2013 Hedge Fund Compensation Report

SAMPLE REPORT

HedgeFundCompensationReport.com

CONTENTS

INTRODUCTION 1

LIST OF FIGURES 2

EXECUTIVE SUMMARY 4

METHODOLOGY 6

PAY LEVELS 7

DIFFERENCES BETWEEN FIRM TYPES AND FUND SIZE 19

HOURS WORKED AND COMPENSATION 34

JOB SECURITY AND BALANCE 40

UPSIDE SHARING 44

EDUCATION AND EXPERIENCE 48

PAY SATISFACTION 53

Introduction

It is our pleasure to share with you, for the sixth time, our annual Hedge Fund Compensation Report.

We feel a responsibility to present a compensation benchmark resource that is comprehensive, reliable and affordable. We know that we met that goal again this year and we hope, after reading the Report, that you feel we exceeded it as well.

This year's report includes actual data from 2011 and projected compensation numbers for 2012. As we collected the data in October and November of 2012 and did not see significant market events since that time, we feel comfortable presenting the 2012 numbers as final.

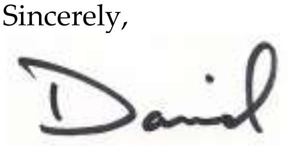
This report analyzes data related to cash compensation earned, levels of equity sharing, work satisfaction and much more. It also seeks to clarify fund performance and how that relates to pay expectations. This report is unique in that figures are based solely on data collected directly from hundreds of hedge fund professionals.

Some of the questions answered in this report include:

- Compensation average and ranges?
- Base vs. bonus payouts?
- Which titles earn the most?
- Who shares in the upside?
- How does fund size affect pay?
- Impact of hours worked on compensation?

We hope you will find this report helpful as you negotiate your compensation package, establish benchmarks for your firm's compensation policies, or set goals for your own professional development.

Sincerely,



David Kochanek, Publisher

List of Figures

Figure 1: 2011 Level of Earnings ... 7
Figure 2: 2012 Expected Earnings ... 8
Figure 3: 2007 - 2012 Earnings Level Comparison ... 9
Figure 4: 2011 Base vs. Bonus Pay ... 11
Figure 5: 2012 Base vs. Bonus Pay ... 12
Figure 6: Year over Year Compensation Change Summary ... 13
Figure 7: Guaranteed Bonus Percentage ... 14
Figure 8: Cash Compensation by Title (Last Year vs. This Year) ... 15
Figure 9: 2012 Compensation Ranges by Title ... 17
Figure 10: Size of Group by Number of Employees ... 19
Figure 11: Size of Firm by Number of Employees ... 20
Figure 12: Compensation by Group Size (Employees) ... 21
Figure 13: Compensation by Firm Size (Employees) ... 22
Figure 14: Fund Investment Strategies ... 23
Figure 15: Compensation by Strategy ... 24
Figure 16: 2012 Fund Performance ... 25
Figure 17: Expected Bonus Level by Fund Performance ... 26
Figure 18: Size of Most Recent Fund (USD) ... 27
Figure 19: Compensation by Fund Size ... 28
Figure 20: Cash Compensation by Fund Size for Common Titles ... 29
Figure 21: Base and Bonus by Fund Size and Title ... 30
Figure 22: Base and Bonus by Title and Fund Performance ... 33
Figure 23: Hours Worked per Week ... 34
Figure 24: Compensation by Length of Work Week ... 35
Figure 25: Earnings per Hour by Title ... 36
Figure 26: Vacation Earned ... 36
Figure 27: Vacation Taken vs. Earned ... 37
Figure 28: Vacation Taken vs. Compensation ... 37
Figure 29: Work & Personal Life Balance ... 38
Figure 30: Where Are Firms Hiring Now? ... 39
Figure 31: Level of Job Security Concern ... 40
Figure 32: Reasons for Concern About Job Security ... 41
Figure 33: Level of Equity Sharing ... 44

Figure 34: Percentage of Each Title with Equity 45
Figure 35: Equity Participation by Work Experience 46
Figure 36: Equity Participation by Hedge Fund Experience 47
Figure 37: MBA Compensation Comparison 48
Figure 38: What Roles Do MBAs Play? 49
Figure 39: Quality of Firms Training Programs 50
Figure 40: What Did You Do Before Hedge Funds? 51
Figure 41: Years with Current Firm 52
Figure 42: Satisfaction with Compensation 53
Figure 43: Compensation Satisfaction by Title 54

Executive Summary

The average hedge fund has been lagging the widely followed benchmarks such as the S&P 500 for each of the past four years. In fact, the average fund lost money in 2011 and posted only a single-digit return in 2012.

As a result, a growing number of big investors are either reducing their hedge fund holdings or pushing back on the large fees, especially at the funds that have consistently underperformed.

And although the industry has been able to recapture the assets it lost after the 2008 global market meltdown, the bulk of the new money flowing into hedge funds these days has gone to larger funds—those with more than $5 billion under management.

Meanwhile, the industry is grappling with new rules requiring most funds to register with the Securities and Exchange Commission.

Yet it would be hard to tell the industry is facing many of these and other challenges from looking at the compensation of the employees at their firms.

According to our sixth annual Hedge Fund Compensation Report, hedge fund personnel reported a double-digit increase in total cash pay in 2012 compared to 2011. And gains were enjoyed by all 14 job titles we surveyed this year, including the chief investment officers (CIOs) and portfolio managers, whose necks are most on the line when it comes to performance.

The strong year-over-year increase in total pay is not surprising given that three quarters of the respondents expected their fund to be in the black in 2012, including 30 percent who anticipated gains of 10 percent or more. And bonuses, which in most cases are heavily tied to their fund's performance fee, have been playing a growing role in total cash compensation over the past few years.

