survey2000@vccomp.com](mailto:survey2000@vccomp.com). Enjoy, good luck, and be sure to look for next year's survey in October of 2001.**

**Please note:**

All data in the survey is self reported.

The data is as reported, except for the following changes.

- Four responses were edited to reflect probable typos (200 mill comp vs. 200k)
- Fund sizes were rounded to the nearest \$250 million to help disguise the results
- Unfortunately, there was a web site script error, and all responses were categorized as mid sized.

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## Participating firms

December, 2000

Undisclosed (10)	Eos Partners	Nth Power Technologies
@Ventures (CMGI)	Evercore	OneLiberty Ventures
12 Entrepreneur	Evercore Partners	pa early stage partners
2AP	eVolution Global Partners	Patricof Ventures
Accel-KKR	FCM Partners	Pequot Capital
Advanced Technology Ventures	Fidelity Investments	Prospect Street Ventures
Advent International	First Analysis Venture Capital	Redpoint Ventures
American Securities Capital Partners	FPI	Riverside Management Group
Apollo	Frontenac Company	Rosewood Venture Group
Athena Technology Ventures	FT Ventures	Salix Ventures
Atlas Venture	GAP	Signia Ventures
ATV	GE Equity	Softbank Venture Capital
Austin Ventures	General Atlantic Partners	Soros private equity partners
axalon internet group	Gilbert Global Equity Partners	Spectrum
Bain Capital	Global Bridge	Spire Capital
Battery Ventures	GP	SPVC
Bessmer Venture Partners	Graham Capital Partners	StarVest Partners, L.P.
Blackford Capital	grand central holdings	Stonepath Group
Blackstone	Great Hill Partners	Summit Partners
BLUM Capital Partners	GRPVC L.P.	Swander Pace Capital
Boston Millennia Partners	Gryphon Investors	TA Associates
Capital Resource Partners	GTCR	TD iCapital
Carlyle	Hunt Capital Group	Thayer Capital Partners
Catamount Ventures	IDG Ventures	THCG, Inc.
Catterton Partners	iMinds Ventures	The Valent Group
Cavallo Capital	Internet Capital Group	Thomas Weisel Capital Partners
caxton-iseman capital	Internet Partnership Group	Venturion Capital
Centre Partners	InterWest Partners	WaterView Advisors, LLC
Chartwell Investments	Jupiter Partners	Weiss, Peck & Greer Private Equity
Chase Capital Partners	Kleiner Perkins	Welsh Carson
cms	Kodiak Venture Partners	Westbrook Partners
Coldstream Partners LLC	Lightspeed Venture Partners	Weston Presidio Capital
Columbia Capital Equity Partners	Linux Global Partners	Whitney & Co.
Commonwealth Capital Ventures	Madison Dearborn Partners	William E. Simon & Sons
constellation Ventures	Mellon Ventures	Willis Stein & Partners
Draper Atlantic	MMC Capital	wind point partners
E*TRADE Venture Capital	Morgan Stanley Venture Partners	Wolf Ventures
East River Ventures	North Hill Ventures	WR Hambrecht

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Sneak Preview

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Years of experience, total	Data	Total
2	Average of Total Comp	158
	Average of Carry	100
3	Average of Total Comp	168
	Average of Carry	672
4	Average of Total Comp	198
	Average of Carry	1,486
5	Average of Total Comp	254
	Average of Carry	1,730
6	Average of Total Comp	289
	Average of Carry	1,909
7	Average of Total Comp	271
	Average of Carry	1,658
8	Average of Total Comp	438
	Average of Carry	1,794
9	Average of Total Comp	285
	Average of Carry	5,892
11	Average of Total Comp	213
	Average of Carry	2,500
<b>Total Average of Total Comp</b>		231
<b>Total Average of Carry</b>		1,646

# vcComp 2000 Compensation Survey

A source for compensation information in the Private Equity industry  
 Compensation by experience, part 1 of 2  
 December, 2000

