



MAGELLAN  
ADVISORY PARTNERS

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# Compensation Review 2023

US Institutional Sales

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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.

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## **DEFINITIONS**

Our compensation trend data is broken down into three levels of seniority. Within the Distribution space they are defined by the following:

### **SENIOR LEVEL**

Includes salespeople leading or co-leading the sales effort for their respective region.

### **TEAM HEAD**

Includes country heads and salespeople who are managing at least two or more senior salespeople.

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.

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## **Bonus Breakdown**

Our analysis of bonus payment dates and breakdown, 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

### Mid-Level – US Institutional Sales

	BASE SALARY	BONUS SALARY	TOTAL COMPENSATION
1st Quartile	\$212,000 to \$285,000	\$315,000 to \$415,000	\$560,000 to \$650,000
2nd Quartile	\$205,000 to \$212,000	\$275,000 to \$315,000	\$454,000 to \$560,000
3rd Quartile	\$179,000 to \$205,000	\$212,500 to \$275,000	\$420,000 to \$454,000
4th Quartile	\$137,127 to \$179,000	\$128,563 to \$212,500	\$265,690 to \$420,000

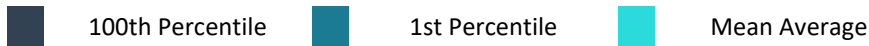
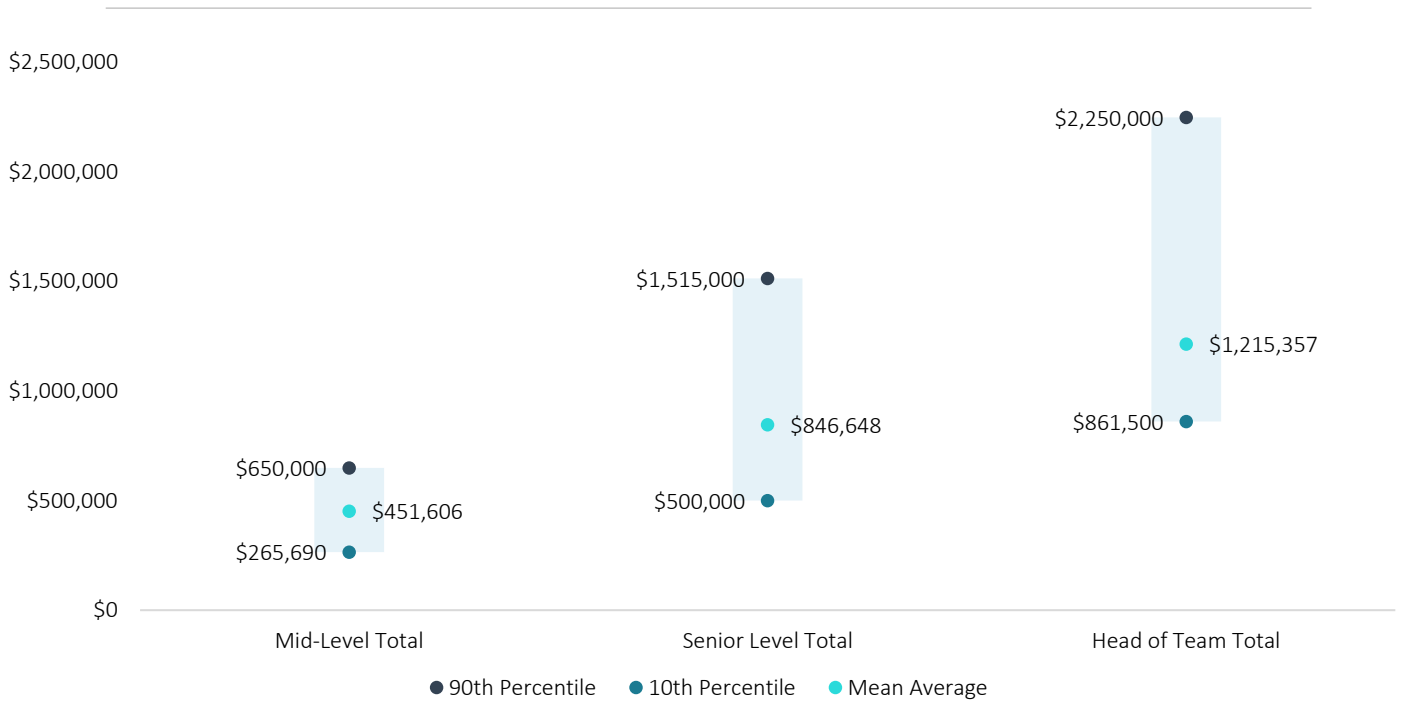
### Senior Level – US Institutional Sales

