



Carta Total Comp

Salary & Equity Data for New York City

Engineering | Product | Customer Success Roles
As of May 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 2,000 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 4-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. We will be releasing updated compensation ranges in the coming months and you can [subscribe to those updates here](#).

New York Engineering Salary Bands

Post-Money Val	Role	Level	25th pct	50th pct	75th pct
carta \$1M-\$10M	Entry	Level 1	\$72K	\$89K	\$114K
	Mid 1	Level 2	\$82K	\$103K	\$125K
	Mid 2	Level 3	\$95K	\$119K	\$139K
	Senior / Team Lead	Level 4	\$123K	\$142K	\$161K
	Manager	Level 5	\$135K	\$157K	\$177K
	Senior Manager	Level 6	\$154K	\$177K	\$195K
	Director	Level 7	\$169K	\$195K	\$215K
	Senior Director	Level 8	\$178K	\$204K	\$225K
	VP	Level 9	\$187K	\$215K	\$247K
	SVP	Level 10	\$196K	\$225K	\$259K
	C-Level	Level 11	\$206K	\$237K	\$272K

Post-Money Val	Role	Level	25th pct	50th pct	75th pct
carta \$10M-\$25M	Entry	Level 1	\$73K	\$90K	\$115K
	Mid 1	Level 2	\$83K	\$105K	\$126K
	Mid 2	Level 3	\$97K	\$120K	\$140K
	Senior / Team Lead	Level 4	\$124K	\$144K	\$163K
	Manager	Level 5	\$137K	\$158K	\$179K
	Senior Manager	Level 6	\$155K	\$178K	\$197K
	Director	Level 7	\$171K	\$196K	\$217K
	Senior Director	Level 8	\$179K	\$206K	\$227K
	VP	Level 9	\$188K	\$216K	\$251K
	SVP	Level 10	\$198K	\$227K	\$264K
	C-Level	Level 11	\$208K	\$238K	\$277K

Post-Money Val	Role	Level	25th pct	50th pct	75th pct
carta \$25M-\$50M	Entry	Level 1	\$74K	\$92K	\$116K
	Mid 1	Level 2	\$85K	\$106K	\$128K
	Mid 2	Level 3	\$99K	\$122K	\$142K
	Senior / Team Lead	Level 4	\$126K	\$146K	\$165K
	Manager	Level 5	\$138K	\$160K	\$182K
	Senior Manager	Level 6	\$157K	\$180K	\$200K
	Director	Level 7	\$173K	\$198K	\$220K
	Senior Director	Level 8	\$182K	\$208K	\$231K
	VP	Level 9	\$191K	\$220K	\$258K
	SVP	Level 10	\$200K	\$231K	\$271K
	C-Level	Level 11	\$210K	\$243K	\$284K

New York Engineering Salary Bands

Post-Money Val	Role	Level	25th pct	50th pct	75th pct
carta \$50M-\$100M	Entry	Level 1	\$76K	\$94K	\$118K
	Mid 1	Level 2	\$88K	\$109K	\$130K
	Mid 2	Level 3	\$102K	\$124K	\$145K
	Senior / Team Lead	Level 4	\$128K	\$149K	\$168K
	Manager	Level 5	\$140K	\$164K	\$185K
	Senior Manager	Level 6	\$160K	\$183K	\$204K
	Director	Level 7	\$176K	\$201K	\$224K
	Senior Director	Level 8	\$185K	\$211K	\$235K
	VP	Level 9	\$198K	\$231K	\$267K
	SVP	Level 10	\$207K	\$242K	\$281K
	C-Level	Level 11	\$218K	\$254K	\$295K

Post-Money Val	Role	Level	25th pct	50th pct	75th pct
carta \$100M-\$250M	Entry	Level 1	\$79K	\$98K	\$122K
	Mid 1	Level 2	\$93K	\$113K	\$134K
	Mid 2	Level 3	\$107K	\$128K	\$150K
	Senior / Team Lead	Level 4	\$131K	\$154K	\$174K
	Manager	Level 5	\$145K	\$169K	\$192K
	Senior Manager	Level 6	\$165K	\$188K	\$211K
	Director	Level 7	\$182K	\$207K	\$232K
	Senior Director	Level 8	\$191K	\$217K	\$243K
	VP	Level 9	\$214K	\$249K	\$284K
	SVP	Level 10	\$225K	\$262K	\$298K
	C-Level	Level 11	\$236K	\$275K	\$313K

