



Compensation Review 2020

Equity Analysts

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Methodology

All data collected is self-reported by asset management professionals and has been aggregated to evaluate trends in compensation packages, including base salary and bonus. We have carefully reviewed all data received and included all data points collected.

In the salary survey part of this report we have removed any outliers, as our normal practice is to “top and tail” our salary survey so that it shows only the 90th and 10th percentiles to remove potential anomalies.

Definitions

Our compensation trend data is broken down into three levels of seniority. Within the Equity asset class, they are defined by the following:

1-4 Years’/Junior-Level Experience

This bracket includes junior-level Equity Analysts that typically support more senior Equity Analysts and may have sole responsibility for part of a sector.

5-9 Years’/Mid-Level Experience

This bracket includes mid-level Equity Analysts that typically evaluate their own sectors and may provide backup to other senior Equity Analysts. They will also contribute to the investment idea generation for the portfolios.

10+ Years’/Senior Level Experience

Includes senior Equity Analysts that lead their sector coverage and may provide support to the portfolio management team, whilst also contributing to performance from the generation of investment ideas.

In instances where we do not have enough data to convey a fair representation of compensation trends, we have omitted these brackets from our report.

Bonus Breakdown & Diversity

Our analysis of bonus announcement dates, bonus payment dates and compensation levels by gender are inclusive of all Distribution professionals across asset management regardless of regional focus or location.

GDPR Declaration

As a “Data Processor” Magellan fully complies with GDPR legislation and all data subjects have been reassured that their data will be held securely and treated confidentially.