Among the highlights from this year's report:

- The annual average cash compensation for hedge fund professionals is $_______. This is up ___ percent from $______ earned in 2011.
- The average hedge fund employee reported their base pay was about $_______ and expected their bonuses would average $_______.
- In 2011, the same group received an average salary of $_______ and a bonus of $_______.
- The average salary in 2012 rose ___ percent and average bonus surged ____ percent.
- The best job to have in 2012 was chief investment officer (CIO), taking home an average of $_______.
- Nearly three-quarters work between 50 and 70 hours per week.
- Mean compensation hardly varied at mid-tier to large funds, whether one worked for a smaller fund with just $100 million to $500 million under management or a large fund with more than $1 billion.

Methodology

We surveyed hundreds of partners, principals and employees during October and November 2012 to benchmark compensation practices. No one firm had more than three participants in this year's survey, so firm centric bias is not a concern in this analysis. Respondents represented firms from around the globe, with a strong concentration in North America.

Included are some of the largest and most recognized hedge fund firms as well as the small firms, which make up the majority of this industry.

The hedge fund industry is notoriously secretive and it shows in that most participants requested their firm not be identified in the participating firms list. Below is just a small sample of the firms represented in this report.

Some of the participating firms include (listed with permission):

Buy the Report to Access the Results

Pay Levels

While total compensation grew by ___ percent in 2012, the distribution of cash compensation was roughly consistent from 2011 to 2012.

The sweet spot for compensation continued to span from $________ to $________. This is where ___ percent of hedge fund employees ranged in 2012 and ___ percent in 2011.

This is not to say that compensation within this large group is static. Rather, in 2012 there was a subtle shift in the number of employees from the bottom rungs of this wide range to higher levels.

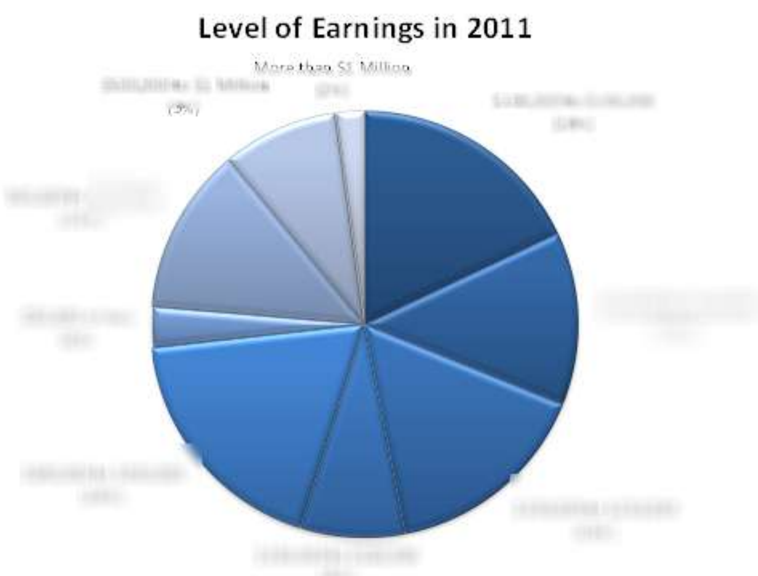


Figure 1: 2011 Level of Earnings

For example, the number of people who made between $_______ and $_______ dropped from ___ percent to ___ percent. They seemed to move into the next group—those earning between $_______ and $_______. This crowd accounted for 15 percent of all hedge fund employees who participated in the survey in 2012, up from 13 percent in 2011.

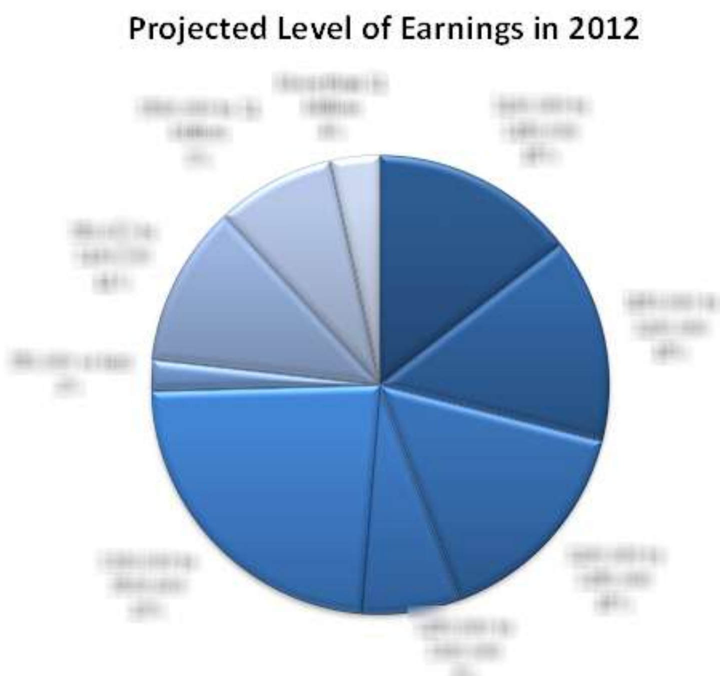


Figure 2: 2012 Expected Earnings

The lowest earning pay scales also seemed to shrink. For example, the number of people who earned less than $________ dropped from 16 percent in 2011 to 13 percent in 2012, suggesting they moved up to the next rung.

At the relatively small top end, the number of people who made more than $1 million doubled. Even so, they only accounted for ____ percent of the total respondents.

