

Investment Banking Analyst Compensation Ranges 2012

Arkesden

ARKESDEN PARTNERS

We are a leading search firm that focuses on placing individuals in to Banking, Private Equity, Alternative Funds, Real Estate and Energy firms. We are London based but we undertake mandates throughout Europe and the wider CEEMEA and MENA regions. We have over a decade of experience and focus individuals at the Director, Vice President, Associate and Analyst levels.

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OUR APPROACH

During our history we have built a very wide ranging network of professionals within our five core markets. This has been built from real belief and understanding of the importance many people place on their careers. We always aim to offer sound medium term career advice. This approach has led us to be recommended many times to other professionals and clients alike to build fresh relationships.

To find out more about Arkesden Banking and the work we do please feel free to contact us.

ARKESDEN BANKING

Arkesden Banking Practice has consistently delivered both for our clients and candidates since it's inception. The team operates across numerous markets including: Corporate Finance/ M&A, Broking, Restructuring, Sector and Country Coverage, Debt Advisory and Leveraged Finance.

Arkesden Banking clients range from a select group of Tier 1, Tier 2 and Boutique Banks. Many of the relationships we hold have been developed over many years. Those relationships have often been strongest during economic downturn and indeed both our client and candidate community appreciate the continued support we offer them regardless of economic conditions. While sourcing individuals is a key part of what we do, we also provide market data and mapping services to our community.

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2012 ANALYST COMPENSATION RANGES

		Morgan Stanley	Goldman Sachs	JP Morgan	Citi	Credit Suisse	Deutsche	Barclays	UBS	Bank of America	Nomura
Analyst 2011	Basic 2012/13	£45,000	£45,000	£45,000	£45,000	£45,000	£45,000	£45,000	£45,000	£45,000	£45,000
	Upper Bonus	£26,000*	£30,000*	£28,000	£25,000	£33,000	£25,000	£32,000	£27,000	£23,000	£16,000
	Lower Bonus	£11,500 (stub)	£10,000 Stub)	£15,000	£4,000	£13,000	£11,000	£5,000	0	£12,000	£7,000
Analyst 2010	Basic 2012/13	£50,000	£50,000	£50,000	£50,000	£51,000	£50,000	£50,000	£50,000	£50,000	£52,000
	Upper Bonus	£40,000	£38,000	£43,000	£40,000	£39,000	£46,000	£47,000	£40,000	£45,000	£45,000
	Lower Bonus	£32,000/cut	£15,000	£28,000	£11,000	£21,000	£15,000	£8,000	0	£20,000	£16,000
Analyst 2009	Basic 2012/13	£57,000	£57,000	£57,000	£57,000	£55,000	£57,000	£57,000	£57,000	£57,000	£60,000
	Upper Bonus	£54,000	£57,000	£60,000	£57,000	£55,000	£52,000	£60,000	£50,000	£57,000	£50,000
	Lower Bonus	£40,000	£42,000	£46,000	£24,000	£43,000	£35,000	£38,000	£25,000	£40,000	£30,000

* These figures are a guide only as they have been based on the ranges we identified in the market and crudely taking the average of the upper and lower bonuses. It does not take into account the distribution.

COMPENSATION NOTES

Overview

- The primary aim of the survey is to accurately show the full range of bonuses paid to Analysts at each institution.
- The survey is drawn from our network of Analysts within the Tier 1 US and European banks in London.
- The survey was conducted from February to August 2012 to incorporate those banks that now pay analyst bonuses in February.
- Individual 'Ranking' structure for grading analyst levels are available. Please see contact details to discuss these directly with us.

Survey Content

- Every care has been taken to ensure accuracy of the survey. However, numbers have been drawn from our network & may vary slightly.

Basic Salaries

- The basic salary is for last year gone and does not represent salary increase following promotion in summer 2012.

Bonus Ranges

- Morgan Stanley and Goldman Sachs bonuses were announced in January 2012. Their 2011 class were therefore paid a 'stub bonus' reflective of the 5-6 month tenure in February.
- Candidates' expectations were relatively well set to receive overall lower bonuses than the equivalent class last in 2011.
- Candidates are putting a lot of impetus on how they are regarded in their team and their review when talking about bonuses rather than the figures themselves.

COMPANY CONTACT:

Arkesden Partners
23 Austin Friars
London
EC2N 2QP

Tel: +44 (0) 203 178 4077

Company Website: www.arkesden.com

Banking Compensation: www.arkesden.com/compensation

KEY TEAM CONTACTS:

Adam Cairns

Managing Director
Head of Arkesden Partners

awc@arkesden.com
+44 203 178 4077

Laura Ratcliffe

Associate Director
Head of Arkesden Banking

lhr@arkesden.com
+ 44 203 586 3012