



3rd Annual Compensation, Work from Home & Parental Leave Survey

December 2022

Methodology

Overview: the study includes data from 337 respondents who are members of the EVCA community. All respondents are full-time, Analysts, Associates, Senior Associates, VPs / Principals, or Partners on the investment team at institutional, corporate, or crossover (private & public) funds.

Data classified by stage used the following definitions:

- Pre-Seed / Seed
- Early-Stage: Seed to Series B
- Growth-Stage: Series C to IPO
- Stage Agnostic: Seed to IPO

The following data were removed to protect data integrity and anonymity:

- Significant outliers and incorrectly formatted submissions
- Any buckets (i.e. Analysts at crossover funds) with less than 4 data points

Carry is reported as a percentage of the total carry. In other words, a response of 2.5% means that it is 2.5% of the total 100% carry that goes to the firm and LPs, not 2.5% points of the 20% carry structure.

On the following pages, all data reported are medians unless stated otherwise (i.e. counts and percentages).

Participation was voluntary and results should be interpreted accordingly. Within the survey, the WFH and parental leave sections were optional and not all respondents completed those sections.

Summary Statistics | Analysts

Salary						
Type	Salary	Bonus	Total Comp	Fund Size	AUM	Count
Corporate VC	\$95K	\$12K	\$107K	\$275M	\$350M	12
Institutional VC	\$103K	\$16K	\$119K	\$350M	\$1B	59
Crossover VC	\$112K	\$21K	\$133K	\$875M	\$2.1B	19
Pre-Seed / Seed	\$85K	\$11K	\$96K	\$100M	\$175M	28
Early-Stage	\$102K	\$15K	\$117K	\$300M	\$425M	41
Growth-Stage	\$110K	\$22K	\$132K	\$1.7B	\$5.6B	10
Stage Agnostic	\$106K	\$13K	\$119K	\$275M	\$950M	8

Carry		
Type	% Receiving Carry	Carry
Corporate VC	15%	0.27%
Institutional VC	31%	0.31%
Crossover VC	28%	0.36%
Pre-Seed / Seed	34%	0.32%
Early-Stage	27%	0.29%
Growth-Stage	22%	0.34%
Stage Agnostic	29%	0.31%

Demographics	
Age: Average / Median	Average Experience (years): Total / VC
25 / 25	2.5/1.6

Summary Statistics | Associates

Salary						
Type	Salary	Bonus	Total Comp	Fund Size	AUM	Count
Corporate VC	\$143K	\$41K	\$184K	\$270M	\$375M	23
Institutional VC	\$160K	\$30K	\$190K	\$325M	\$1.1B	57
Crossover VC	\$214K	\$77K	\$291K	\$875M	\$2.1B	18
Pre-Seed / Seed	\$110K	\$22K	\$132K	\$105M	\$232M	19
Early-Stage	\$140K	\$48K	\$188K	\$320M	\$890M	45
Growth-Stage	\$170K	\$94K	\$264K	\$1.9B	\$3.6B	21
Stage Agnostic	\$168K	\$79K	\$247K	\$354M	\$910M	13

Carry		
Type	% Receiving Carry	Carry
Corporate VC	35%	0.74%
Institutional VC	47%	0.82%
Crossover VC	55%	0.95%
Pre-Seed / Seed	42%	0.77%
Early-Stage	45%	0.84%
Growth-Stage	51%	0.91%
Stage Agnostic	53%	0.81%

Demographics	
Age: Average / Median	Average Experience (years): Total / VC
27 / 26	4.1 / 2.2

Summary Statistics | Senior Associates

Salary							Carry		
Type	Salary	Bonus	Total Comp	Fund Size	AUM	Count	Type	% Receiving Carry	Carry
Corporate VC	\$150K	\$35K	\$185K	\$305M	\$500M	7	Corporate VC	42%	0.77%
Institutional VC	\$160K	\$45K	\$205K	\$255M	\$750M	43	Institutional VC	69%	0.93%
Crossover VC	\$205K	\$112K	\$316K	\$825M	\$4.6B	6	Crossover VC	33%	1.2%
Pre-Seed / Seed	\$135K	\$20K	\$155K	\$88M	\$110M	10	Pre-Seed / Seed	63%	0.79%
Early-Stage	\$169K	\$48K	\$216K	\$216M	\$750M	28	Early-Stage	82%	0.91%
Growth-Stage	\$192K	\$120K	\$312K	\$675M	\$1.8B	10	Growth-Stage	90%	1.12%
Stage Agnostic	\$192K	\$73K	\$265K	\$750M	\$2B	8	Stage Agnostic	74%	0.92%

