



Competitor Mapping

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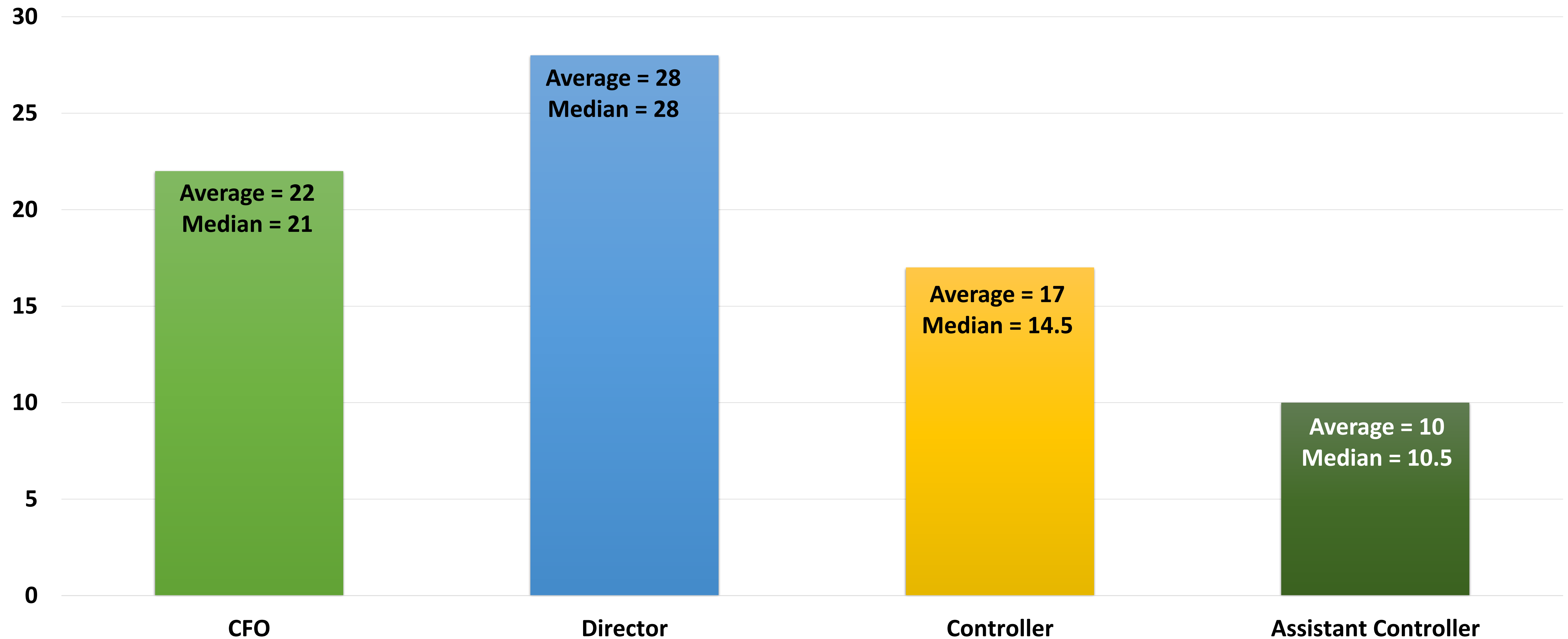
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Company Name	Fund Admin	Growth Rate % 1yr/2yrs	Co. Size	Location	\$ AUM	# Closed Funds	CFOs Team Size	Structure	CFO's Coverage	Compliance Coverage by CFO	
Monomoy Capital Partners	Y	9/19	89	NY, NY	5B	5	6	Dir. Fin Controller	Sr. Fund Acct. Dir & Assoc. Comp	Compliance, Fin, Acct, Ops, Tax structuring	Yes
Wellspring Capital Mgmt.	Y	4/9	20	NY, NY	4.4B	4	2	Controller		Finance & Accounting	No
WindRose Health Investors	Y	21/35	34	NY, NY	3B	5	3	Dir. Fin	Asst. Controller	Compliance, Finance & Accounting	Yes
Tiger Infra Partners	N	20/69	35	NY, NY	3B	3	6	Controller Sr. Assoc X 1	Sr. Assoc.- Fin X 2	Finance, Compliance and Operations	Yes
Quad-C Management, Inc.	N	12/27	38	Charlottesville, VA	3B	2	4	Dir. Comp & Ops	Fund Acct. X 2	Fund Administration, Accounting & Finc'l Reporting, Tax, FP&A & Treasury, Compliance	Yes
Blue Wolf Capital Partners	Y	138/217	42	NY, NY	3B	4	5	Dir. Fin Controller	Asst. Controller Fund Acct. Mgmt Co Acct	Finance, IR & Reporting, Invst & Tax Structuring, Fundings, Valuations, Cash Mgmt	Yes
FFL Partners	Y	24/36	109	SF, CA	2.9B	2	5	Sr. Controller Controller	Sr. Fund Acct. Sr. Acct.	Accounting, Tax, Financial Mgmt, & Reporting, Overseeing Legal & Regulatory Compliance	Yes
CCMP Capital Advisors	Y	5/0	23	NY, NY	2.7B	4	5	Fund Controller	Fin Analyst X 2	Finance & Accounting	No
WestView Capital	Y	5/11	20	BOS, MA	2.7B	5	1	CFO/CCO only		Finance & Accounting	Yes
OceanSound Partners	Y	18/57	30	NY, NY	2.2B	5	3	Controller	Fund Acct.	Finance & Accounting	No

