



Hedge Fund JOBS DIGEST

2010 Compensation Report
SAMPLE REPORT

HedgeFundCompensationReport.com

What You Can Expect

- **Answer these questions:**
 - Compensation
 - Bonus vs. base
 - What titles earn the most
 - Who shares in the upside?
 - Length of work week and impact on pay
 - Impact of hours worked on compensation
 - Vacation earned vs. taken
 - And more...



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Methodology

- **A survey of hundreds of fund managers and employees**
- **Firms both large and small represented**
- **Responses from all over the world, with a concentration from North America**
- **All personally identifying information kept confidential**



A Sampling of Some Firms

Listed with respondent permission:

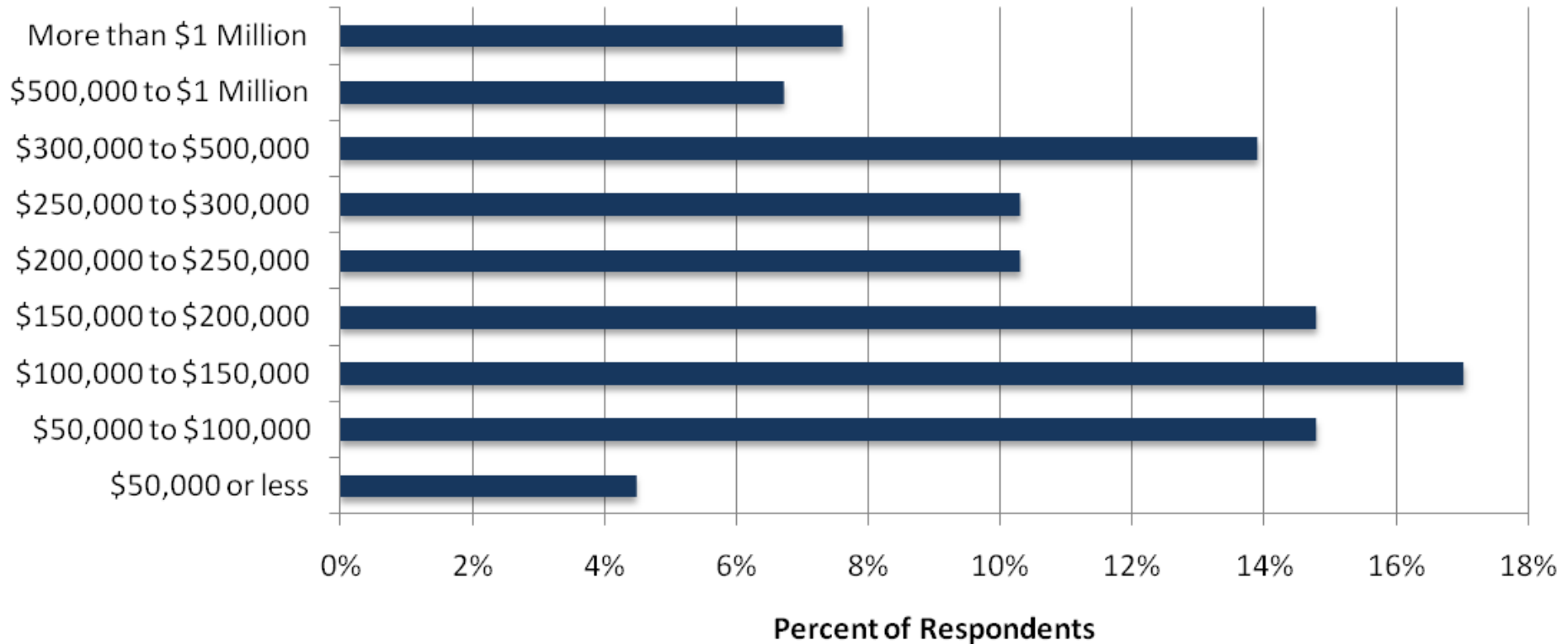
- Citigroup
- Black River Asset Management
- Deloitte
- Deutsche Bank
- Gartmore Investment
- Gottex
- Green Arrow Capital Management
- Susquehanna International Group
- TradeLink
- UBS



Hedge Fund
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Compensation

Expected Level of Earnings (2009)