Post-Money Val	Role	Level	25th pct	50th pct	75th pct
carta \$250M-\$500M	Entry	Level 1	\$82K	\$103K	\$126K
	Mid 1	Level 2	\$98K	\$117K	\$139K
	Mid 2	Level 3	\$112K	\$133K	\$155K
	Senior / Team Lead	Level 4	\$135K	\$159K	\$180K
	Manager	Level 5	\$149K	\$175K	\$198K
	Senior Manager	Level 6	\$171K	\$193K	\$218K
	Director	Level 7	\$188K	\$212K	\$240K
	Senior Director	Level 8	\$197K	\$223K	\$252K
	VP	Level 9	\$232K	\$269K	\$302K
	SVP	Level 10	\$243K	\$283K	\$317K
	C-Level	Level 11	\$255K	\$297K	\$333K

New York Engineering Salary Bands

Post-Money Val	Role	Level	25th pct	50th pct	75th pct
carta \$500M-\$1B	Entry	Level 1	\$85K	\$106K	\$129K
	Mid 1	Level 2	\$102K	\$120K	\$142K
	Mid 2	Level 3	\$116K	\$136K	\$159K
	Senior / Team Lead	Level 4	\$138K	\$163K	\$185K
	Manager	Level 5	\$152K	\$179K	\$203K
	Senior Manager	Level 6	\$174K	\$197K	\$224K
	Director	Level 7	\$192K	\$217K	\$246K
	Senior Director	Level 8	\$201K	\$228K	\$258K
	VP	Level 9	\$244K	\$284K	\$315K
	SVP	Level 10	\$257K	\$298K	\$330K
	C-Level	Level 11	\$269K	\$313K	\$347K

Post-Money Val	Role	Level	25th pct	50th pct	75th pct
carta \$1B-\$10B	Entry	Level 1	\$88K	\$111K	\$134K
	Mid 1	Level 2	\$108K	\$125K	\$147K
	Mid 2	Level 3	\$122K	\$141K	\$164K
	Senior / Team Lead	Level 4	\$142K	\$169K	\$192K
	Manager	Level 5	\$157K	\$185K	\$211K
	Senior Manager	Level 6	\$180K	\$204K	\$232K
	Director	Level 7	\$198K	\$224K	\$255K
	Senior Director	Level 8	\$208K	\$236K	\$268K
	VP	Level 9	\$263K	\$305K	\$334K
	SVP	Level 10	\$276K	\$320K	\$350K
	C-Level	Level 11	\$297K	\$336K	\$382K

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New York Product Salary Bands

Post-Money Val	Role	Level	25th pct	50th pct	75th pct
carta \$1M-\$10M	Entry	Level 1	\$63K	\$82K	\$100K
	Mid 1	Level 2	\$69K	\$94K	\$111K
	Mid 2	Level 3	\$93K	\$116K	\$138K
	Senior / Team Lead	Level 4	\$125K	\$142K	\$169K
	Manager	Level 5	\$137K	\$156K	\$186K
	Senior Manager	Level 6	\$151K	\$171K	\$204K
	Director	Level 7	\$166K	\$189K	\$225K
	Senior Director	Level 8	\$175K	\$198K	\$236K
	VP	Level 9	\$183K	\$208K	\$248K
	SVP	Level 10	\$193K	\$218K	\$260K
	C-Level	Level 11	\$202K	\$229K	\$273K

Post-Money Val	Role	Level	25th pct	50th pct	75th pct
carta \$10M-\$25M	Entry	Level 1	\$63K	\$83K	\$101K
	Mid 1	Level 2	\$71K	\$96K	\$112K
	Mid 2	Level 3	\$95K	\$117K	\$139K
	Senior / Team Lead	Level 4	\$126K	\$143K	\$170K
	Manager	Level 5	\$138K	\$157K	\$186K
	Senior Manager	Level 6	\$152K	\$173K	\$205K
	Director	Level 7	\$167K	\$190K	\$226K
	Senior Director	Level 8	\$176K	\$200K	\$237K
	VP	Level 9	\$185K	\$211K	\$250K
	SVP	Level 10	\$194K	\$222K	\$262K
	C-Level	Level 11	\$204K	\$233K	\$275K