Demographics	
Age: Average / Median	Average Experience (years): Total / VC
28 / 29	6.1 / 3.4

Summary Statistics | Vice Presidents / Principals

Salary							Carry		
Type	Salary	Bonus	Total Comp	Fund Size	AUM	Count	Type	% Receiving Carry	Carry
Corporate VC	\$206K	\$47K	\$253K	\$315M	\$460M	13	Corporate VC	91%	1.46%
Institutional VC	\$201K	\$55K	\$256K	\$295M	\$670M	41	Institutional VC	98%	1.73%
Crossover VC	\$222K	\$64K	\$286K	\$820M	\$3.9B	9	Crossover VC	95%	1.88%
Pre-Seed / Seed	\$170K	\$43K	\$213K	\$60M	\$120M	15	Pre-Seed / Seed	97%	2.64%
Early-Stage	\$202K	\$55K	\$257K	\$250M	\$580M	34	Early-Stage	98%	1.95%
Growth-Stage	\$300K	\$107K	\$407K	\$650M	\$2B	26	Growth-Stage	96%	1.64%
Stage Agnostic	\$210K	\$148K	\$358K	\$1B	\$3.1B	12	Stage Agnostic	100%	1.77%

Demographics	
Age: Average / Median	Average Experience (years): Total / VC
31 / 30	7.5 / 4.2

Summary Statistics | Partners

Salary						
Type	Salary	Bonus	Total Comp	Fund Size	AUM	Count
Corporate VC	\$285K	\$41K	\$326K	\$310M	\$430M	5
Institutional VC	\$302K	\$27K	\$339K	\$345M	\$675M	17
Crossover VC	\$331K	\$43K	\$374K	\$890M	\$3.2B	8
Pre-Seed / Seed	\$267K	\$32K	\$299K	\$110M	\$170M	5
Early-Stage	\$275K	\$37K	\$312K	\$280M	\$620M	15
Growth-Stage	\$388K	\$92K	\$480K	\$855M	\$2.1B	8
Stage Agnostic	\$281K	\$47K	\$328K	\$1.6B	\$2.9B	6

Carry		
Type	% Receiving Carry	Carry
Corporate VC	100%	3.37%
Institutional VC	100%	2.64%
Crossover VC	100%	2.82%
Pre-Seed / Seed	100%	3.18%
Early-Stage	100%	2.43%
Growth-Stage	100%	2.86%
Stage Agnostic	100%	2.58%

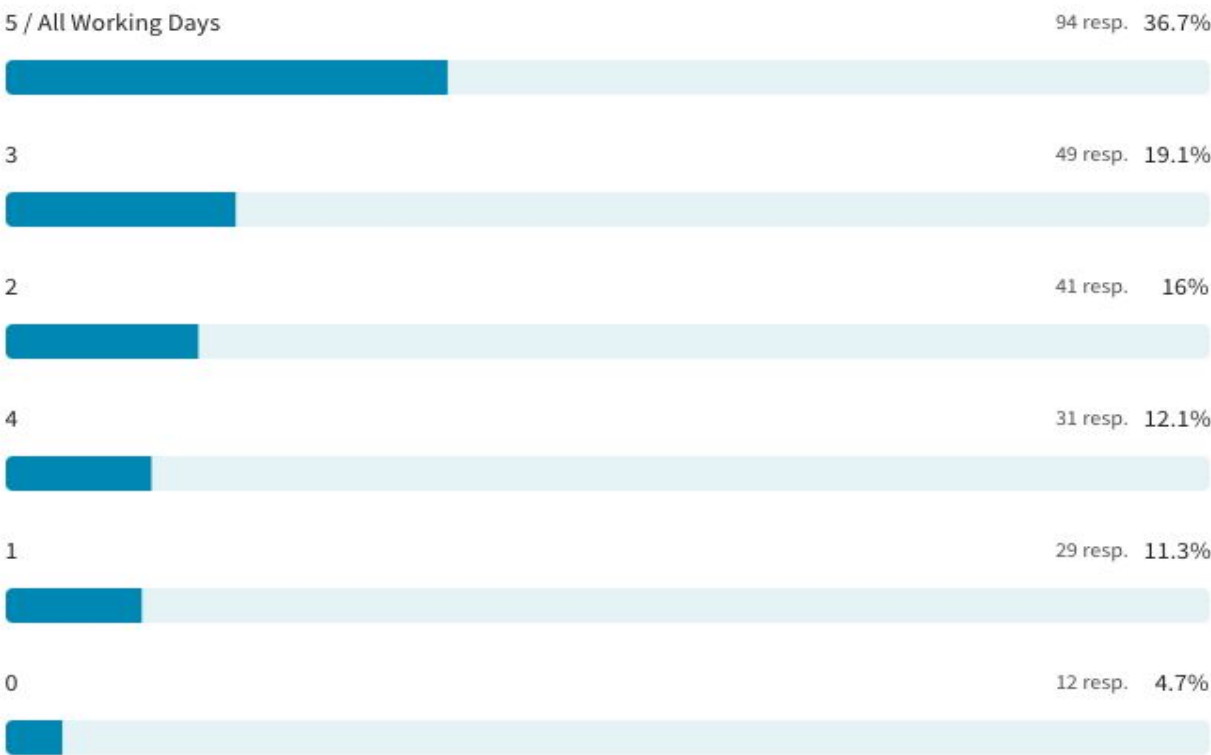
Demographics	
Age: Average / Median	Average Experience (years): Total / VC
34 / 33	11.5 / 8.3

