

Carta Total Comp

Salary & Equity Data for New York City

Engineering | Product | Customer Success Roles
As of Sept 1, 2022

New York Compensation Bands

Carta is sharing three sets of NYC salary and equity band data. This information comes directly from [Carta Total Comp](#). We hope it can help companies hiring in New York make informed decisions ahead of the upcoming [pay transparency requirements](#).

Carta Total Comp currently uses real-time data from more than 130,000 employees and 2,250 startups (with more added every day) to generate pay bands that reflect seniority for each job area, taking into account company valuation and location. The tool also uses machine learning to accurately predict compensation, even for more unusual locations or roles where there's limited data.

Machine Learning

Using tens of thousands of real-time compensation data points, [Carta's machine learning model](#) estimates median salaries and uses logical rules from the real world to create rational bands. Rules such as “never pay a Level 4 employee more than a Level 5” lets the model know that compensation bands should be higher at each job level. A rule like “earlier-stage companies grant a higher ownership percentage than later-stage companies” makes sure the model understands that one percent of equity at a company worth \$1 billion is very different than one percent at a company valued at \$1 million.

Carta Total Comp's machine learning model works when there's limited market data. It accurately predicts compensation trends by analyzing all of the real-time data points from employees on the Total Comp platform. Carta regularly updates the model so that there's as little difference as possible between the predictions it makes and the underlying market data.

Compensation Bands

A compensation band is an upper and lower range of compensation that you would be willing to pay someone in a specific role. Each employee in the role will be paid within the same band. At the same time, the range within the band lets you factor in education, experience, and performance.

Bands go hand in hand with levels. If an employee is performing well, there should be a clear path for them to take on added responsibility and level up to a new role (and a new band). Younger companies may not have all 11 separate levels.

Post-Money Valuation

Salary and equity expectations change as a company becomes more valuable. Carta Total Comp data splits companies into 8 distinct tiers by company valuation. This valuation is described as “Post-Money Val” in the following data tables. It refers to the estimated value of a company inclusive of the capital that company has raised.

Included Data

Below you'll find salary and equity data for roles in New York City. All roles within Engineering, Product, and Customer Success have salary information included across 8 different company valuation tiers. Equity data is available for all roles at companies worth less than \$500 million. Equity data, expressed in the tables as a percentage of fully diluted company shares, refers to a 1-year grant.

Before utilizing this data, you should work closely with your advisors as well as HR, Legal, and Finance teams to ensure any compensation decisions fit your company's unique position. It is important to note that compensation data is never fixed and will continue to change in the coming months.

New York Engineering Salary Bands

Post-Money Val	Role	Level	25th pct	50th pct	75th pct
\$1M-\$10M	Entry	Level 1	\$77K	\$92K	\$112K
	Mid 1	Level 2	\$86K	\$105K	\$124K
	Mid 2	Level 3	\$98K	\$120K	\$136K
	Senior / Team Lead	Level 4	\$119K	\$142K	\$161K
	Manager	Level 5	\$138K	\$160K	\$177K
	Senior Manager	Level 6	\$154K	\$181K	\$197K
	Director	Level 7	\$169K	\$199K	\$217K
	Senior Director	Level 8	\$178K	\$209K	\$228K
	VP	Level 9	\$187K	\$220K	\$259K
	SVP	Level 10	\$196K	\$231K	\$272K
	C-Level	Level 11	\$206K	\$242K	\$286K

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Post-Money Val	Role	Level	25th pct	50th pct	75th pct
\$10M-\$25M	Entry	Level 1	\$78K	\$94K	\$114K
	Mid 1	Level 2	\$88K	\$106K	\$125K
	Mid 2	Level 3	\$100K	\$122K	\$138K
	Senior / Team Lead	Level 4	\$121K	\$144K	\$163K
	Manager	Level 5	\$140K	\$162K	\$179K
	Senior Manager	Level 6	\$157K	\$183K	\$200K
	Director	Level 7	\$172K	\$201K	\$220K
	Senior Director	Level 8	\$181K	\$211K	\$231K
	VP	Level 9	\$191K	\$225K	\$264K
	SVP	Level 10	\$201K	\$237K	\$277K
	C-Level	Level 11	\$211K	\$248K	\$291K

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Post-Money Val	Role	Level	25th pct	50th pct	75th pct
\$25M-\$50M	Entry	Level 1	\$79K	\$96K	\$116K
	Mid 1	Level 2	\$91K	\$108K	\$128K
	Mid 2	Level 3	\$103K	\$124K	\$140K
	Senior / Team Lead	Level 4	\$124K	\$146K	\$166K
	Manager	Level 5	\$143K	\$164K	\$183K
	Senior Manager	Level 6	\$160K	\$185K	\$204K
	Director	Level 7	\$176K	\$204K	\$224K
	Senior Director	Level 8	\$185K	\$214K	\$235K
	VP	Level 9	\$199K	\$234K	\$271K
	SVP	Level 10	\$209K	\$245K	\$284K
	C-Level	Level 11	\$219K	\$258K	\$299K

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New York Engineering Salary Bands