Company Name	Fund Admin	Growth Rate % 1yr/2yrs	Co. Size	Location	\$ AUM	# Closed Funds	CFOs Team Size	Structure	CFO's Coverage	Compliance Coverage by CFO	
The Chernin Group	Y	17/24	155	NY, NY	2.3B	3	3	VP, Fin & Acct.	Dir. Finc'l Reporting	Finance & Accounting	No
Bansk Group	Y	11/40	21	NY, NY	2.2B	1	3	Asst. Controller	IR Associate	Finance & Accounting	No
Clearview Capital	N	9/12	37	Stamford, CT	2.1B	4	3	Fund Controller	Accounting Manager	Fin, Compliance, Admin & Ops	No
TruArc Partners	Y	12/12	29	NY, NY	1.9B	4	3	Controller	Asst. Controller	Finance & Accounting	No
Integrum	Y	5/38	22	NY, NY	1.75B	2	1	Controller Only			NA
Sterling Investment Partners	Y	5/5	22	Westport, CT	1.7B	3	1	CFO only		Financial, Ops & Accounting Functions, Assists w/ Compliance	No
Dunes Point Capital	Y	38/67	55	Rye, NY	1.5B	3	3	Controller	Finc'l Ops Specialist	Finance & Accounting	No
GrowthCurve Capital	Y	0/38	33	NY, NY	1.4B	2	2	Controller		Ops, Finance & Accounting	No
Pharos Capital Group	N	12/16	30	TX, TN, MD	1.1B	2	3	Co-CFO	Dir. Acc & Client Serv.	Compliance, A/C, Budg & Forecasting, Cash mgmt., Tax, Audit, Investor Reporting & HR	Yes
Kainos Capital	Y	3/9	33	Dallas, TX	1B	4	3	Corp. Controller	Fund Controller	Ops, Txn facilitation, Finc'l & Tax reporting, Cash & Treasury Mgmt., & Investor Reporting	No