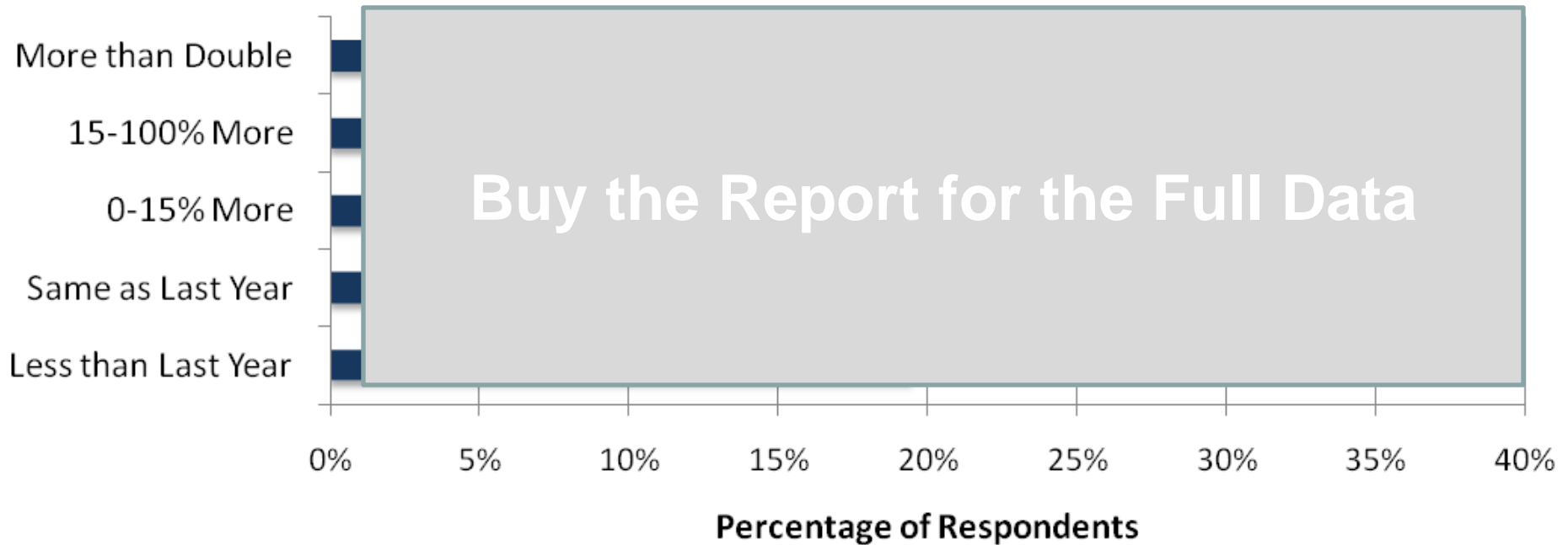
Compensation

How They Made Their Money



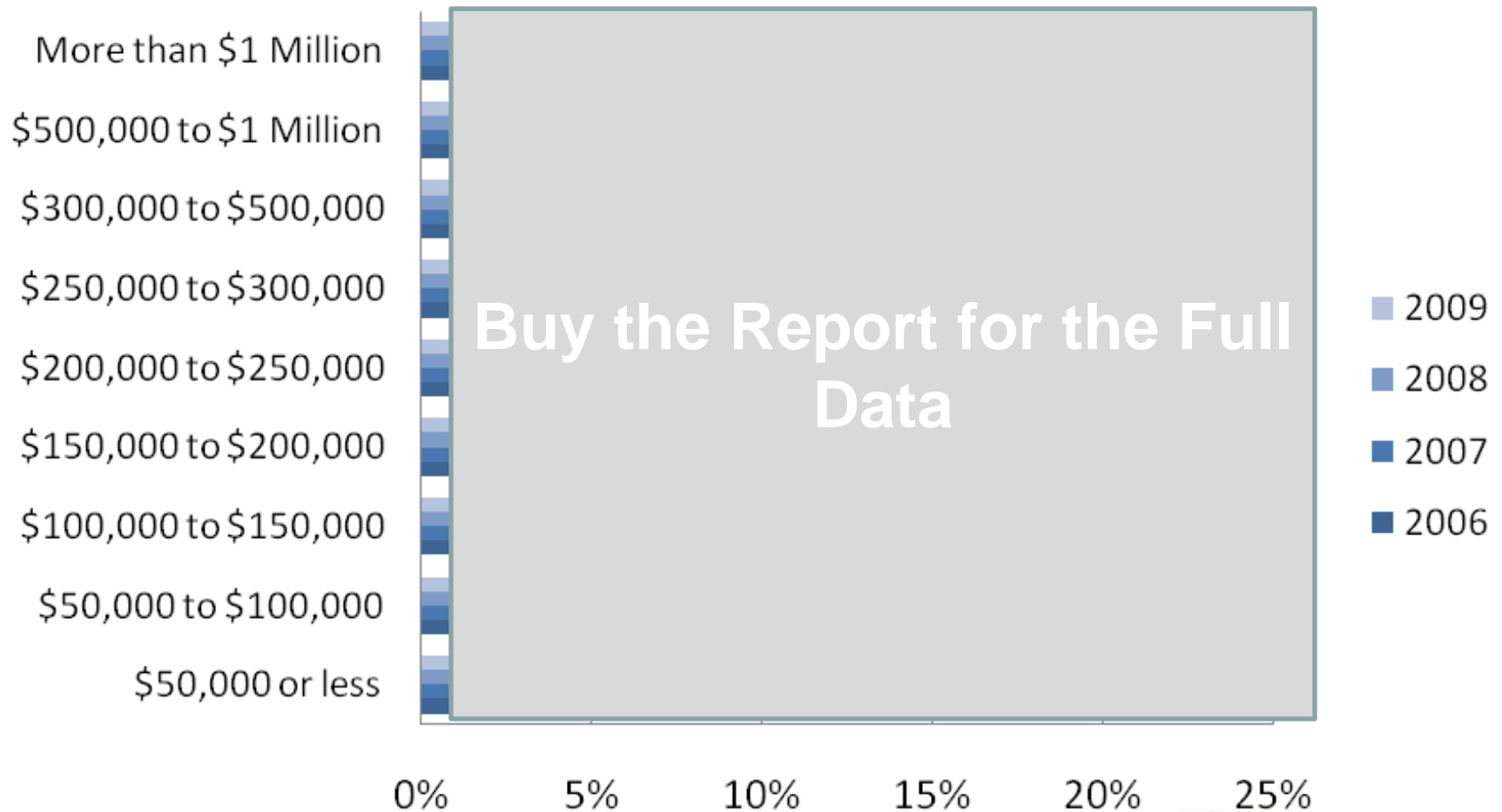
Compensation

This Year's Compensation vs. Last



Compensation

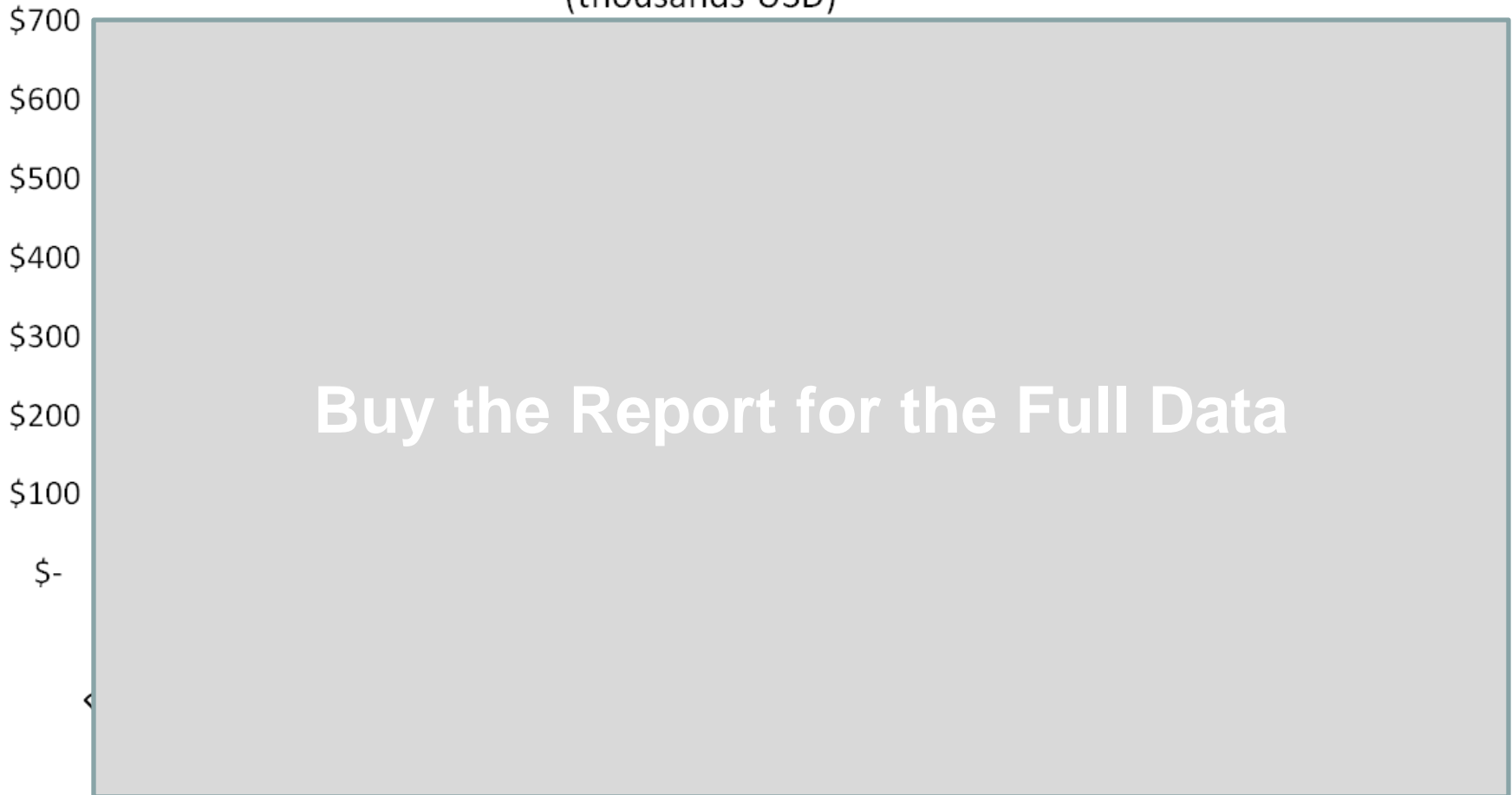
Earnings and Expectations



Compensation

Compensation by Title

(thousands USD)