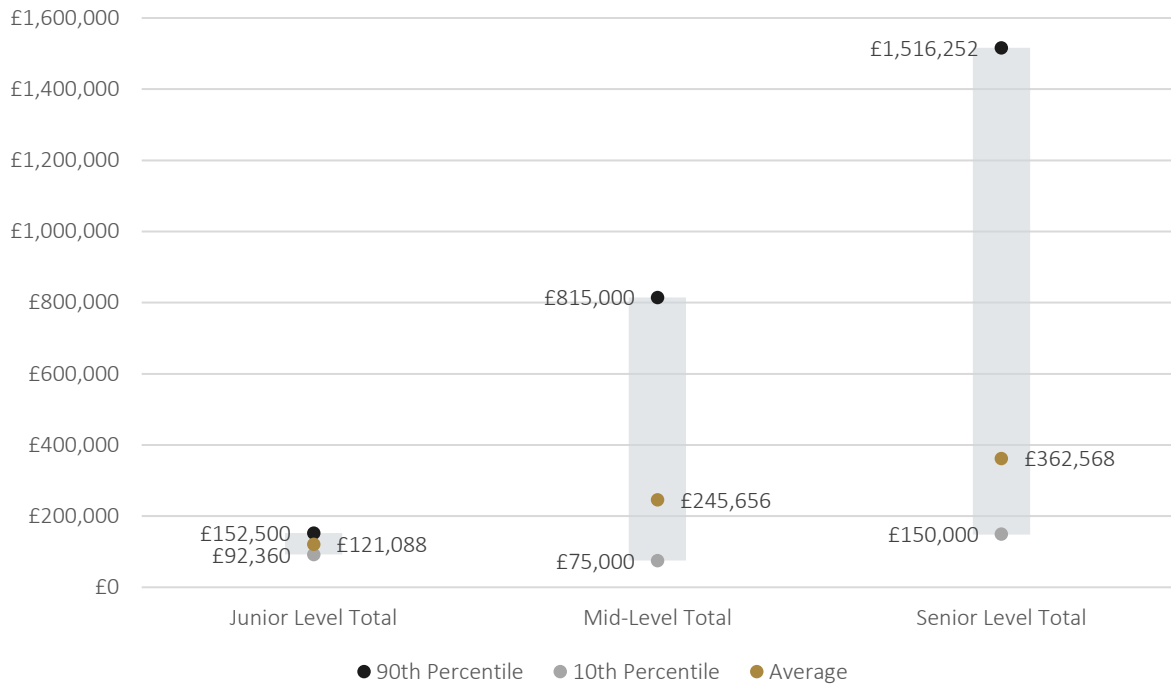
Compensation Ranges

Junior Level	Base			Bonus			Total Compensation		
	£	to	£	£	to	£	£	to	£
1st Quartile	£68,500	to	£70,000	£75,000	to	£95,000	£142,500	to	£152,500
2nd Quartile	£61,600	to	£68,500	£52,500	to	£75,000	£116,500	to	£142,500
3rd Quartile	£60,000	to	£61,600	£39,750	to	£52,500	£107,750	to	£116,500
4th Quartile	£59,250	to	£60,000	£30,600	to	£39,750	£92,360	to	£107,750
Average	£63,588			£57,500			£121,088		
Median	£61,600			£52,500			£116,500		

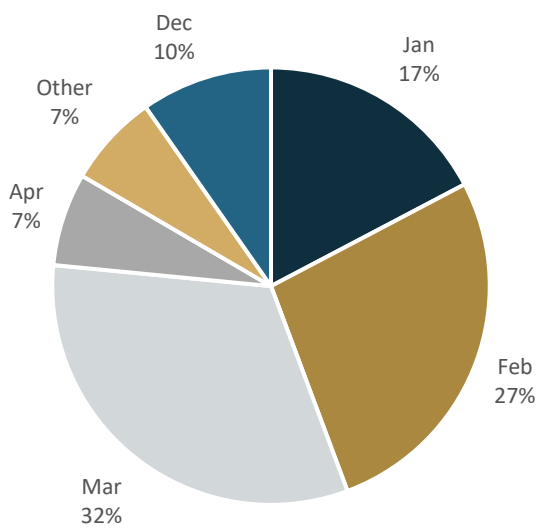
Mid-Level	Base			Bonus			Total Compensation		
	£	to	£	£	to	£	£	to	£
1st Quartile	£125,000	to	£150,000	£206,000	to	£707,000	£326,000	to	£815,000
2nd Quartile	£115,000	to	£125,000	£100,000	to	£206,000	£219,000	to	£326,000
3rd Quartile	£66,000	to	£115,000	£50,000	to	£100,000	£125,000	to	£219,000
4th Quartile	£60,000	to	£66,000	£28,000	to	£50,000	£75,000	to	£125,000
Average	£104,322			£141,333			£245,656		
Median	£115,000			£100,000			£219,000		

Senior Level	Base			Bonus			Total Compensation		
	£	to	£	£	to	£	£	to	£
1st Quartile	£169,668	to	£240,000	£246,000	to	£1,351,116	£399,670	to	£1,516,252
2nd Quartile	£142,500	to	£169,668	£167,500	to	£246,000	£305,000	to	£399,670
3rd Quartile	£110,000	to	£142,500	£85,000	to	£167,500	£207,750	to	£305,000
4th Quartile	£90,000	to	£110,000	£50,000	to	£85,000	£150,000	to	£207,750
Average	£138,686			£223,881			£362,568		
Median	£142,500			£167,500			£305,000		