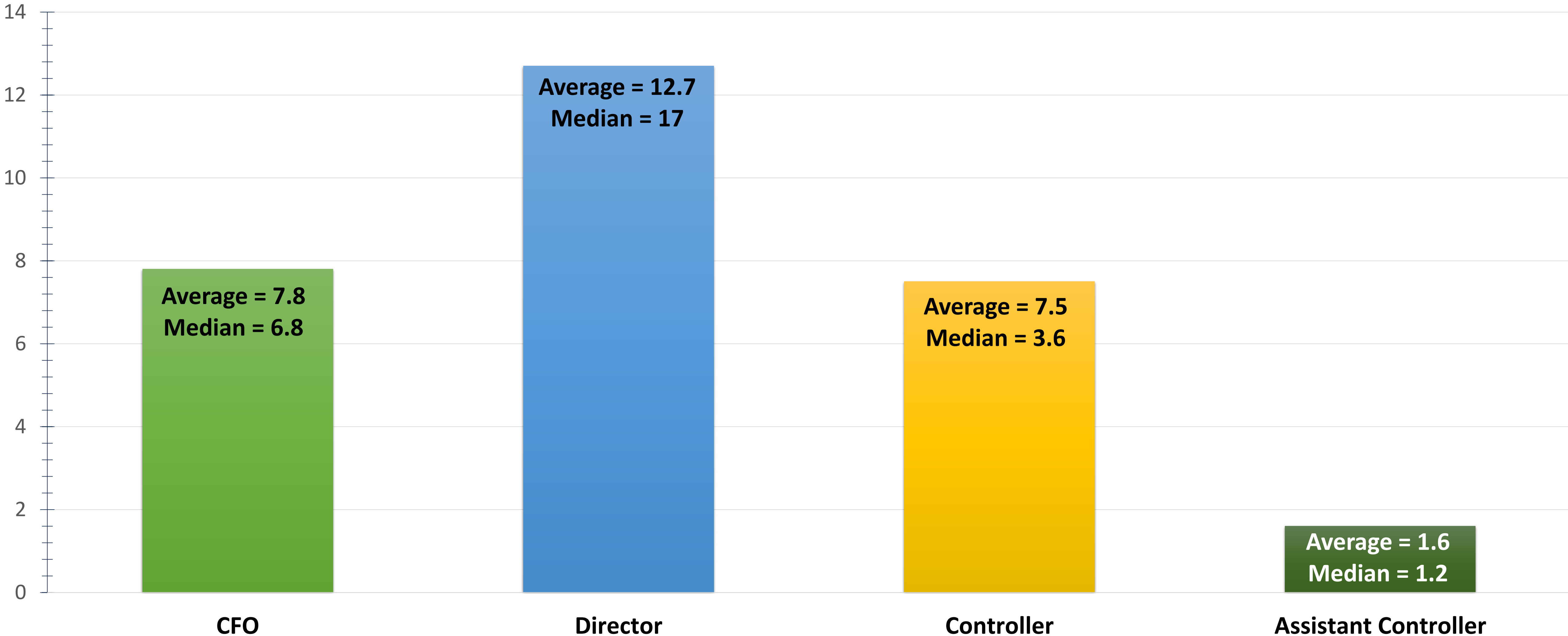
AVERAGE YEARS OF EXPERIENCE

- Note: Not including Compliance & Investor Relations
- Not including WestView Capital