	BASE SALARY	BONUS SALARY	TOTAL COMPENSATION
1st Quartile	\$337,500 to \$375,000	\$647,500 to \$1,175,000	\$985,000 to \$1,515,000
2nd Quartile	\$295,000 to \$337,500	\$485,000 to \$647,500	\$810,000 to \$985,000
3rd Quartile	\$240,000 to \$295,000	\$405,000 to \$485,000	\$670,000 to \$810,000
4th Quartile	\$113,889 to \$240,000	\$295,000 to \$405,000	\$500,000 to \$670,000

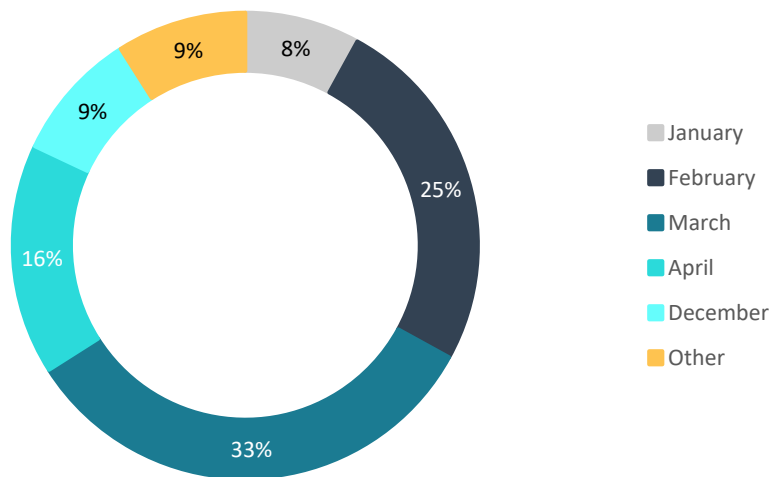
### Team Head Level – US Institutional Sales

	BASE SALARY	BONUS SALARY	TOTAL COMPENSATION
1st Quartile	\$382,500 to \$402,500	\$852,500 to \$2,000,000	\$1,227,500 to \$2,250,000
2nd Quartile	\$325,000 to \$382,500	\$690,000 to \$852,500	\$1,077,500 to \$1,227,500
3rd Quartile	\$310,000 to \$325,000	\$637,500 to \$690,000	\$973,750 to \$1,077,500
4th Quartile	\$281,500 to \$310,000	\$550,000 to \$637,500	\$861,500 to \$973,750

