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2021 PRIVATE EQUITY
INVESTMENT PROFESSIONALS
COMPENSATION REPORT

August 2021

We are excited to share the results of Odyssey Search Partners' 2021 Private Equity Investment Professional Compensation Report.

This Report is a summary of how Investment Professionals (IP) in the Private Equity (PE) industry were paid in 2020, their current 2021 bases, and estimated value of carry in their current fund. Our survey was conducted in May and June 2021, prior to the recent increases of base compensation by many investment banks, which will likely put further upward pressure on PE Compensation given the competitive market for talent.

From our survey, we received responses from 835 Investment Professionals across the United States. Respondents had titles of Analyst, Associate, Senior Associate, Vice President, Principal, and Director/Managing Director / Partner and had varied experience across:

- Lower Middle Market, Middle Market, Large Cap, and Mega Funds
- Investment Strategies of Leveraged Buy Out (LBO), Venture Capital (VC)/ Growth Equity (Growth), Infrastructure, Special Situations, Secondaries, Family Office, Capital Solutions, and Real Estate
- Firms with total AUM ranging from \$500M to \$20B+

For more details, please see the Methodology section.

The main areas we address in this Report using the data collected are:

- Compensation breakdown by base and bonus
- Compensation by title
- Effects of compensation by size of current fund
- Effects of compensation by strategy, gender, and location
- Carry

We hope you find this Report useful and welcome the opportunity to continue the dialogue and further discuss any aspects of it.



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2021 PE Investment Professional Compensation Report - Table of Contents

1. Overview	3
1.1 Key Findings	3
1.2 Compensation Satisfaction	4
2. Cash Compensation	5
2.1 Overview	5
2.2 Analyst	6
2.3 Associate	7
2.4 Senior Associate	9
2.5 Vice President	11
2.6 Principal	13
2.7 Director/MD/Partner	15
2.8 Summary	16
2.9 Investment Strategy	19
2.10 Gender	20
2.11 Location	20
2.12 Dispersion	21
3. Carried Interest	23
3.1 Carry Compensation Approach	23
3.2 Timing of Carry	24
3.3 Amount of Carry	26
3.4 Carry Dollars at Work	28
4. Methodology	31
4.1 Methodology	31
4.2 Respondents' Firm Characteristics	31
4.3 Respondent Demographics	32
About Odyssey Search Partners/ Contacts	33

2.3 Associate cont.

Over the following six tables, we further detail the cash compensation by fund size data, by showing the percentiles as well as the medians for each size of current fund.

Associate - Current Fund \$0-500M

	2020 Base	2020 Bonus	2020 Total*	2021 Base	% Change in Median Base
25 th Percentile	\$100	\$60	\$175	\$100	5%
Median	\$110	\$90	\$195	\$115	
75 th Percentile	\$120	\$100	\$205	\$125	

Associate - Current Fund \$500M-1B

	2020 Base	2020 Bonus	2020 Total*	2021 Base	% Change in Median Base
25 th Percentile	\$107	\$79	\$200	\$110	4%
Median	\$120	\$105	\$233	\$125	
75 th Percentile	\$125	\$125	\$250	\$139	

Associate - Current Fund \$1-3B

	2020 Base	2020 Bonus	2020 Total*	2021 Base	% Change in Median Base
25 th Percentile	\$110	\$100	\$213	\$114	4%
Median	\$120	\$120	\$240	\$125	
75 th Percentile	\$125	\$137	\$260	\$140	

Associate - Current Fund \$3-5B

	2020 Base	2020 Bonus	2020 Total*	2021 Base	% Change in Median Base
25 th Percentile	\$118	\$120	\$245	\$118	4%
Median	\$120	\$140	\$265	\$125	
75 th Percentile	\$133	\$155	\$280	\$138	

Associate - Current Fund \$5-10B

	2020 Base	2020 Bonus	2020 Total*	2021 Base	% Change in Median Base
25 th Percentile	\$115	\$109	\$250	\$125	8%
Median	\$125	\$149	\$278	\$135	
75 th Percentile	\$149	\$160	\$300	\$164	

