



# Fund Compensation Report 2017 Edition

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## Introduction

### **About SumZero**

SumZero is the world's largest community of investment professionals working at hedge funds, mutual funds, and private equity funds. With more than 13,000 pre-screened professionals collaborating on a fully-transparent platform, SumZero fosters the sharing of many thousands of proprietary investment reports every year and offers several ancillary services in support of that effort. These free services include capital introduction services, buy-side career placement services, and more. SumZero's membership base is represented by analysts and portfolio managers at nearly all of the world's largest and most prominent investment funds.

SumZero was founded by Divya Narendra (former co-founder of ConnectU) with the intent of changing the way professional investors shared information. The site is a reciprocity-based platform, meaning that members are required to share certain pieces of information in order to draw from the intellectual product of thousands of fellow SumZero members. In addition to accessing highly-differentiated investment research, the platform further enables members to build a track record, expand their networks in highly-relevant places, and identify further professional opportunities within the industry.

SumZero is based in the Soho neighborhood of New York City. Learn more at [sumzero.com](http://sumzero.com).

### **About the SumZero Compensation Database**

As part of a broader mission to empower the fund professional, SumZero maintains an internal, user-driven compensation database. This database, which launched in 2012, now hosts over 4,500 unique compensation entries. The feature was designed to help verified buy-side professionals understand more about norms in comp structures, the relative degree to which their respective incomes are competitive, and help position these individuals for future success.

Like many aspects of SumZero, access to the database is reciprocity-driven. Users submit their own comprehensive details on comp to gain access to that detail of their peers. Permissioned users can filter the database on broad variables or construct more personalized scenarios like

*“Show me how much a Senior Analyst covering Industrials with 5-7 years of experience at a \$500mm Hedge Fund in Singapore made in 2016.”*

For the purposes of this report, we are focused on broader industry trends, and less so on granular scenarios.

## Notes and Disclaimers

1. The SumZero community does not claim to be a statistically perfect representation of the fund industry at large. Relatively speaking, the SumZero community tends to be biased toward NYC-based professionals. The data also tends to skew younger in terms of age of users, is more equity focused, and users are generally employed at hedge funds versus other fund types.
2. This is user-generated information. We do not believe that there are many legitimate reasons why someone would provide misleading information since the information is collected anonymously. However, we believe that larger earners generally are disincentivized to share their actual compensation details.
3. The estimates displayed below are inherently subject to error. Wherever possible we've included 95% confidence interval error bars to indicate a notion of uncertainty in our measurements. **Blue** plot bars show base salary, **green** indicate discretionary bonus, and **purple** show data where we have controlled for important factors to separate the effects of different variables.

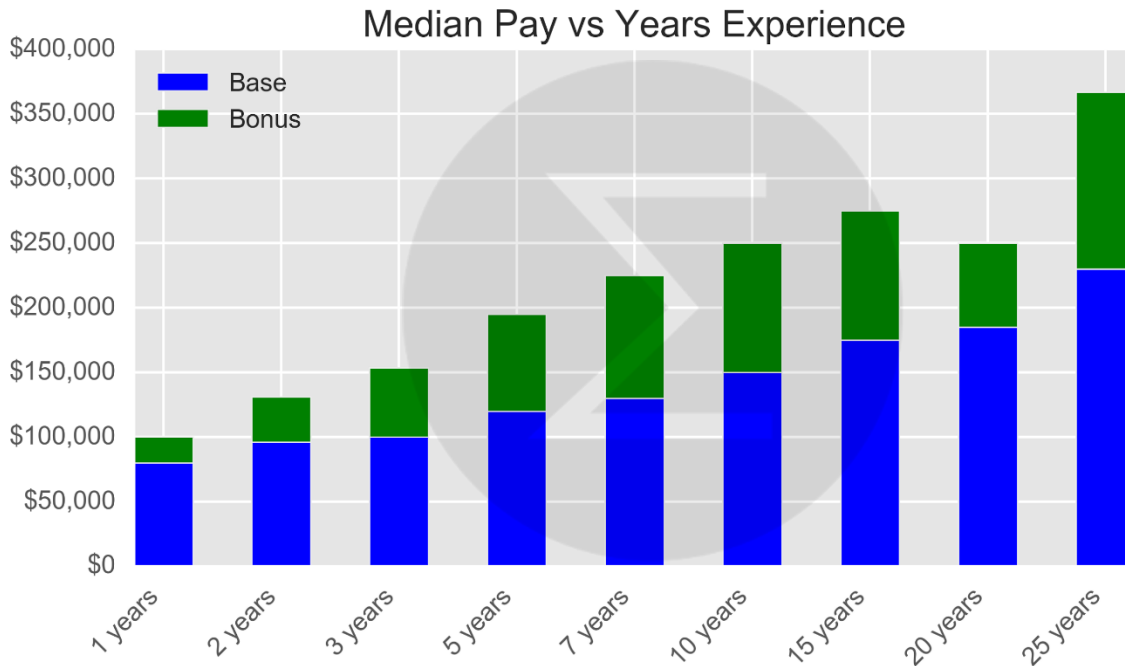
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## Career Cash Compensation Growth

We begin by noting that buy-side compensation is rife with outliers and tends to scatter asymmetrically upward as careers go on. It is more useful to look at median compensation values rather than more commonly used average values. This prevents such outliers from exerting undue influence and causing overestimation of pay and pay trends for the more typical buy-side professional's situation. This detail is of particular significance because many compensation surveys do not highlight median data, preferring instead to highlight trends in average compensation. We believe this is misleading on a variety of levels.

A look at income trends throughout the course of a career follows below. Segmenting the salary compensation data from 2012-2016 based on users' reported experience levels, we get the following graph:

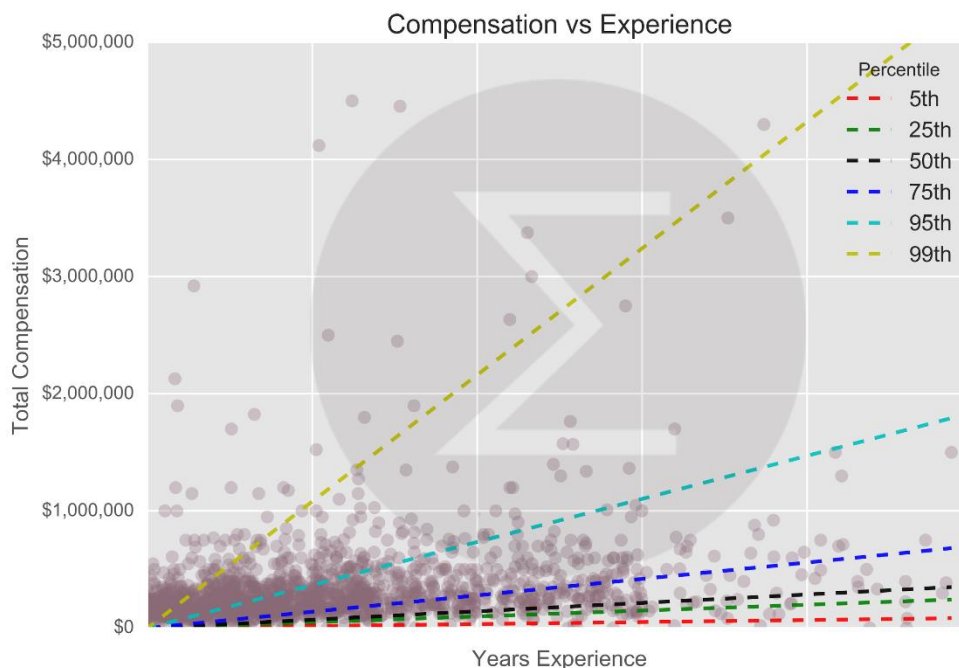


Plotted are the median base salary (blue) and median discretionary cash bonus (green) of hedge fund professionals based on their years of experience in the industry. Pay clearly grows over time at hedge funds, though exactly how is a more complex question.

Years Experience	0-1	1-2	2-3	3-5	5-7	7-10	10-15	15-20	20-25
<b>Percent of Data Points</b>	4%	9%	11%	22%	19%	17%	14%	3%	1%
<b>25th %tile</b>	\$65,000	\$100,000	\$110,000	\$150,000	\$170,000	\$200,000	\$240,000	\$225,000	\$260,000
<b>50th %tile</b>	\$110,000	\$150,000	\$170,000	\$220,000	\$270,000	\$300,000	\$350,000	\$435,000	\$400,000
<b>75th %tile</b>	\$160,000	\$220,000	\$250,000	\$310,000	\$400,000	\$475,000	\$550,000	\$650,000	\$705,000

The table above contains compensation percentiles tabulated by experience level. Note that the difference between the 25th and 75th compensation percentiles for first year analysts is about \$100,000 while at 20-25 years experience the difference is almost \$450,000 i.e. salaries take on wider and wider ranges as careers go on.

There is considerable attention in the media given to the huge amounts of money fund professionals are making, but our data suggests that there is actually high variability among compensation, especially among the most experienced earners. Some earn very large sums, but many more are compensated in ways that mirror highly-educated professionals in other well-paying industries.



In the graph above, we fit the compensation growth trends of several percentiles of earners (the dashed lines) to the data. The growth rate (steepness of the dashed lines) for the 25th through 75th percentiles are very similar. The pay growth of the 95th and 99th percentiles are far greater.