Summary Statistics | Work from Home Policies

Post-Covid: Did your firm create any WFH / flexible work policy?



Post-Covid: How many days / week can you WFH?



Summary Statistics | Work from Home Policies

Post-Covid: Are you allowed to work from anywhere (not home / HQ city) for any agreed upon amount of time?

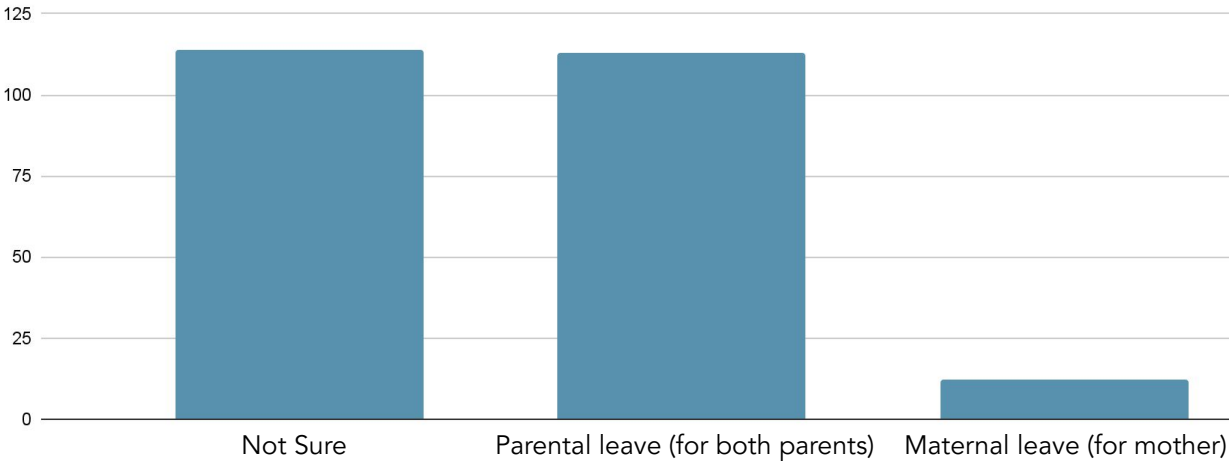


Post-Covid: Has your firm adopted a bi-coastal work approach if it hadn't previously?