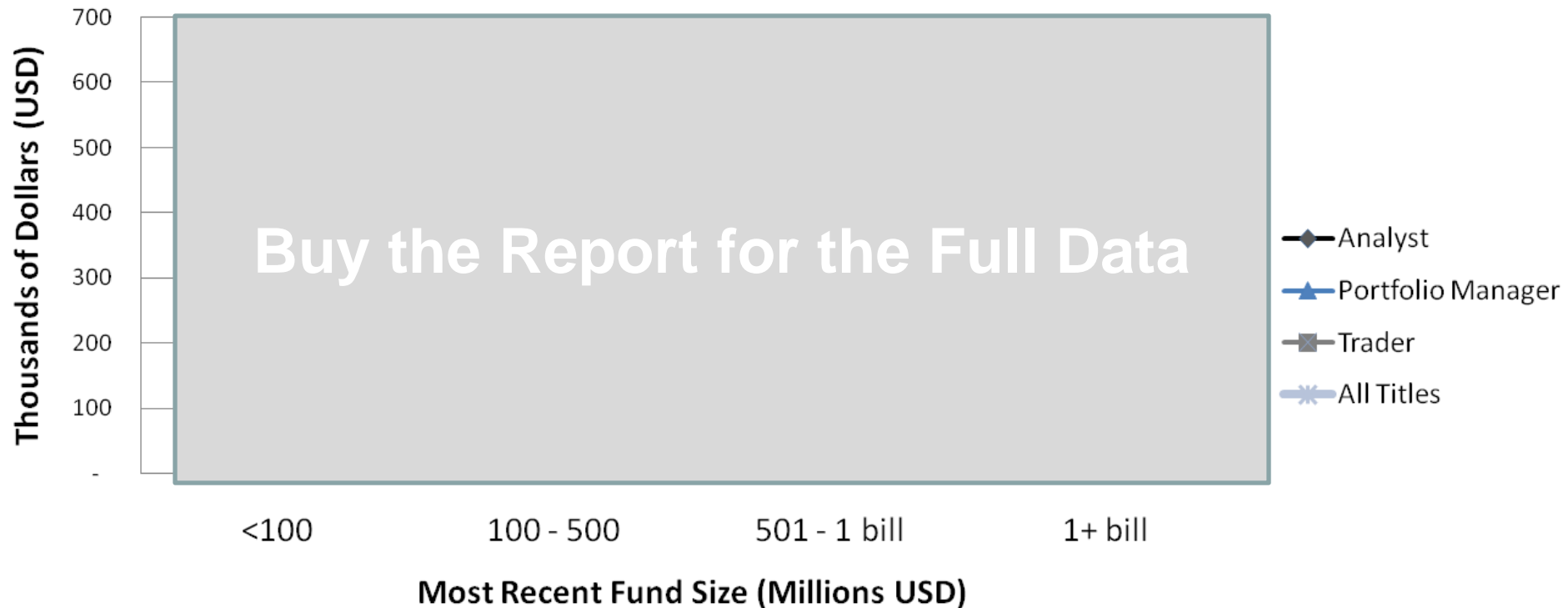
■ Last Year ■ Current Year



Hedge Fund
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Compensation

Cash Compensation by Fund Size



Compensation

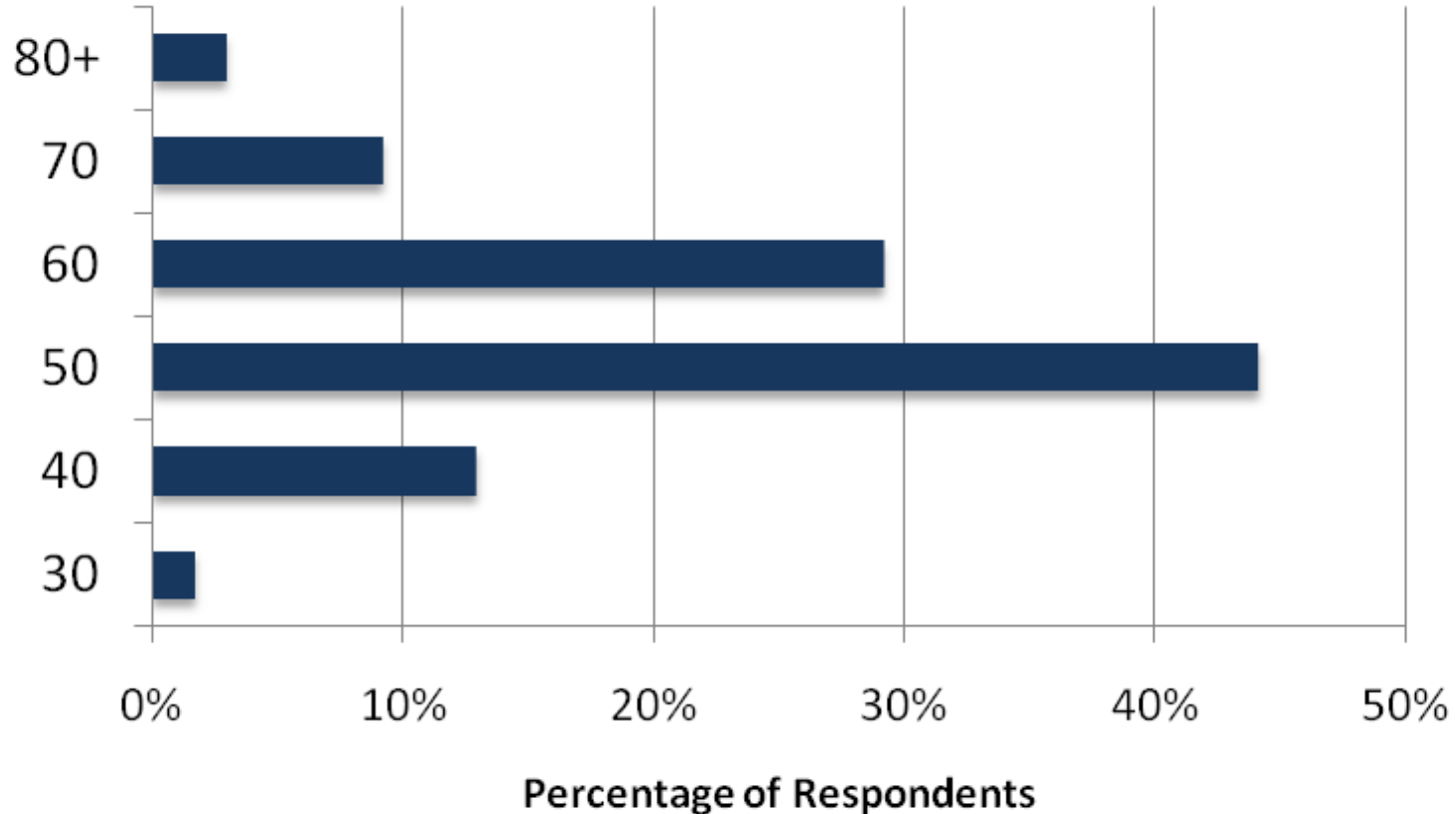
Compensation Ranges by Title (Thousands USD)

Title	Mean			Range	
	Base (\$)	Bonus (\$)	Total (\$)	Min (\$)	Max (\$)
Analyst	Buy the Report for the Full Data				
CFO					
Controller/Accountant/Tax					
COO					
Director					
Legal/Compliance Officer					
Managing Director					
Portfolio Manager					
Quant/Programmer					
Risk Management					
Trader					
Vice President					

Excludes Some Countries Where Compensation Practices Vary Significantly from USA and UK

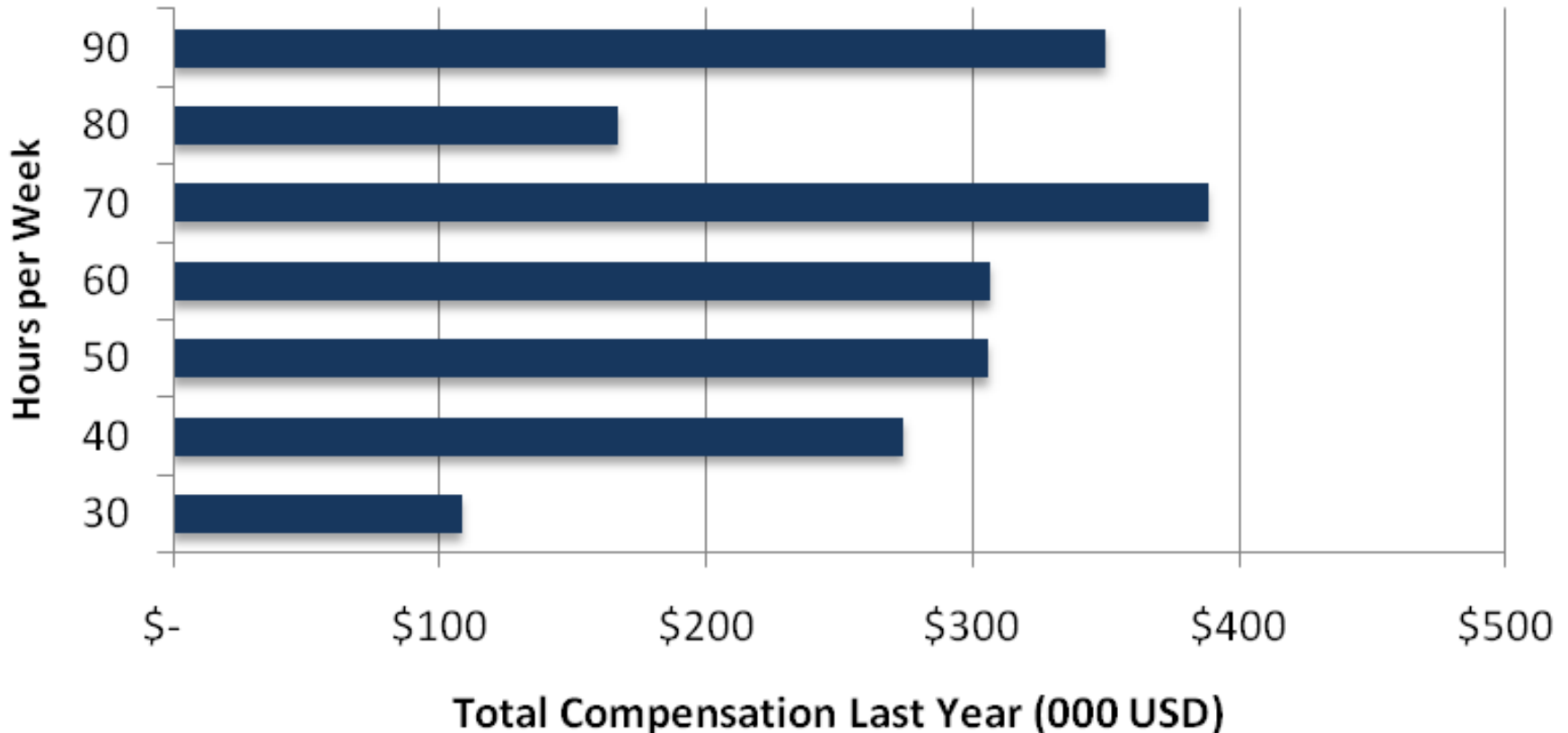
Work Environment

Hours Worked Per Week



Work Environment

Compensation by Length of Work Week



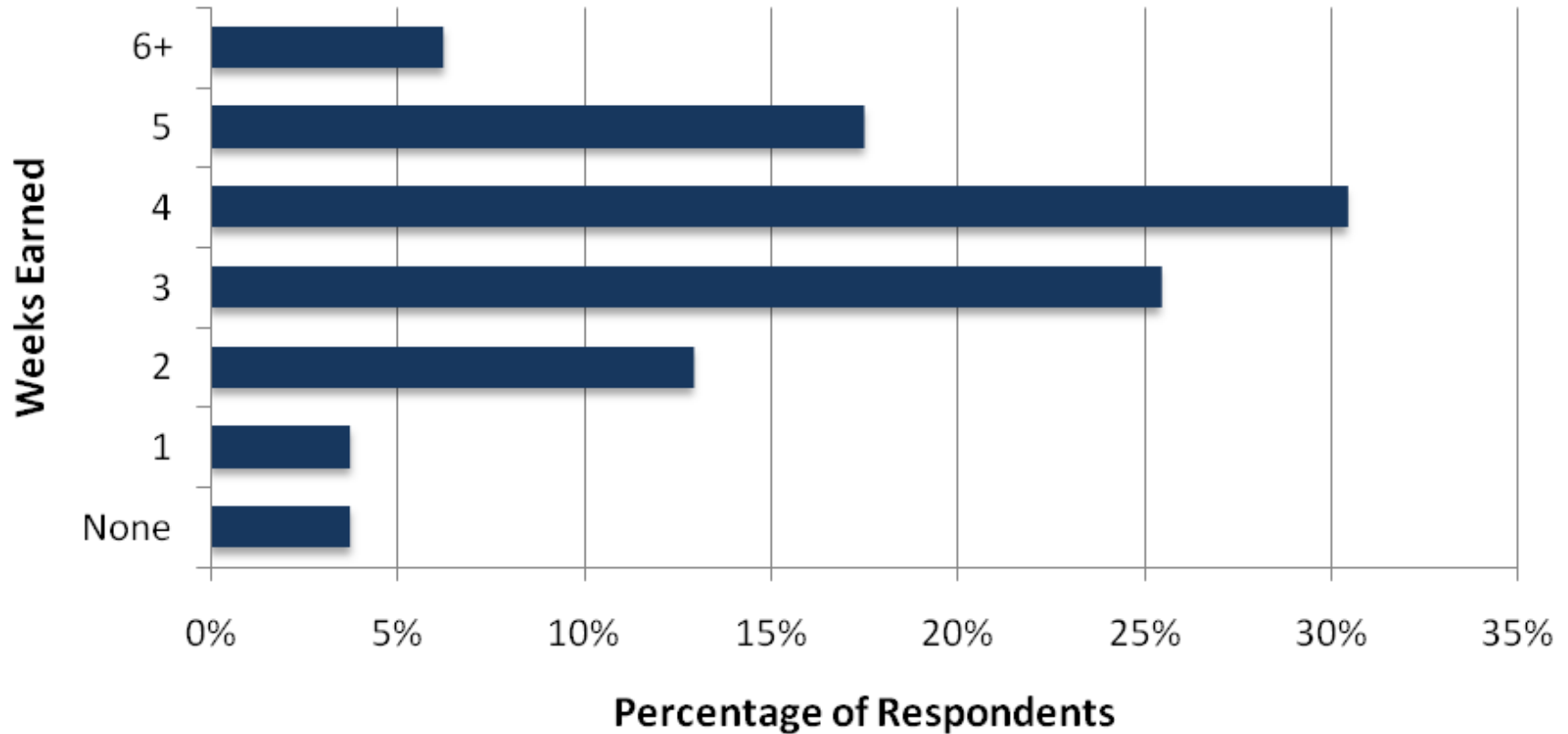
Compensation

Average Earnings per Hour (USD)