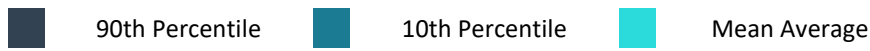
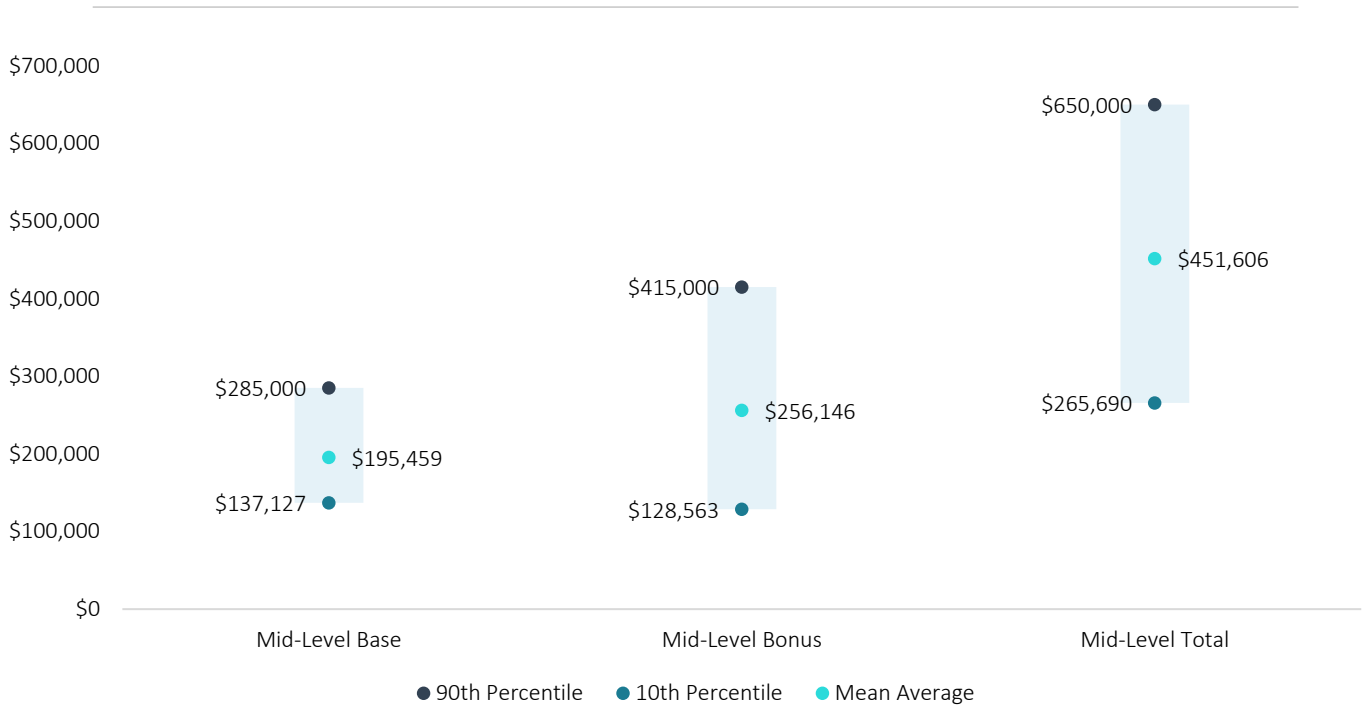
# TOTAL COMPENSATION LEVELS