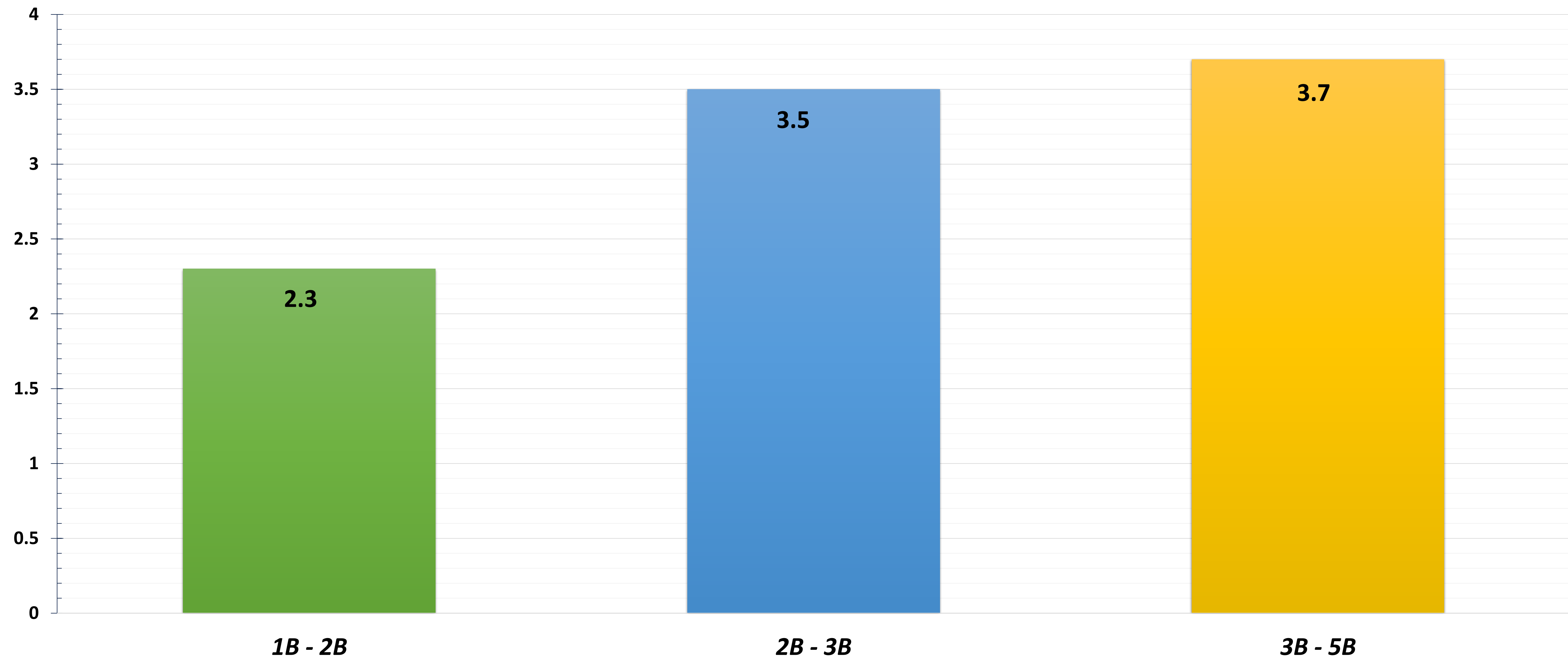
AVERAGE TENURE IN CURRENT COMPANY

- Note: Not including Compliance & Investor Relations
- Not including WestView Capital



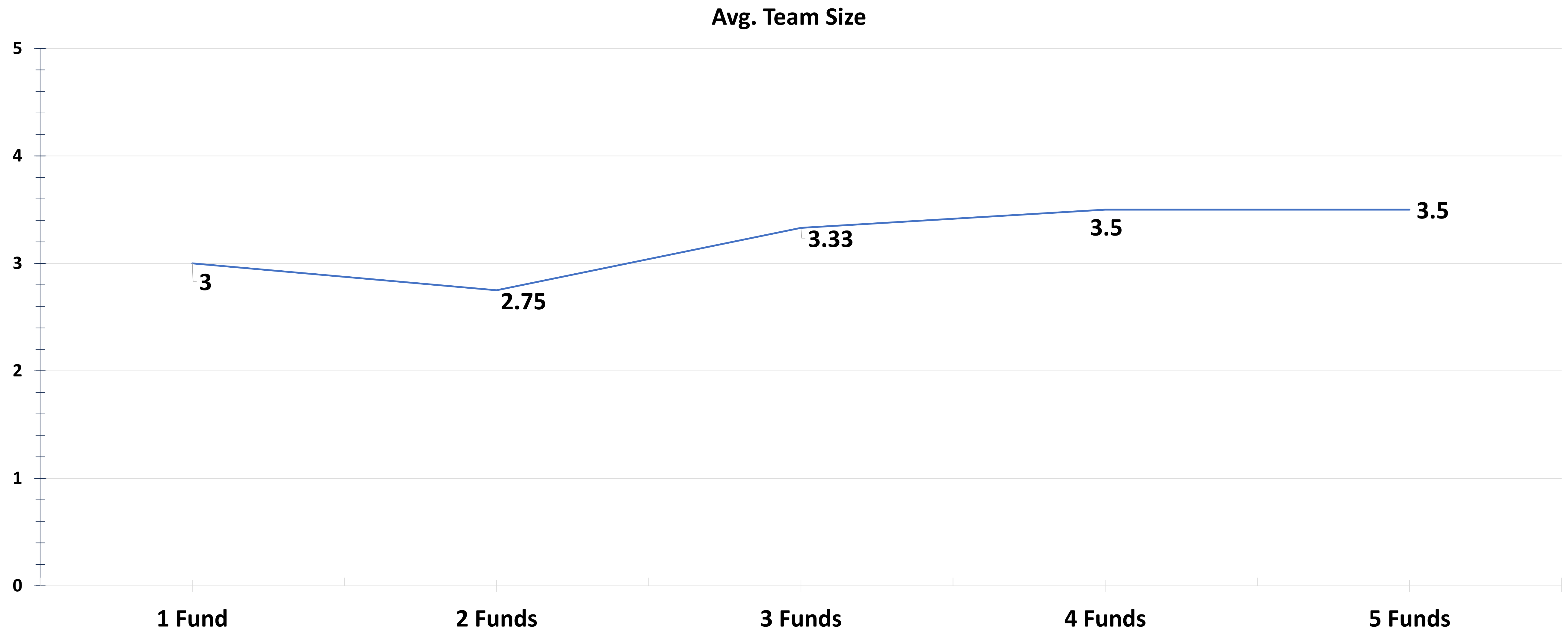
AVERAGE TEAM SIZE BY \$ AUM

- Note: Not including Compliance & Investor Relations
- Not including WestView Capital