Learn about SumZero comp data, buy-side research, job placements, cap intro services, and more at [sumzero.com](http://sumzero.com)



Earnings Growth Percentile	Earnings Growth Per Year
5th	\$3,000
25th	\$10,000
50th	\$15,000
75th	\$30,000
95th	\$75,000
99th	\$215,000

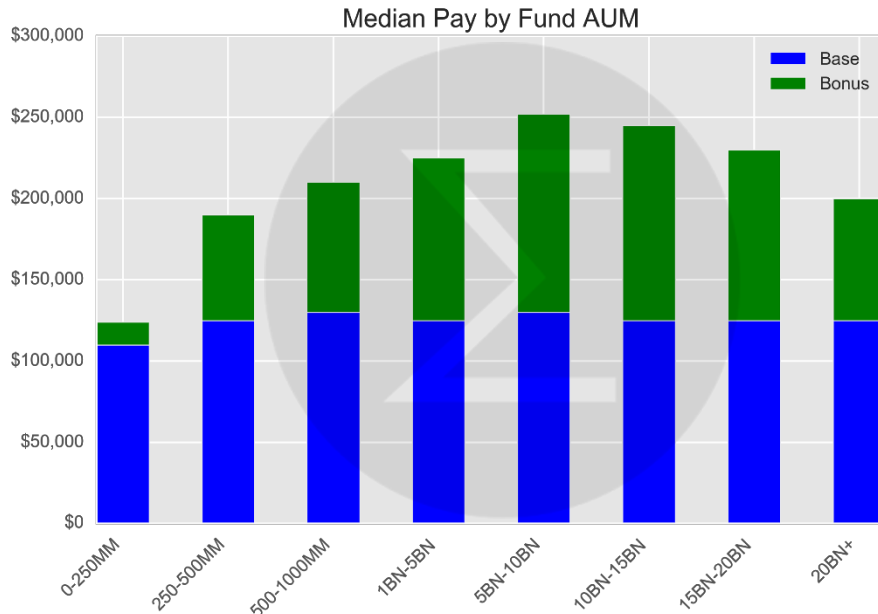
Looking at this data in table form illustrates the same concept. The 99th percentile of compensation growers increase their pay many times faster than any of the lower percentiles and almost 3 times faster than the 95th percentile. Only a very small number of professionals on the buy-side seem to be on the path to multi-millionaire level wealth based on what the data tells us.

One thing remains certain: more experience earns analysts more pay, but not necessarily in a predictable manner. In the subsequent analyses (when noted) compensation will be normalized at the 5 years experience level, assuming a 50th percentile (median) growth rate. This way we can know which funds pay more at equivalent levels of experience. Plots displaying experience adjusted numbers will be colored **purple**.

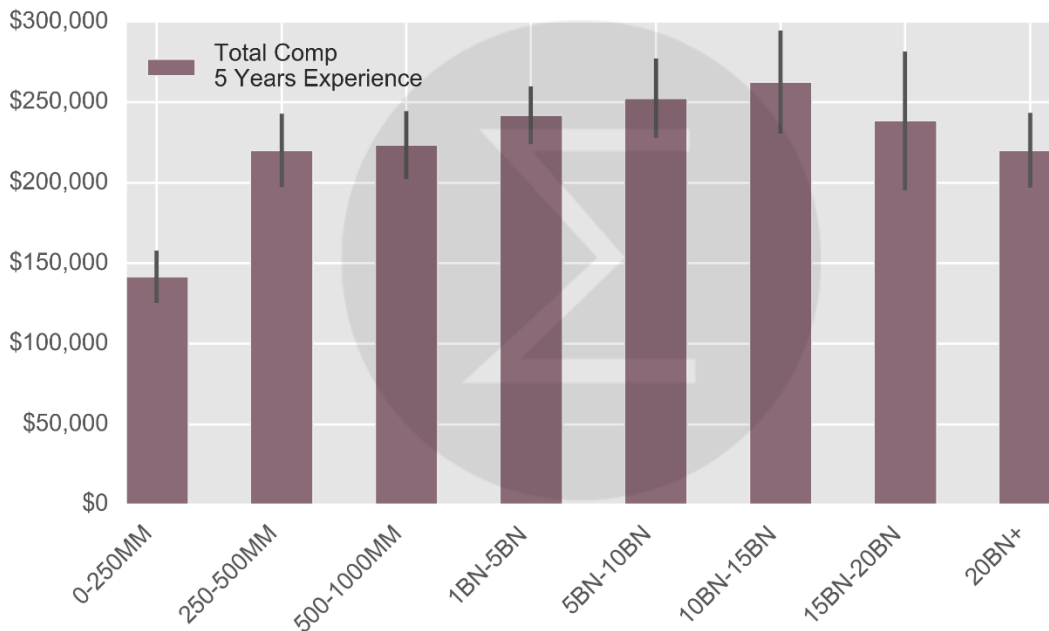


### Assets Under Management

Most asset managers collect fees based on fund size, however compensation among research staff does not follow a monotonically upward trend. The clearest gap is between sub 250MM funds and those of larger size.

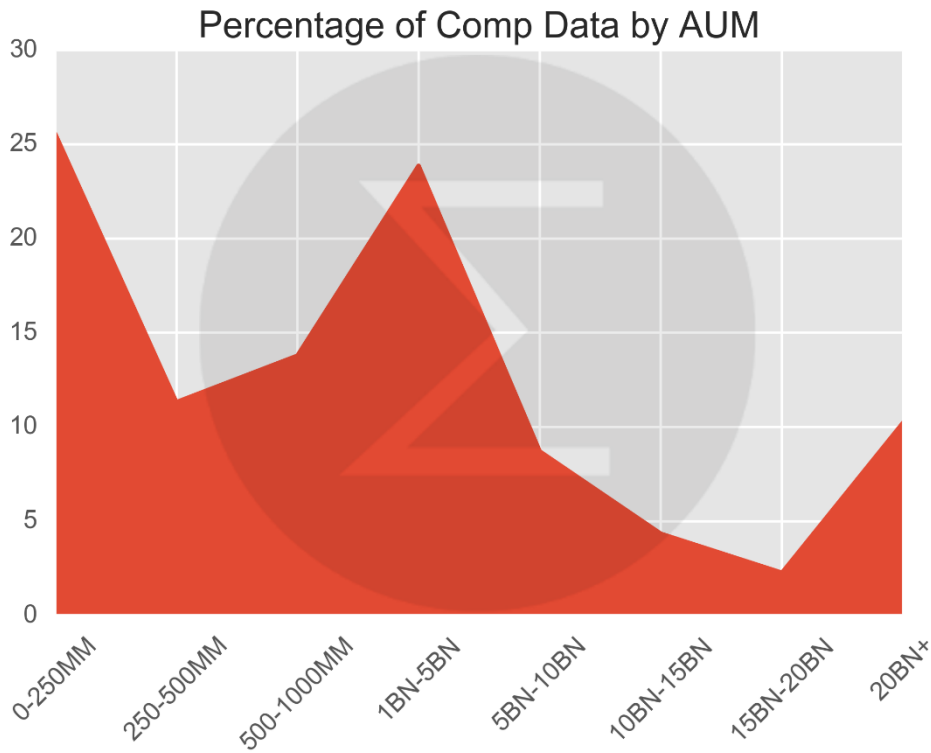


After controlling for the analysts' experience such that compensation is equalized at the 5 years experience level, a clear separation in comp still exists between sub 250MM funds.





Investment staff at these small funds make roughly \$100k less in total comp with strong statistical significance. As shown in the histogram below, much of SumZero’s compensation data is submitted from funds in this smaller range.

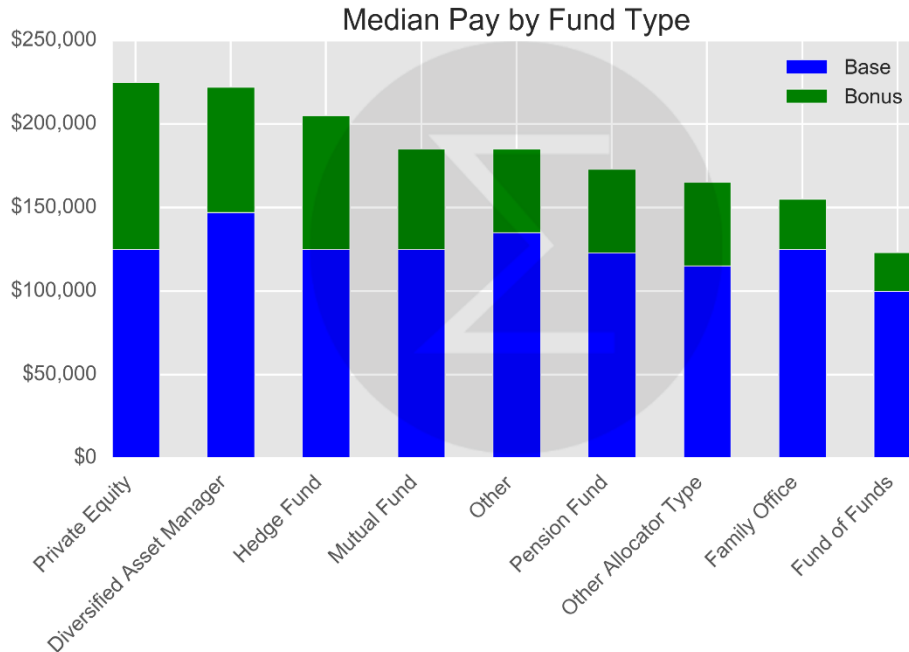


As such, we will control for fund size in addition to analyst experience in subsequent **purple-colored plots**, in which compensation will be based on a fund size of 250MM or larger. Investment staff working at sub-250MM funds can expect to earn about 100k less than the reported results.