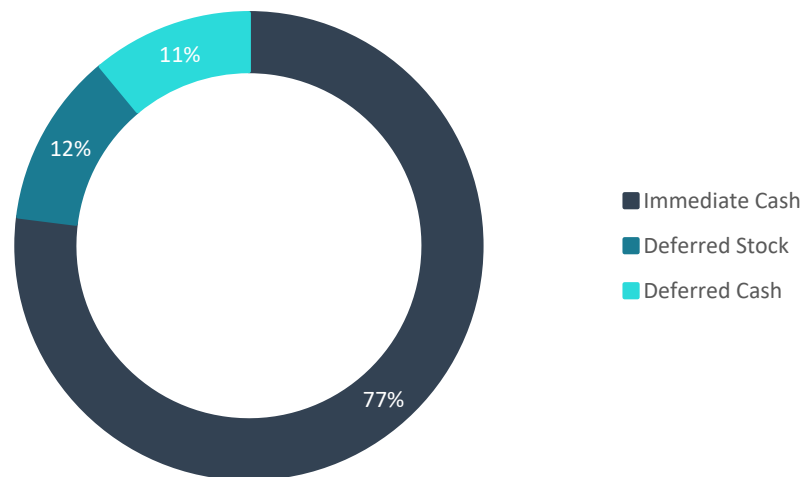
## Bonus Paid



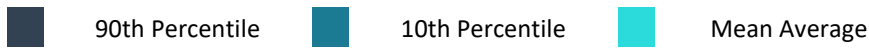
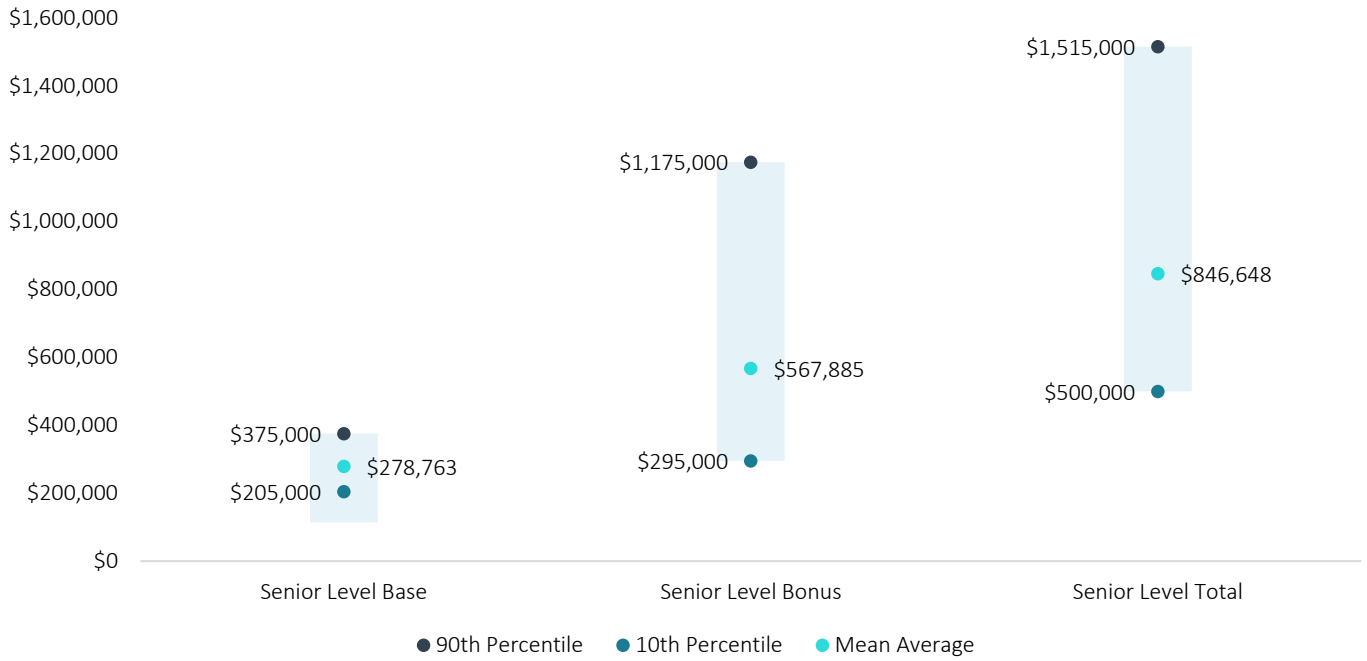
# MID-LEVEL COMPENSATION PACKAGES