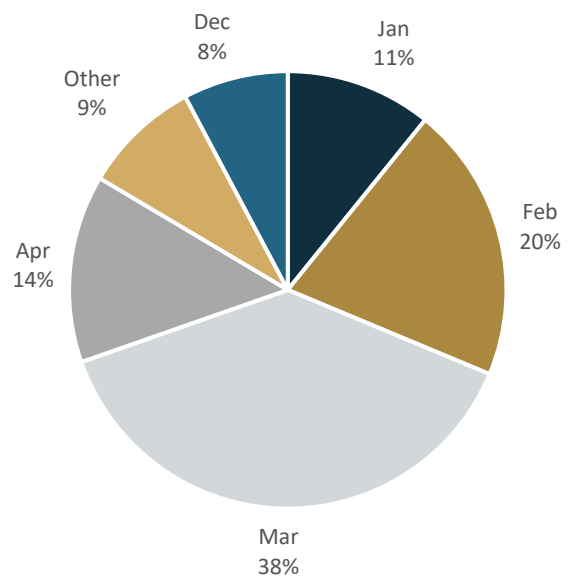
Total Compensation



Bonus Announced

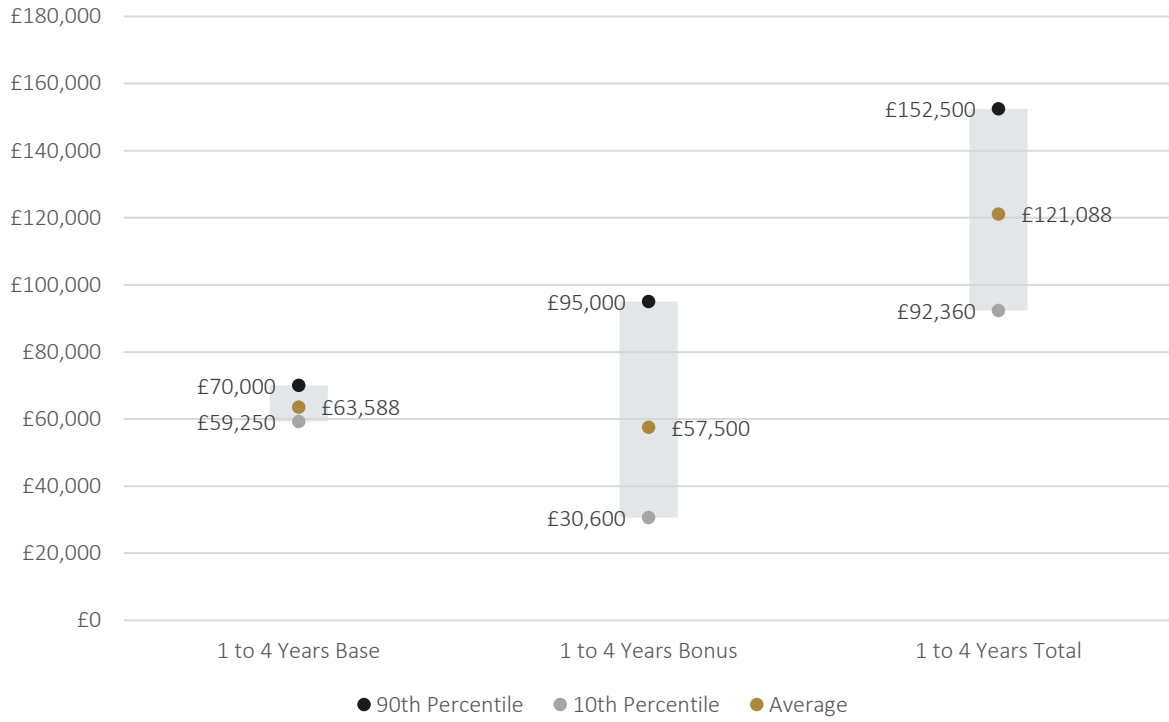


Bonus Paid



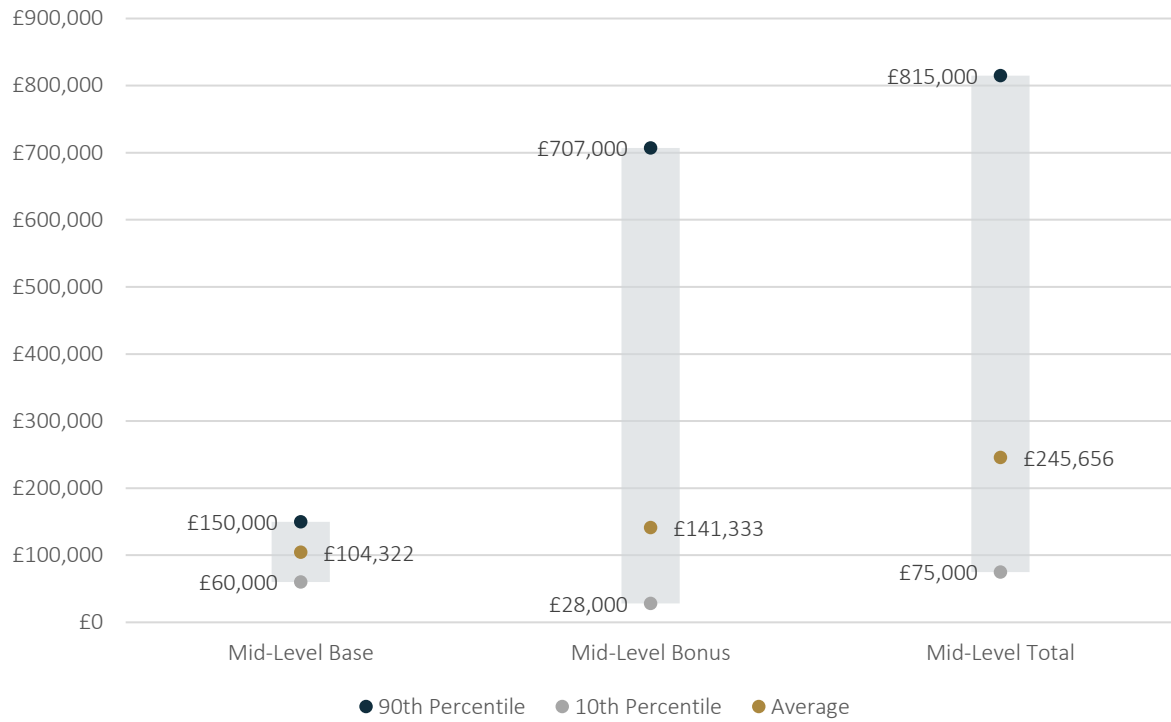