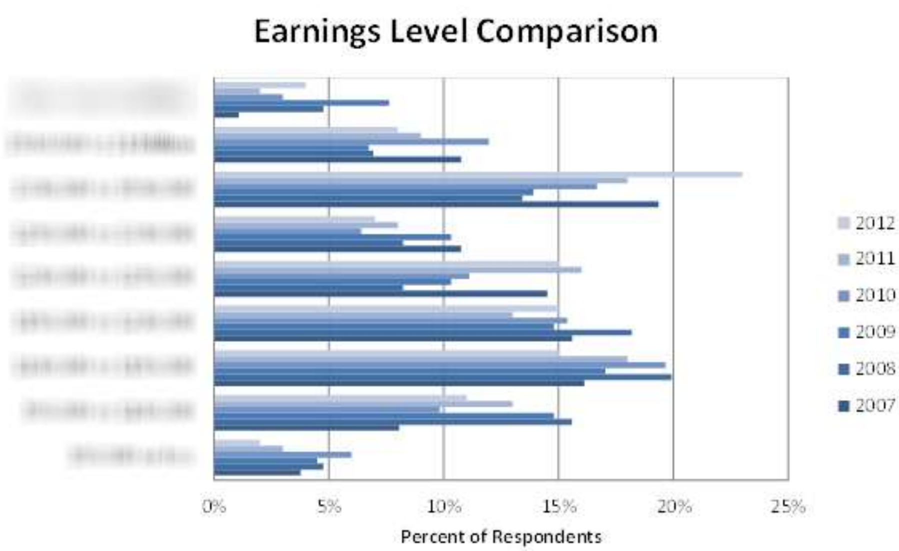


Figure 3: 2007 - 2012 Earnings Level Comparison

Here we provide a historical perspective of the 9 different ranges of earnings, looking back over the six years we have been conducting this survey. After six years, it is safe to conclude it is rare for someone to earn more than $1 million. Only one year in each case has that group accounted for more than 5 percent of the total pie. This outlier group's numbers are probably less meaningful than the rest.

On the other hand, just one group accounted for at least 15 percent of all participants in all six years—those who earned $_________ to $_________. The next highest earning group—those who made $_________ to $_________—exceeded that 15 percent threshold or came very close to that level in five of the six years. This suggests that around _____ of hedge fund employees regularly earn somewhere between $100,000 and $200,000 each year.

Given that a vast majority of the firms that have participated in this survey over the years have been small and mid-sized hedge funds, it would be safe to conclude that $_________ to $_________ is a common range for those who work at these kinds of firms, depending upon their level of experience.
In the last three years, however, more than 15 percent of hedge fund employees made between $_________ and $_________. In fact, in 2012 nearly one-quarter (23 percent) of all employees fell into this range. This is the largest share any group

was ever represented in six years and it is the second time in five years this group represented the biggest share of the total survey respondents.

Because bonuses play a larger role in this group's cash compensation, this group typically tracks the underlying fund's performance more closely.

For example, it accounted for a much bigger slice of the pie in 2007, when most hedge funds enjoyed very strong years. But it slipped way back in 2008 when most funds lost money, and 2009 as many funds struggled to reach their high water mark when they once again qualified to earn their performance fees.

And although 2012 was not a great year for performance, the industry as a whole has returned to record asset levels and many of the larger funds that give out the bigger bonuses are pulling in more assets than the smaller ones and even generating profits from their management fees.

The smallest group was represented by those who made $___________, followed by the biggest earners—those who made more than $_________.

Figure 4: 2011 Base vs. Bonus Pay

This underscores the "eat what you kill" world of hedge funds. The more you made, the more the bonus played a disproportionately higher role in total compensation. In each of the two past years, the bonus represented more than 70 percent of total earnings for the two highest earnings groups. For the handful of respondents who made more than $________, the bonus exceeded the base salary by more than three times.

The survey participants who reported pay over $_________ worked at firms that were experiencing very good performance in 2012, with some expecting ___ percent or higher returns this year.

However, the bonus was also a major part of compensation for the 9 percent of hedge fund employees who made between $_______ and $_________. Bonus accounted for ____ percent of total earnings for this group in 2011 and ___ percent in 2012.

Figure 5: 2012 Base vs. Bonus Pay

Although salary exceeded the size of the bonus for every group except for the top two, the bonus still plays a major role in compensation for the nearly three quarters of respondents who earned between $______ and $_______.

For example, in 2012, the bonus accounted for ___ percent of the total pay package received by those who made between $______ and $______ and ___ percent of the pay received by those who earned between $_______ and $______.

Even those who made between $________ and $_______ still received more than ___ percent of their cash compensation from bonus.

And as long as performance remains strong at these firms, bonus will continue to play an increased role in their cash compensation.

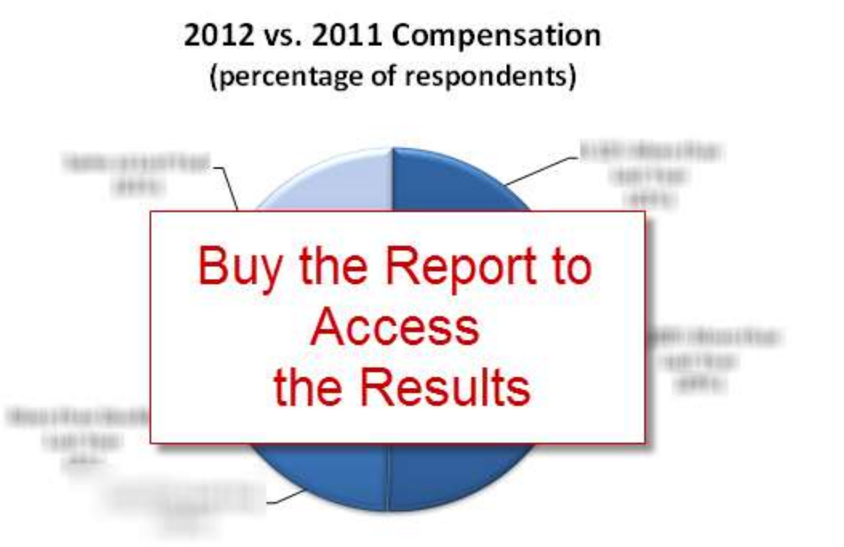


Figure 6: Year over Year Compensation Change Summary

Given the large number of hedge funds in the black, it is not surprising that hedge fund employees were generally much more optimistic about their compensation this year. More than half (___ percent) expected their 2012 pay package to exceed last year's total while another ____ percent were anticipating the same amount.

In fact, 29 percent of hedge fund employees were expecting __ percent to ___ percent more money while ___ percent expected to see their compensation more than double. This is not surprising, given that __ percent expected the fund they work for to be up by ___ percent to ___ percent while another 4 percent were anticipating performance gains exceeding ___ percent.