Post-Money Val	Role	Level	25th pct	50th pct	75th pct
\$50M-\$100M	Entry	Level 1	\$80K	\$98K	\$118K
	Mid 1	Level 2	\$94K	\$111K	\$130K
	Mid 2	Level 3	\$106K	\$126K	\$143K
	Senior / Team Lead	Level 4	\$127K	\$149K	\$170K
	Manager	Level 5	\$147K	\$167K	\$187K
	Senior Manager	Level 6	\$164K	\$188K	\$208K
	Director	Level 7	\$181K	\$207K	\$229K
	Senior Director	Level 8	\$190K	\$217K	\$240K
	VP	Level 9	\$208K	\$243K	\$279K
	SVP	Level 10	\$218K	\$255K	\$293K
	C-Level	Level 11	\$229K	\$268K	\$307K

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Post-Money Val	Role	Level	25th pct	50th pct	75th pct
\$100M-\$250M	Entry	Level 1	\$83K	\$102K	\$122K
	Mid 1	Level 2	\$99K	\$115K	\$135K
	Mid 2	Level 3	\$111K	\$130K	\$148K
	Senior / Team Lead	Level 4	\$133K	\$154K	\$176K
	Manager	Level 5	\$153K	\$172K	\$193K
	Senior Manager	Level 6	\$171K	\$192K	\$215K
	Director	Level 7	\$188K	\$212K	\$242K
	Senior Director	Level 8	\$198K	\$222K	\$254K
	VP	Level 9	\$223K	\$259K	\$292K
	SVP	Level 10	\$234K	\$272K	\$306K
	C-Level	Level 11	\$245K	\$286K	\$322K

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Post-Money Val	Role	Level	25th pct	50th pct	75th pct
\$250M-\$500M	Entry	Level 1	\$85K	\$106K	\$126K
	Mid 1	Level 2	\$104K	\$118K	\$138K
	Mid 2	Level 3	\$115K	\$134K	\$152K
	Senior / Team Lead	Level 4	\$138K	\$158K	\$181K
	Manager	Level 5	\$157K	\$176K	\$199K
	Senior Manager	Level 6	\$177K	\$196K	\$221K
	Director	Level 7	\$195K	\$220K	\$253K
	Senior Director	Level 8	\$204K	\$231K	\$265K
	VP	Level 9	\$235K	\$272K	\$303K
	SVP	Level 10	\$247K	\$286K	\$318K
	C-Level	Level 11	\$259K	\$300K	\$348K

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New York Engineering Salary Bands

Post-Money Val	Role	Level	25th pct	50th pct	75th pct
\$500M-\$1B	Entry	Level 1	\$87K	\$108K	\$128K
	Mid 1	Level 2	\$107K	\$121K	\$141K
	Mid 2	Level 3	\$119K	\$136K	\$156K
	Senior / Team Lead	Level 4	\$141K	\$161K	\$184K
	Manager	Level 5	\$161K	\$179K	\$203K
	Senior Manager	Level 6	\$181K	\$199K	\$226K
	Director	Level 7	\$201K	\$227K	\$261K
	Senior Director	Level 8	\$211K	\$238K	\$275K
	VP	Level 9	\$244K	\$283K	\$311K
	SVP	Level 10	\$257K	\$297K	\$327K
	C-Level	Level 11	\$272K	\$317K	\$369K

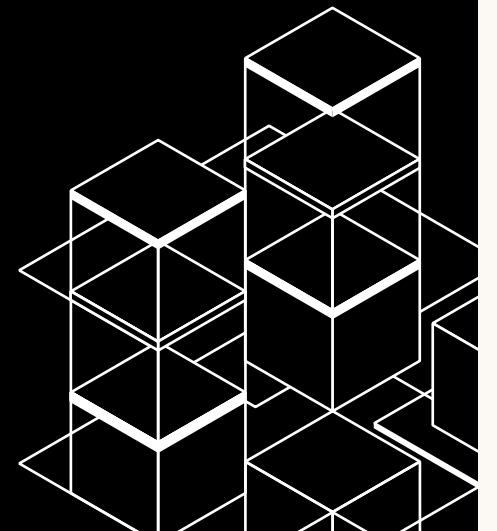
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Post-Money Val	Role	Level	25th pct	50th pct	75th pct
\$1B-\$10B	Entry	Level 1	\$90K	\$112K	\$132K
	Mid 1	Level 2	\$112K	\$125K	\$145K
	Mid 2	Level 3	\$124K	\$141K	\$161K
	Senior / Team Lead	Level 4	\$147K	\$166K	\$191K
	Manager	Level 5	\$167K	\$184K	\$210K
	Senior Manager	Level 6	\$188K	\$203K	\$234K
	Director	Level 7	\$212K	\$239K	\$276K
	Senior Director	Level 8	\$222K	\$251K	\$289K
	VP	Level 9	\$260K	\$299K	\$325K
	SVP	Level 10	\$273K	\$314K	\$341K
	C-Level	Level 11	\$307K	\$353K	\$404K

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New York Product Salary Bands