Excludes funds with under \$100 million

Excludes funds with under \$100 million

## Salary by experience, Grad School

Years of experience, total	Data	Grad school		
		no	yes	Both
2	Average Comp (Base + Bonus)	166	102	158
	Average value of carry	125	0	100
	Average of Vacation Weeks	2.6	2.0	2.5
	Average of Vesting Years	5.0		5.0
	Average of Partnership track	43%	0%	38%
	Average Comp (Base + Bonus)	150	207	168
3	Average value of carry	559	872	672
	Average of Vacation Weeks	3.1	3.6	3.2
	Average of Vesting Years	3.9	5.6	4.5
	Average of Partnership track	32%	90%	50%
	Average Comp (Base + Bonus)	165	217	198
	Average value of carry	1,213	1,622	1,486
4	Average of Vacation Weeks	2.8	3.1	3.0
	Average of Vesting Years	3.9	4.3	4.2
	Average of Partnership track	58%	65%	63%
	Average Comp (Base + Bonus)	106	276	254
	Average value of carry	233	1,925	1,730
	Average of Vacation Weeks	3.3	3.3	3.3
5	Average of Vesting Years	2.3	4.5	4.2
	Average of Partnership track	75%	85%	84%
	Average Comp (Base + Bonus)	352	280	289
	Average value of carry	1,167	2,027	1,909
	Average of Vacation Weeks	3.3	3.1	3.1
	Average of Vesting Years	5.0	5.6	5.5
6	Average of Partnership track	100%	86%	88%
	Average Comp (Base + Bonus)	251	278	271
	Average value of carry	1,800	1,611	1,658
	Average of Vacation Weeks	3.0	3.0	3.0
	Average of Vesting Years	7.0	5.1	5.5
	Average of Partnership track	100%	67%	75%
7	Average Comp (Base + Bonus)	383	600	438
	Average value of carry	1,391	3,000	1,794
	Average of Vacation Weeks	2.7	3.0	2.8
	Average of Vesting Years	2.3	4.0	2.8
	Average of Partnership track	67%	100%	75%
	Average Comp (Base + Bonus)	350	274	285
8	Average value of carry	6,000	5,870	5,892
	Average of Vacation Weeks	4.0	3.2	3.3
	Average of Vesting Years	7.0	3.8	4.3
	Average of Partnership track	100%	67%	71%
	Average Comp (Base + Bonus)	175	250	213
	Average value of carry	3,000	2,000	2,500
9	Average of Vacation Weeks	2.0	2.0	2.0
	Average of Vesting Years	4.0	7.0	5.5
	Average of Partnership track	100%	100%	100%
	Total Average Comp (Base + Bonus)	185	259	231
	Total Average value of carry	998	1,970	1,646
	Total Average of Vacation Weeks	2.9	3.2	3.1
Total Average of Vesting Years	4.0	4.8	4.6	
Total Average of Partnership track	54%	78%	69%	

Years of experience, total	Data	Grad school		
		no	yes	Both
2	Max of Total Comp	250	102	250
	Min of Total Comp	85	72	72
	Max of Carry	500	400	500
	Min of Carry	0	0	0
	Number of data points	10	2	12
	Max of Total Comp	210	325	325
3	Min of Total Comp	70	100	70
	Max of Carry	3,500	3,000	3,500
	Min of Carry	0	0	0
	Number of data points	25	12	37
	Max of Total Comp	275	490	490
	Min of Total Comp	85	90	85
4	Max of Carry	3,000	4,000	4,000
	Min of Carry	0	0	0
	Number of data points	14	22	36
	Max of Total Comp	175	650	650
	Min of Total Comp	60	70	60
	Max of Carry	500	10,000	10,000
5	Min of Carry	0	0	0
	Number of data points	6	36	42
	Max of Total Comp	500	500	500
	Min of Total Comp	155	120	120
	Max of Carry	2,000	8,750	8,750
	Min of Carry	0	0	0
6	Number of data points	3	24	27
	Max of Total Comp	360	650	650
	Min of Total Comp	192	150	150
	Max of Carry	3,000	6,000	6,000
	Min of Carry	1,000	0	0
	Number of data points	3	11	14
7	Max of Total Comp	650	600	650
	Min of Total Comp	250	140	140
	Max of Carry	2,000	3,000	3,000
	Min of Carry	500	50	50
	Number of data points	3	3	6
	Max of Total Comp	350	550	550
8	Min of Total Comp	175	100	100
	Max of Carry	6,000	8,000	8,000
	Min of Carry	1,000	1,350	1,000
	Number of data points	2	7	9
	Max of Total Comp	175	250	250
	Min of Total Comp	175	250	175
9	Max of Carry	3,000	2,000	3,000
	Min of Carry	3,000	2,000	2,000
	Number of data points	1	1	2
	Total Max of Total Comp	650	650	650
	Total Min of Total Comp	60	70	60
	Total Max of Carry	6,000	10,000	10,000
Total Min of Carry	0	0	0	
Total Number of data points	67	118	185	