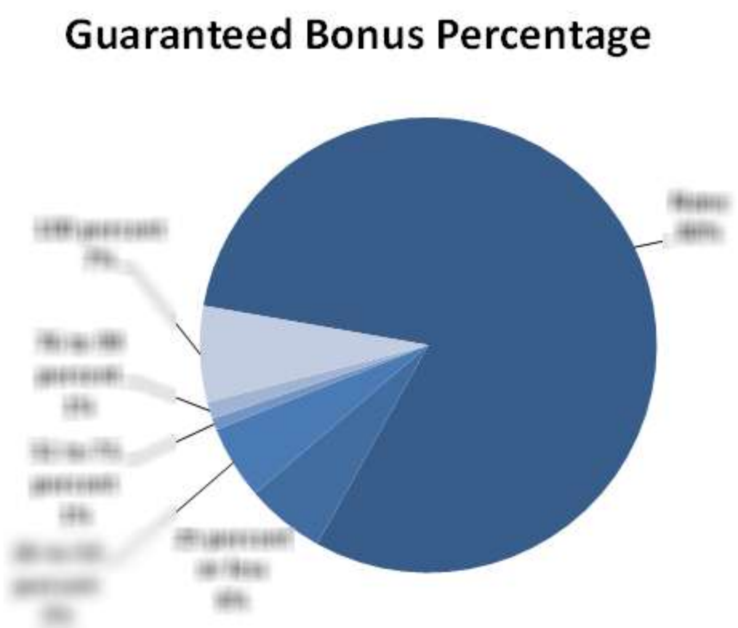


Figure 7: Guaranteed Bonus Percentage

While bonuses account for most of the highest earners' pay and are a significant share of the pay packages of most employees, they are far from being a sure thing.

As in 2011, ____ respondents said none of their 2012 bonus is guaranteed. This, of course, is no surprise, as we saw the same percentage last year. This year, the full bonus is guaranteed for ___ percent of hedge fund employees. Altogether, more than ___ percent of respondents said more than half or all of their bonus was guaranteed.

In some cases, however, these bonuses come with strings attached. Thirteen percent of all respondents said they are required to invest some of their bonus back into their firm's fund. And ___ percent of people who reported that none of their bonus is guaranteed are nonetheless required to invest some of it back in their firm's fund. For those in that small group of people with a guaranteed bonus, ___ percent must turn around and invest some of their bonus in the fund.

In this table, we compare the mean compensation with the first, second and third quartiles. The 50th percentile represents the median pay.

TITLE	MEAN COMPENSATION 2012			TOTAL COMPENSATION 2012		
	Base	Bonus	Total	25th percentile	50th percentile	75th percentile
Analyst	$[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
CFO	$[illegible]					
CIO	$[illegible]					
Controller/Accountant/Tax	$[illegible]					
COO	$[illegible]					
Director	$[illegible]					
I.T./Technical Support	$[illegible]					
Legal/Compliance Officer	$[illegible]					
Managing Director	$[illegible]					
Partner/Principal	$[illegible]					
Portfolio Manager	$[illegible]					
Senior Associate	$[illegible]					
Trader	$[illegible]					
Vice President	$[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]

Buy the Report to Access the Results

Note: In thousands of USD. Excludes some countries where compensation practices vary significantly from USA, Canada and UK.

Figure 8: 2012 Compensation Ranges by Title

One observation that can be made using this approach is the narrow band of pay that can be expected given certain roles. For example, four functions made the same or nearly the same in the third quartile as they did in the second quartile: CFO, CIO, Controller/Accountant/Tax, and I.T./Technical Support. What's more, the CIOs in the third quartile made roughly 83 percent of what those in the first quartile earned, while the I.T./Technical Support people in the third quartile earned 78 percent of those in the first quartile. The biggest disparities between the first and third quartile were Partner/Principal and Portfolio Manager.

The table also offers a good contrast between the average pay for each function and the median pay.

The survey does show that ___ percent of respondents work at firms with more than 500 people. This can be explained several ways.

Several strategies, such as multi-strategy and systematic macro trading, require much larger numbers of people in the firm than long-short equity, which usually run more leanly.

Last year's survey clearly illustrated that size mattered. Those who worked in the largest groups—those with at least ___ people—earned more than those who worked in the smaller groups.

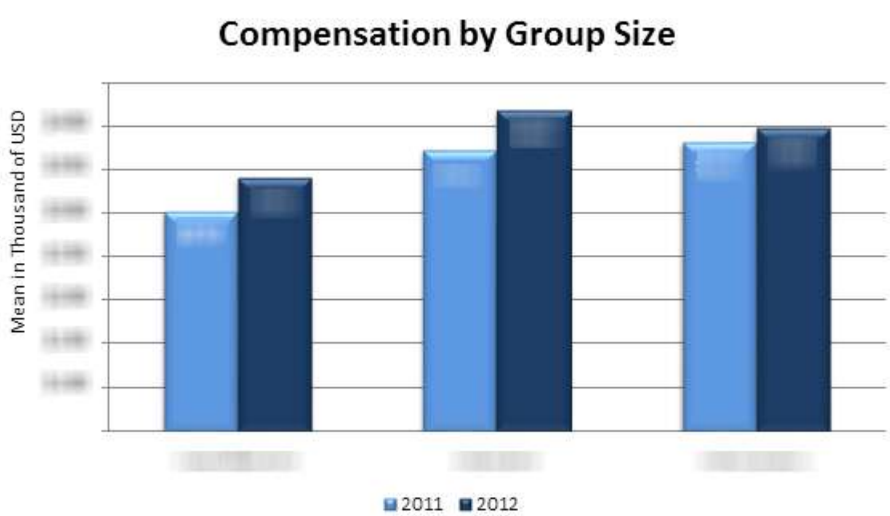


Figure 9: Compensation by Group Size (Employees)

But, in 2012 this pattern did not hold up. Rather, those who worked in groups of ______ made out the best, earning an average of $__________ compared with $_______ for those in the biggest groups. Those who work in the leaner groups of _______ worked for firms that fared pretty well in 2012 from a performance standpoint (____ reported double digit performance) and received healthy bonuses.