Post-Money Val	Role	Level	25th pct	50th pct	75th pct
\$1M-\$10M	Entry	Level 1	\$65K	\$82K	\$100K
	Mid 1	Level 2	\$77K	\$98K	\$114K
	Mid 2	Level 3	\$102K	\$127K	\$146K
	Senior / Team Lead	Level 4	\$114K	\$140K	\$162K
	Manager	Level 5	\$126K	\$154K	\$178K
	Senior Manager	Level 6	\$138K	\$170K	\$196K
	Director	Level 7	\$152K	\$187K	\$215K
	Senior Director	Level 8	\$160K	\$196K	\$226K
	VP	Level 9	\$172K	\$209K	\$248K
	SVP	Level 10	\$180K	\$220K	\$260K
	C-Level	Level 11	\$189K	\$231K	\$273K

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Post-Money Val	Role	Level	25th pct	50th pct	75th pct
\$10M-\$25M	Entry	Level 1	\$66K	\$83K	\$101K
	Mid 1	Level 2	\$78K	\$100K	\$115K
	Mid 2	Level 3	\$103K	\$129K	\$148K
	Senior / Team Lead	Level 4	\$117K	\$142K	\$164K
	Manager	Level 5	\$128K	\$156K	\$180K
	Senior Manager	Level 6	\$141K	\$172K	\$198K
	Director	Level 7	\$155K	\$189K	\$218K
	Senior Director	Level 8	\$163K	\$199K	\$229K
	VP	Level 9	\$179K	\$215K	\$253K
	SVP	Level 10	\$188K	\$226K	\$266K
	C-Level	Level 11	\$198K	\$237K	\$279K

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Post-Money Val	Role	Level	25th pct	50th pct	75th pct
\$25M-\$50M	Entry	Level 1	\$67K	\$85K	\$103K
	Mid 1	Level 2	\$80K	\$102K	\$117K
	Mid 2	Level 3	\$105K	\$131K	\$150K
	Senior / Team Lead	Level 4	\$120K	\$145K	\$166K
	Manager	Level 5	\$132K	\$159K	\$183K
	Senior Manager	Level 6	\$145K	\$175K	\$201K
	Director	Level 7	\$160K	\$192K	\$221K
	Senior Director	Level 8	\$169K	\$202K	\$232K
	VP	Level 9	\$190K	\$223K	\$260K
	SVP	Level 10	\$200K	\$235K	\$273K
	C-Level	Level 11	\$210K	\$246K	\$287K

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New York Product Salary Bands

Post-Money Val	Role	Level	25th pct	50th pct	75th pct
\$50M-\$100M	Entry	Level 1	\$69K	\$88K	\$104K
	Mid 1	Level 2	\$82K	\$104K	\$119K
	Mid 2	Level 3	\$107K	\$133K	\$152K
	Senior / Team Lead	Level 4	\$124K	\$147K	\$169K
	Manager	Level 5	\$136K	\$162K	\$186K
	Senior Manager	Level 6	\$150K	\$178K	\$204K
	Director	Level 7	\$165K	\$196K	\$225K
	Senior Director	Level 8	\$175K	\$206K	\$236K
	VP	Level 9	\$202K	\$233K	\$268K
	SVP	Level 10	\$212K	\$244K	\$282K
	C-Level	Level 11	\$223K	\$257K	\$303K

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Post-Money Val	Role	Level	25th pct	50th pct	75th pct
\$100M-\$250M	Entry	Level 1	\$71K	\$91K	\$108K
	Mid 1	Level 2	\$86K	\$108K	\$123K
	Mid 2	Level 3	\$111K	\$137K	\$156K
	Senior / Team Lead	Level 4	\$130K	\$152K	\$173K
	Manager	Level 5	\$143K	\$168K	\$191K
	Senior Manager	Level 6	\$158K	\$184K	\$210K
	Director	Level 7	\$174K	\$203K	\$231K
	Senior Director	Level 8	\$186K	\$213K	\$242K
	VP	Level 9	\$223K	\$249K	\$282K
	SVP	Level 10	\$234K	\$261K	\$296K
	C-Level	Level 11	\$245K	\$275K	\$333K

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Post-Money Val	Role	Level	25th pct	50th pct	75th pct
\$250M-\$500M	Entry	Level 1	\$72K	\$94K	\$110K
	Mid 1	Level 2	\$89K	\$112K	\$126K
	Mid 2	Level 3	\$114K	\$141K	\$159K
	Senior / Team Lead	Level 4	\$136K	\$156K	\$177K
	Manager	Level 5	\$149K	\$172K	\$195K
	Senior Manager	Level 6	\$169K	\$189K	\$214K
	Director	Level 7	\$185K	\$209K	\$236K
	Senior Director	Level 8	\$195K	\$219K	\$247K
	VP	Level 9	\$239K	\$262K	\$293K
	SVP	Level 10	\$251K	\$275K	\$308K
	C-Level	Level 11	\$269K	\$301K	\$358K

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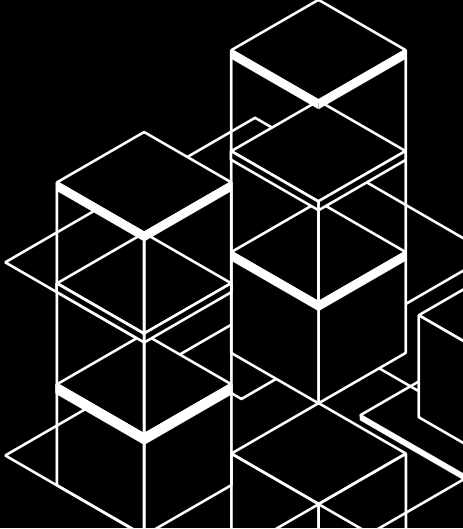
New York Product Salary Bands