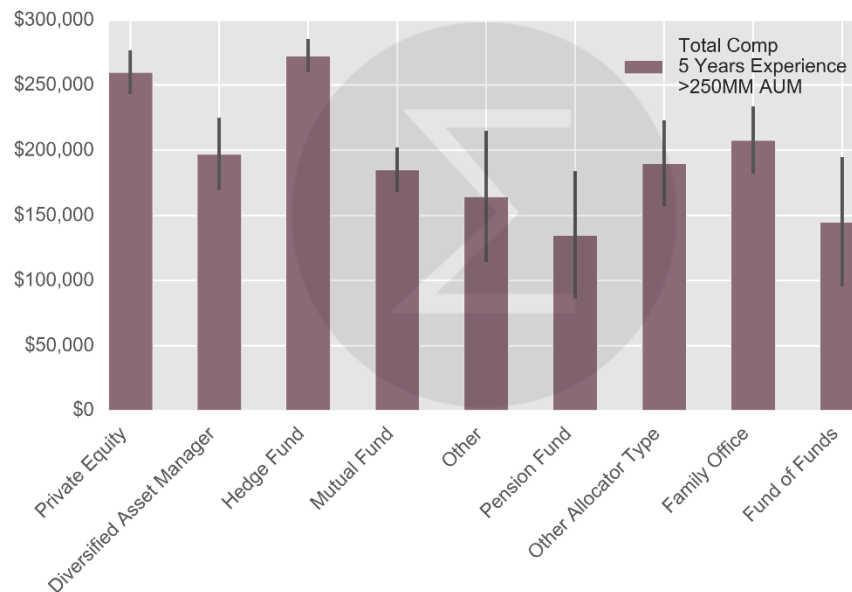


## Fund Type

When segmenting compensations by fund type, differences at first seem less distinct.



However, after accounting for differences based on fund AUM and analyst experience, it becomes clear that private equity and hedge funds pay significantly more than their other wealth management counterparts.

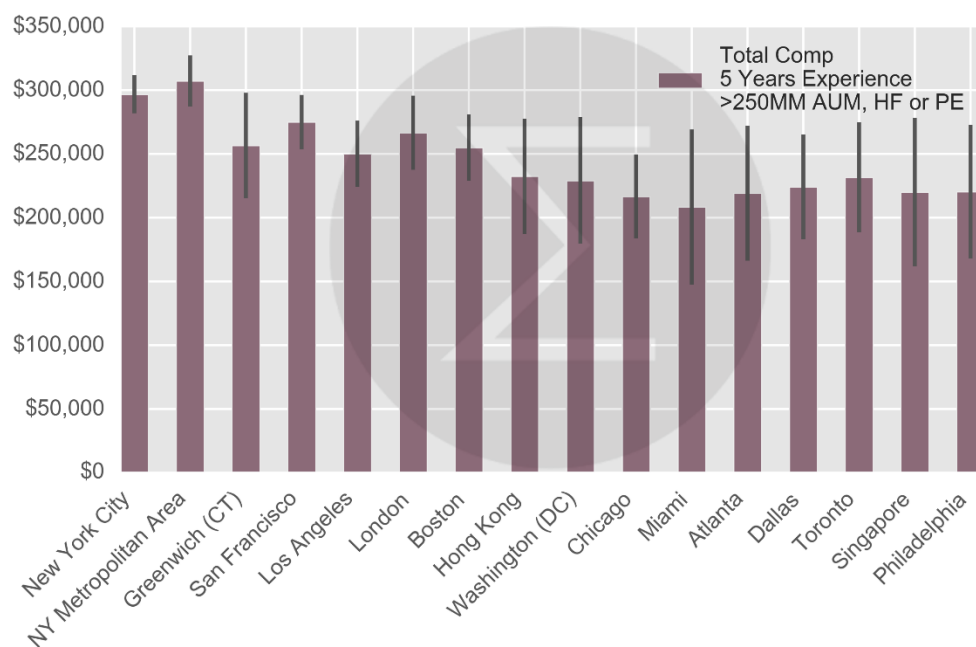
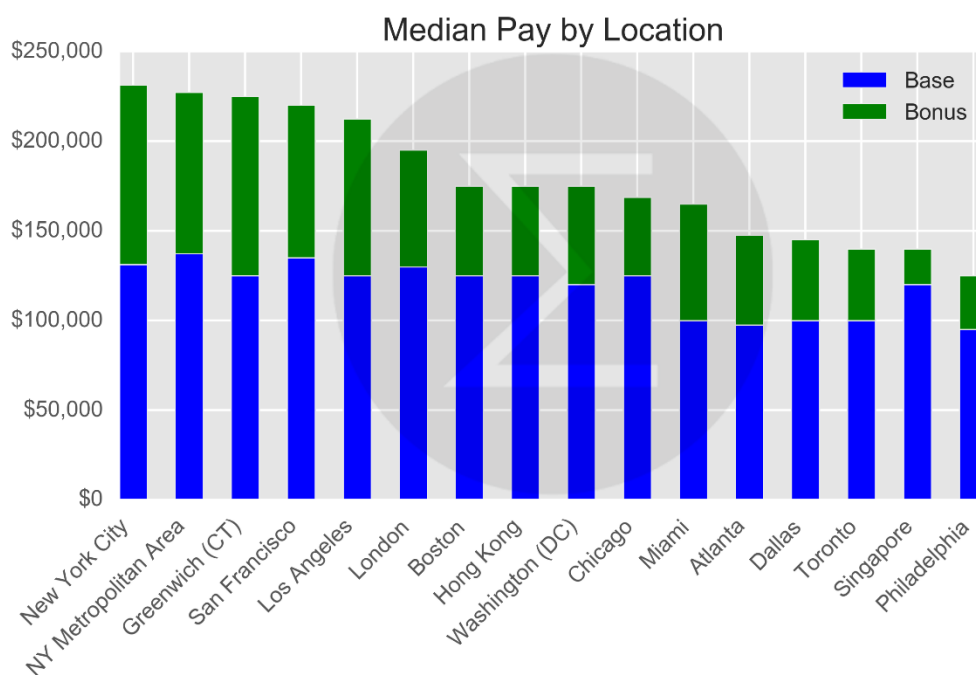


Concretely, this amounts to a \$50k - \$75k increase for PE and HF analysts. In subsequent purple-colored plots, we will accordingly report results assuming a HF or PE fund employer. Investment staff at non-PE/HF shops can expect to make \$50-\$75k less than displayed.

## Other Attributes

### Location

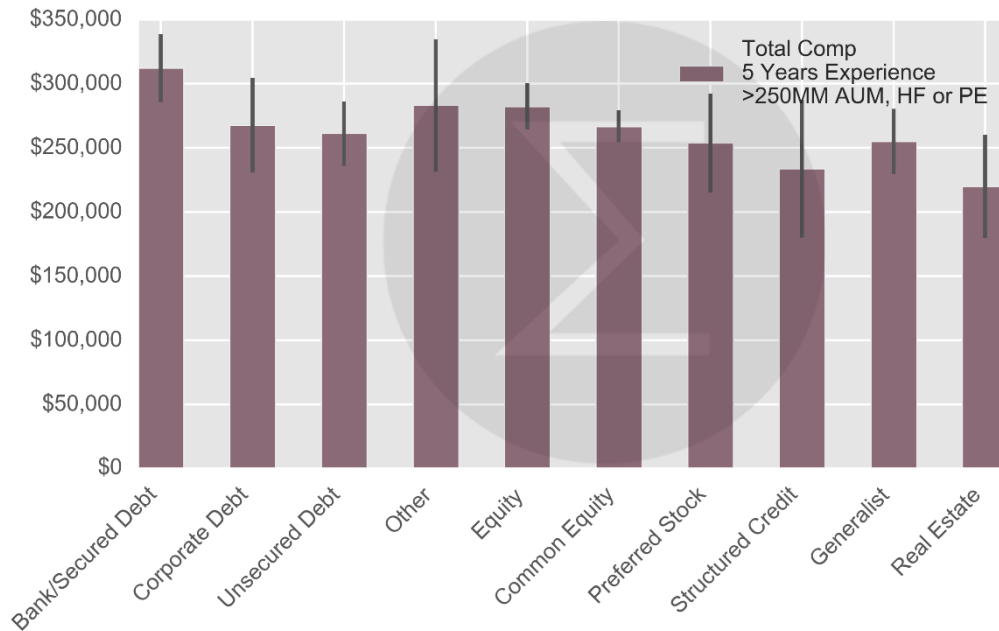
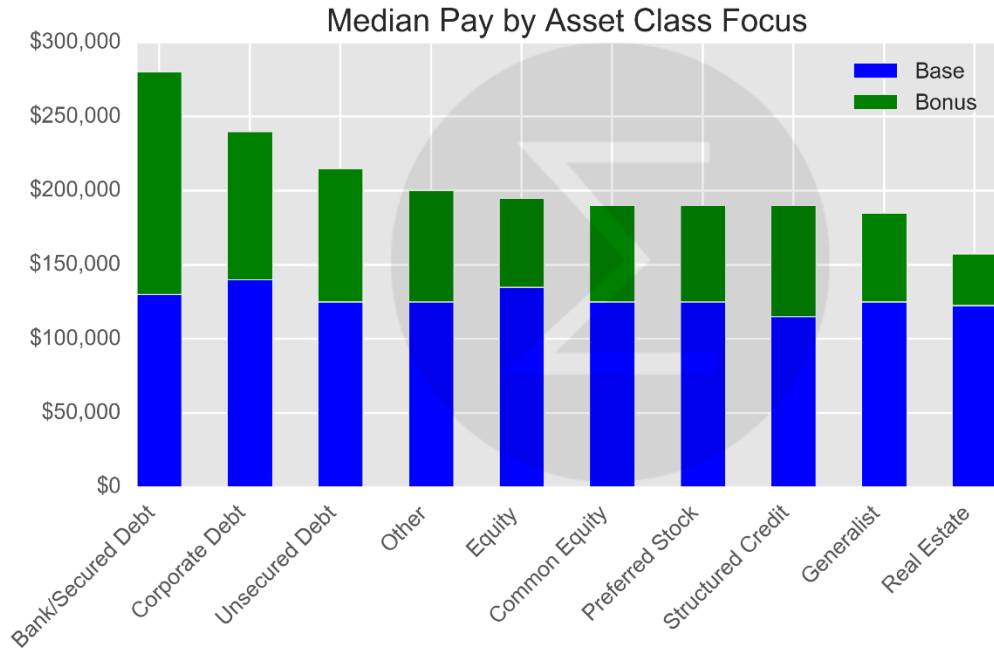
SumZero users come from around the world, from Abu Dhabi to Vancouver. In looking at our most heavily represented cities, major American cities tend to receive higher pay, especially on an experience/AUM/fund type adjusted basis.