# vcComp 2000 Compensation Survey

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 Compensation by experience, part 2 of 2  
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Excludes funds with under \$100 million

## Salary by experience, Type of firm

Type of Firm	Years of experience, total	Average Comp (Base + Bonus)	Average value of carry	Average of Vacation Weeks	Average of Vesting Years	Partner - ship track (%)	Max of Total Comp	Min of Total Comp	Max of Carry	Min of Carry	Number of data points
<b>Other</b>		<b>262</b>	<b>3,050</b>	<b>2.7</b>	<b>3.0</b>	<b>75%</b>	<b>300</b>	<b>180</b>	<b>8,000</b>	<b>1,000</b>	<b>8</b>
	1	300	8,000	3.0	1.0	100%	300	300	8,000	8,000	1
	3	195	1,200	3.0	3.0	50%	210	180	1,200	1,200	2
	4	300		3.0		0%	300	300			1
	5	278	1,000	3.0	4.5	100%	300	255	1,000	1,000	2
	8	250	2,000	2.0	2.0	100%	250	250	2,000	2,000	1
	9	300		2.0	3.0	100%	300	300			1
<b>Private Equity</b>		<b>252</b>	<b>1,774</b>	<b>3.2</b>	<b>4.9</b>	<b>73%</b>	<b>650</b>	<b>123</b>	<b>10,000</b>	<b>0</b>	<b>66</b>
	2	161	0	2.6	4.0	40%	190	140	0	0	5
	3	202	1,408	3.3	3.2	56%	325	135	3,500	0	9
	4	196	1,004	3.1	3.7	57%	350	123	3,000	0	14
	5	293	2,272	3.4	5.2	93%	650	142	10,000	0	15
	6	270	2,561	3.2	6.2	83%	425	140	8,750	0	12
	7	286	1,300	3.2	6.0	71%	450	150	3,000	0	7
	8	625	2,337	3.5	3.5	100%	650	600	3,000	1,674	2
	9	225	1,350	3.0	5.0	100%	225	225	1,350	1,350	1
	11	175	3,000	2.0	4.0	100%	175	175	3,000	3,000	1
<b>Venture Capital</b>		<b>212</b>	<b>1,566</b>	<b>3.0</b>	<b>4.5</b>	<b>64%</b>	<b>550</b>	<b>65</b>	<b>8,000</b>	<b>0</b>	<b>76</b>
	2	154	167	2.3	6.0	33%	250	102	500	0	3
	3	151	397	3.3	5.5	48%	325	100	3,000	0	21
	4	192	1,804	2.9	4.7	69%	490	90	4,000	0	16
	5	211	1,168	3.1	2.7	67%	450	65	6,600	0	12
	6	307	1,367	3.1	4.8	92%	500	150	2,500	0	12
	7	251	2,160	2.8	4.8	80%	450	175	4,000	500	5
	8	250	500	2.0	2.0	0%	250	250	500	500	1
	9	294	6,800	3.6	4.4	60%	550	135	8,000	6,000	5
	11	250	2,000	2.0	7.0	100%	250	250	2,000	2,000	1
<b>Grand Total</b>		<b>233</b>	<b>1,702</b>	<b>3.1</b>	<b>4.6</b>	<b>69%</b>	<b>650</b>	<b>65</b>	<b>10,000</b>	<b>0</b>	<b>150</b>