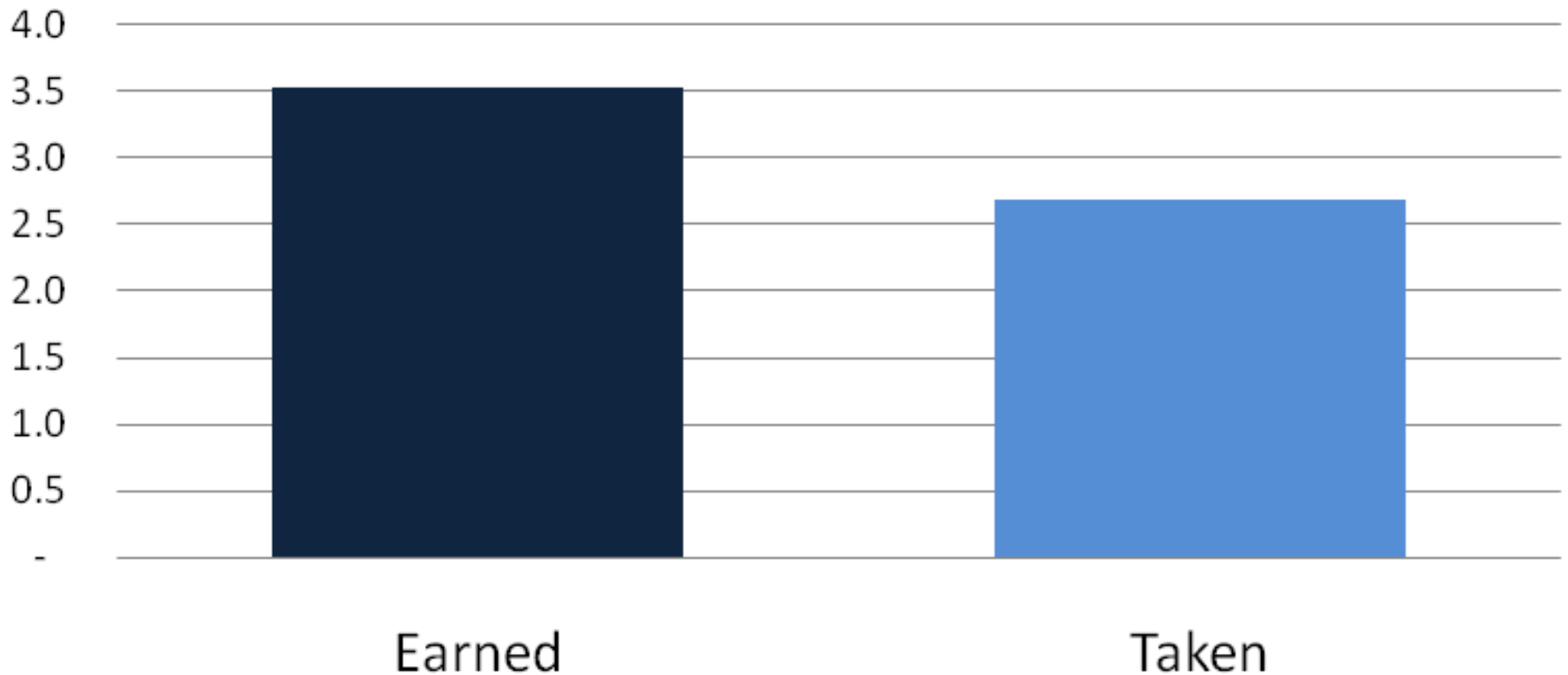
Work Environment

Vacation Earned Last Year



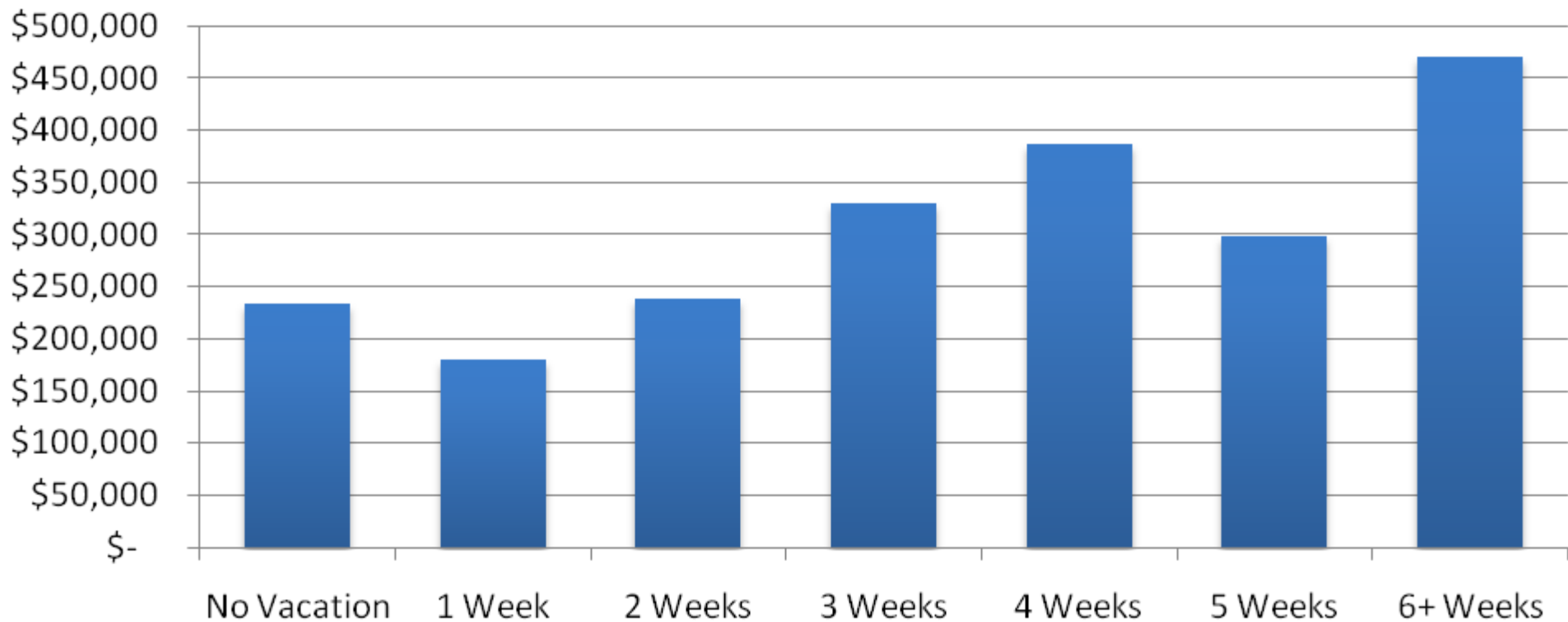
Work Environment

Weeks of Vacation



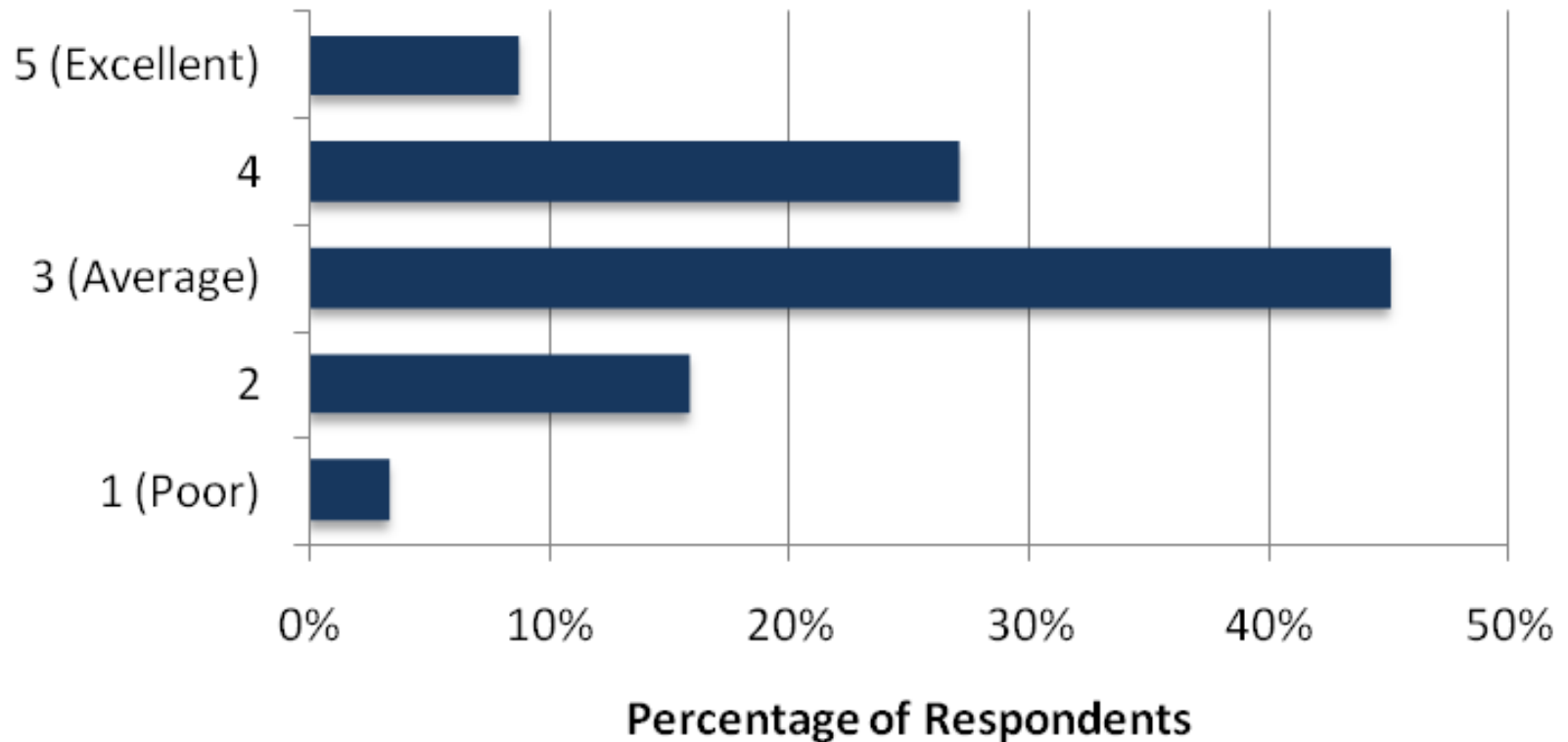
Work Environment

Vacation Taken vs. Compensation (in USD)