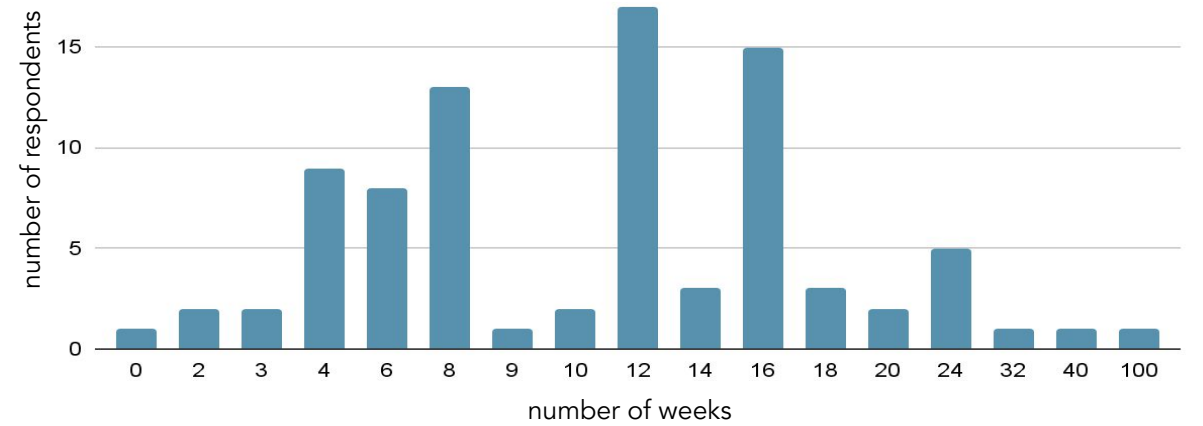


Summary Statistics | Parental Leave

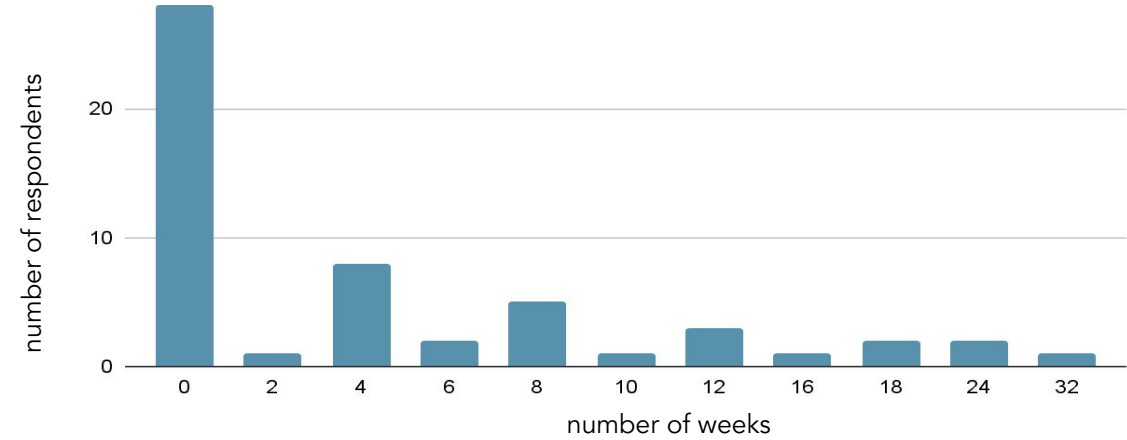
What type of policy does your firm have?



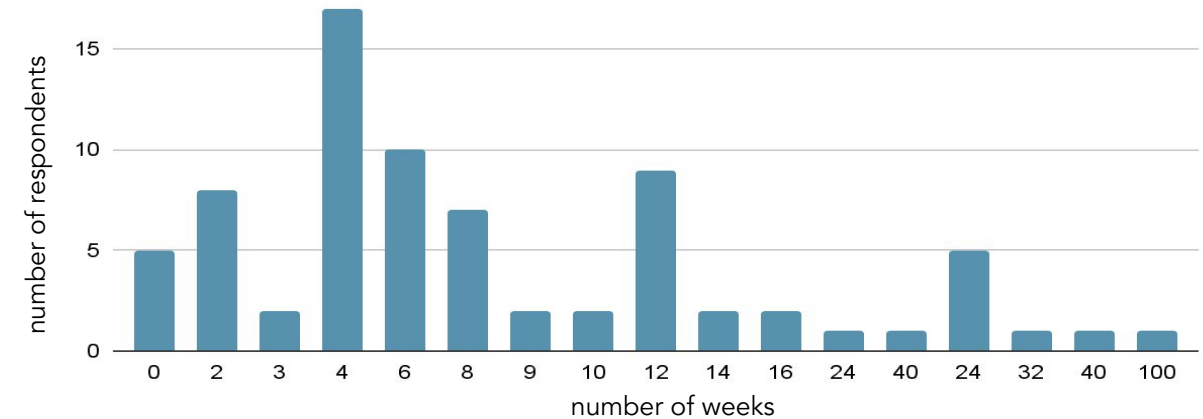
How many weeks for the Primary Caregiver (i.e. frequently the mother) at 100% pay?