Post-Money Val	Role	Level	25th pct	50th pct	75th pct
carta \$25M-\$50M	Entry	Level 1	\$64K	\$84K	\$103K
	Mid 1	Level 2	\$74K	\$99K	\$115K
	Mid 2	Level 3	\$97K	\$120K	\$141K
	Senior / Team Lead	Level 4	\$126K	\$145K	\$170K
	Manager	Level 5	\$140K	\$159K	\$188K
	Senior Manager	Level 6	\$154K	\$175K	\$206K
	Director	Level 7	\$169K	\$193K	\$227K
	Senior Director	Level 8	\$178K	\$202K	\$238K
	VP	Level 9	\$187K	\$217K	\$254K
	SVP	Level 10	\$196K	\$228K	\$267K
	C-Level	Level 11	\$206K	\$239K	\$280K

New York Product Salary Bands

Post-Money Val	Role	Level	25th pct	50th pct	75th pct
carta \$50M-\$100M	Entry	Level 1	\$65K	\$85K	\$105K
	Mid 1	Level 2	\$78K	\$103K	\$118K
	Mid 2	Level 3	\$101K	\$124K	\$144K
	Senior / Team Lead	Level 4	\$129K	\$147K	\$172K
	Manager	Level 5	\$142K	\$162K	\$189K
	Senior Manager	Level 6	\$156K	\$178K	\$208K
	Director	Level 7	\$172K	\$196K	\$229K
	Senior Director	Level 8	\$180K	\$206K	\$240K
	VP	Level 9	\$192K	\$225K	\$260K
	SVP	Level 10	\$201K	\$236K	\$273K
	C-Level	Level 11	\$212K	\$248K	\$287K

Post-Money Val	Role	Level	25th pct	50th pct	75th pct
carta \$100M-\$250M	Entry	Level 1	\$68K	\$88K	\$109K
	Mid 1	Level 2	\$85K	\$109K	\$134K
	Mid 2	Level 3	\$108K	\$130K	\$150K
	Senior / Team Lead	Level 4	\$132K	\$152K	\$174K
	Manager	Level 5	\$145K	\$167K	\$192K
	Senior Manager	Level 6	\$160K	\$183K	\$211K
	Director	Level 7	\$176K	\$202K	\$232K
	Senior Director	Level 8	\$185K	\$212K	\$243K
	VP	Level 9	\$204K	\$240K	\$271K
	SVP	Level 10	\$214K	\$252K	\$285K
	C-Level	Level 11	\$225K	\$266K	\$305K

Post-Money Val	Role	Level	25th pct	50th pct	75th pct
carta \$250M-\$500M	Entry	Level 1	\$70K	\$91K	\$113K
	Mid 1	Level 2	\$92K	\$116K	\$129K
	Mid 2	Level 3	\$116K	\$138K	\$156K
	Senior / Team Lead	Level 4	\$136K	\$156K	\$177K
	Manager	Level 5	\$149K	\$172K	\$194K
	Senior Manager	Level 6	\$167K	\$189K	\$214K
	Director	Level 7	\$184K	\$208K	\$235K
	Senior Director	Level 8	\$193K	\$218K	\$247K
	VP	Level 9	\$217K	\$255K	\$282K
	SVP	Level 10	\$227K	\$268K	\$297K
	C-Level	Level 11	\$255K	\$296K	\$343K

New York Product Salary Bands

Post-Money Val	Role	Level	25th pct	50th pct	75th pct
carta \$500M-\$1B	Entry	Level 1	\$72K	\$93K	\$117K
	Mid 1	Level 2	\$97K	\$121K	\$133K
	Mid 2	Level 3	\$121K	\$143K	\$160K
	Senior / Team Lead	Level 4	\$138K	\$160K	\$178K
	Manager	Level 5	\$152K	\$176K	\$196K
	Senior Manager	Level 6	\$175K	\$193K	\$216K
	Director	Level 7	\$193K	\$213K	\$237K
	Senior Director	Level 8	\$202K	\$224K	\$249K
	VP	Level 9	\$226K	\$266K	\$291K
	SVP	Level 10	\$237K	\$279K	\$305K
	C-Level	Level 11	\$284K	\$319K	\$371K