Note: Includes both pre and post grad school. Does not make a distinction for grad school

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Excludes funds with under \$100 million

## Salary by experience, Type of firm

Type of Firm	Grad school	Years of experience, total	Average Comp (Base + Bonus)	Average value of carry	Average of Vacation Weeks	Average of Vesting Years	Partner - ship track (%)	Max of Total Comp	Min of Total Comp	Max of Carry	Min of Carry	Number of data points
<b>Venture Capital</b>			<b>212</b>	<b>1,566</b>	<b>3.0</b>	<b>4.5</b>	<b>64%</b>	<b>550</b>	<b>65</b>	<b>8,000</b>	<b>0</b>	<b>76</b>
	<b>no</b>		167	786	3.0	3.9	52%	500	65	6,000	0	29
		2	180	250	2.5	6.0	50%	250	110	500	0	2
		3	141	145	3.1	4.6	33%	200	109	500	0	15
		4	166	1,740	2.6	3.8	80%	275	95	3,000	0	5
		5	92	100	3.3	1.0	67%	110	65	200	0	3
		6	328	1,000	3.0	4.0	100%	500	155	2,000	0	2
		8	250	500	2.0	2.0	0%	250	250	500	500	1
		9	350	6,000	4.0	7.0	100%	350	350	6,000	6,000	1
	<b>yes</b>		241	2,019	3.1	4.7	72%	550	90	8,000	0	47
		2	102	0	2.0		0%	102	102	0	0	1
		3	175	900	3.7	7.0	83%	325	100	3,000	0	6
		4	204	1,844	3.1	5.1	64%	490	90	4,000	250	11
		5	251	1,434	3.0	3.1	67%	450	160	6,600	0	9
		6	303	1,440	3.1	4.9	90%	500	150	2,500	100	10
		7	251	2,160	2.8	4.8	80%	450	175	4,000	500	5
		9	280	7,000	3.5	3.8	50%	550	135	8,000	6,000	4
		11	250	2,000	2.0	7.0	100%	250	250	2,000	2,000	1
<b>Grand Total</b>			<b>212</b>	<b>1,566</b>	<b>3.0</b>	<b>4.5</b>	<b>64%</b>	<b>550</b>	<b>65</b>	<b>8,000</b>	<b>0</b>	<b>76</b>

# vcComp 2000 Compensation Survey

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 Compensation by title  
 December, 2000

## Comp by title

Title	Average Comp (Base + Bonus)	Average of Carry	Average Vesting Years	Average Vacation Weeks	Max of Total Comp	Min of Total Comp	Partner- ship track (%)	Number of Data Points
Analyst	125	37	3	2.7	175	65	35%	17
Associate	184	1,187	4	3.2	450	72	63%	80
Director	152	1,885	4	2.5	200	70	80%	5
Jr. Partner	300	3,825	4	3.0	350	250	75%	4
Managing Director	110	2,675	2	3.0	150	70	100%	2
Other	152	2,400	6	2.8	210	60	60%	5
Partner	305	3,000	4	3.2	650	175	100%	5
Principal	297	2,427	6	3.3	550	142	80%	20
Sr. Associate	274	1,358	3	3.1	500	90	70%	23
Vice President	294	1,587	4	3.1	650	100	92%	26
<b>Entire group</b>	<b>220</b>	<b>1,540</b>	<b>4</b>	<b>3.1</b>	<b>650</b>	<b>60</b>	<b>69%</b>	<b>187</b>

# vcComp 2000 Compensation Survey

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 Compensation by fund size  
 December, 2000