Post-Money Val	Role	Level	25th pct	50th pct	75th pct
\$500M-\$1B	Entry	Level 1	\$74K	\$96K	\$112K
	Mid 1	Level 2	\$91K	\$114K	\$128K
	Mid 2	Level 3	\$116K	\$143K	\$161K
	Senior / Team Lead	Level 4	\$140K	\$159K	\$180K
	Manager	Level 5	\$154K	\$175K	\$198K
	Senior Manager	Level 6	\$177K	\$193K	\$218K
	Director	Level 7	\$194K	\$216K	\$240K
	Senior Director	Level 8	\$204K	\$226K	\$252K
	VP	Level 9	\$252K	\$272K	\$302K
	SVP	Level 10	\$265K	\$285K	\$317K
	C-Level	Level 11	\$294K	\$321K	\$378K

Post-Money Val	Role	Level	25th pct	50th pct	75th pct
\$1B-\$10B	Entry	Level 1	\$76K	\$100K	\$115K
	Mid 1	Level 2	\$95K	\$118K	\$132K
	Mid 2	Level 3	\$120K	\$147K	\$165K
	Senior / Team Lead	Level 4	\$147K	\$164K	\$185K
	Manager	Level 5	\$161K	\$181K	\$203K
	Senior Manager	Level 6	\$190K	\$199K	\$224K
	Director	Level 7	\$208K	\$227K	\$249K
	Senior Director	Level 8	\$219K	\$238K	\$261K
	VP	Level 9	\$273K	\$288K	\$316K
	SVP	Level 10	\$287K	\$303K	\$332K
	C-Level	Level 11	\$334K	\$353K	\$410K

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New York Customer Success Salary Bands

Post-Money Val	Role	Level	25th pct	50th pct	75th pct
\$1M-\$10M	Entry	Level 1	\$43K	\$52K	\$65K
	Mid 1	Level 2	\$61K	\$65K	\$74K
	Mid 2	Level 3	\$71K	\$83K	\$105K
	Senior / Team Lead	Level 4	\$78K	\$97K	\$123K
	Manager	Level 5	\$86K	\$107K	\$135K
	Senior Manager	Level 6	\$95K	\$118K	\$148K
	Director	Level 7	\$107K	\$139K	\$163K
	Senior Director	Level 8	\$125K	\$153K	\$171K
	VP	Level 9	\$171K	\$189K	\$226K
	SVP	Level 10	\$179K	\$199K	\$238K
	C-Level	Level 11	\$188K	\$232K	\$351K

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Post-Money Val	Role	Level	25th pct	50th pct	75th pct
\$10M-\$25M	Entry	Level 1	\$43K	\$52K	\$65K
	Mid 1	Level 2	\$61K	\$66K	\$75K
	Mid 2	Level 3	\$71K	\$84K	\$106K
	Senior / Team Lead	Level 4	\$78K	\$99K	\$125K
	Manager	Level 5	\$86K	\$109K	\$138K
	Senior Manager	Level 6	\$96K	\$120K	\$151K
	Director	Level 7	\$112K	\$142K	\$167K
	Senior Director	Level 8	\$130K	\$156K	\$175K
	VP	Level 9	\$175K	\$194K	\$231K
	SVP	Level 10	\$184K	\$204K	\$242K
	C-Level	Level 11	\$193K	\$240K	\$351K

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Post-Money Val	Role	Level	25th pct	50th pct	75th pct
\$25M-\$50M	Entry	Level 1	\$43K	\$53K	\$66K
	Mid 1	Level 2	\$62K	\$67K	\$76K
	Mid 2	Level 3	\$72K	\$85K	\$107K
	Senior / Team Lead	Level 4	\$79K	\$102K	\$129K
	Manager	Level 5	\$87K	\$113K	\$141K
	Senior Manager	Level 6	\$98K	\$124K	\$156K
	Director	Level 7	\$118K	\$147K	\$171K
	Senior Director	Level 8	\$135K	\$161K	\$180K
	VP	Level 9	\$181K	\$201K	\$237K
	SVP	Level 10	\$190K	\$211K	\$249K
	C-Level	Level 11	\$199K	\$250K	\$352K

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New York Customer Success Salary Bands

Post-Money Val	Role	Level	25th pct	50th pct	75th pct
\$50M-\$100M	Entry	Level 1	\$43K	\$53K	\$66K
	Mid 1	Level 2	\$62K	\$68K	\$77K
	Mid 2	Level 3	\$72K	\$87K	\$108K
	Senior / Team Lead	Level 4	\$81K	\$105K	\$133K
	Manager	Level 5	\$89K	\$116K	\$146K
	Senior Manager	Level 6	\$101K	\$128K	\$160K
	Director	Level 7	\$124K	\$152K	\$176K
	Senior Director	Level 8	\$142K	\$166K	\$185K
	VP	Level 9	\$187K	\$208K	\$244K
	SVP	Level 10	\$197K	\$218K	\$256K
	C-Level	Level 11	\$206K	\$261K	\$352K

