




# SOUTHLEA'S ASSET MANAGEMENT COMPENSATION SURVEY

## Survey Overview

Participate in Canada's most innovative compensation database for leading asset management firms. The database is anchored in our deep understanding of how compensation is structured to ensure you can draw out meaningful insights to maintain competitiveness across all job families.

The benefits of this survey include:

Benefit	Southlea Differentiators
Simplified participation	<ul style="list-style-type: none"> <li>Jobs matched by Southlea (validated by you) against standard job families and levels</li> <li>Simple data input template to facilitate easy transfers from your HRIS</li> <li>Secure and encrypted online system to ensure confidentiality</li> </ul>
Holistic perspectives	<ul style="list-style-type: none"> <li>Ongoing engagement with participants to customize job matching / leveling approach and identify any tough-to-match match jobs / factors that impact compensation</li> <li>Additional elements of pay including target, actual, and maximum pay (where applicable) – the only compensation survey that includes all these elements</li> <li>Connections between compensation and demographics, where available, to facilitate talent and workforce planning</li> </ul>
Improved reporting and insights	<ul style="list-style-type: none"> <li>Regular updates (once per year) to keep pace within a tight labour market</li> <li>Customized reporting templates and industry / size breaks to draw out key insights and trends</li> <li>Ability to run custom analyses and add custom benchmarks / data elements for industry groups (e.g., independent alternative asset managers, wealth managers, etc.)</li> </ul>

 Targeted Participants	 Pricing	 Timing
<ul style="list-style-type: none"> <li>Canadian pension funds (Maple 8 and smaller)</li> <li>Other captive asset managers (e.g., investment arms of insurance cos., chartered banks)</li> <li>Independent alternative asset managers (private equity, infrastructure, real estate)</li> <li>Investment divisions of large family offices</li> </ul>	<ul style="list-style-type: none"> <li>\$3,500 CAD for one run of data effective annually on April 1 segmented by participant category (industry and size), where possible</li> <li>Customized reporting to be charged based on scope of request</li> </ul>	<ul style="list-style-type: none"> <li>Survey submissions are due annually on April 15<sup>th</sup></li> <li>Results will be reported each year in June following submissions</li> </ul>

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### DATA ELEMENTS COLLECTED

We're looking for one file from your HRIS or similar system that includes the following elements for each role in your organization (will be used **by Southlea** to level / match roles to survey; validated by you):

Incumbent Position Information:	Incumbent Pay Information:	Firm / Asset Class Information
<ul style="list-style-type: none"> <li>▪ Incumbent ID</li> <li>▪ Division</li> <li>▪ Department / Asset Class</li> <li>▪ Internal Position Title</li> <li>▪ Internal Salary Grade</li> <li>▪ Manager Incumbent ID</li> <li>▪ Location of Incumbent</li> <li>▪ Gender</li> <li>▪ Date of Birth</li> <li>▪ Date of Hire</li> <li>▪ Date Started in Position</li> </ul>	<ul style="list-style-type: none"> <li>▪ Most Recent Salary</li> <li>▪ Target, Actual, and Maximum:                             <ul style="list-style-type: none"> <li>▪ Short-term / Annual Incentive % of Salary</li> <li>▪ Short-term / Annual Incentive \$</li> <li>▪ Long-term / Deferred Incentive % of Salary</li> <li>▪ Long-term / Deferred Incentive %</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>▪ Fiscal Year End</li> <li>▪ Number of Operating Regions</li> <li>▪ Number of Employees</li> <li>▪ AUM (total and by asset class)</li> <li>▪ % Internally / Externally Managed (overall and by asset class)</li> </ul>

### DATA REPORTING

Data will be aggregated and reported back to you (10<sup>th</sup>, 25<sup>th</sup>, 50<sup>th</sup>, 75<sup>th</sup>, 90<sup>th</sup> percentiles of each data element above) for over 300 unique roles. Each job in your organization will be matched to one of the groups, sub-groups, disciplines, and levels below:

Investment									
Public Asset Classes			Private Asset Classes				Other Investment-related		
Fixed Income Public Equities Research and Economics Quantitative Strategies Trading			Private Credit Private Equity Infrastructure & Natural Resources Real Estate				Overall Management (CIO) Externally Managed Investments Responsible Investing Investment Strategy / Asset Mix		
Corporate									
Finance	Risk	IT	HR	Legal	Comms.	Services	Gen. Mgmt.		
Investment Corporate Tax Valuations Perf. Meas. Audit Treasury Inv. Ops. Generalist	Enterprise Investment Generalist	Corporate Inv. Apps. Cyber Data Project Mgmt. Generalist	Total Rewards Talent HRBP Generalist	Investment Corporate Compliance Generalist	Internal External Generalist	Pension / Member Client Generalist	Overall Mgmt. (CEO) Strategy and Operations / Admin		
Levels									
1	2	3	4	5	6	7	8	9	10
CEO	Executive 2	Executive 1	Renowned Expert	Senior Expert	Expert	Specialized	Proficient	Intermediate	Entry