It makes sense to see compensation at ____________firms to be higher than at a number of other strategies, especially at the ________ manager level, since these are specialized firms and there is a shortage of very good analysts of ________candidates.

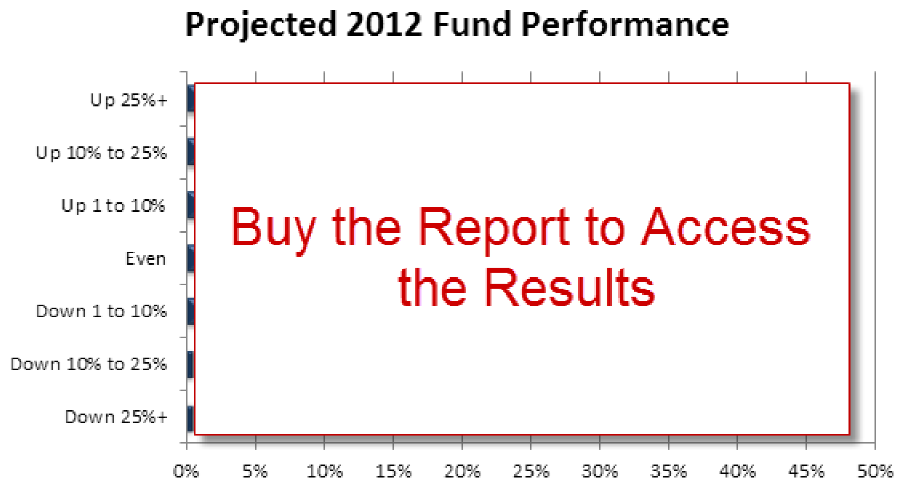


Figure 10: 2012 Fund Performance

_____ percent of respondents reported gains at their funds in 2012. The biggest bulk of them reported gains of ___ percent to ___ percent while another ___ percent posted ___ percent to ___ percent returns.

___ percent enjoyed gains of 25 percent or more.

Fund profitability explains why total cash compensation was up strongly in 2012. Most employees worked at funds that were in position to award substantial bonuses.

On the other hand, just ___ percent of the funds lost money, with the bulk of them losing ____ percent.

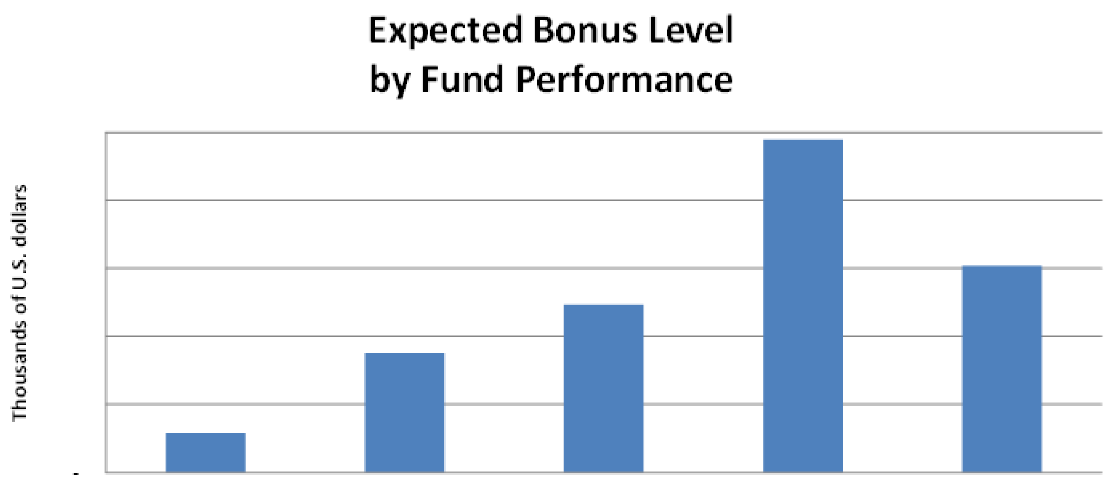


Figure 11: Expected Bonus Level by Fund Performance

At hedge fund firms the bonuses come from the fee pool, mostly performance fees. And respondents are well aware, the better the fund's performance, the bigger the incentive fee pot.

So, it is not surprising that those at funds that were up ___ percent or more took home an average bonus of $____,000. This was almost 50 percent higher than the bonus awarded to those at funds that were up just ___ percent.

Yet, in 2011 there was not the same link between performance and bonus. Rather, employees who worked at the best performing funds wound up with bonuses that were nearly 40 percent lower, on average, than those who worked at funds that were up by ____ percent.

Employees at funds that lost ____ percent in 2012 also earned a bonus, averaging $____,000. As surprising as this may sound, it was roughly in line with the bonus earned in 2011 by employees who worked at funds that lost a similar amount.

It is not surprising to see more hedge fund workers employed at larger firms than in the past. This is consistent with industry asset flow data. As we have pointed out, the big funds are getting bigger as they attract the bulk of new money flowing into the industry while the smallest funds are having trouble raising money.

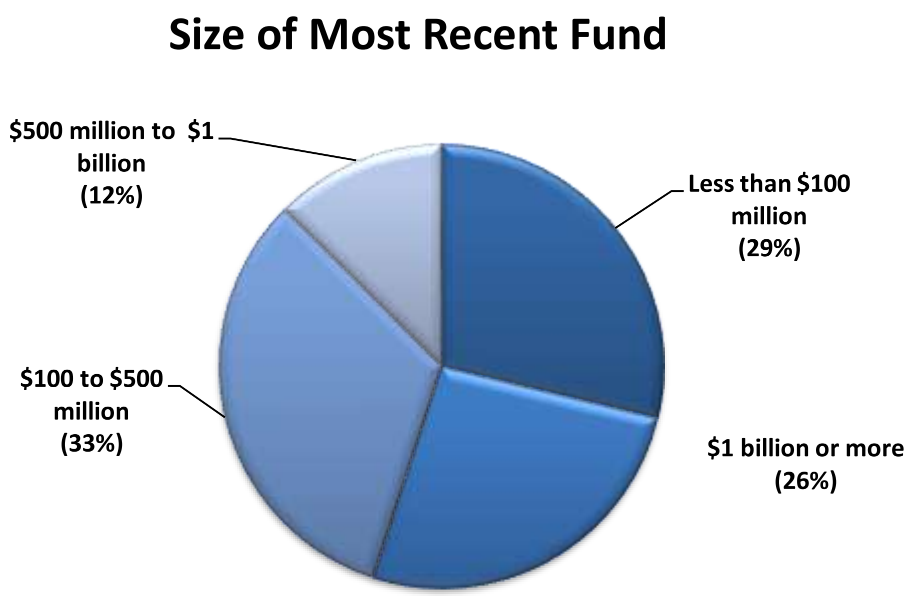


Figure 12: Size of Most Recent Fund (USD)

