



Mantis Partners is a specialist executive search company, servicing the global financial industry, from our offices in London and Hong Kong.

- Working in partnership with our clients to help define their strategic goals, requires specific industry and product expertise. We invest significant time and resource in building our knowledge to provide unique solutions on a global basis. Solutions that are derived through a decade of delivering exceptional levels of research combined with best of class execution.

We actively push the paradigms of traditional search methodology. From developing new technology tracking key performers, to setting new standards on market intelligence. Our clients gain visibility to the very best talent, and through a generic understanding of their culture, have confidence in us to execute their strategies. We have subsequently built a reputation of trust and continue to win repeat business with the same clients from inception. Paramount to our business is the central belief that our clients' success is linked directly to the quality of service we provide them.

## ADVISORY SERVICES

In an evolving business climate, it is vital for financial institutions to adopt a strategic approach to maintaining and increasing market share and profitability.

- Through our core search business we have a unique insight into the markets and product areas in which we operate. Our global network gives us access to granular and often sensitive information on a daily basis. This information assists clients to drive their strategies and position their businesses in a market environment which is both challenging and on occasions, uncharted.

We are able to offer our clients a bespoke and detailed research product which is advanced, focused and directly relevant to their specific business requirements. We have a detailed understanding of organisational structures, revenues, client and product segmentation gained through our extensive network. Our approach is best characterised by an intensity of information gathering and a desire for precision.

Our bespoke strategic intelligence product includes:

- Market and product specific reports
- Competitor revenue analysis
- Evaluation of coverage and regional models
- Taxonomy benchmarking
- Specific client surveys
- Performance benchmarking
- Organisational and structural insight
- Headcount analysis
- Compensation and benefits surveys

## PRODUCT COVERAGE

Our clients value our solution led approach that is harnessed through a forensic understanding of the markets we operate in.

### ➤ Equities

We cover the full spectrum of the equities business across all functions of the primary and secondary markets. Working with a broad range of clients including major investment banks, boutiques and brokers, we provide dedicated and detailed coverage in the following areas:

- Cash Equities Sales, Sales-Trading and Trading
- Equity Research
- Alternative Execution Products
- ECM and Corporate Broking
- Equity Linked and Strategic Financing solutions

### ➤ Equity Derivatives

Our team of dedicated equity derivative consultants provide our clients with comprehensive research and market intelligence across global markets. We work with a number of key investment banks and hedge funds and cover the following disciplines:

- Equity Derivative Flow and Exotics
- Fund Derivatives
- Convertibles
- Portfolio Trading
- Delta1
- Alpha risk strategies

## ➤ Prime Services

Our prime services team works with a number of prime brokers and 3rd party suppliers including custodians, data vendors and consultancies. We offer a full consultation service across all associated business lines and are recognised for our ability to find lateral ideas in a highly competitive marketplace. Our expertise covers:

- Prime Broker Marketing
- Capital Introduction
- Client Services
- Product Development
- Equity Finance Trading
- Futures and Options

## ➤ Quantitative Analytics

We have a market leading quant division covering all the key global financial centres. Product coverage includes the modelling of vanilla swaps and options to the most complex hybrid structures. We offer our service across equities, rates, credit, foreign exchange, commodities and algorithmic trading. Key disciplines include:

- Research and Development
- Structured Product Development
- Pricing Models
- Model Validation
- Financial Engineering
- Quantitative Strategy
- Performance and Risk Measurement Analytics

## ➤ Fixed Income

Our fixed income practice has earned a strong reputation of providing intuitive and insightful market analysis across both cash and derivative products. We identify and track key individuals throughout their career from associate level through to MD and above. Areas of expertise include sales, trading and research across:

- Interest Rate Cash and Derivatives
- Credit Flow Cash and Structured Products
- Strategy
- Bond Portfolio Research
- Legal
- Portfolio Managers

## ➤ Risk Management

The risk management team has extensive experience covering market risk, credit risk, operational risk & model validation. With ever increasing regulatory pressures, the demand to source exceptional talent in risk management has never been greater. We offer a full consultation service driven by our knowledge across both buy and sell side markets. Coverage areas include:

