

THE MM & K PRIVATE EQUITY PAY SURVEY - 2008

Summary

Specialist pay and reward consultants MM & K publishes the leading annual survey of pay and incentive practice in the European private equity and venture capital industry. Jurisdictions include the UK, France, Germany, Italy and Spain. The most recent survey, published in October 2008, had 42 participating companies, data on around 70 separate funds and compensation information for over 1,700 incumbents. We believe that these surveys are the most comprehensive available in the market place today.

The survey provides separate analyses compensation levels and structures for the sub-sectors of the private equity industry and include firms in the following sub-sectors:

- Mega Buy-out
- Large Mid Market Buy-out
- Smaller Mid Market Buy-out
- Seed, Expansion & Development
- Secondary & Fund of Funds

Easy to read and analyse reports enable participating companies to see their position against their peers. The survey also includes an Executive Commentary which considers the private equity industry as a whole, trends in compensation levels across the sub-sectors and issues currently facing the market and their impact on pay structures and levels.

MM & K is a member of the BVCA and is authorised and regulated by the Financial Services Authority.

Information Collected

The survey covers all aspects of pay and incentive practice in the European private equity and venture capital industry, analysing in detail levels of:

- short-term cash compensation (base salary, benefits and annual cash bonus levels)
- long-term incentive compensation (carried interest and co-investment plans), and
- ownership / equity participation (dividends and profit share).

The survey also considers:

- the design and structure of annual bonus, carried interest and co-investment plans, and
- key corporate and fund information including levels of management fees, transaction fees and monitoring fees.



Job Families

The survey covers over 30 positions:

- Senior Management (including CEO, Managing Partner, Managing Director).
- Investment (including Senior Partner, Investment Director, Investment Manager, Analyst, Deal Origination)
- Operations (including HR, Legal, IT, Marketing, Investor Relations)
- Administration & Support (including Secretarial, Office Manager)
- Finance (including Finance Director, Financial Controller, Financial Accountant, Fund Accountant, Taxation)

Timetable & Cost - 2008

Results were published in October 2008. The cost of participation is £4,000 (plus VAT). Existing participants receive a discount of 20% from this figure.

Bespoke reports tailored to participants' specific requirements are also available for an additional fee.

2009 Survey

The 2009 survey will be published in September of this year and we will begin the data submission process for this survey in March. Further details of the 2009 survey will be available in the next few weeks.

Confidentiality

Results are only available to participating companies. All information received is treated in the strictest confidence and the results are set out in such a way so as to make it impossible to identify individual companies.

If you wish to discuss participation or for more information please contact:

andrew.manktellow@mm-k.com

christian.nelson@mm-k.com.



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All together more rewarding