Junior Level Compensation Packages

Compensation Breakdown

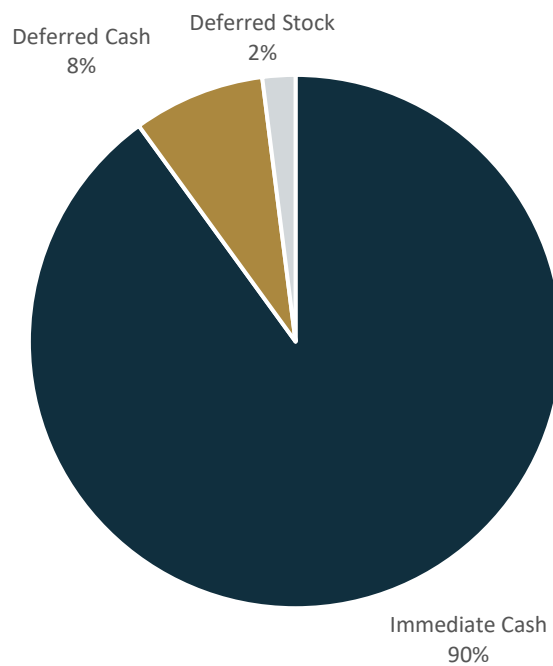


Mid-Level Compensation Packages

Compensation Breakdown

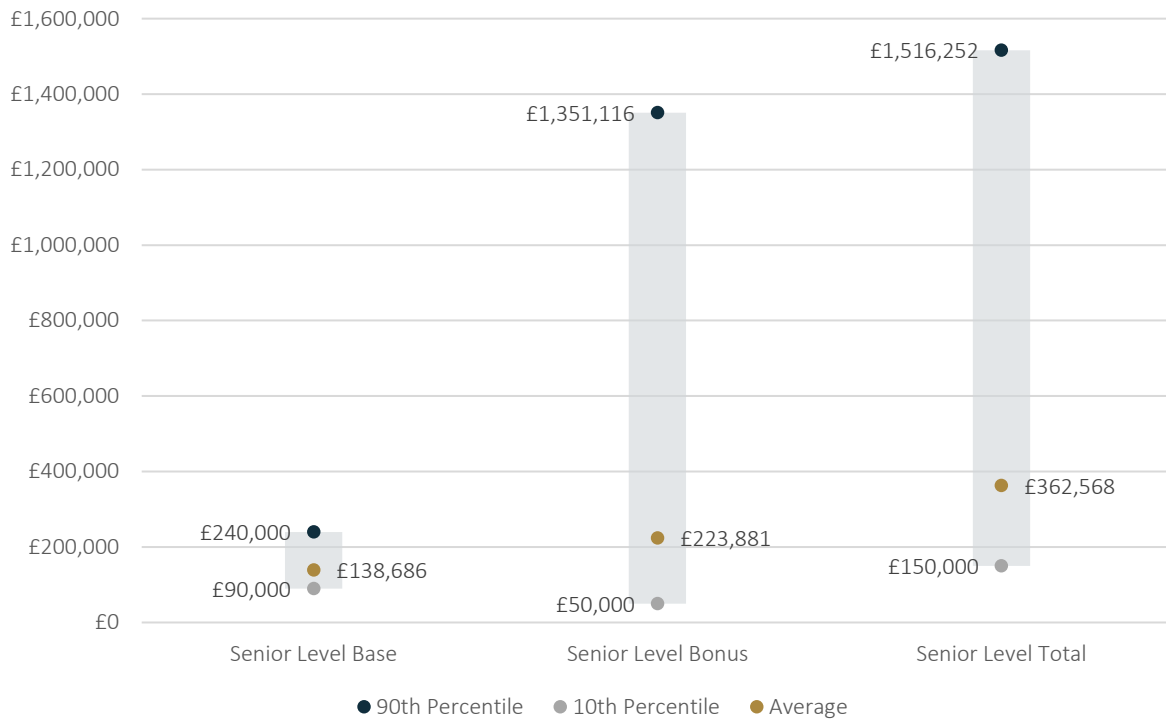