How many weeks for the Primary Caregiver (i.e. frequently the mother) at partial pay?

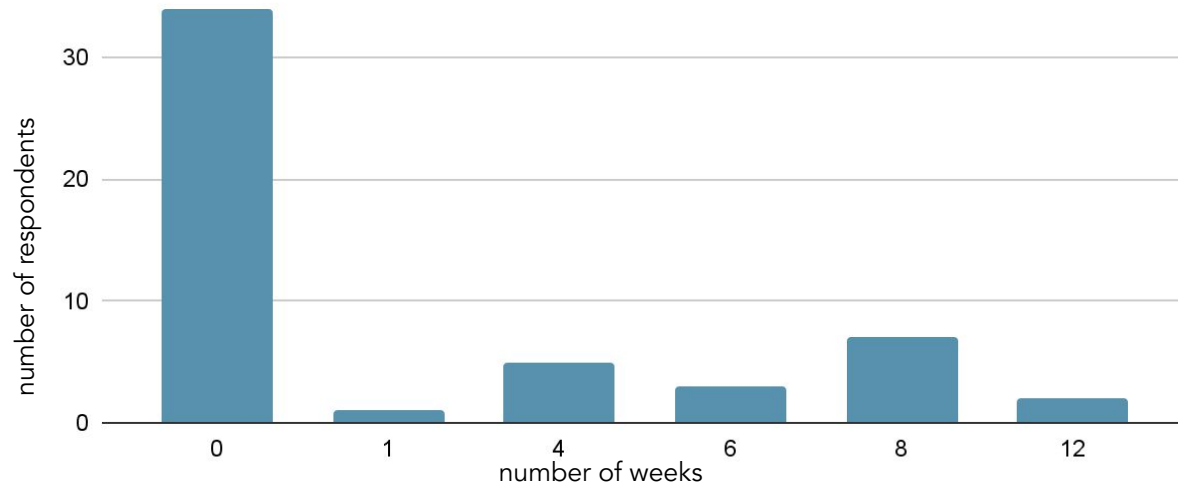


How many weeks for the Non-Primary Caregiver (i.e. frequently the father) at 100% pay?

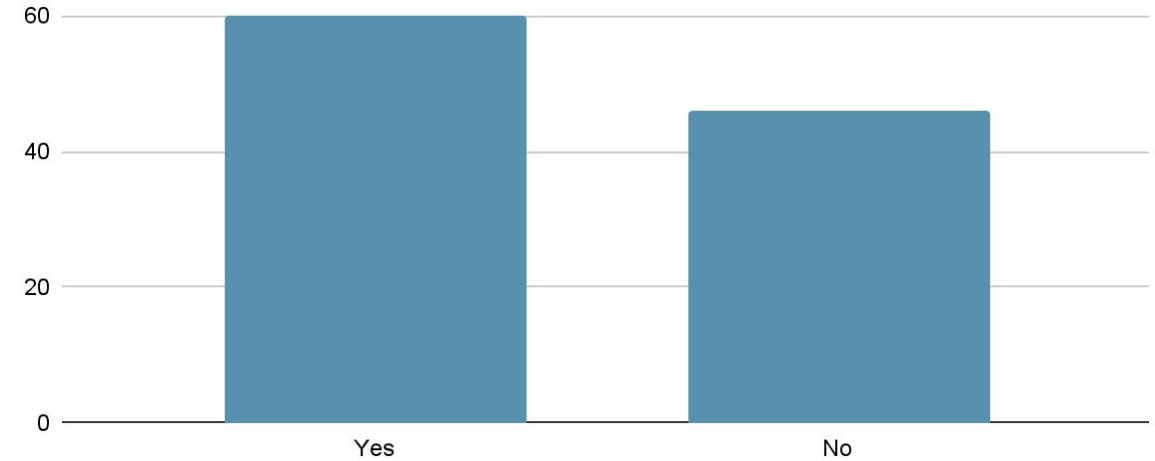


Summary Statistics | Parental Leave

How many weeks for the Non-Primary Caregiver (i.e. frequently the father) at partial pay?



Does your firm's policy apply equally to both parents?



Does your firm exhaust your PTO balance when you take a parental leave?