### Asset Class

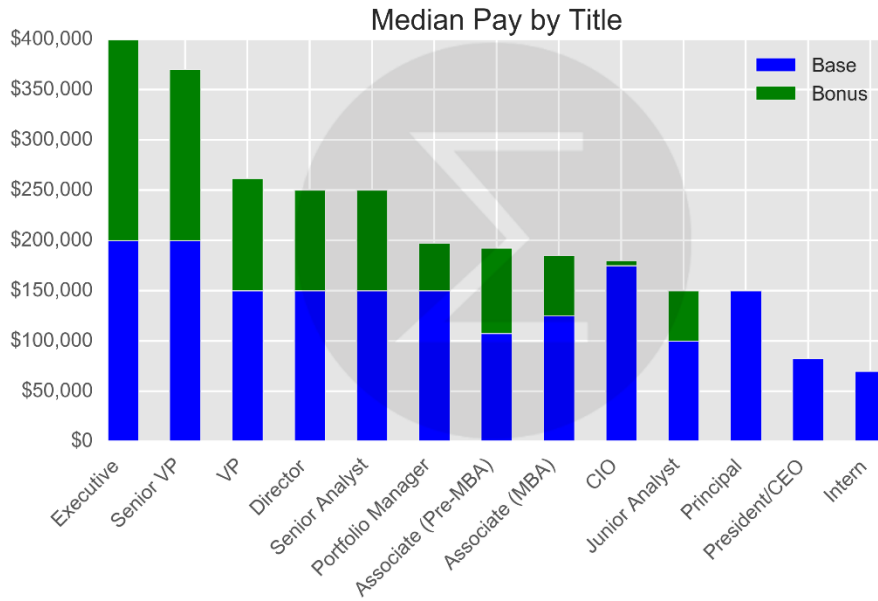
The vast majority of SumZero users focus on stocks, but the base of other asset classes is growing rapidly. For instance, we can see with statistical significance that our secured debt users make around \$50K more than our equity users.



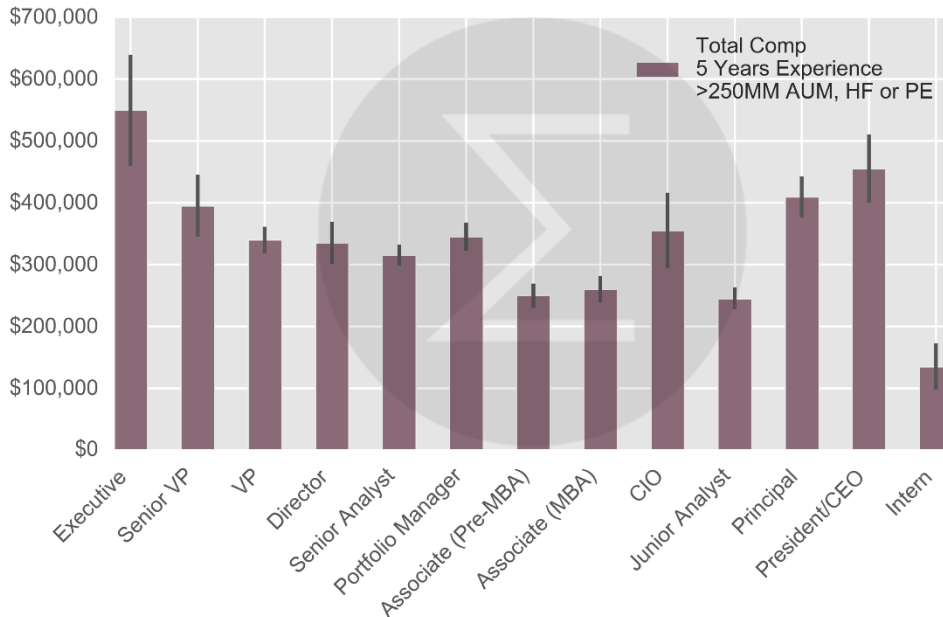


Title

Title remains an important factor in compensation at hedge funds, even when accounting for experience. Thus while years in the industry are important, titles and the corresponding responsibility come with greater monetary rewards. Also noteworthy is that analysts with an MBA make about the same as their non-MBA counterparts.



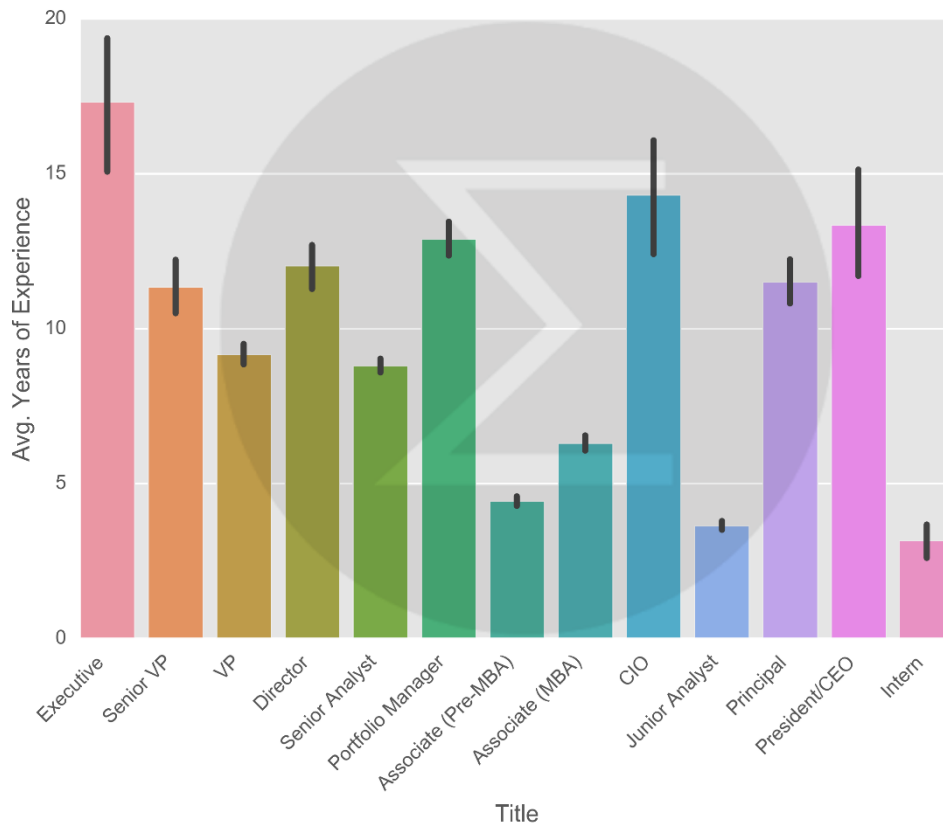
Note that several high responsibility titles receive a low median pay due to the large number of small, single employee funds reporting on SumZero. Only after accounting for pay differences based on fund size does it becomes clear that Presidents, CIOs, and Principals are in fact paid significantly more.





It's important to remember that in the plot on the bottom of pg 14, pay by title is equalized at 5 years industry experience. This is to purely show the compensation effects of having certain titles, *separate* from the effects of experience. In reality, bigger titles are of course strongly correlated with bigger experience as shown in the rainbow colored plot below. As such, some titles will make more or less than reported in the 5-years-experience adjusted plot above.