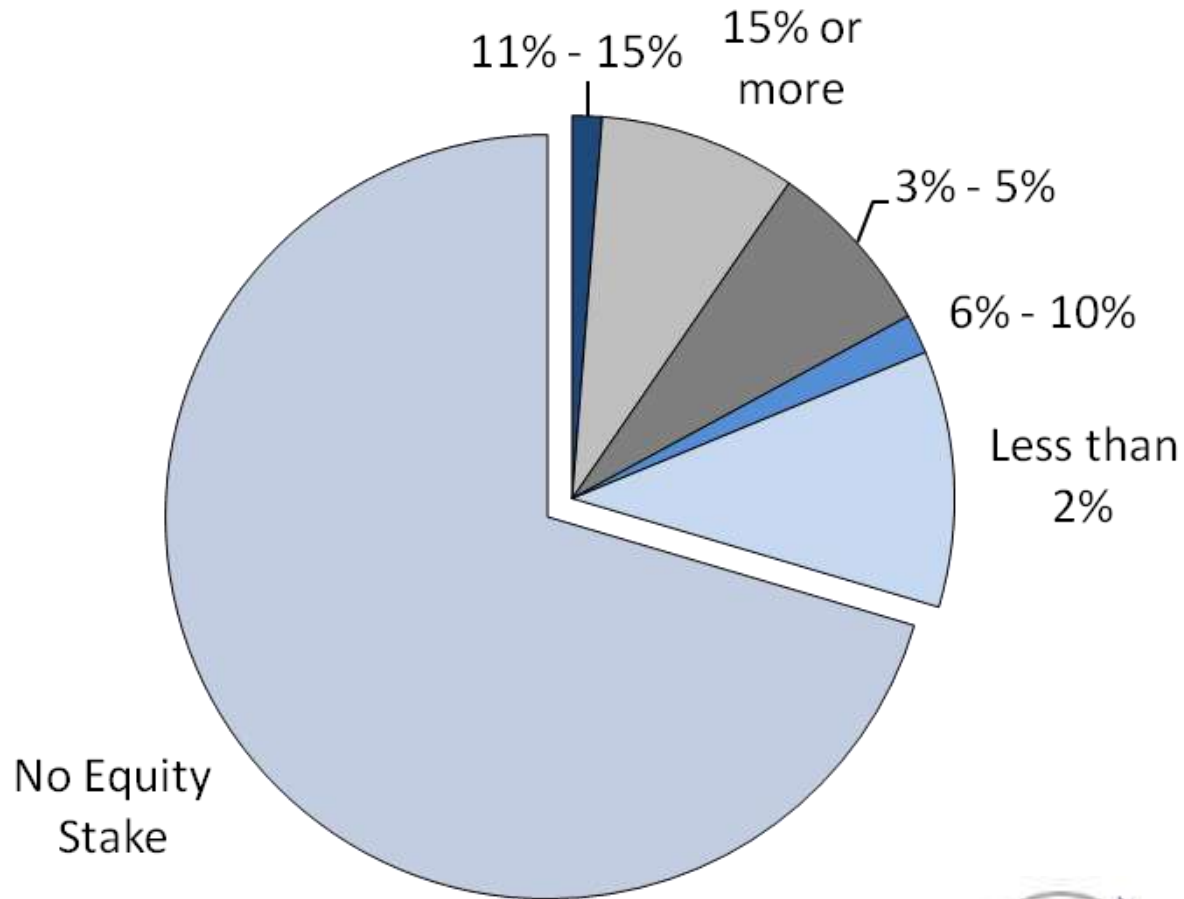
Work Environment

Work & Personal Life Balance



Upside Sharing

Level of Equity Sharing



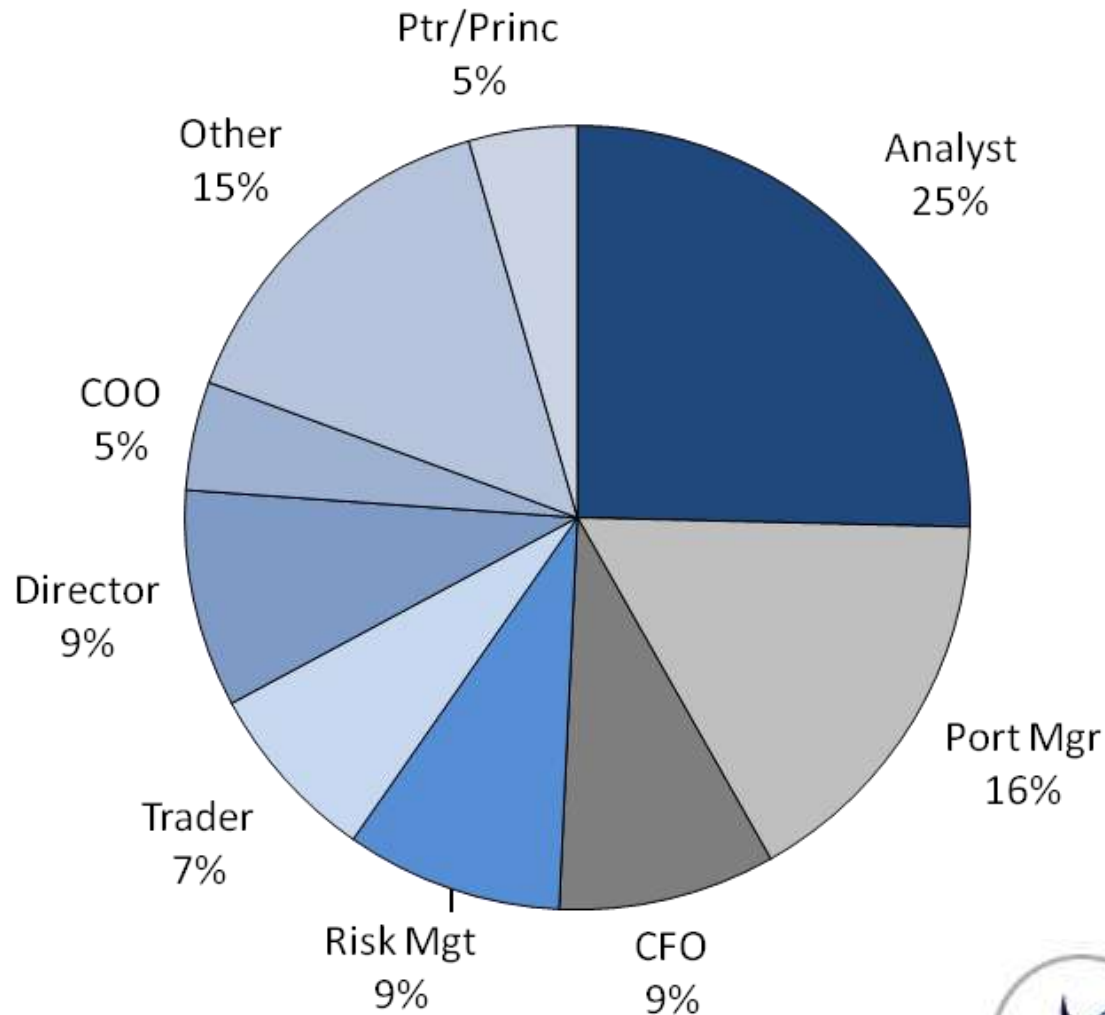
Upside Sharing

Percentage of Each Title with Equity



Education

What Roles do MBA's Play?



