



# 2017 European Convertibles Compensation Report

## Benchmarks for Personal and Staffing Decisions

November 3, 2017

### Executive Summary:

Review European institutional investor compensation benchmarks for average salary and bonus segmented by type of fund, size of plan, job function, tenure, and certifications. You may benchmark type of compensation, performance factors determining bonus, sick days, paid time off, and vacation rollover.

### Methodology:

This report provides detailed information on compensation information for portfolio managers and traders at buy-side institutions, based on interviews from April through June 2017, for 2016 and 2017 annual compensation. The data in this report is based upon aggregated results from individuals participating in the study. The information contained in this report is self-reported and is intended for the sole purpose of personal benchmarking.



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