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Post-Money Val	Role	Level	25th pct	50th pct	75th pct
\$100M-\$250M	Entry	Level 1	\$43K	\$54K	\$67K
	Mid 1	Level 2	\$63K	\$71K	\$79K
	Mid 2	Level 3	\$73K	\$89K	\$110K
	Senior / Team Lead	Level 4	\$84K	\$111K	\$139K
	Manager	Level 5	\$92K	\$122K	\$153K
	Senior Manager	Level 6	\$104K	\$134K	\$168K
	Director	Level 7	\$136K	\$161K	\$186K
	Senior Director	Level 8	\$153K	\$175K	\$195K
	VP	Level 9	\$198K	\$220K	\$256K
	SVP	Level 10	\$208K	\$231K	\$269K
	C-Level	Level 11	\$236K	\$281K	\$353K

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Post-Money Val	Role	Level	25th pct	50th pct	75th pct
\$250M-\$500M	Entry	Level 1	\$43K	\$54K	\$68K
	Mid 1	Level 2	\$64K	\$73K	\$81K
	Mid 2	Level 3	\$74K	\$91K	\$112K
	Senior / Team Lead	Level 4	\$86K	\$115K	\$145K
	Manager	Level 5	\$95K	\$127K	\$159K
	Senior Manager	Level 6	\$107K	\$140K	\$175K
	Director	Level 7	\$145K	\$168K	\$194K
	Senior Director	Level 8	\$163K	\$182K	\$204K
	VP	Level 9	\$207K	\$230K	\$265K
	SVP	Level 10	\$218K	\$242K	\$279K
	C-Level	Level 11	\$266K	\$297K	\$354K

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New York Customer Success Salary Bands

Post-Money Val	Role	Level	25th pct	50th pct	75th pct
\$500M-\$1B	Entry 1	Level 1	\$44K	\$54K	\$69K
	Mid 1	Level 2	\$64K	\$74K	\$82K
	Mid 2	Level 3	\$74K	\$92K	\$113K
	Senior / Team Lead	Level 4	\$88K	\$119K	\$149K
	Manager	Level 5	\$97K	\$131K	\$164K
	Senior Manager	Level 6	\$110K	\$144K	\$180K
	Director	Level 7	\$152K	\$173K	\$200K
	Senior Director	Level 8	\$170K	\$187K	\$210K
	VP	Level 9	\$214K	\$238K	\$273K
	SVP	Level 10	\$225K	\$250K	\$287K
	C-Level	Level 11	\$289K	\$309K	\$354K

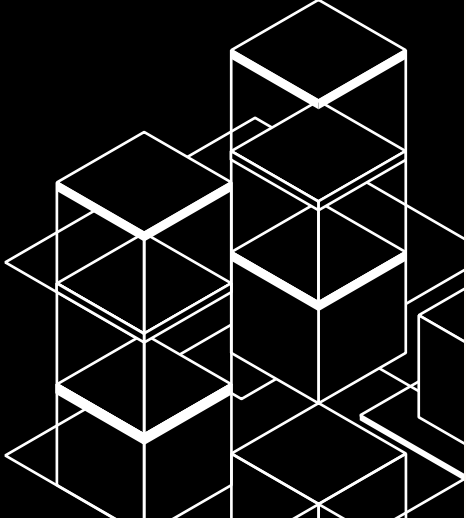


Post-Money Val	Role	Level	25th pct	50th pct	75th pct
\$1B-\$10B	Entry	Level 1	\$44K	\$55K	\$70K
	Mid 1	Level 2	\$65K	\$76K	\$84K
	Mid 2	Level 3	\$75K	\$95K	\$116K
	Senior / Team Lead	Level 4	\$91K	\$124K	\$156K
	Manager	Level 5	\$100K	\$137K	\$171K
	Senior Manager	Level 6	\$113K	\$151K	\$188K
	Director	Level 7	\$164K	\$182K	\$211K
	Senior Director	Level 8	\$182K	\$196K	\$222K
	VP	Level 9	\$226K	\$251K	\$285K
	SVP	Level 10	\$237K	\$263K	\$299K
	C-Level	Level 11	\$319K	\$329K	\$355K



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New York Engineering Equity Bands

All equity values shown in this dataset are 1-year grants expressed as a percentage of fully diluted company equity

Post-Money Val	Role	Level	25th pct	50th pct	75th pct
\$1M-\$10M	Entry	Level 1	0.009%	0.017%	0.038%
	Mid 1	Level 2	0.033%	0.066%	0.138%
	Mid 2	Level 3	0.046%	0.096%	0.198%
	Senior / Team Lead	Level 4	0.057%	0.121%	0.244%
	Manager	Level 5	0.064%	0.140%	0.279%
	Senior Manager	Level 6	0.069%	0.153%	0.302%
	Director	Level 7	0.088%	0.196%	0.383%
	Senior Director	Level 8	0.139%	0.315%	0.611%
	VP	Level 9	0.211%	0.481%	0.927%
	SVP	Level 10	0.268%	0.618%	1.183%
	C-Level	Level 11	0.319%	0.742%	1.413%