Deferral Split

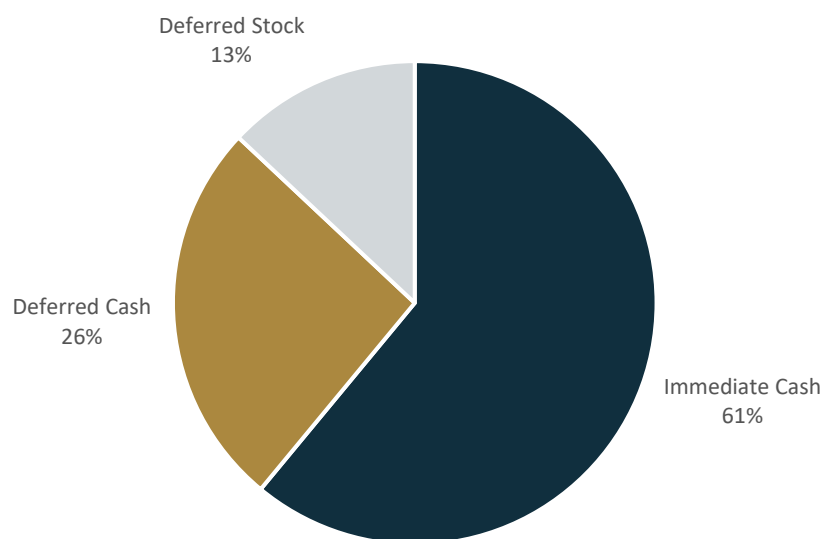


Senior Level Compensation Packages

Compensation Breakdown



Deferral Split





London | New York | Hong Kong