Fund size rounded to nearest \$250 million

Fund size, adjusted	Years of experience, total	Average of Total Comp	Max of Total Comp	Min of Total Comp	Count of Total Comp
<b>50</b>		<b>173</b>	<b>650</b>	<b>65</b>	<b>29</b>
	1	150	150	150	1
	2	89	110	72	3
	3	135	200	70	2
	4	227	310	85	3
	5	144	250	65	11
	6	184	300	120	3
	7	400	650	150	2
	8	220	300	140	2
	9	138	175	100	2
<b>250</b>		<b>193</b>	<b>500</b>	<b>90</b>	<b>39</b>
	1	300	300	300	1
	3	140	210	100	6
	4	171	300	90	15
	5	206	450	100	6
	6	263	500	155	5
	7	208	250	175	3
	8	250	250	250	1
	9	225	225	225	1
	11	175	175	175	1
<b>500</b>		<b>258</b>	<b>650</b>	<b>102</b>	<b>26</b>
	2	102	102	102	1
	3	157	325	109	8
	4	236	490	150	6
	5	275	275	275	1
	6	227	270	200	3
	7	364	450	192	3
	8	625	650	600	2
	9	325	350	300	2
<b>750</b>		<b>208</b>	<b>360</b>	<b>130</b>	<b>13</b>
	3	157	180	130	5
	4	160	160	160	1
	5	210	250	190	3
	6	300	300	300	1
	7	268	360	175	2
	9	300	300	300	1
<b>1000</b>		<b>248</b>	<b>550</b>	<b>110</b>	<b>28</b>
	2	180	250	110	2
	3	165	210	120	2
	4	211	300	110	5
	5	253	450	110	8
	6	310	450	150	5
	7	278	350	205	2
	9	273	550	135	3
	11	250	250	250	1
<b>1500</b>		<b>280</b>	<b>650</b>	<b>123</b>	<b>17</b>
	2	163	175	150	2
	3	148	165	131	2
	4	123	123	123	1
	5	361	650	250	7
	6	309	500	200	4
	8	250	250	250	1
<b>2000</b>		<b>195</b>	<b>325</b>	<b>95</b>	<b>8</b>
	2	165	190	140	2
	3	230	325	135	2
	4	95	95	95	1
	5	255	255	255	1
	6	210	280	140	2

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 Compensation by fund size  
 December, 2000

<b>2500</b>		<b>293</b>	<b>425</b>	<b>142</b>	<b>5</b>
	3	300	300	300	1
	4	300	300	300	1
	5	142	142	142	1
	6	425	425	425	1
	7	300	300	300	1
<b>3000</b>		<b>350</b>	<b>350</b>	<b>350</b>	<b>1</b>
	4	350	350	350	1
<b>3500</b>		<b>228</b>	<b>255</b>	<b>175</b>	<b>3</b>
	3	175	175	175	1
	5	255	255	255	1
	6	255	255	255	1
<b>4000</b>		<b>260</b>	<b>400</b>	<b>180</b>	<b>3</b>
	3	190	200	180	2
	6	400	400	400	1
<b>5000</b>		<b>173</b>	<b>180</b>	<b>165</b>	<b>2</b>
	3	165	165	165	1
	5	180	180	180	1
<b>5500</b>		<b>185</b>	<b>185</b>	<b>185</b>	<b>1</b>
	3	185	185	185	1
<b>6000</b>		<b>280</b>	<b>280</b>	<b>280</b>	<b>1</b>
	5	280	280	280	1
<b>8000</b>		<b>265</b>	<b>265</b>	<b>265</b>	<b>1</b>
	4	265	265	265	1
<b>18000</b>		<b>350</b>	<b>350</b>	<b>350</b>	<b>1</b>
	6	350	350	350	1
<b>20000</b>		<b>150</b>	<b>150</b>	<b>150</b>	<b>1</b>
	2	150	150	150	1
<b>Grand Total</b>		<b>224</b>	<b>650</b>	<b>65</b>	<b>179</b>