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Post-Money Val	Role	Level	25th pct	50th pct	75th pct
\$10M-\$25M	Entry	Level 1	0.006%	0.011%	0.024%
	Mid 1	Level 2	0.019%	0.037%	0.078%
	Mid 2	Level 3	0.026%	0.053%	0.109%
	Senior / Team Lead	Level 4	0.037%	0.078%	0.158%
	Manager	Level 5	0.045%	0.098%	0.194%
	Senior Manager	Level 6	0.050%	0.111%	0.218%
	Director	Level 7	0.057%	0.127%	0.247%
	Senior Director	Level 8	0.084%	0.191%	0.368%
	VP	Level 9	0.117%	0.267%	0.511%
	SVP	Level 10	0.160%	0.370%	0.704%
	C-Level	Level 11	0.199%	0.463%	0.876%

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Post-Money Val	Role	Level	25th pct	50th pct	75th pct
\$25M-\$50M	Entry	Level 1	0.004%	0.008%	0.018%
	Mid 1	Level 2	0.009%	0.019%	0.039%
	Mid 2	Level 3	0.012%	0.025%	0.051%
	Senior / Team Lead	Level 4	0.017%	0.037%	0.073%
	Manager	Level 5	0.021%	0.045%	0.090%
	Senior Manager	Level 6	0.024%	0.052%	0.102%
	Director	Level 7	0.034%	0.076%	0.147%
	Senior Director	Level 8	0.063%	0.143%	0.276%
	VP	Level 9	0.096%	0.220%	0.420%
	SVP	Level 10	0.122%	0.283%	0.536%
	C-Level	Level 11	0.146%	0.339%	0.639%

carta

New York Engineering Equity Bands

All equity values shown in this dataset are 1-year grants expressed as a percentage of fully diluted company equity

Post-Money Val	Role	Level	25th pct	50th pct	75th pct
\$50M-\$100M	Entry	Level 1	0.002%	0.003%	0.007%
	Mid 1	Level 2	0.005%	0.010%	0.021%
	Mid 2	Level 3	0.007%	0.014%	0.029%
	Senior / Team Lead	Level 4	0.009%	0.020%	0.040%
	Manager	Level 5	0.011%	0.025%	0.049%
	Senior Manager	Level 6	0.013%	0.028%	0.055%
	Director	Level 7	0.015%	0.033%	0.063%
	Senior Director	Level 8	0.044%	0.100%	0.193%
	VP	Level 9	0.078%	0.178%	0.338%
	SVP	Level 10	0.088%	0.203%	0.385%
	C-Level	Level 11	0.097%	0.227%	0.426%

carta

Post-Money Val	Role	Level	25th pct	50th pct	75th pct
\$100M-\$250M	Entry	Level 1	0.001%	0.003%	0.006%
	Mid 1	Level 2	0.003%	0.006%	0.012%
	Mid 2	Level 3	0.004%	0.008%	0.016%
	Senior / Team Lead	Level 4	0.006%	0.012%	0.024%
	Manager	Level 5	0.007%	0.016%	0.031%
	Senior Manager	Level 6	0.008%	0.018%	0.035%
	Director	Level 7	0.009%	0.021%	0.040%
	Senior Director	Level 8	0.024%	0.053%	0.102%
	VP	Level 9	0.039%	0.090%	0.171%
	SVP	Level 10	0.057%	0.132%	0.250%
	C-Level	Level 11	0.073%	0.171%	0.319%

carta

Post-Money Val	Role	Level	25th pct	50th pct	75th pct
\$250M-\$500M	Entry	Level 1	0.001%	0.002%	0.004%
	Mid 1	Level 2	0.002%	0.004%	0.008%
	Mid 2	Level 3	0.002%	0.005%	0.010%
	Senior / Team Lead	Level 4	0.003%	0.007%	0.014%
	Manager	Level 5	0.004%	0.009%	0.018%
	Senior Manager	Level 6	0.005%	0.011%	0.021%
	Director	Level 7	0.006%	0.013%	0.024%
	Senior Director	Level 8	0.013%	0.029%	0.055%
	VP	Level 9	0.021%	0.047%	0.090%
	SVP	Level 10	0.038%	0.089%	0.167%
	C-Level	Level 11	0.054%	0.126%	0.236%

carta

NOTE: Equity data for companies worth more than \$500M is not included

New York Product Equity Bands

All equity values shown in this dataset are 1-year grants expressed as a percentage of fully diluted company equity

Post-Money Val	Role	Level	25th pct	50th pct	75th pct
\$1M-\$10M	Entry	Level 1	0.008%	0.018%	0.033%
	Mid 1	Level 2	0.020%	0.045%	0.084%
	Mid 2	Level 3	0.028%	0.061%	0.113%
	Senior / Team Lead	Level 4	0.043%	0.090%	0.168%
	Manager	Level 5	0.054%	0.113%	0.210%
	Senior Manager	Level 6	0.063%	0.129%	0.240%
	Director	Level 7	0.106%	0.216%	0.400%
	Senior Director	Level 8	0.133%	0.271%	0.501%
	VP	Level 9	0.203%	0.410%	0.759%
	SVP	Level 10	0.259%	0.520%	0.962%
	C-Level	Level 11	0.310%	0.620%	1.145%