Post-Money Val	Role	Level	25th pct	50th pct	75th pct
carta \$1B-\$10B	Entry	Level 1	\$74K	\$96K	\$121K
	Mid 1	Level 2	\$105K	\$129K	\$140K
	Mid 2	Level 3	\$129K	\$150K	\$166K
	Senior / Team Lead	Level 4	\$142K	\$165K	\$183K
	Manager	Level 5	\$156K	\$182K	\$201K
	Senior Manager	Level 6	\$187K	\$200K	\$221K
	Director	Level 7	\$205K	\$226K	\$247K
	Senior Director	Level 8	\$216K	\$238K	\$259K
	VP	Level 9	\$239K	\$282K	\$303K
	SVP	Level 10	\$251K	\$296K	\$318K
	C-Level	Level 11	\$325K	\$351K	\$412K

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New York Customer Success Salary Bands

Post-Money Val	Role	Level	25th pct	50th pct	75th pct
carta \$1M-\$10M	Entry	Level 1	\$40K	\$54K	\$70K
	Mid 1	Level 2	\$52K	\$69K	\$87K
	Mid 2	Level 3	\$70K	\$84K	\$99K
	Senior / Team Lead	Level 4	\$78K	\$93K	\$115K
	Manager	Level 5	\$86K	\$102K	\$126K
	Senior Manager	Level 6	\$95K	\$118K	\$154K
	Director	Level 7	\$104K	\$134K	\$169K
	Senior Director	Level 8	\$135K	\$150K	\$186K
	VP	Level 9	\$146K	\$186K	\$223K
	SVP	Level 10	\$153K	\$195K	\$234K
	C-Level	Level 11	\$173K	\$225K	\$260K

Post-Money Val	Role	Level	25th pct	50th pct	75th pct
carta \$10M-\$25M	Entry	Level 1	\$40K	\$54K	\$70K
	Mid 1	Level 2	\$52K	\$69K	\$88K
	Mid 2	Level 3	\$70K	\$84K	\$99K
	Senior / Team Lead	Level 4	\$79K	\$95K	\$117K
	Manager	Level 5	\$87K	\$104K	\$129K
	Senior Manager	Level 6	\$96K	\$120K	\$155K
	Director	Level 7	\$105K	\$137K	\$170K
	Senior Director	Level 8	\$138K	\$153K	\$188K
	VP	Level 9	\$151K	\$190K	\$226K
	SVP	Level 10	\$158K	\$200K	\$237K
	C-Level	Level 11	\$180K	\$230K	\$266K

Post-Money Val	Role	Level	25th pct	50th pct	75th pct
carta \$25M-\$50M	Entry	Level 1	\$40K	\$54K	\$70K
	Mid 1	Level 2	\$52K	\$70K	\$89K
	Mid 2	Level 3	\$70K	\$85K	\$101K
	Senior / Team Lead	Level 4	\$81K	\$98K	\$120K
	Manager	Level 5	\$89K	\$108K	\$132K
	Senior Manager	Level 6	\$98K	\$122K	\$156K
	Director	Level 7	\$108K	\$141K	\$172K
	Senior Director	Level 8	\$144K	\$158K	\$193K
	VP	Level 9	\$158K	\$196K	\$231K
	SVP	Level 10	\$166K	\$206K	\$242K
	C-Level	Level 11	\$191K	\$239K	\$274K

New York Customer Success Salary Bands

Post-Money Val	Role	Level	25th pct	50th pct	75th pct
carta \$50M-\$100M	Entry	Level 1	\$40K	\$54K	\$70K
	Mid 1	Level 2	\$52K	\$70K	\$91K
	Mid 2	Level 3	\$70K	\$86K	\$102K
	Senior / Team Lead	Level 4	\$83K	\$102K	\$125K
	Manager	Level 5	\$91K	\$112K	\$137K
	Senior Manager	Level 6	\$101K	\$125K	\$158K
	Director	Level 7	\$112K	\$147K	\$174K
	Senior Director	Level 8	\$151K	\$163K	\$198K
	VP	Level 9	\$168K	\$205K	\$238K
	SVP	Level 10	\$177K	\$215K	\$250K
	C-Level	Level 11	\$207K	\$251K	\$286K