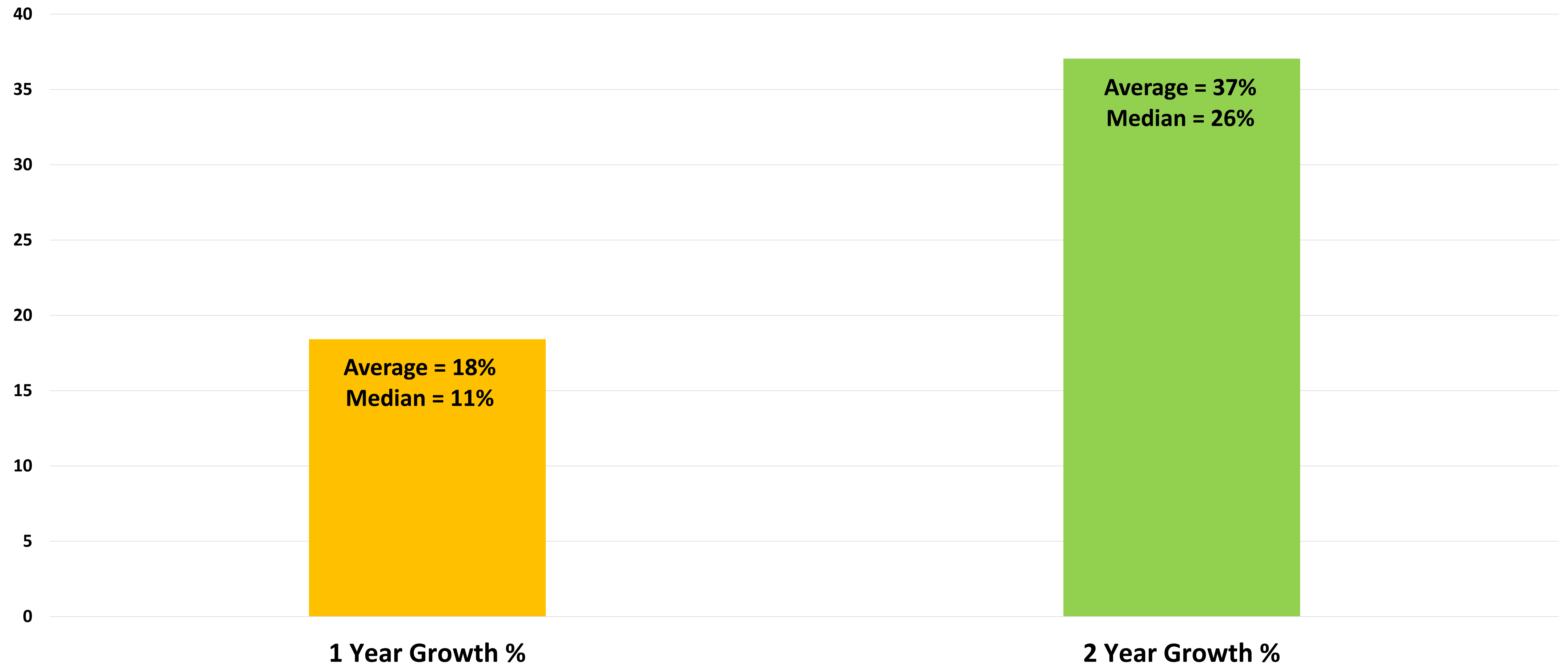


AVERAGE TEAM SIZE # OF FUNDS

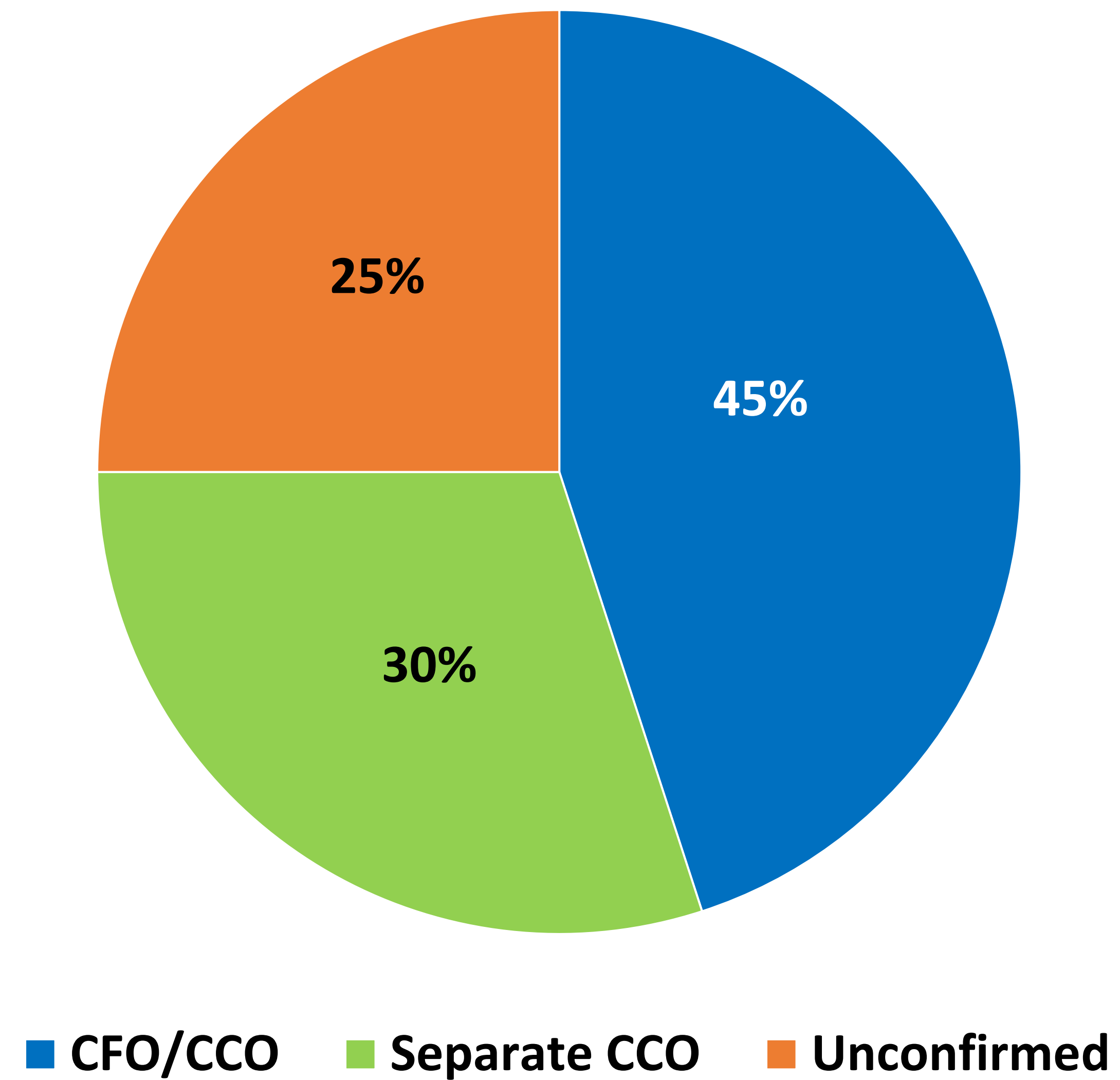
- Not including Compliance & Investor Relations
- Not including WestView Capital