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Post-Money Val	Role	Level	25th pct	50th pct	75th pct
\$10M-\$25M	Entry	Level 1	0.006%	0.012%	0.023%
	Mid 1	Level 2	0.014%	0.029%	0.055%
	Mid 2	Level 3	0.019%	0.040%	0.073%
	Senior / Team Lead	Level 4	0.033%	0.069%	0.127%
	Manager	Level 5	0.045%	0.091%	0.169%
	Senior Manager	Level 6	0.053%	0.107%	0.197%
	Director	Level 7	0.067%	0.135%	0.249%
	Senior Director	Level 8	0.086%	0.171%	0.316%
	VP	Level 9	0.108%	0.213%	0.393%
	SVP	Level 10	0.160%	0.314%	0.580%
	C-Level	Level 11	0.208%	0.406%	0.749%

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Post-Money Val	Role	Level	25th pct	50th pct	75th pct
\$25M-\$50M	Entry	Level 1	0.004%	0.008%	0.016%
	Mid 1	Level 2	0.008%	0.017%	0.032%
	Mid 2	Level 3	0.011%	0.023%	0.042%
	Senior / Team Lead	Level 4	0.019%	0.040%	0.073%
	Manager	Level 5	0.026%	0.053%	0.097%
	Senior Manager	Level 6	0.031%	0.062%	0.114%
	Director	Level 7	0.041%	0.081%	0.149%
	Senior Director	Level 8	0.061%	0.119%	0.219%
	VP	Level 9	0.088%	0.171%	0.315%
	SVP	Level 10	0.127%	0.246%	0.453%
	C-Level	Level 11	0.168%	0.324%	0.598%

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New York Product Equity Bands

All equity values shown in this dataset are 1-year grants expressed as a percentage of fully diluted company equity

Post-Money Val	Role	Level	25th pct	50th pct	75th pct
\$50M-\$100M	Entry	Level 1	0.003%	0.006%	0.010%
	Mid 1	Level 2	0.005%	0.010%	0.019%
	Mid 2	Level 3	0.006%	0.013%	0.024%
	Senior / Team Lead	Level 4	0.010%	0.019%	0.036%
	Manager	Level 5	0.012%	0.024%	0.045%
	Senior Manager	Level 6	0.014%	0.027%	0.051%
	Director	Level 7	0.016%	0.032%	0.059%
	Senior Director	Level 8	0.044%	0.085%	0.156%
	VP	Level 9	0.076%	0.145%	0.267%
	SVP	Level 10	0.105%	0.200%	0.369%
	C-Level	Level 11	0.132%	0.250%	0.460%

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Post-Money Val	Role	Level	25th pct	50th pct	75th pct
\$100M-\$250M	Entry	Level 1	0.002%	0.003%	0.006%
	Mid 1	Level 2	0.003%	0.007%	0.012%
	Mid 2	Level 3	0.004%	0.009%	0.016%
	Senior / Team Lead	Level 4	0.007%	0.013%	0.025%
	Manager	Level 5	0.009%	0.017%	0.032%
	Senior Manager	Level 6	0.010%	0.020%	0.037%
	Director	Level 7	0.012%	0.024%	0.044%
	Senior Director	Level 8	0.034%	0.065%	0.121%
	VP	Level 9	0.060%	0.114%	0.209%
	SVP	Level 10	0.093%	0.174%	0.320%
	C-Level	Level 11	0.122%	0.229%	0.421%

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Post-Money Val	Role	Level	25th pct	50th pct	75th pct
\$250M-\$500M	Entry	Level 1	0.001%	0.002%	0.003%
	Mid 1	Level 2	0.002%	0.004%	0.007%
	Mid 2	Level 3	0.003%	0.005%	0.010%
	Senior / Team Lead	Level 4	0.004%	0.007%	0.013%
	Manager	Level 5	0.004%	0.008%	0.015%
	Senior Manager	Level 6	0.006%	0.011%	0.020%
	Director	Level 7	0.009%	0.017%	0.031%
	Senior Director	Level 8	0.016%	0.030%	0.055%
	VP	Level 9	0.024%	0.045%	0.083%
	SVP	Level 10	0.072%	0.133%	0.244%
	C-Level	Level 11	0.115%	0.213%	0.390%

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NOTE: Equity data for companies worth more than \$500M is not included

New York Customer Success Equity Bands

All equity values shown in this dataset are 1-year grants expressed as a percentage of fully diluted company equity

Post-Money Val	Role	Level	25th pct	50th pct	75th pct
\$1M-\$10M	Entry	Level 1	0.004%	0.009%	0.019%
	Mid 1	Level 2	0.009%	0.019%	0.041%
	Mid 2	Level 3	0.013%	0.025%	0.054%
	Senior / Team Lead	Level 4	0.021%	0.041%	0.087%
	Manager	Level 5	0.027%	0.053%	0.113%
	Senior Manager	Level 6	0.032%	0.061%	0.131%
	Director	Level 7	0.037%	0.071%	0.153%
	Senior Director	Level 8	0.053%	0.101%	0.218%
	VP	Level 9	0.071%	0.135%	0.291%
	SVP	Level 10	0.137%	0.259%	0.556%
	C-Level	Level 11	0.200%	0.377%	0.811%

