

Investment Banking Analyst Compensation Ranges 2013

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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COMPARISON: 2013 AND 2012 AVERAGE ANALYST COMPENSATION (LONDON)

	Analyst 1		Analyst 2		Analyst 3	
	2012	2013	2012	2013	2012	2013
Morgan Stanley	£56,500	£55,000	£86,000	£85,000	£104,000	£102,500
Goldman Sachs	£55,000	£55,000	£76,000	£77,500	£106,000	£100,500
JP Morgan	£66,500	£73,000	£85,500	£84,000	£110,000	£101,500
Citi	£59,500	£70,000	£75,500	£82,000	£97,500	£106,000
Credit Suisse	£68,000	£72,500	£81,000	£86,000	£104,000	£105,000
Deutsche Bank	£63,000	£72,500	£80,500	£86,500	£100,500	£100,500
Barclays	£63,500	£70,000	£77,500	£86,500	£106,000	£105,500
UBS	£58,500	£69,000	£70,000	£88,000	£94,500	£99,500
BAML	£62,500	£83,000	£82,500	£100,000	£105,500	£113,500
Nomura	£56,500	£58,500	£82,500	£71,000	£100,000	£87,500

* 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.

2013 BREAKDOWN OF LONDON ANALYST COMPENSATION (INCL. BONUS RANGES)

		Morgan Stanley	Goldman Sachs	JP Morgan	Citi	Credit Suisse	Deutsche	Barclays	UBS	Bank of America	Nomura
Analyst 2012	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	£10,000 (Stub)	£10,000 (Stub)	£35,000	£28,000	£35,000	£35,000	£30,000	£28,000	£46,000	£18,000
	Lower Bonus	£10,000 (Stub)	£10,000 (Stub)	£21,000	£22,000	£15,000	£20,000	£20,000	£20,000	£30,000	£9,000
Analyst 2011	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	£35,000	£46,000	£42,000	£45,000	£45,000	£40,000	£46,000	£60,000	£26,000
	Lower Bonus	£30,000	£20,000	£22,000	£22,000	£25,000	£28,000	£33,000	£30,000	£40,000	£12,000
Analyst 2010	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	£51,000 (Feb13)	£45,000 (Feb13)	£52,000	£54,000	£65,000	£53,000	£57,000	£51,000	£68,000	£40,000
	Lower Bonus	£40,000	£42,000	£37,000	£44,000	£35,000	£34,000	£40,000	£34,000	£45,000	£15,000
	Sign-On Bonus	£22,000	N/A	£21,000	£22,500	£21,000	£22,500	£22,500	£22,500	£25,000	£25,000

2012 BREAKDOWN OF LONDON ANALYST COMPENSATION (INCL. BONUS 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

COMMENTS, METHODOLOGY AND ANALYSIS:

Overview

- The primary aim of the survey is to give a guideline of 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 2013 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.

Methodology and notes on accuracy

- Every care has been taken to ensure the survey can be as accurate as possible through ensuring multiple data points for each class at each institution.
- The information is gathered from willing individuals in the market whose anonymity is ensured.
- We are reliant on the honesty and accuracy of the participants' information as we do not ask for 'proof'
- We note that the willing participants are most likely to be those happy with their bonuses leading to an upwards skew in our figures. Equally top one ranked individuals may be less willing to participate due to a feeling their number will identify them.

London Market Trends

- In 2013 we saw a narrower range of bonuses from top performers to lower performers than in 2012. We believe that 2012 was potentially an exceptional year in terms of range due to the tough market conditions and further redundancy rounds.
- Clearly Analysts have been looked after better in 2013 and as a result the majority of Analysts were very happy with their bonus number. The highest compensation was to Analysts at Bank of America Merrill Lynch.
- We speculatively attribute this improvement to the pick-up in activity in the first half of 2013 and stabilising of markets coupled with the lean structure of the analyst pools due to 2012 redundancies and departures from Investment Banking altogether.

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