After the start up years at a fund, fund size matters less when it comes to hedge fund pay. Mean compensation hardly varied, whether one worked for a smaller fund with just $____ million to $____ million under management or one of those large funds with more than $________. This is especially true when it came to base pay, which averaged $____,000 at the largest funds and $____,000 at the much smaller funds.

What's more, the bonuses were only ___ percent lower for those who worked at firms with $_____________ under management compared to the funds that were immediately larger and smaller, where mean compensation was nearly identical to one another.

Figure 13: Compensation by Fund Size

This could be good news for those who own the funds. It would mean their best people probably won't be leaving simply to make more money because chances are ________________________________.

The story is different, however, for those who work at _____________________. Their base pay was _____________ less, on average, than it was at the __________firms while their bonus was ____ percent those at many of the ______firms earned.

In the following graph, we compared the compensation among five different job titles. In general, we found that those sharing the same title are more likely to earn higher pay packages at larger funds than at smaller funds. This is especially true for ___________________, who made close to $500,000 at the largest funds and around $_________________ at the smallest funds.

The following table summarizes projected average 2012 salary and bonus by title and fund size, broken into three size categories.

Mean Base 2012 Salary by Title and Fund Size			
Title	Less than $100 million	$100 million to $1 billion	More than $1 billion
Analyst			
CFO			
CIO			
Controller/Accountant/Tax			
COO			
Director			
I.T./Technical Support			
Legal/Compliance Officer			
Managing Director			
Partner/Principal			
Portfolio Manager			
Senior Associate			
Trader			
Vice President			

Buy the Report to Access the Results

Mean Bonus 2012 Salary by Title and Fund Size			
Title	Less than $100 million	$100 million to $1 billion	More than $1 billion
Analyst			
CFO			
CIO			
Controller/Accountant/Tax			
COO			
Director			
I.T./Technical Support			
Legal/Compliance Officer			
Managing Director			
Partner/Principal			
Portfolio Manager			
Senior Associate			
Trader			
Vice President			

Buy the Report to Access the Results

Note: 2012 mean compensation in thousands of USD. Excludes countries where compensation practices vary significantly from USA, Canada and UK. Also excludes titles when not enough data was available to create

Figure 14: Base and Bonus by Fund Size and Title

Mean Base 2012 Salary by Title and Fund Performance				
Title	Down	Even	Up 1 to 10%	Up more than 10%
Analyst				
CFO				
CIO				
Controller/Accountant/Tax				
COO				
Director				
I.T./Technical Support				
Legal/Compliance Officer				
Managing Director				
Partner/Principal				
Portfolio Manager				
Senior Associate				
Trader				
Vice President				

Buy the Report to Access the Results

Mean Bonus 2012 Salary by Title and Fund Performance				
Title	Down	Even	Up 1 to 10%	Up more than 10%
Analyst				
CFO				
CIO				
Controller/Accountant/Tax				
COO				
Director				
I.T./Technical Support				
Legal/Compliance Officer				
Managing Director				
Partner/Principal				
Portfolio Manager				
Senior Associate				
Trader				
Vice President				

Buy the Report to Access the Results

Note: 2012 mean compensation in thousands of USD. Excludes countries where compensation practices vary significantly from USA, Canada and UK. Also excludes titles when not enough data was available to create an identifiable average.

Figure 15: Base and Bonus by Title and Fund Performance

Job Security and Balance

Everyone wants job security. And these days there is plenty for a hedge fund employee to worry about. First, there are all those funds that have underperformed the market for years. Some strategies have lost money, which means employees probably won't receive a bonus until the fund hits its high water mark.

Those who work at smaller funds or funds of funds are well aware that much of the money flowing into hedge funds these days is bypassing those firms. Meanwhile, now that most fund firms must register with the Securities and Exchange Commission, the need to hire more people in compliance and related functions might come at the expense of other back-office operations.

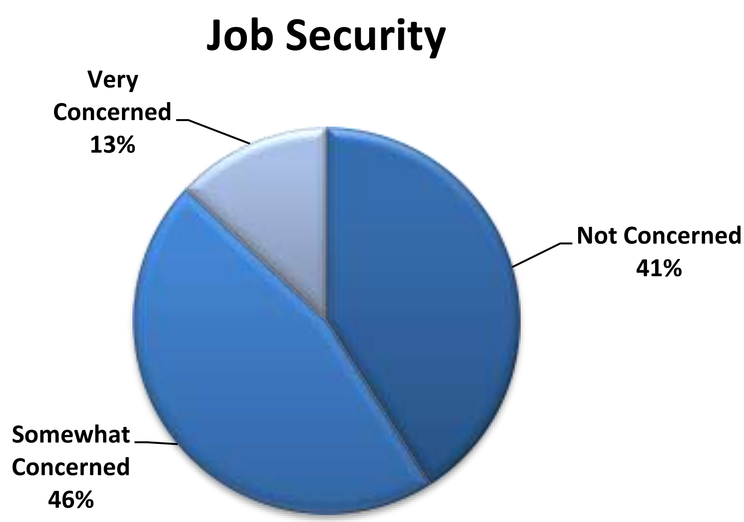


Figure 16: Level of Job Security Concern

So, it is not too surprising that a majority of respondents are either somewhat concerned (46 percent) or very concerned (13 percent) about their job security. Just four out of 10 are not concerned. These results were in line with the sentiments expressed in 2011, when industry challenges were similar.