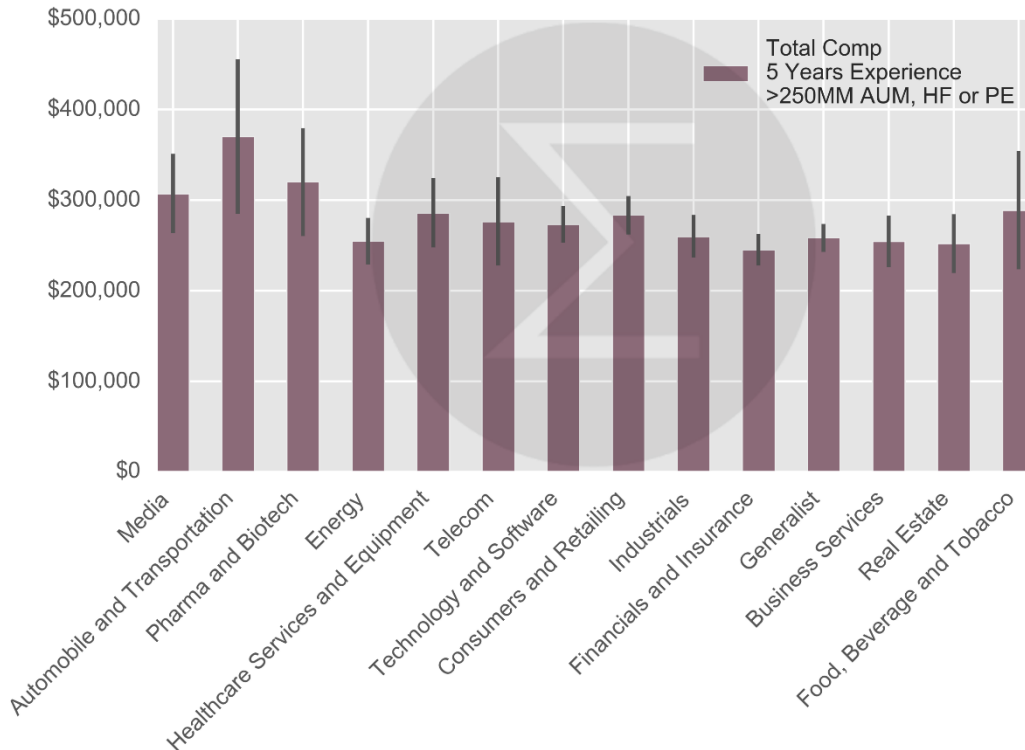
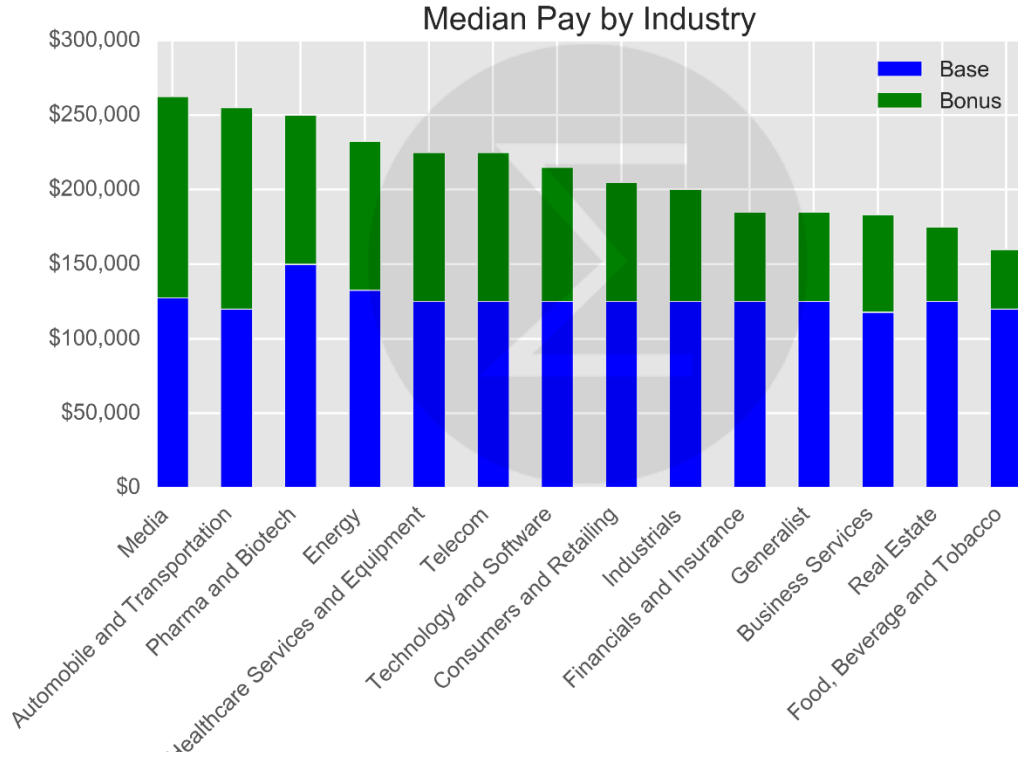
For example according to the **5 years experience** adjusted plot bottom of pg 14, a VP with five years experience (at a >250MM AUM private equity or hedge fund), should expect to make about \$350k. However, on average VPs tend to have **almost 9 years experience** according to the rainbow plot below, and will tend to make that much more money based on the additional salary effects of this experience. (See page 7 for more details on how compensation grows with experience). Similarly, interns tend to have less than 5 years experience, and will make less than reported the in 5-years-experience equalized plot.





### Industry

Across industry foci, there is relatively little compensation change. Only a few sectors show statistically significant deltas in pay relative to baseline sectors like financials.

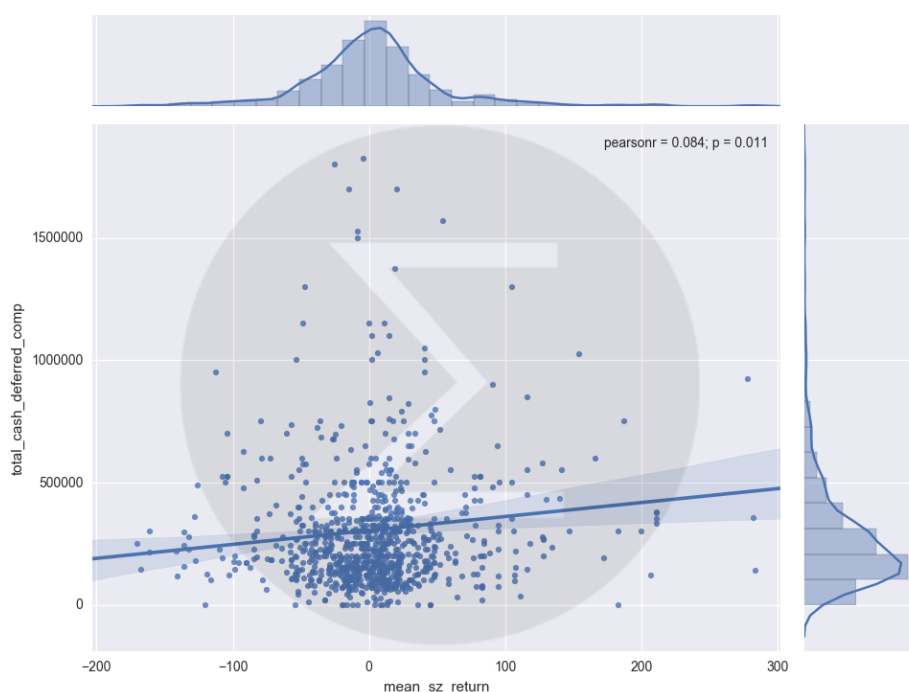


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## Pay Vs Performance

Of course, the most important factor in any investor's compensation should be their investment performance. In addition to compensation information, SumZero is primarily a place for investment professionals to share long-form long/short investment ideas. We regressed SumZero members' compensation with the average returns of the investment recommendations they have submitted to SumZero. Without adjusting for any of the important factors we identified above, like employer AUM and fund type, only a weak (though still statistically significant) correlation exists.

**Avg Investment Idea Returns vs Total Compensation**



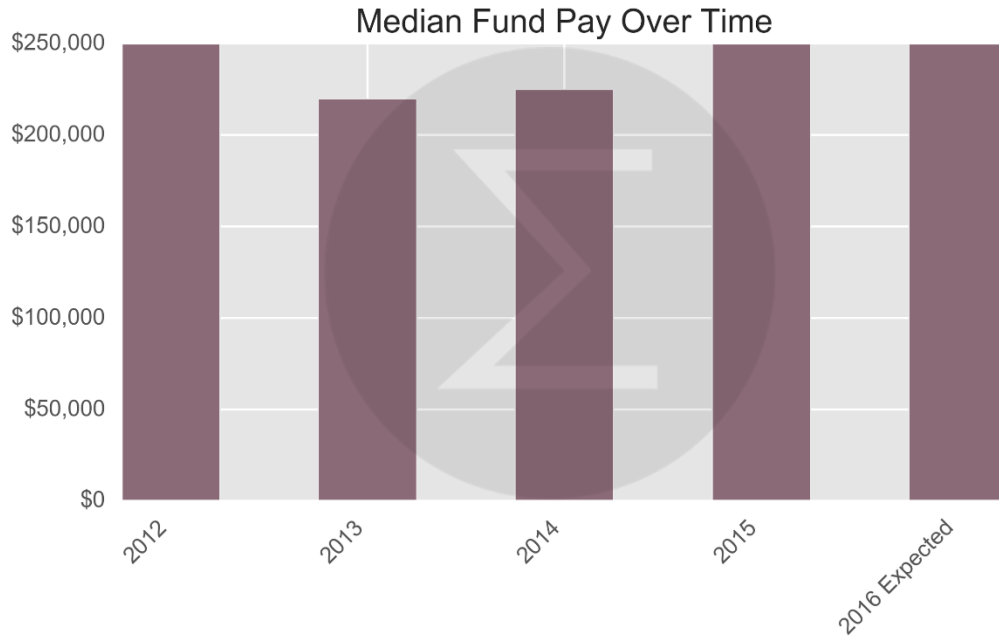
$R^2$  for this regression is a mere 0.7%. In other words, investment performance explains less than 1% of how much a buy-side investment professional will earn. For every additional percentage of return an analyst generates on average, he/she tends to be paid about \$570 more dollars per year.

It is important to note that SumZero members do not necessarily share all of their investment ideas on SumZero. Nonetheless, our data does back up some of the common complaints about the structure of the fund industry, specifically: 1) that managers can earn more than they are worth based on their performance, and 2) as an investment professional, having great AUM (as discussed on pgs 9-10) tends to pay better than having great performance.