Education

Average Compensation (USD)

	MBA	No MBA
Base		
Bonus		
Total Cash		
<i>Vacation Earned (wks)</i>	3.4	3.5

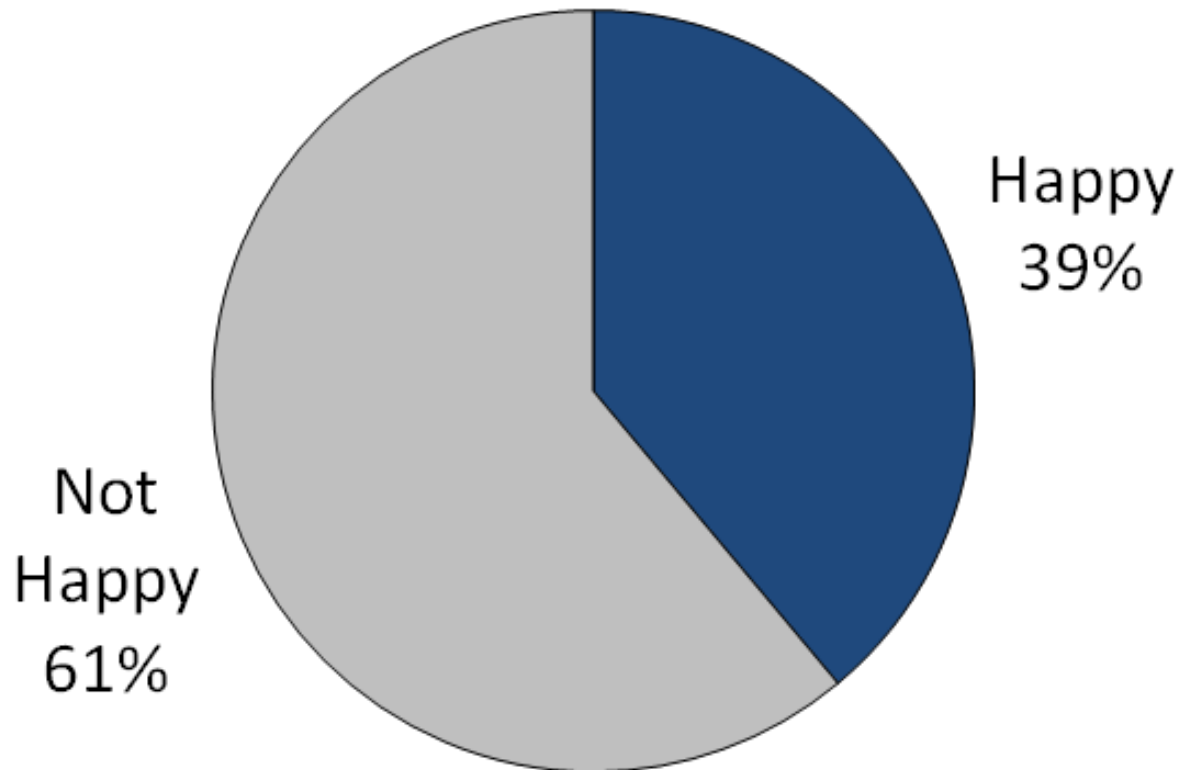
Buy the Report for the Full Data

Only includes respondents paid in USD or GBP



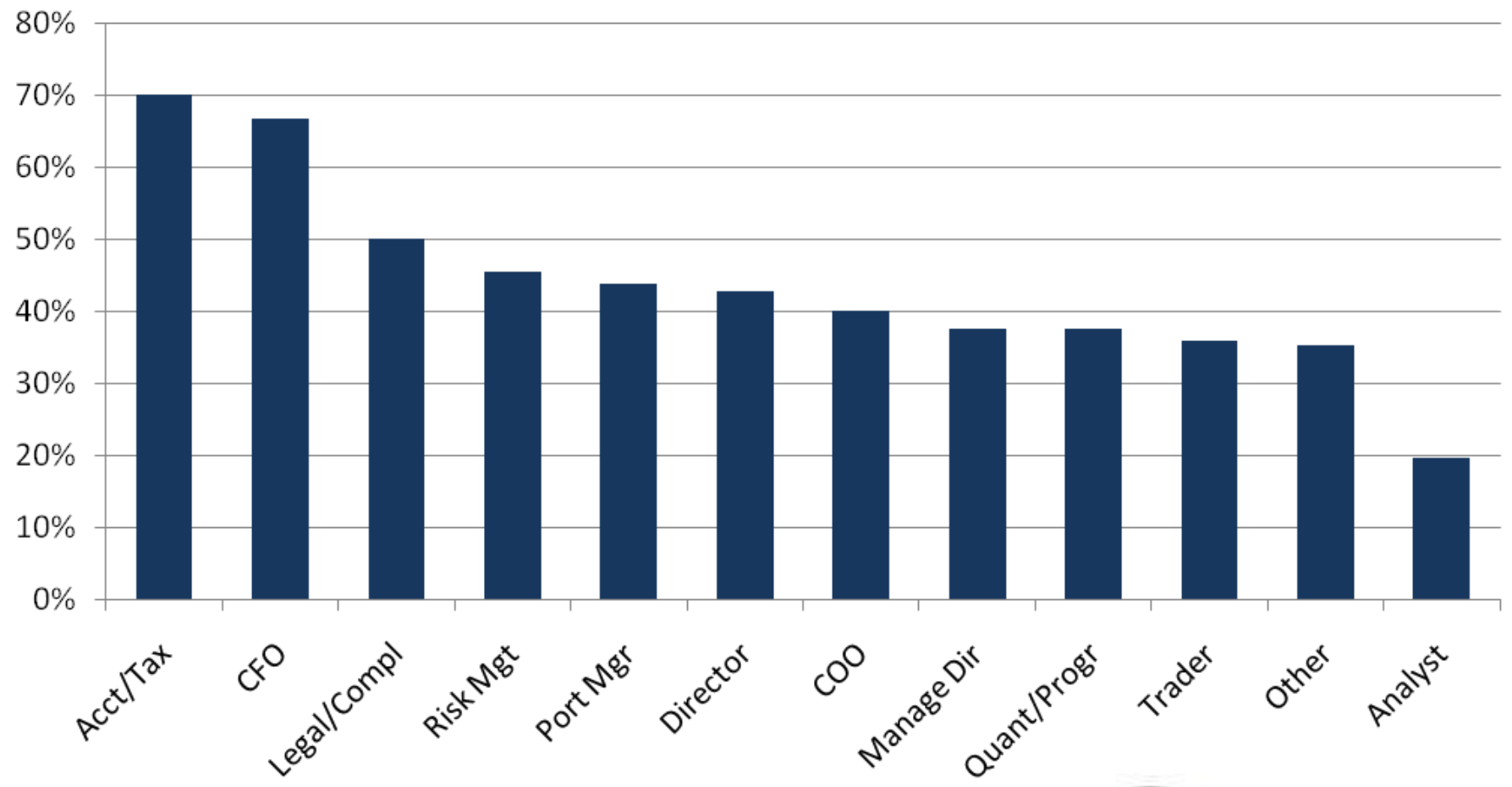
Satisfaction

How Satisfied are They Overall?



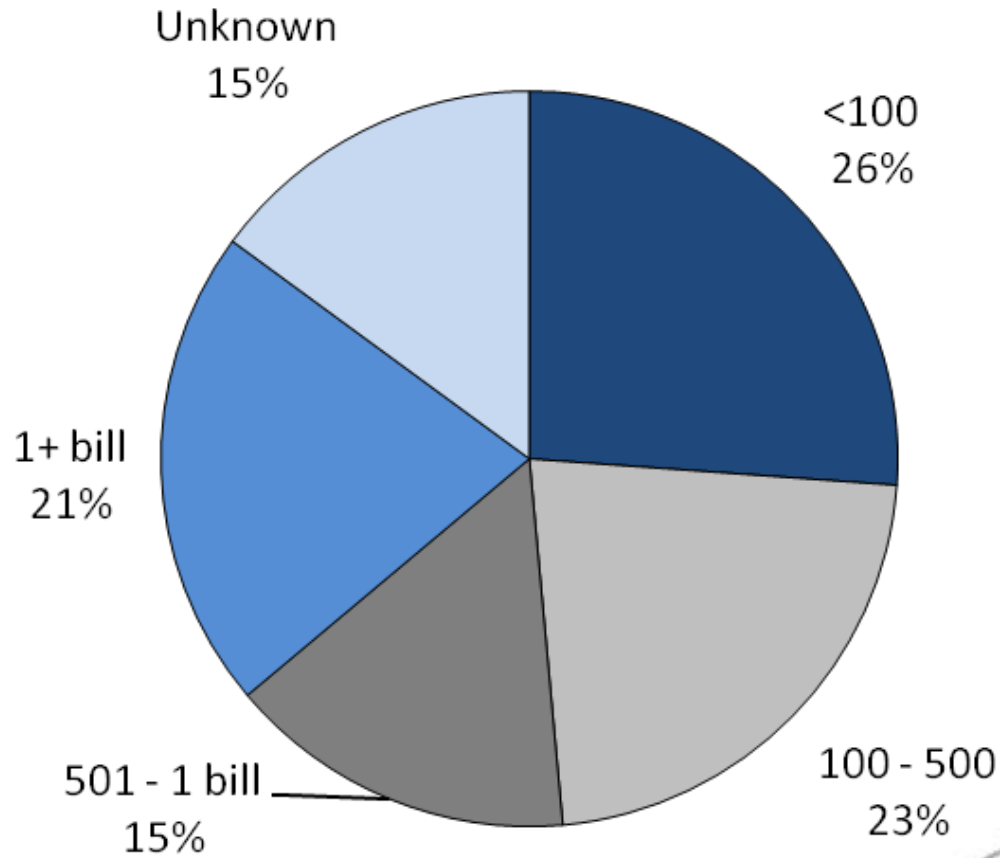
Satisfaction

Who is Happiest with Compensation Level?