# vcComp 2000 Compensation Survey

A source for compensation information in the Private Equity industry

Title by experience

December, 2000

## Title by experience

Title													
Years of experience, total	Other	1 - Analyst	3 - Sr. Associate	2 - Associate	4 - Principal	5 - Vice President	6 - Director	8 - Jr. Partner	8 - Managing Director	9 - Partner	All responses		
1	0%	0%	0%	50%	0%	0%	0%	50%	0%	0%	100%		
2	0%	58%	0%	42%	0%	0%	0%	0%	0%	0%	100%		
3	0%	16%	3%	70%	3%	0%	3%	3%	0%	3%	100%		
4	6%	3%	14%	53%	6%	11%	6%	3%	0%	0%	100%		
5	5%	2%	19%	36%	19%	17%	0%	0%	2%	0%	100%		
6	4%	4%	26%	30%	4%	22%	4%	0%	0%	7%	100%		
7	0%	0%	7%	21%	29%	21%	0%	0%	7%	14%	100%		
8	0%	17%	17%	0%	0%	67%	0%	0%	0%	0%	100%		
9	0%	0%	0%	33%	44%	22%	0%	0%	0%	0%	100%		
11	0%	0%	0%	0%	0%	0%	50%	50%	0%	0%	100%		
<b>All responses</b>	<b>3%</b>	<b>9%</b>	<b>12%</b>	<b>43%</b>	<b>11%</b>	<b>14%</b>	<b>3%</b>	<b>2%</b>	<b>1%</b>	<b>3%</b>	<b>100%</b>		

# vcComp 2000 Compensation Survey

A source for compensation information in the Private Equity industry

Experience by title  
December, 2000

## Experience by title

Title	Data	Grad school		
		no	yes	Both
Other	Average of Total Exp	4.3	5.5	4.8
	Min of Total Exp	4.0	5.0	4.0
	Max of Total Exp	5.0	6.0	6.0
	Count of Total Exp	3	2	5
1 - Analyst	Average of Total Exp	2.7	7.0	3.2
	Min of Total Exp	2.0	6.0	2.0
	Max of Total Exp	5.0	8.0	8.0
	Count of Total Exp	15	2	17
3 - Sr. Associate	Average of Total Exp	5.7	5.2	5.2
	Min of Total Exp	3.0	4.0	3.0
	Max of Total Exp	8.0	7.0	8.0
	Count of Total Exp	3	20	23
2 - Associate	Average of Total Exp	3.5	4.8	4.2
	Min of Total Exp	2.0	1.0	1.0
	Max of Total Exp	6.0	9.0	9.0
	Count of Total Exp	35	45	80
4 - Principal	Average of Total Exp	8.3	5.6	6.1
	Min of Total Exp	7.0	3.0	3.0
	Max of Total Exp	9.0	9.0	9.0
	Count of Total Exp	3	17	20
5 - Vice President	Average of Total Exp	7.0	5.9	6.1
	Min of Total Exp	5.0	4.0	4.0
	Max of Total Exp	8.0	9.0	9.0
	Count of Total Exp	5	21	26
8 - Jr. Partner	Average of Total Exp		4.8	4.8
	Min of Total Exp		1.0	1.0
	Max of Total Exp		11.0	11.0
	Count of Total Exp		4	4
9 - Partner	Average of Total Exp		5.8	5.8
	Min of Total Exp		3.0	3.0
	Max of Total Exp		7.0	7.0
	Count of Total Exp		5	5
6 - Director	Average of Total Exp	6.7	4.0	5.6
	Min of Total Exp	3.0	4.0	3.0
	Max of Total Exp	11.0	4.0	11.0
	Count of Total Exp	3	2	5
8 - Managing Director	Average of Total Exp		6.0	6.0
	Min of Total Exp		5.0	5.0
	Max of Total Exp		7.0	7.0
	Count of Total Exp		2	2
<b>Total Average of Total Exp</b>		4.1	5.2	4.8
<b>Total Min of Total Exp</b>		2.0	1.0	1.0
<b>Total Max of Total Exp</b>		11.0	11.0	11.0
<b>Total Count of Total Exp</b>		67	120	187