



SCOPE

Salary Increase & Compensation
Planning Survey for Private Equity
Portfolio Companies

SCOPE US 2025-26

Guide for Participants



What is SCOPE?



SCOPE is the **S**alary Increase & **C**ompensation Planning Survey for **P**rivate **E**quity Portfolio Companies



Provides **PE-specific** intelligence on salary increase budgets and compensation priorities in 2026



Focused on **US-based** portfolio companies and **US-based employees** only



Evaluates salary increases at **4 levels**: Executive, Management, Professional, and Support



Provides data cuts by **revenue band and industry**



Designed to be completed in **under 15 min**




No cost to participants



Fully anonymized data

Why Are We Doing This Survey?

- While there are many salary increase surveys in the market, none of them are focused on PE portfolio companies.
 - Their dataset is a mix of public, private equity, venture capital, and non-profits, generally without the ability to select PE-only.
 - This not only adds noise to the salary increase projection numbers but also impacts the applicability of any trends and “spotlight topics” highlighted in these surveys.
 - Factors that are critical for PE portfolio companies (e.g., exits and company size/ stage) are typically not addressed.
- None of these surveys come with guidance on how to translate projections and trends into specific actions that companies can implement.
- Some of them have a cost (\$500-1,000 or more). Their free versions may provide averages & medians, but not the detailed insights into distributions and trends which are essential for compensation planning.



SCOPE aims to address these issues and provide PE portfolio companies with salary increase benchmarks and compensation planning insights that reflect their peer group

SCOPE will be repeated every year in the Sep-Oct timeframe

Participant Questionnaire

 Four sections, designed to be completed in ~15 minutes

I. About

- CHRO/ Primary Contact
- Email
- Company Name
- Industry*
- Sub-Industry*
- Revenue range*

II. Salary Increase (for US workforce only)

- What was your **actual** salary increase % in 2025 (current year) for your US workforce?
- What is your **projected** salary increase % in 2026 (next year) for your US workforce?

	2025 Actual	2026 Projected
Executive		
Management		
Professional		
Hourly/ Support		

- Total salary increase budget – includes merit, cost of living, promotional and other components
- Does not include budget for headcount growth/ new hires

III. Top Compensation Priorities

Select your top 3 compensation priorities for 2026:
(Choose from a drop-down menu)

IV. Spotlight: AI Roles & Compensation

1. Who has primary responsibility for driving AI adoption in your company?*
2. How do you manage pay differentials for AI-related jobs?*
3. If there is a premium on base salary for AI-related jobs, how much is it?
4. If you offer a premium on equity for AI-related jobs, how much is it?

*Indicates that answers to be chosen from a drop-down menu
Survey is available at <https://www.surveymonkey.com/r/SCOPE2025-26>

Survey Deliverables and Timeline

All Participants Will Receive



Survey Report

- Participant demographics
- Salary increase tables by industry & revenue band
- Summary of compensation priorities & spotlight questions (Compensation for AI roles)



Excel file

- Anonymized data to enable participants to do their own analysis, e.g.,
- Combine multiple industries and revenue bands
 - Custom distributions & percentiles



Results release webinar

- All participants will be invited to the SCOPE 2025-26 webinar which will cover:
- Highlights of the survey results
 - Discussion on trends and spotlight topic
 - Participant Questions



Compensation Planning Guide

- User-friendly guide that helps HR leaders to:
- Create a compensation roadmap
 - Prioritize between different total rewards initiatives
 - Assess performance-alignment of different compensation elements

Key Dates

Survey opens	Sep 5
Participation window	Sep 5-Oct 2
Results release & webinar	Oct 9

All these deliverables will be sent via email to the CHRO/ primary contact as mentioned in the survey

Contact Information

SCOPE is administered by Insightory – an independent consulting firm focused on helping PE portfolio companies create value through compensation & HR solutions. Please contact us at SCOPE@Insightory.com or reach out to our team below if you have any questions.



Avneet Jolly
Managing Partner
Houston
Avneet.Jolly@Insightory.com



Craig Briscoe
Executive Advisor
Austin
Craig.Briscoe@Insightory.com



Ash Seth
Principal
Chicago
Ashim.Seth@Insightory.com



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