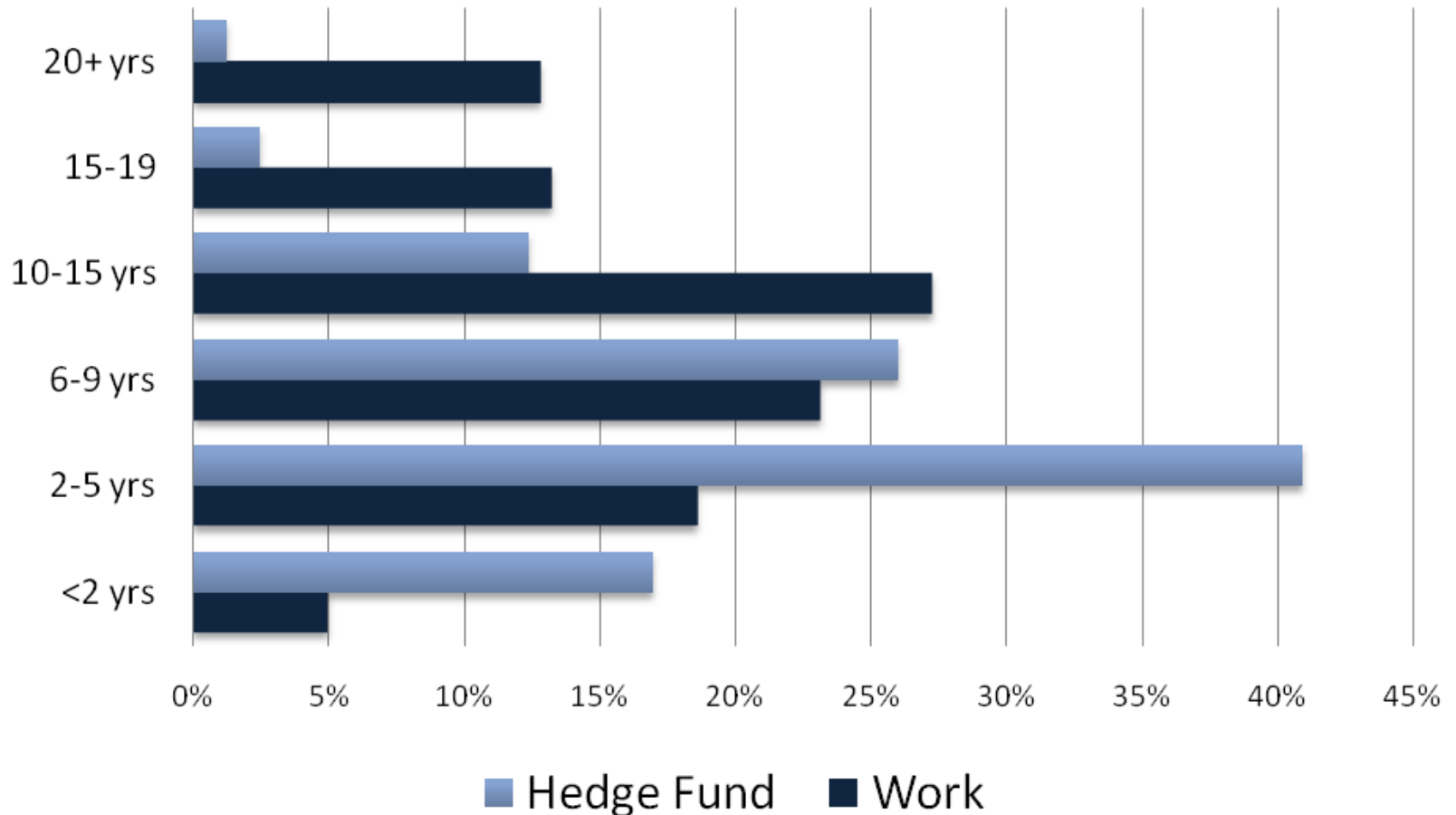
Fund Profile

Size of Most Recent Fund (Millions USD)