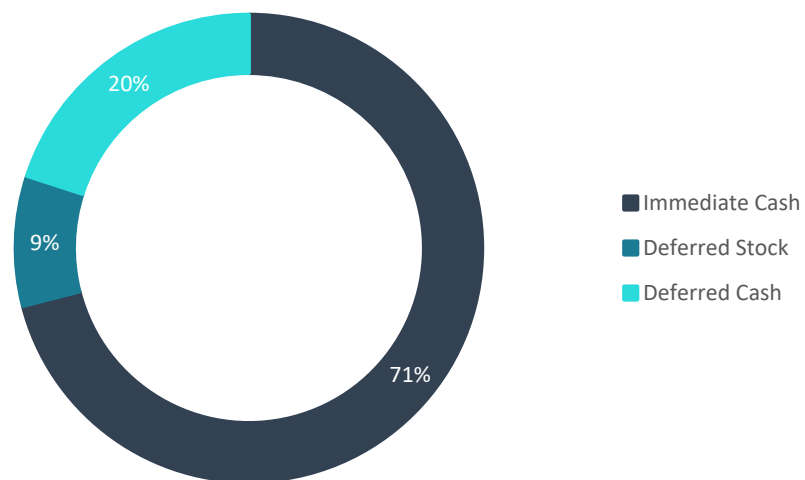
## Deferral Split



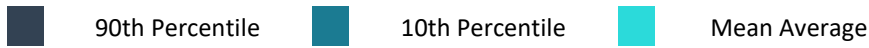
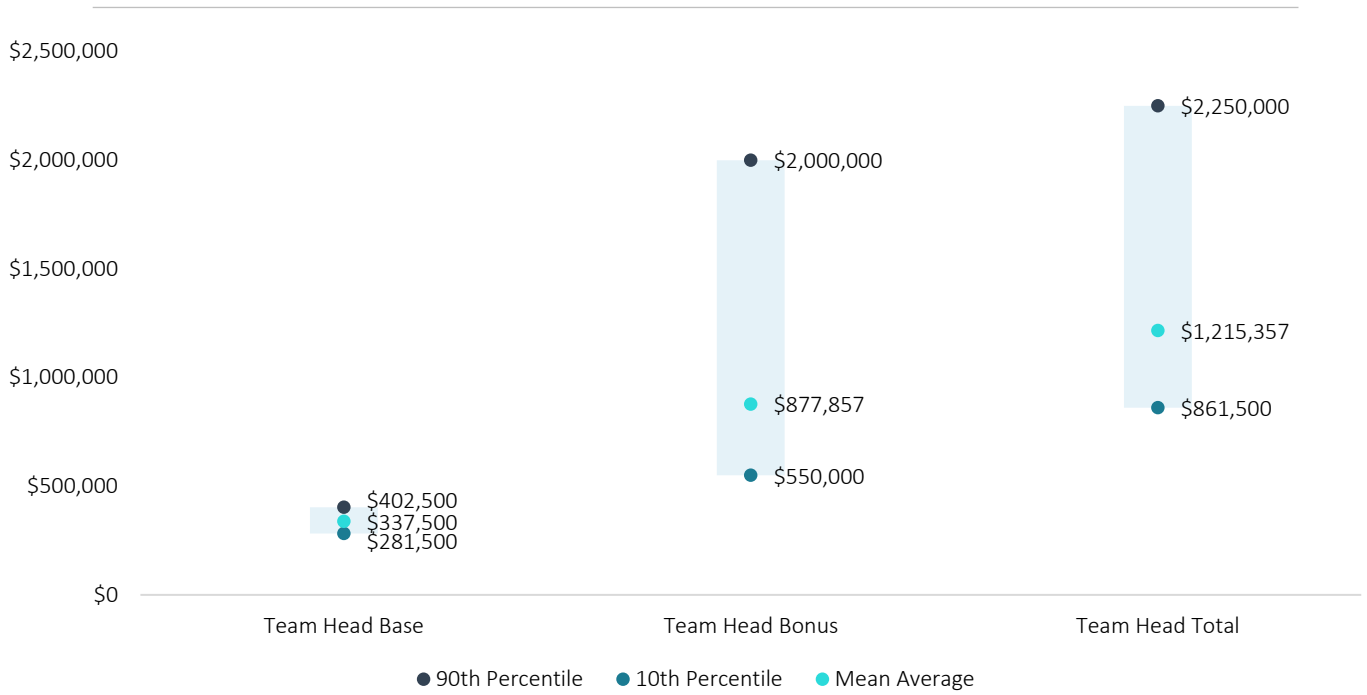
# SENIOR-LEVEL COMPENSATION PACKAGES