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Post-Money Val	Role	Level	25th pct	50th pct	75th pct
\$10M-\$25M	Entry	Level 1	0.003%	0.006%	0.013%
	Mid 1	Level 2	0.006%	0.012%	0.024%
	Mid 2	Level 3	0.007%	0.015%	0.031%
	Senior / Team Lead	Level 4	0.011%	0.022%	0.047%
	Manager	Level 5	0.015%	0.028%	0.060%
	Senior Manager	Level 6	0.017%	0.033%	0.069%
	Director	Level 7	0.022%	0.042%	0.088%
	Senior Director	Level 8	0.039%	0.073%	0.155%
	VP	Level 9	0.060%	0.114%	0.242%
	SVP	Level 10	0.121%	0.229%	0.485%
	C-Level	Level 11	0.182%	0.342%	0.725%

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Post-Money Val	Role	Level	25th pct	50th pct	75th pct
\$25M-\$50M	Entry	Level 1	0.002%	0.004%	0.009%
	Mid 1	Level 2	0.003%	0.006%	0.013%
	Mid 2	Level 3	0.004%	0.008%	0.016%
	Senior / Team Lead	Level 4	0.006%	0.011%	0.024%
	Manager	Level 5	0.007%	0.014%	0.030%
	Senior Manager	Level 6	0.009%	0.017%	0.035%
	Director	Level 7	0.015%	0.029%	0.060%
	Senior Director	Level 8	0.030%	0.057%	0.119%
	VP	Level 9	0.053%	0.100%	0.210%
	SVP	Level 10	0.112%	0.212%	0.444%
	C-Level	Level 11	0.170%	0.319%	0.670%

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New York Customer Success Equity Bands

All equity values shown in this dataset are 1-year grants expressed as a percentage of fully diluted company equity

Post-Money Val	Role	Level	25th pct	50th pct	75th pct
\$50M-\$100M	Entry	Level 1	0.001%	0.003%	0.005%
	Mid 1	Level 2	0.002%	0.003%	0.006%
	Mid 2	Level 3	0.002%	0.004%	0.007%
	Senior / Team Lead	Level 4	0.004%	0.007%	0.015%
	Manager	Level 5	0.005%	0.010%	0.021%
	Senior Manager	Level 6	0.006%	0.012%	0.026%
	Director	Level 7	0.009%	0.017%	0.035%
	Senior Director	Level 8	0.026%	0.049%	0.102%
	VP	Level 9	0.046%	0.088%	0.182%
	SVP	Level 10	0.109%	0.206%	0.427%
	C-Level	Level 11	0.167%	0.312%	0.649%

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Post-Money Val	Role	Level	25th pct	50th pct	75th pct
\$100M-\$250M	Entry	Level 1	0.001%	0.001%	0.002%
	Mid 1	Level 2	0.001%	0.002%	0.005%
	Mid 2	Level 3	0.002%	0.003%	0.006%
	Senior / Team Lead	Level 4	0.003%	0.005%	0.010%
	Manager	Level 5	0.003%	0.006%	0.013%
	Senior Manager	Level 6	0.004%	0.007%	0.015%
	Director	Level 7	0.004%	0.008%	0.017%
	Senior Director	Level 8	0.018%	0.034%	0.069%
	VP	Level 9	0.033%	0.062%	0.128%
	SVP	Level 10	0.076%	0.143%	0.293%
	C-Level	Level 11	0.115%	0.215%	0.442%

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Post-Money Val	Role	Level	25th pct	50th pct	75th pct
\$250M-\$500M	Entry	Level 1	0.001%	0.001%	0.002%
	Mid 1	Level 2	0.001%	0.001%	0.003%
	Mid 2	Level 3	0.001%	0.002%	0.004%
	Senior / Team Lead	Level 4	0.002%	0.003%	0.006%
	Manager	Level 5	0.002%	0.004%	0.008%
	Senior Manager	Level 6	0.003%	0.005%	0.010%
	Director	Level 7	0.003%	0.006%	0.013%
	Senior Director	Level 8	0.008%	0.014%	0.029%
	VP	Level 9	0.013%	0.024%	0.048%
	SVP	Level 10	0.046%	0.087%	0.176%
	C-Level	Level 11	0.078%	0.146%	0.297%

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NOTE: Equity data for companies worth more than \$500M is not included

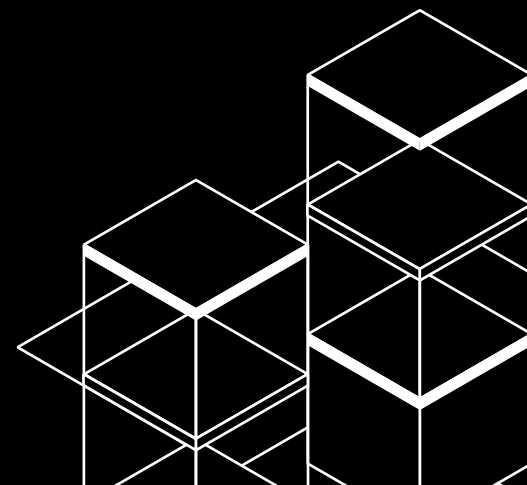
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Carta Total Comp

Salary & Equity Data for New York City

As of Sept 1, 2022

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