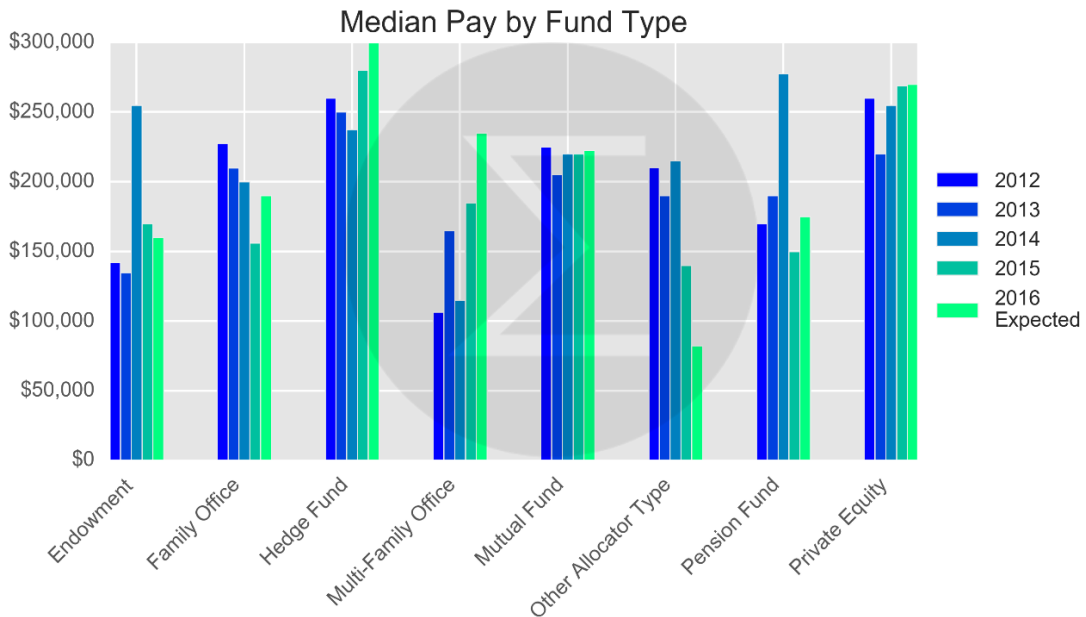


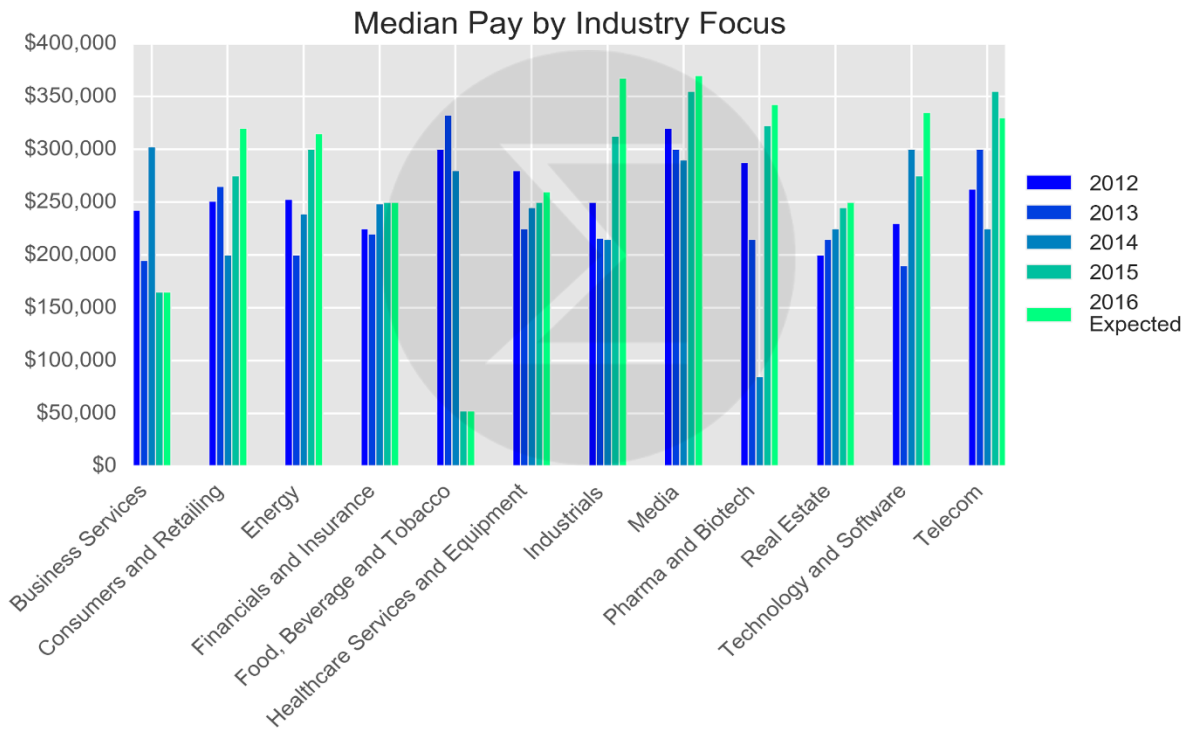
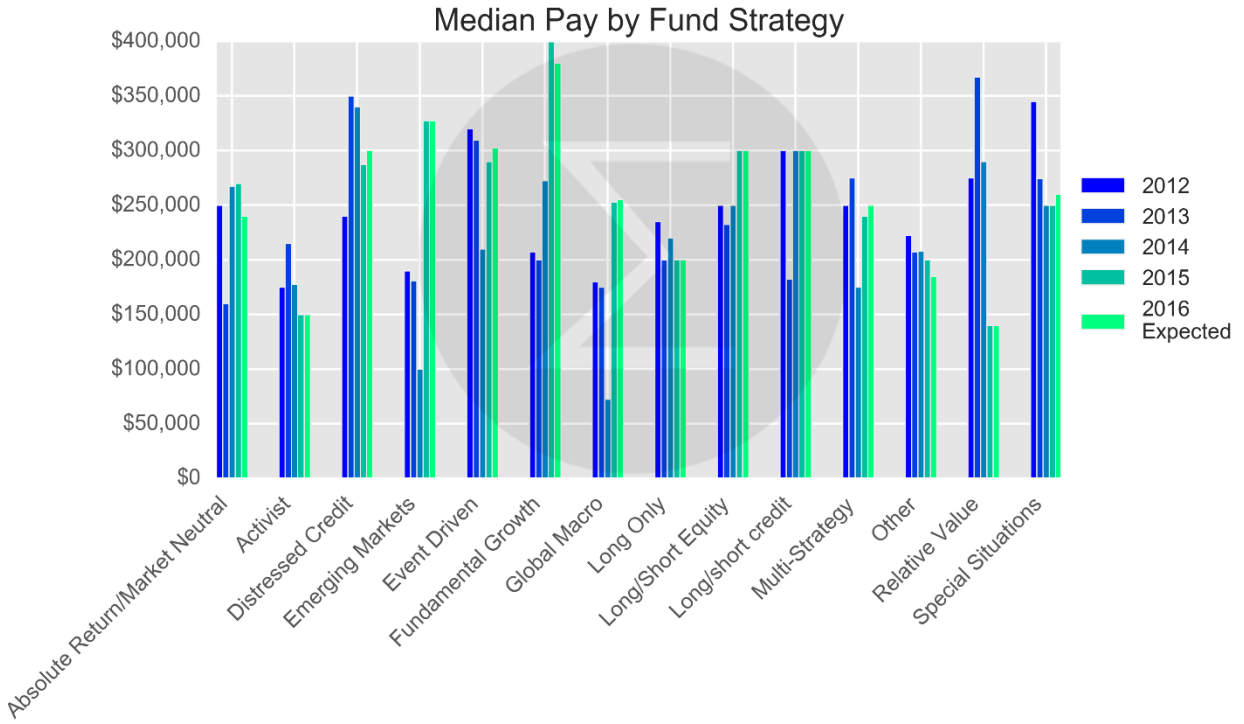
### Annual Trends

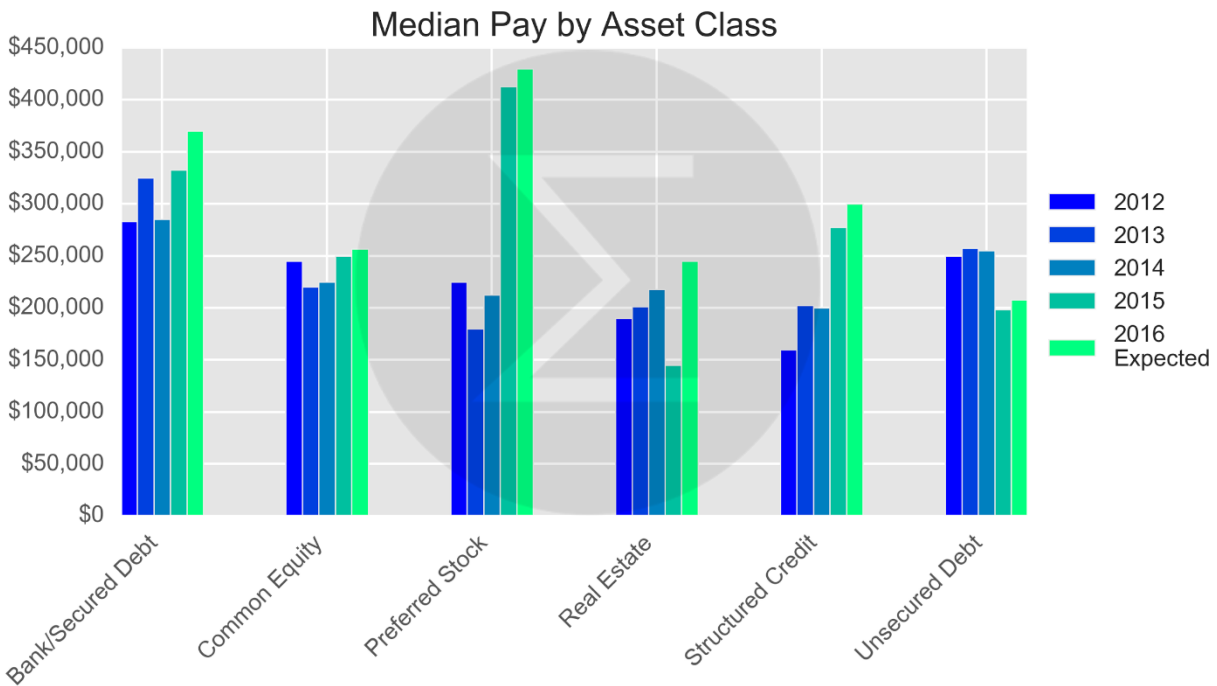
In the following section, we segment our data further to highlight year over year trends in the buy-side since the 2012 inception of our compensations platform. Compensation for 2016 is expected to overall remain flat relative to 2015.