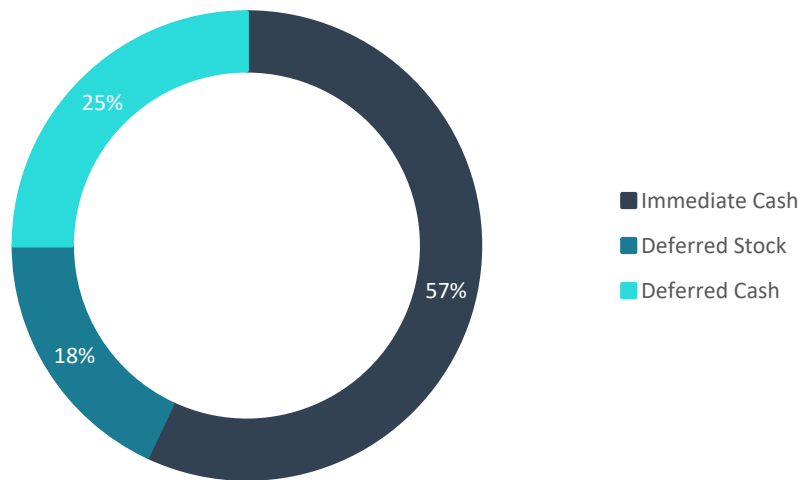
## Deferral Split



# TEAM HEAD COMPENSATION PACKAGES



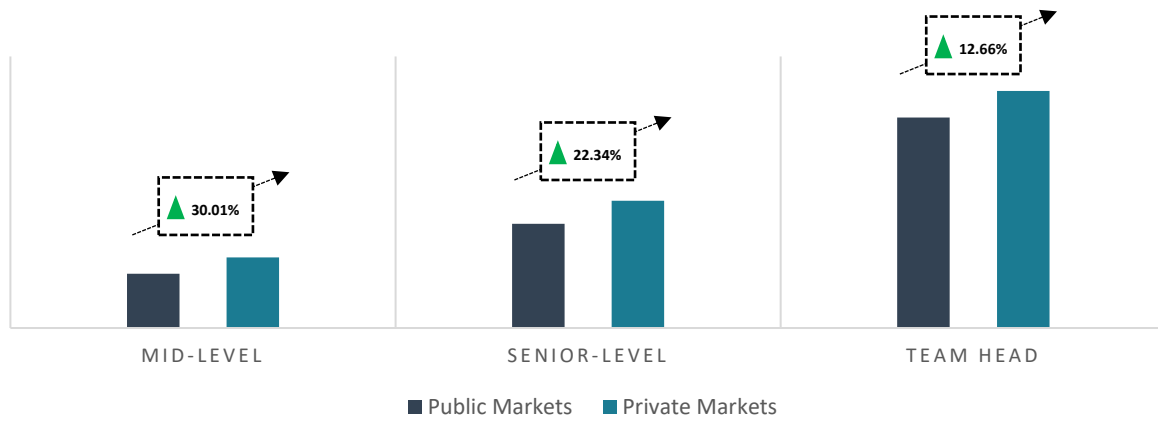
## Deferral Split





# IS THERE A PREMIUM FOR SELLING PRIVATE MARKETS?

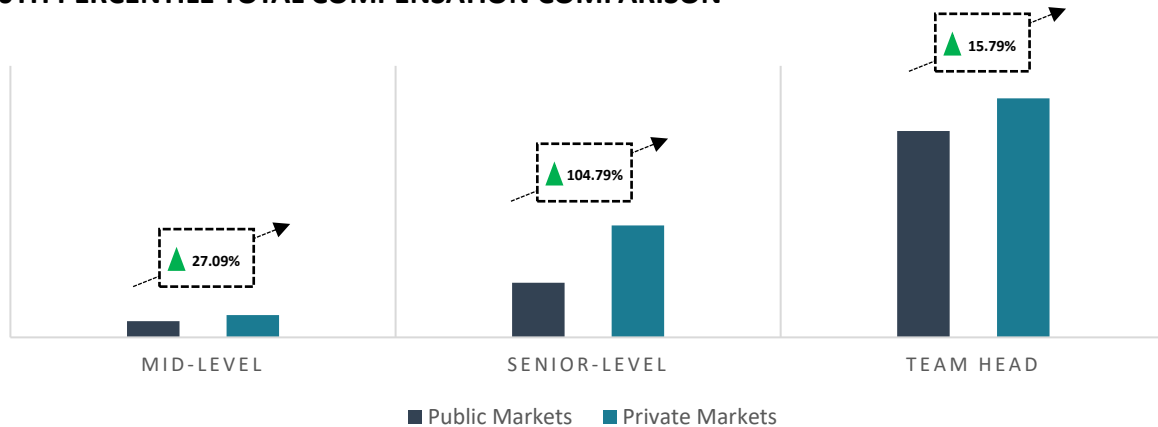
## MEAN AVERAGE TOTAL COMPENSATION COMPARISON



### % Difference – Public v Private Sales

Mid-Level	30.01%
Senior-Level	22.34%
Team Head	12.66%

## 90TH PERCENTILE TOTAL COMPENSATION COMPARISON



### % Difference – Public v Private Market Sales

Mid-Level	27.09%
Senior-Level	104.79%
Team Head	15.79%

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