Post-Money Val	Role	Level	25th pct	50th pct	75th pct
carta \$100M-\$250M	Entry	Level 1	\$40K	\$54K	\$70K
	Mid 1	Level 2	\$52K	\$72K	\$94K
	Mid 2	Level 3	\$70K	\$87K	\$105K
	Senior / Team Lead	Level 4	\$87K	\$109K	\$133K
	Manager	Level 5	\$96K	\$120K	\$147K
	Senior Manager	Level 6	\$106K	\$132K	\$162K
	Director	Level 7	\$126K	\$158K	\$183K
	Senior Director	Level 8	\$164K	\$174K	\$209K
	VP	Level 9	\$186K	\$220K	\$250K
	SVP	Level 10	\$196K	\$231K	\$263K
	C-Level	Level 11	\$234K	\$272K	\$307K

Post-Money Val	Role	Level	25th pct	50th pct	75th pct
carta \$250M-\$500M	Entry	Level 1	\$40K	\$55K	\$70K
	Mid 1	Level 2	\$52K	\$73K	\$97K
	Mid 2	Level 3	\$70K	\$88K	\$108K
	Senior / Team Lead	Level 4	\$92K	\$117K	\$142K
	Manager	Level 5	\$101K	\$129K	\$157K
	Senior Manager	Level 6	\$111K	\$142K	\$172K
	Director	Level 7	\$140K	\$170K	\$194K
	Senior Director	Level 8	\$176K	\$185K	\$220K
	VP	Level 9	\$205K	\$236K	\$263K
	SVP	Level 10	\$216K	\$248K	\$276K
	C-Level	Level 11	\$263K	\$294K	\$328K

New York Customer Success Salary Bands

Post-Money Val	Role	Level	25th pct	50th pct	75th pct
carta \$500M-\$1B	Entry 1	Level 1	\$40K	\$55K	\$70K
	Mid 1	Level 2	\$52K	\$74K	\$99K
	Mid 2	Level 3	\$70K	\$89K	\$111K
	Senior / Team Lead	Level 4	\$95K	\$123K	\$149K
	Manager	Level 5	\$104K	\$135K	\$164K
	Senior Manager	Level 6	\$115K	\$149K	\$180K
	Director	Level 7	\$150K	\$178K	\$202K
	Senior Director	Level 8	\$184K	\$194K	\$228K
	VP	Level 9	\$219K	\$248K	\$272K
	SVP	Level 10	\$230K	\$261K	\$286K
	C-Level	Level 11	\$284K	\$310K	\$345K

Post-Money Val	Role	Level	25th pct	50th pct	75th pct
carta \$1B-\$10B	Entry	Level 1	\$40K	\$55K	\$70K
	Mid 1	Level 2	\$52K	\$75K	\$102K
	Mid 2	Level 3	\$70K	\$91K	\$114K
	Senior / Team Lead	Level 4	\$100K	\$131K	\$158K
	Manager	Level 5	\$109K	\$145K	\$174K
	Senior Manager	Level 6	\$121K	\$159K	\$192K
	Director	Level 7	\$165K	\$190K	\$213K
	Senior Director	Level 8	\$196K	\$206K	\$239K
	VP	Level 9	\$240K	\$266K	\$286K
	SVP	Level 10	\$252K	\$279K	\$301K
	C-Level	Level 11	\$315K	\$334K	\$368K

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New York Engineering Equity Bands

All equity values shown in this dataset are 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%

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%

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%

New York Engineering Equity Bands

All equity values shown in this dataset are 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%

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%

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%

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 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%

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%

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%

New York Product Equity Bands

All equity values shown in this dataset are 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%

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%

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%

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 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%

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%

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%

New York Customer Success Equity Bands

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

Post-Money Val	Role	Level	25th pct	50th pct	75th pct
carta \$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%

Post-Money Val	Role	Level	25th pct	50th pct	75th pct
carta \$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%

Post-Money Val	Role	Level	25th pct	50th pct	75th pct
carta \$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%

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



Carta Total Comp

Salary & Equity Data for New York City

As of May 1, 2022

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