Additionally, analyst pay shows a variety of trends based on fund strategy and industry and asset class focus. Though these plots have little statistical significance, they have been included below for informational purposes.







For more information on SumZero’s compensation data, or the broader SumZero buyside community, go to [sumzero.com](http://sumzero.com) or email us at [access@sumzero.com](mailto:access@sumzero.com).

# SumZero is the world's largest community exclusively for professional investors

<http://sumzero.com>

## Research By the Buyside. For the Buyside.

SumZero Buyside's research is published exclusively by professional investors. No day traders, no sell-side analysts, 100% quality, peer-reviewed research from professionals at legitimate Buyside funds.

### ■ Access to Thousands of Buyside Ideas

SumZero's research database is 100% comprised of actionable, peer-reviewed, long-form research from members of the hedge fund, mutual fund, and private equity fund analyst community. Research is 100% transparent, including analyst name, fund name, and disclosure status.

### ■ In-Depth Analysis on Actionable Ideas

Research reports in SumZero are forward-looking with defined price targets, expected timeframes, valuation discussion, risk analysis, and catalyst review.

### ■ Either Post or Pay For Access

Unable to post firm research? Switch to a read-only license to access the research database and skip the posting requirement. A popular option for large funds and asset allocators.

The screenshot displays the SumZero website interface for a research report on FRPH:US. The top navigation bar includes 'Research', 'Members', 'Cap Intro', and 'Careers'. Below this, there are tabs for 'Ideas', 'Quick Ideas', 'Estimates', and 'Contests'. The main content area is titled 'Thesis' and features a report by Bill Chen, currently at Rhizome Partners. The report title is 'Underlevered Re... good managem... organic growth'. It includes a 'Community Rating' of five stars and an 'Asset Class' of 'Common Equity'. A 'Trading Statistics' table is visible, listing metrics like 'CURRENCY', 'MARKET CAP', 'EV', '52 WK. RANGE', 'THREE MO. AVG. DAILY VOLUME (USD)', and 'LTM DIV. YIELD'. The report text discusses a '12-2015 Update - Company release' and mentions a 'Conference Call Replay available at http://archive.conferenceameric...'. It also notes that 'Results are largely in-line with our \$6.974mm of revenue 8.9% YOY in Revenue was \$1.68mm up 13% YOY commentary'. A 'Partner' comment by Steven Roge is visible, dated February 26, 2016, discussing management's involvement with Patriot Transp... Another comment by Bill Chen, dated February 27, 2016, discusses a conflict of interest involving Patriot Transp... and the value of the real estate business. A third comment by Bill Chen, dated March 01, 2016, discusses the DC waterfront project and the REIT conversion process.



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**Key Metrics**

- MARKET CAP (USD)
- THREE MO. ADV (USD)
- EV (USD)
- LTM REVENUE (USD)
- CURRENT P/E
- FYI SELLSIDE P/E
- LTM DIVIDEND YIELD (%)
- EV/LTM REVENUE
- EV/LTM EBITDA
- DISCOUNT TO 52-WEEK HIGH (%)
- PREMIUM TO 52-WEEK LOW (%)

**Geography**

**Sectors**

**Industries**

**Sub-Industries**

**Catalyst Types**

---

**NFI:CN** New Flyer Industries Inc

BY: Max Mausner  
CURRENTLY AT: Vantage Asset Management, Inc.

RETURN TO DATE: **+73.9%**  
EXPECTED RETURN: **25.8%**  
COMMUNITY RATING: **★★★★★**

**LONG**

ATTACHMENTS: N/A | TIMEFRAME: 6 Mo. - 1 Year | LAST UPDATED: 11/19/2015 | POSTED: 6/4/2015

NFI is a dominant market leader with a strong free cash flow profile yet is unfamiliar to many US investors. At <7x EBITDA + near term catalysts it represents 30%+ total return to \$34.00 Tgt

[View Idea](#)

---

**TOWR:US** Tower International Inc

BY: Patrick Jangoclan  
FORMERLY AT: Pequot Capital Management

RETURN TO DATE: **+30.1%**  
EXPECTED RETURN: **78.9%**  
COMMUNITY RATING: **★★★★★**

**LONG**

ATTACHMENTS: [PDF] [DOC] | TIMEFRAME: 1-2 Years | LAST UPDATED: 11/18/2015 | POSTED: 10/2/2015

Tower's CEO will retire on December 31, 2016 and his revised employment agreement heavily incentivizes him to sell the company for a 140% premium by that date.

[View Idea](#)

---

**WLTGQ:US** Walter Energy Inc

BY: Burt Ross  
FORMERLY AT: Geller & Company

RETURN TO DATE: **+99.5%**  
EXPECTED RETURN: **100.0%**  
COMMUNITY RATING: **2 votes needed**

**SHORT**

ATTACHMENTS: [PDF] [DOC] | TIMEFRAME: 1-2 Years | LAST UPDATED: 8/5/2013 | POSTED: 8/4/2013

WLT is a coal producer facing major headwinds including negative cash flows, extremely high leverage ratios, and deteriorating revenues due to weak demand for met coal from steel producers.

[View Idea](#)

## Find Exactly What You Need

No noise. SumZero brings unprecedented clarity to the research discovery process with powerful, robust, and comprehensive filtering.

### Custom Filters and Searches

Find the research that matters to you. Identify ideas with an extensive range of metrics including Market Cap, P/E, EV/EBITDA, as well as filters for catalysts, region, sector, and situation.

### Email Alerts and Saved Searches

Save a search and let new research that matches your criteria be delivered directly to your email the moment it's published.



# SumZero Analyst Rankings

<http://sumzero.com>

## Discover the Fund Industry's Top Alpha Generators

SumZero offers the world's only buy-side analyst performance rankings system. Our proprietary Rankings algorithm examines the returns of individual investment recommendations made by thousands of fund analysts/PMs since 2008, and then identifies the individuals that have most consistently beat the market.

### Objective, Skill-Based Methodology

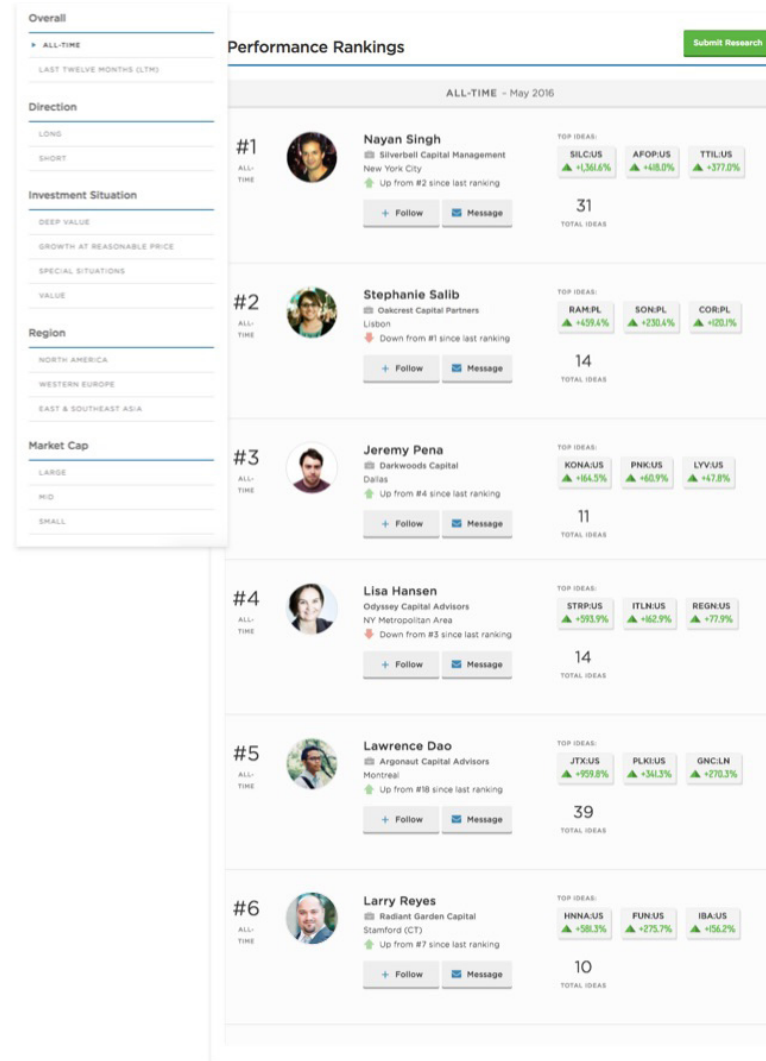
Rankings brings recognition to the most consistent alpha generators on the buy-side using a methodology that is agnostic to pedigree, AUM, or seniority. Consistent benchmark out-performance on multiple recommendations is what you need to climb the Rankings ladder.