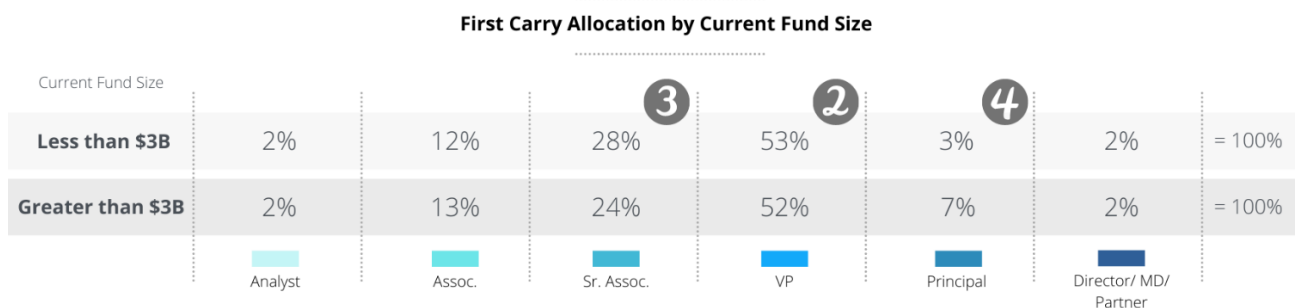
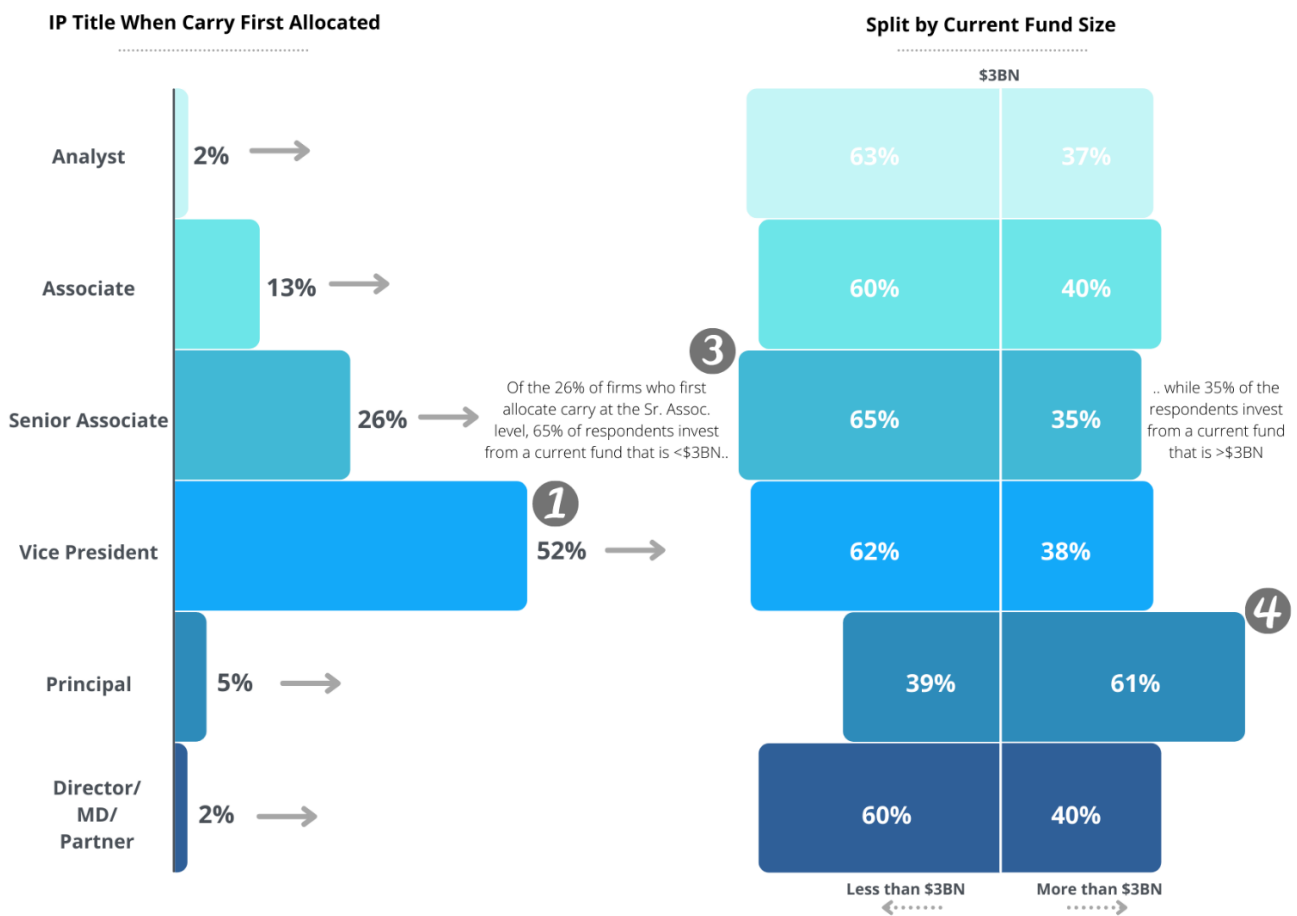
Associate - Current Fund \$10B+

	2020 Base	2020 Bonus	2020 Total*	2021 Base	% Change in Median Base
25 th Percentile	\$119	\$150	\$280	\$123	5%
Median	\$138	\$170	\$300	\$145	
75 th Percentile	\$150	\$196	\$350	\$156	

*Total is the median of the total compensation (base + bonus). It is not the sum of median base and median bonus.

3.2 Timing of Carry

- 1 Majority of respondents, 52%, stated that their firm starts to allocate carry to IPs at the Vice President level
- 2 This is the case regardless of fund size (the majority of those at funds both less than \$3B and greater than \$3B start allocating carry at the Vice President level)
- 3 For firms where carry is not first allocated to Vice Presidents, there are some interesting differences between smaller funds and larger funds. Smaller funds, with less than \$3B, are more likely to allocate carry to Senior Associates. This is likely to offset the relatively lower cash compensation paid by smaller funds
- 4 On the other hand, not many respondents stated that their firms start allocating carry at the Principal level (only 5%), but of those who do, this is twice as common at larger funds versus small funds (% of funds with over \$3B compared to % at funds with less than \$3B)



Odyssey Search Partners

Odyssey Search Partners is a premier, retained buy-side-focused search firm, founded in 2010 and led by Adam Kahn and Anthony Keizner. We specialize in placing Investment and IR Professionals in the private equity, hedge fund, family office, and private credit sectors. Our expertise spans all levels of recruitment, from pre-MBAs to Partners and Portfolio Managers. We approach every search with diversity in mind.

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