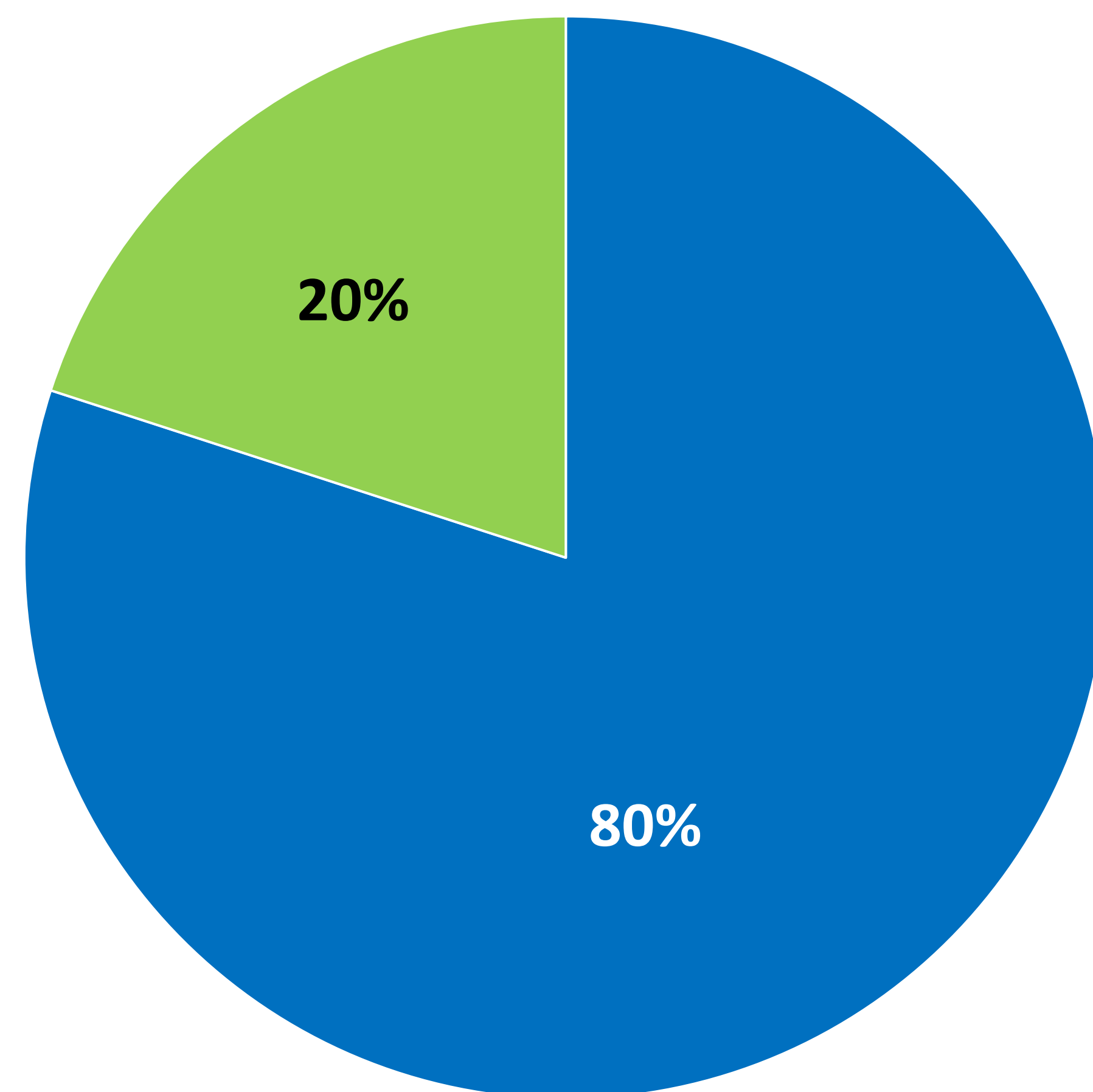
AVERAGE GROWTH (%) FIRMWIDE EMPLOYEES



CFO & CCO FUNCTIONS



Who Uses a Fund Administrator?



■ Have a Fund Admin ■ Do not have a Fund Admin

ACCOUNTING & FINANCE

130k | Average Base Salary

200k | Average Total Compensation

175k | Average Base Salary

250k | Average Total Compensation

240k | Average Base Salary

300k | Average Total Compensation

325k | Average Base Salary

425k | Average Total Compensation

The 5 Offer Levers

1. Carry
2. Culture
3. Cash
4. Career Growth
5. Co-Invest

Associate | Sr. Associate

Base Salary Range | **120K - 150k**

Total Compensation Range | 160k - 225k+

Notable Data: Rarely do we see carry offered at this level, but more firms offer co-invest to all employees

Manager | AVP (Including Assistant Controller)

Base Salary Range | **160k - 180k**

Total Compensation Range | 225k - 275k+

Notable Data: Rarely do we see carry offered at this level, but more firms offer co-invest to all employees

Vice President (Including Controller)

Base Salary Range | **225k - 275k**

Total Compensation Range | 275k - 325k+

Notable Data: VP is where we typically see carry eligibility; starting at 25 bps-50 bps

Director | SVP (Including Sr. Controller)

Base Salary Range | **250k - 350k**

Total Compensation Range | 375k - 500k+

Notable Data: Almost always carry eligible, starting at c50 bps

Compensation is highly variable based on the size of the firm and how technically aligned a hire's experience is (ie: fund accountant v. portfolio analytics). Base and Total Compensation are only 2 factors to consider. Compensation should be viewed through the five levers of an offer, not simply through the lens of cash. Career growth and an opportunity to have material impact and are vital factors.