- Market Risk (Management, Analytics, Methodology & Reporting)
- Credit Risk (FI/NBFI, Insurance, Corporates, Leveraged Finance, Structured Finance, Emerging Markets, PFE and Basel Quants)
- Operational Risk
- Model Validation

## ➤ Alternatives

Being one of the first search companies to offer a dedicated service to hedge funds we have considerable experience in consulting and advising a number of our clients, from start-ups through to some of the major global funds. Our experience covers the following:

- Long / Short
- Event driven
- Quantitative Trading
- Volatility Arbitrage
- Convertibles
- Global Macro
- Analysts
- Execution Trading
- Investor Relations
- Sales and Marketing

## MANAGEMENT

If you want one year of prosperity, grow grain,  
If you want ten years of prosperity, grow trees,  
If you want one hundred years of prosperity,  
grow people.

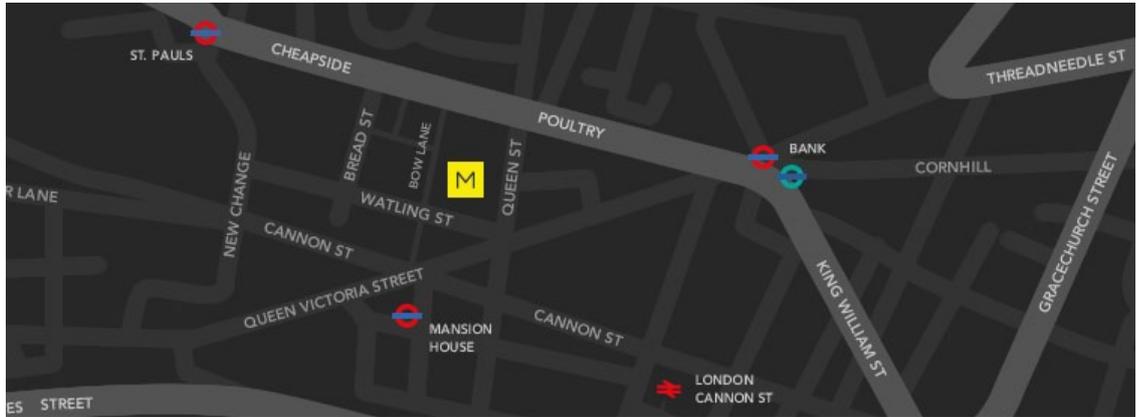
*Chinese Proverb*



### Nick Kerrison

Nick has over 15 years executive search experience covering the equity derivative, cash equity and delta1/PT markets. He founded Mantis in 2000 having worked for another search company for four years. Prior to search Nick was a bond trader for several years post University. He graduated with an upper second in Finance.

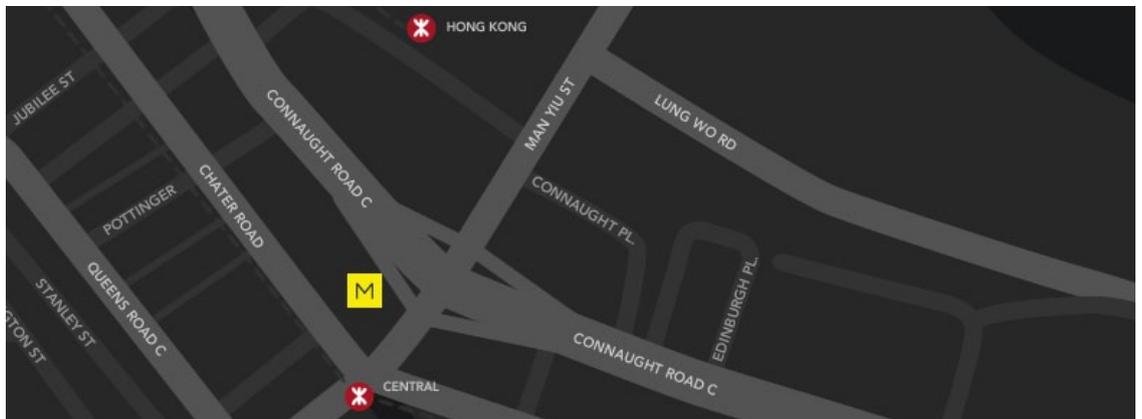
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