



NEWS: For Immediate Release

Corporate Venture Capital Compensation Report results released and Bonus Survey launched to support high performance teams in Corporate Venture Capital and Innovation programs

January 26, 2016 – The Corporate Venture & Innovation Initiative (CVI²) announced today the release of the Thelander- CVI² 2015 CVC Compensation Report as well as the launch of the 2016 CVC Bonus Survey, at the Global Corporate Venturing & Innovation Summit, Sonoma, CA. The annual report and bonus survey, in its 3rd year, examines data from more than 150 corporate venture capital (CVC) programs at Global 2000 corporations with cross-industry benchmarks for CVC compensation levels and structures.

CVI² reports that there are more than 1,200 corporations worldwide with corporate venture programs; more than half of which were formed since 2010. CVI² is an organization of specialized corporate venturing and innovation service providers including DLA Piper, Bell Mason Group, Silicon Valley Bank, Global Corporate Venturing, JThelander Consulting, and Deloitte LLP

Companies are using corporate venture capital as a compelling way to drive outside-in innovation for access to new and disruptive technologies, the development of new business models and participation in emerging markets, all of which may provide meaningful contributions to corporate growth.

“CVCs are greatly impacting corporations through their corporate innovation initiatives by accelerating their exposure to new technologies and business models. CVC is a critical part of corporate innovation initiatives which also include M&A, partnerships with other corporations to develop new products and services, leveraging corporate intellectual property and collaborations through open development models (such as the OpenStack Foundation, Linux Foundation and Eclipse Foundation),” said [Mark Radcliffe](#), partner at DLA Piper, and co-founder of the CVI² alliance.” This creates the need for an increasingly unique complement of skills and experience in the investment professionals who are tasked with creating and executing these strategies.”

“This critical third year of CVC compensation and bonus data collection shows that we are finally seeing standards emerge for CVC roles and rewards, that will deeply affect competitive recruitment and retention of high performance CVC teams,” added Heidi Mason, managing partner, Bell Mason Group and co-founder of the CVI² alliance.

“The data culminating in our 2015 compensation report explains that corporations now must take a broader approach, in order to understand relative CVC, VC/PE, and private company executive teams’ compensation and career paths,” said Jody Thelander, founder of JThelander Consulting and the only firm that has consistently gathered, integrated and now ‘normalized’ ecosystem-wide investment professional compensation data.

The Thelander- CVI² 2015 CVC Compensation Report notes that as CVC has become a more mainstream strategic innovation activity, a broader range of mandates are aimed at maximizing impact. CVCs are playing an increasingly important role in assisting startups with commercialization, providing their portfolio companies with operational and market development support as well as financing. The Thelander- CVI² Annual Compensation Reports have systematically examined the fast changing landscape, evolving trends and unique needs of executive management and CVC investment professionals – and created first of kind benchmarks for competing for talent and team retention in the corporate venture capital world.

The latest trends:

- CVC jobs (vs. titles) are now standardizing, legitimizing industry-wide CVC career path development.

- Increasingly senior level CVC specialization and investment professional placement is required to insure CVC program performance and strategic corporate innovation impact.
- High performance CVC teams now source up to 50% of teams from outside their parent companies.
- The external talent pool from which corporations must increasingly compete now extends across the professional innovation investment ecosystem, including other CVC, VC, PE, and Private Company professionals. This creates industry-wide urgency for comparative and normalized compensation structures and job bands across these various ecosystem segments (also a first).
- Packages for senior CVC investment professional compensation packages in the top quartile continue to increase, with a number of CVC unit leaders and managing director-level investment professionals reaching the \$1M+ range.

The survey found that corporate venture capital unit leaders earn, on average, \$315,856 a year plus \$160,552 in cash bonuses. Additional bonus programs are fast becoming the key to recruitment and retention. The survey also includes minimum, maximum and average data for the unit leader position as well as the following roles: senior investment professional, portfolio manager/CVC unit CFO, investment/program manager, analyst/associate and vice president of Innovation. The increasing variety of roles suggests that CVC compensation approaches will need to continue to evolve to keep up with the expansion of mandates and individual CVC professional responsibilities.

For a full copy of the *Thelander-CVI² 2015 CVC Compensation Report*, and the *Private Company and/or Investment Firm Compensation Reports*, visit <http://jthelander.com/thelander-surveys/>.

The survey was conducted by compensation specialists J. Thelander Consulting (JTC) in partnership with the Corporate Venture & Innovation Initiative (CVI²), a consortium of thought leading advisory service firms dedicated to serving the corporate venturing and innovation industry. This survey was supported by trade associations NCVA, EVCA, IBF Conferences and Corporate Innovator's Huddle.

###

- CVI² is an organization of specialized corporate venturing and innovation service providers and includes charter members CVI² Charter Members are Bell Mason Group, DLA Piper, Silicon Valley Bank, Global Corporate Venturing, J Thelander Consulting, Deloitte LLP and Doblin, a unit of Deloitte. www.CVI2.net

- J.Thelander Consulting is the leading compensation consulting and data collection firm which specializes in privately held companies, investment firms and corporate venture units. www.jthelander.com

About DLA Piper (www.dlapiper.com)

DLA Piper is a market leader in emerging growth and venture capital, with more than 1500 lawyers in the US and more than 4000 around the world, many of whom specifically serve entrepreneurs, technology companies and venture funds (both institutional and corporate). With more than 20 US offices, and nearly 85 globally, DLA Piper is strategically positioned to effectively represent both (1) venture capital clients investing domestically and abroad and (2) a wide gamut of innovative technology companies at all stages of their lifecycle. In certain jurisdictions, this information may be considered attorney advertising.

About Bell Mason Group (www.bellmasongroup.com)

For more than 20 years, Bell Mason Group (BMG) has been an acknowledged CV&I thought leader in guiding Global 1000 clients to customized high performance program development and performance, based on codified best practices in operations, structures, governance, investment and portfolio strategy and performance management. BMG is an expert in helping CV&I teams overcome 'corporate antibodies', and streamline operations within the parent company with its road-tested techniques and business processes, designed to maximize and accelerate strategic and financial performance, while marginalizing corporate risk and exposure.

CONTACTS:

Josh Epstein, Media Relations, DLA Piper, 212.776.3838