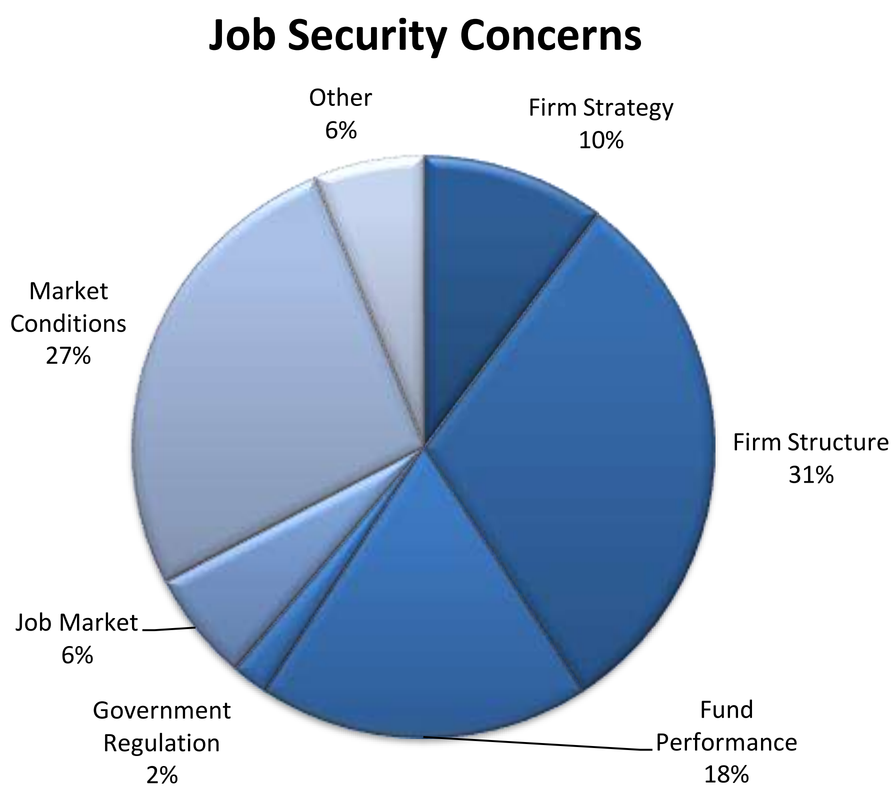


Figure 17: Reasons for Concern About Job Security

What is bugging all of these concerned employees? On one hand, it is somewhat surprising that just 18 percent cited their fund's performance. However, last year just 5 percent of respondents who were concerned about job security cited performance. Apparently, four straight years of industry-wide underperformance is starting to worry employees.

However, their biggest concern--singled out by 31 percent of the respondents--is their firm's structure. This sentiment captures a wide variety of issues.

Respondents who expressed this concern noted that in general their firms frequently suffer cuts while others noted they work at a start-up hedge fund or a small fund. Still others lamented that compliance is controlled by what they called "legacy incompetents" who are threatened by more competent incoming professionals, creating an environment where most compliance positions being filled are specialized and specific to one area.

So, this creates limits on opportunities depending upon what areas the individual is assigned to. Still others pointed out the slow rate of fund formation at their firm and the lack of fund raising means few new opportunities.

Another 27 percent are concerned about market conditions. This is very understandable. For the past year or two they had to live through heavy volatility due to the plodding U.S. economy, fear of a break-up of the euro, the European debt crisis and the fiscal cliff. Even so, this is down from 39 percent last year when market conditions were most cited. Apparently, this year's respondents don't feel as concerned that these tenuous market conditions will cost them their jobs.

Interestingly, only 6 percent cited the job market. Perhaps they feel if they lose their job, they will have a pretty easy time finding a new one.

Upside Sharing

While bonuses are playing an increasingly growing role in a hedge fund employee's total compensation, equity is playing a slightly lesser role. In 2012 roughly ___ percent had an equity share, down from ___ percent in 2011 and ___ percent in 2010.

What's more, of those stakes, most are very small. For example, ___ percent have only a ___ percent ownership position while another ___ percent have between ___ percent and ___ percent. Just ___ percent have at least a ___ percent stake.

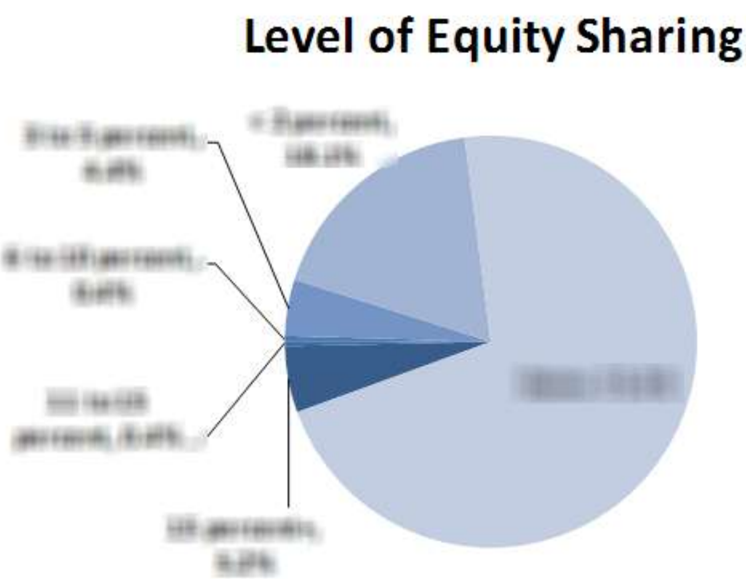


Figure 18: Level of Equity Sharing

At least some employees in each of the categories of job titles highlighted here enjoyed some equity ownership. However, six of the job titles saw the percentage of their ranks that own equity fall, four of the job categories increased the percentage of those owning a piece of the firm while in two cases it remained essentially at the same level.

Not surprising, more _____________ owned a stake in their firm—__ percent—than any other employees. However, what is surprisingly is that this is down from ___ percent in 2011.