### Open Eligibility/Visibility

All SumZero Buy-side members are eligible to get ranked on SumZero after submitting a minimum number of research ideas. Rankings lists are updated each month. All Buy-side and Allocator members can access Rankings for free.

### Multiple Best-in-Class Categories

SumZero Rankings cover a variety of standard and proprietary categories, including: Long/Short, All-Time, LTM, Strategy, and many more.



\* Example of rankings page. Names and Funds in this example image are not intended to be real.



# SumZero Job Vault

http://.sumzero.com

The screenshot displays the SumZero Job Vault interface. At the top left, there is a user profile for Nitin Sacheti, Chief Investment Officer at Populus Capital, New York City. The profile includes a photo, name, title, location, and statistics: 18 views, 35 matches, 0 estimates, 47 followers, and 68 posts. Below the profile is a bio: "Prior to founding Palayrak, Ni at Charter Bridge Capital with technology, media, and tech consumer investments. Prior Cobalt Capital where he focused investments. Ni has 9 year investment career in 2006 at telecom and technology firm, University of Chicago with a student in Economics at Harv". There are buttons for "Follow this User" and "Send Message".

Below the profile are two job listings:

- Head of Portfolio Management**  
Independent Asset Management Firm  
Location: Hong Kong | Posted At: 02/19/2016 @ 4:04pm | AUM Range: Undisclosed | Firm Type: Unavailable  
Opportunity: Due to continued business expansion and new client acquisition, there is presently a need to hire a Head of Portfolio Management to take over the responsibility of the direct management of client portfolios, as well as the management of pending fund launches. Role Summary: The Head of Portfolio Management ...  
[View Job](#)
- Junior Investment Analyst**  
Value Oriented Investment Firm  
Location: New York City | Posted At: 02/11/2016 @ 5:39am | AUM Range: \$50M - \$100M | Firm Type: Unavailable  
This firm is looking for a research analyst/generalist. Candidate should have two years of experience with a buy-side shop, and be able to pick stocks and back up ideas with thorough research and analysis. This is not a hedge fund job, but some experience with shorting and special situations would be helpful. Graham & Dod...  
[View Job](#)

## Exclusive Buy-side Job Opportunities

SumZero is the next step in buy-side networking. Research you contribute on SumZero is tracked on a performance basis and allows you to build an independent track record.

When you're ready to go after a new position, SumZero has a dedicated full-time recruiting staff ready to leverage the performance of your work on the site.

### ■ Hundreds of Buy-side Jobs

More meaningful than just a resume and cover letter – SumZero gives you the added benefit of sending your top-performing research reports on the site along with your application directly to hiring managers at top global firms.

### ■ Dedicated Full-Time Recruiting Staff

Not your average recruiters. Our experienced staff works with hundreds of hiring managers and knows how to leverage your expertise to get results. Whatever your career goals, SumZero can help you reach them.



# SumZero Compensation Database

http://.sumzero.com

## Know What You're Worth...for Free

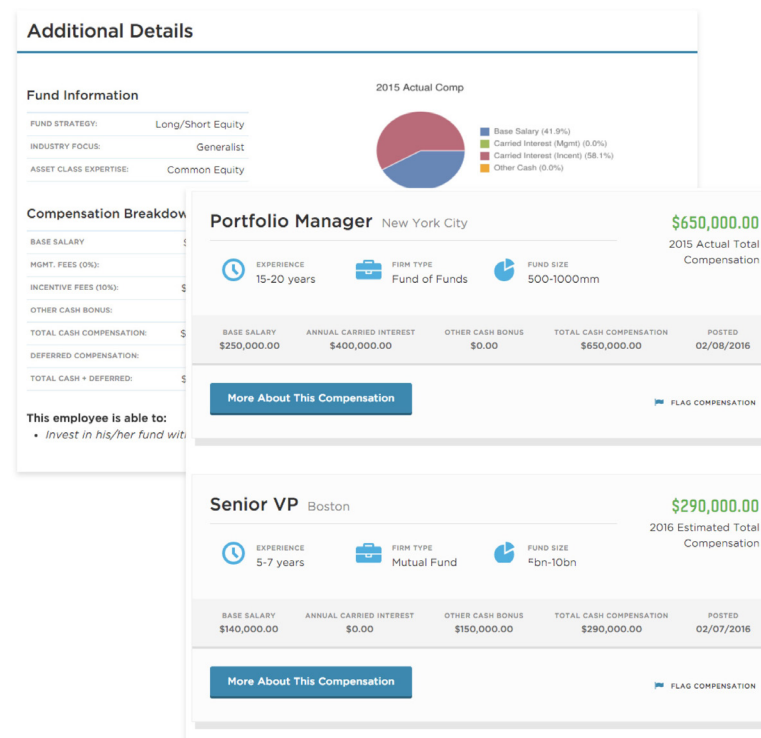
Are you making as much as your peers in the industry? Learn what fund professionals of all types earn with our 100% anonymous Compensation database, free to all members.

### See What Your Peers Are Earning

Rankings brings recognition to the most consistent alpha generators on the buy-side using a methodology that is agnostic to pedigree, AUM, or seniority. Consistent benchmark out-performance on multiple recommendations is what you need to climb the Rankings ladder.

### 100% Anonymous

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# SumZero Cap Intro

http://.sumzero.com

**ShawSpring Partners LLC**  
FUND TYPE: Hedge Fund  
STRATEGY: Long/Short Equity  
FOCUS: Generalist  
LOCATION: Boston  
MANAGER: Dennis Hong

ShawSpring is a long-term global investor. Our investment approach is a bottom-up, and underpinned by deep fundamental research. Our competitors from our global network of entrepreneurs, distinguished investors, experts and provide us with insights into our investment ideas. We manage partnerships on behalf of leading institutional investors, including university endowments and family investment offices.

**Featured Research**  
JD:US JD.com, Inc.  
BY: Dennis Hong  
CURRENTLY AT: ShawSpring Partners LLC

**Executive Mar**  
Dennis Hong, Principal, Altimeter

**Marketing Materials/Investor Communications**

DOCUMENT	TYPE
January 2016 Investor Update	Investor Letter
December 2015 Investor Update	Investor Letter
November 2015 Investor Update	Investor Letter
November 2015 Investor Presentation	Pitchbook/Presentation
October 2015 Investor Update	Investor Letter
September 2015 Investor Update	Investor Letter
August 2015 Investor Update	Investor Letter
July 2015 Investor Update	Investor Letter
June 2015 Investor Update	Investor Letter
March 2015 Investor Update	Investor Letter
April 2015 Investor Update	Investor Letter
May 2015 Investor Update	Investor Letter

**Press/Media**  
Altimeter Alum Aims for Sky-High Returns  
7/1/2014  
Hedge Fund Alert article noting our upcoming launch

## A Better Way To Raise Capital

Tired of constantly explaining and re-explaining the details of your fund to disinterested or unqualified investors? SumZero's Cap Intro program puts the essential information of your fund in front of hundreds of pre-qualified institutional allocators in a passively managed, reverse-solicitation format. From returns to firm references to investor letters to your proprietary research on SumZero, all your materials are neatly contained in one protected page.

### ■ Pitch Your Fund Efficiently

Show allocators why your fund is different. Remove barriers to your documents and data, and present the full picture of your expertise, process, performance, and infrastructure.

### ■ Get Introduced

Experience broad exposure to a high-quality group of investors that are actively allocating to funds and can radically change the future of yours. Get matched with capital allocators who reach out to you based on the quality of your fund's page.



# SumZero Allocator

http://.sumzero.com

## For Allocators: No More Bad First Dates

Finding a good fund is work...phone calls with fund managers can be exhausting and your inbox is often flooded with spam. SumZero Allocator was custom-built to address the needs of institutions looking to find unique funds which match the particulars of all investment mandates without adding to the problem.

### Filter by Funds that Matter to You

Browse and view hundreds of funds on the SumZero Cap Intro platform. Remove friction from the due diligence process with unrestricted access to all documents. Passively track, filter, and create email alerts for funds of all types.

### Privacy Matters

You are guarded from spam. Your name and contact information are never displayed on the site, and never made available to members without your explicit permission. SumZero Cap Intro is a reverse-solicitation database.

The screenshot displays the SumZero Allocator interface. On the left is a search filter sidebar with the following sections:

- General**
- KEYWORD SEARCH**: A text input field labeled "Keyword".
- AUM**: A dropdown menu.
- STRATEGY**: A dropdown menu.
- FOCUS**: A dropdown menu.
- LOCATION**: A text input field labeled "Search".
- YEARS OPERATING**: A dropdown menu.
- FIRM TYPE**: A dropdown menu.
- MIN. COMPLETENESS**: A progress bar from 0 to 100.
- Filters**: Three checkboxes: "Has Supplied References", "Has Listed Fund Positions", and "Has Completed Due Diligence Section".
- SORT BY**: A dropdown menu.
- Tags**: A list of categories: "Returns", "Research", "Supporting Documents", and "Knowledge Areas".

On the right, three fund profiles are shown:

- Elevated Capital LLC**: AUM: \$1M - \$10M, Founding Date: 4/1/2006, Ideas: 2, Followers: 21. 50% Complete Profile.
- Abrika Capital Management LP**: AUM: \$50M - \$100M, Founding Date: 1/1/2008, Ideas: 3, Followers: 1. 75% Complete Profile.
- Nishkama Capital LLC**: AUM: \$10M - \$50M, Founding Date: 6/1/2013, Ideas: 1, Followers: 1. 68% Complete Profile.