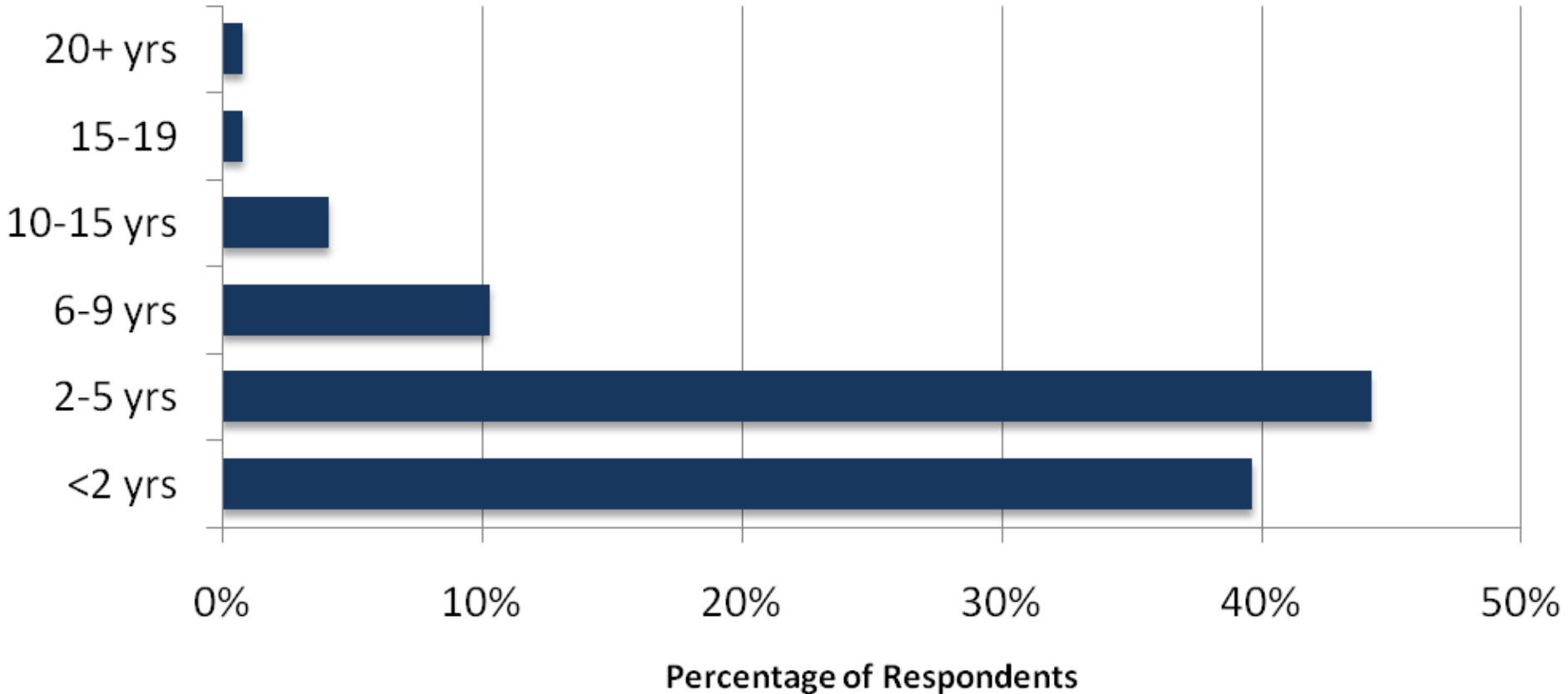
Experience

Work vs. Hedge Fund Industry Experience



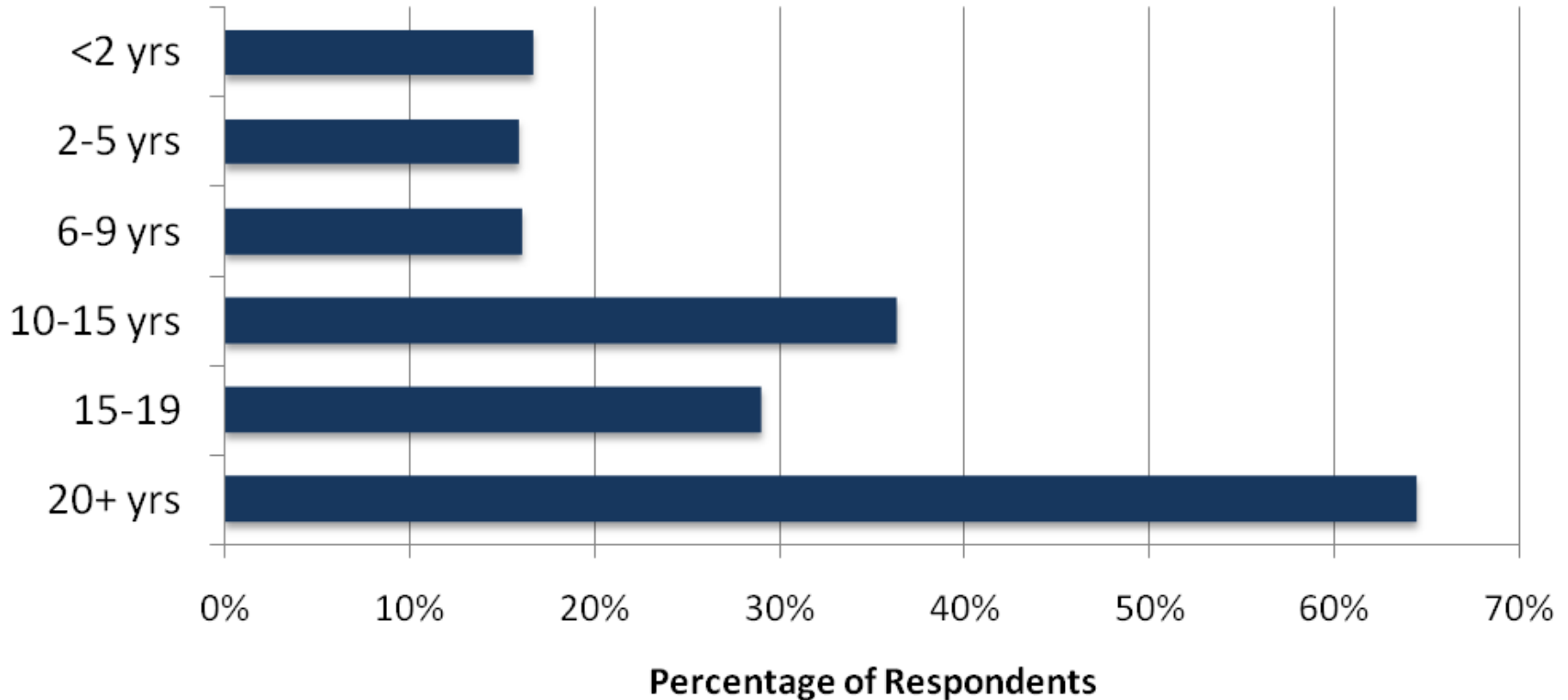
Experience

Years with Current Firm



Equity

Equity Participation by Work Experience



Cultural Differences

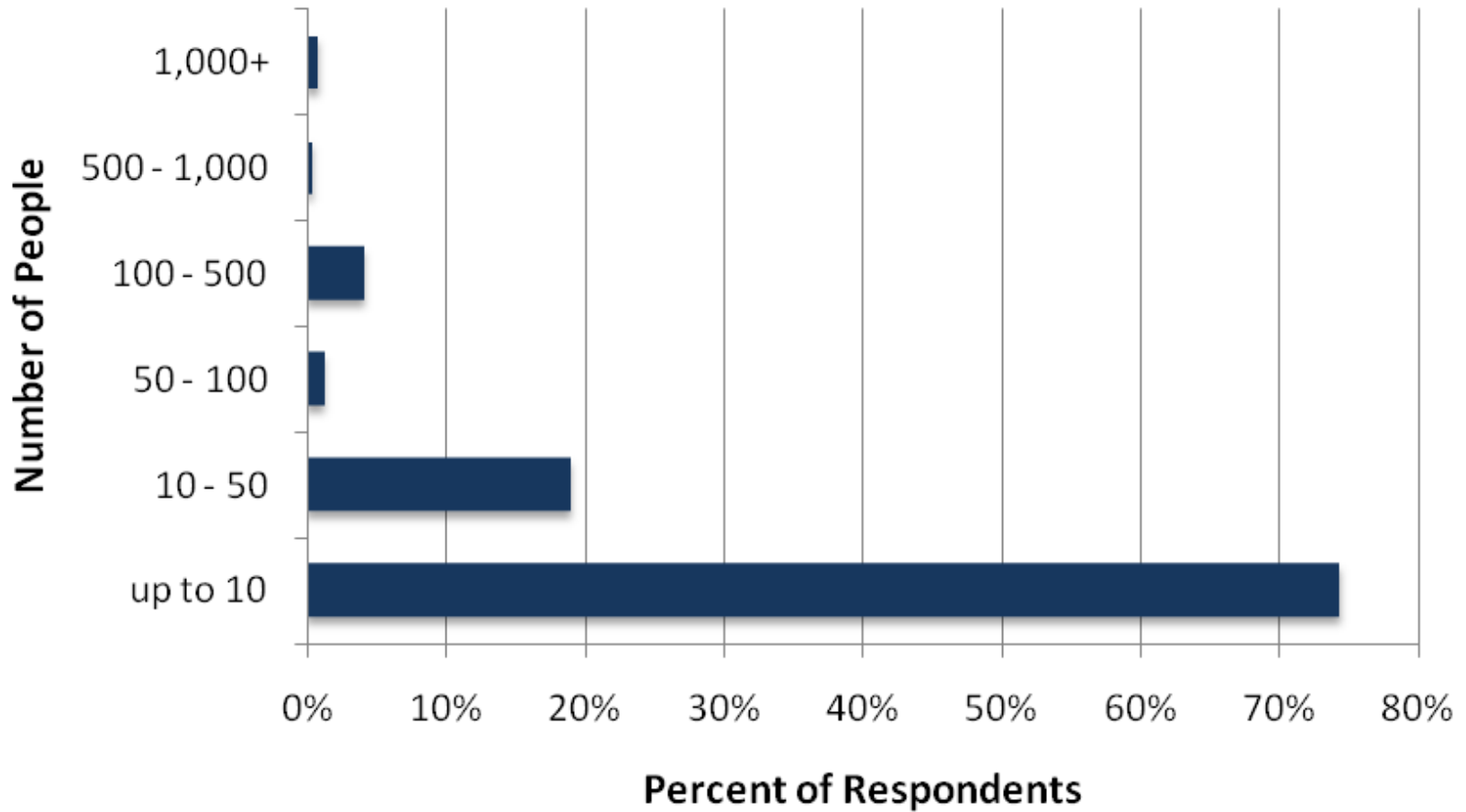
Comparing Cash Compensation & Vacation Earned

	UK	USA
Base	Buy the Report for the Full Data	
Bonus		
Total Cash		
<i>Vacation Earned (weeks)</i>		



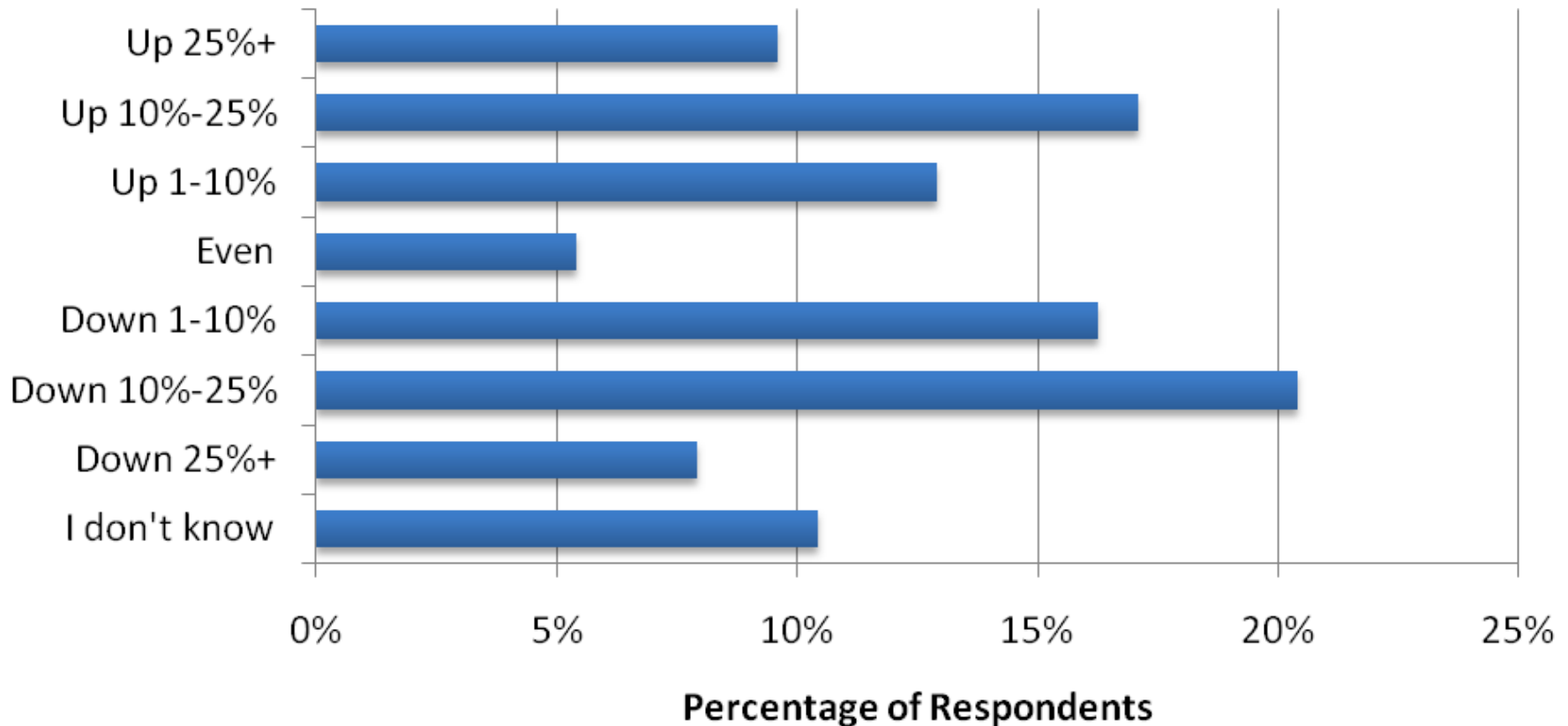
Size Matters

Size of Group



Performance

Fund Performance



Performance

Compensation and Fund Performance





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Questions or comments?

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