As expected, equity participation was much greater when it was based on the employee's hedge fund experience. In this case, the more experience, the more likely they would receive some level of equity. In fact, even 7 percent of those with less than two years hedge fund experience have an ownership stake. However, this is down from about 18 percent of those who, in 2011, said they had less than two years of hedge fund experience and shared equity in their fund.

Two-thirds of those with the most hedge fund experience—more than 20 years—reported having equity.

Hedge fund owners know minimizing turnover is critical, especially since many hedge fund firms are run with few extra staff. Generally there is very little fat in these firms. So they highly value equity as a retention tool for key people with hedge fund backgrounds or part of the incentive during the hiring process to entice top talent.

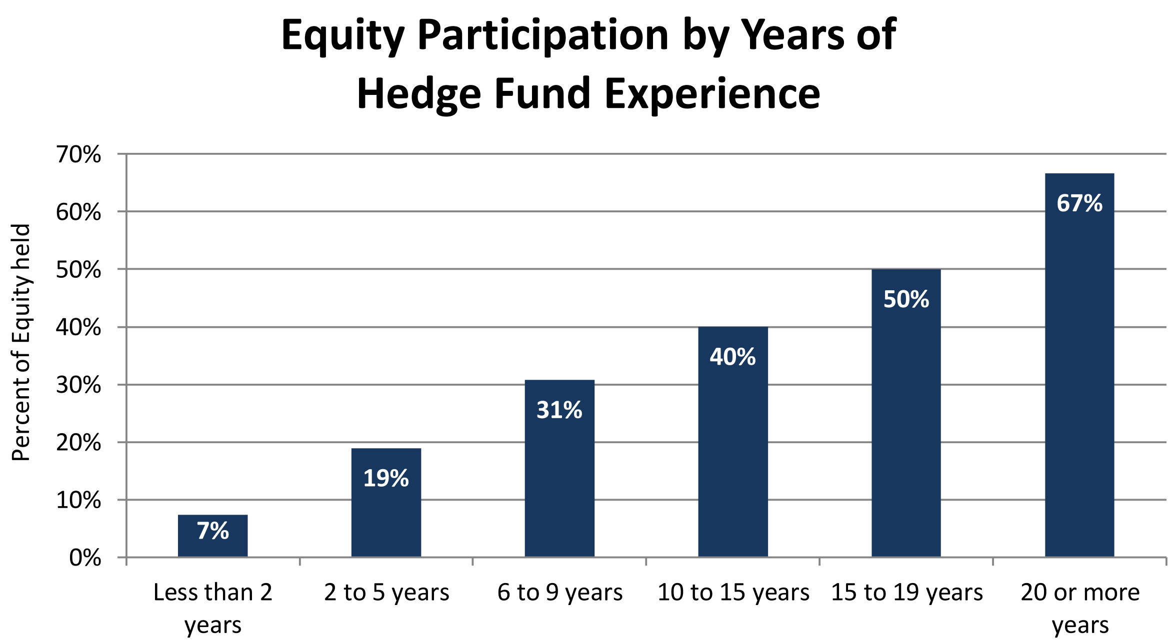


Figure 19: Equity Participation by Hedge Fund Experience

One good way for a firm to improve its employees' skills and retain motivated people is to regularly train them and teach new skills or enhance current ones.

The respondents, though, seem to indicate their firms are not doing a good job in this department. Nearly 6 of 10 (59 percent) hedge fund employees think their firm's training is weak (19 percent) or non-existent (39 percent).

Just 3 percent rate their firm's training as "excellent."

Figure 20: Quality of Firms Training Programs

When analyzing what people did before entering the hedge fund world, the data underscores the disparate career paths. One reason is the wide variety of job holders surveyed. For while analysts and portfolio managers might come from Wall Street or the investment management business, the compliance people are just as likely to come from a law firm. IT people could come from almost any industry.

Pay Satisfaction

Despite the 15 percent increase in total compensation in 2012, hedge fund employees are apparently not satisfied with their pay. According to the survey, 59 percent reported being unhappy with their compensation compared to just 41 percent who are happy. In recent years, there had been a fairly consistent 40 percent happiness rate. That increased to 44 percent in 2011, which is not really that much different from this year's levels.

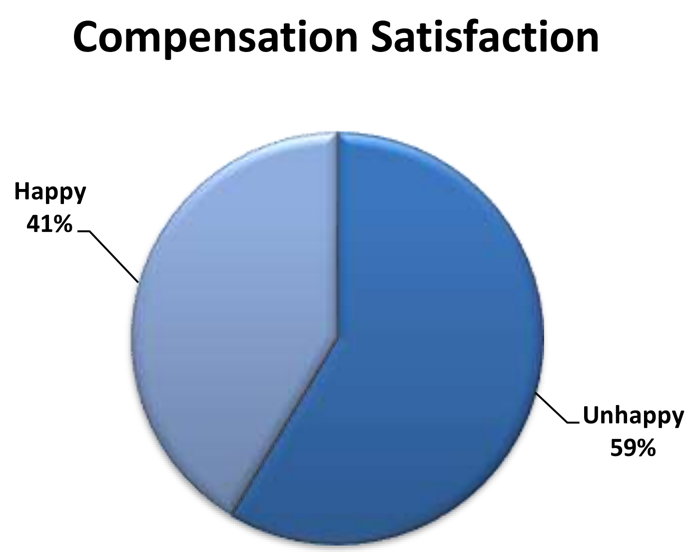


Figure 21: Satisfaction with Compensation

While nearly 6 in 10 employees in general are unhappy with their compensation, the story is a lot different when you drill down to the specific job.

As it turns out, at least half of the people in 7 of the 14 job groups reported being satisfied. They are led by the I.T./Technical Support crowd, which has an 80 percent satisfaction rate. This is not surprising since anecdotally I.T. people usually seem to love their jobs. Additionally, hedge fund staffs are likely some of the highest paid in the I.T. field.

Hedge Fund Careers Blog

For more information on hedge fund careers and compensation practices, visit our blog www.AlphaCalling.com