

# BUSINESS PROFILE



## Organization Profile

Futures First is a part of the **Hertshten Group**, its holding company which has raised the benchmarks for excellence in the international derivatives industry. Futures First benefits from the significant experience of the Hertshten Group in derivatives markets across global financial exchanges.

We have been operating in India for over two decades, and during this journey we have worked with hundreds of bright and enthusiastic individuals who have contributed to our growth and success and have made very successful careers from this opportunity. Futures First continues to recruit top talent from the most prestigious universities and institutions in the country for its five offices located in Gurgaon, Kolkata, Bangalore, Hyderabad, and Jaipur.

## Our People

Our success is propelled by the passion, intellect, & financial acuity of our home-grown achievers. We work closely with the placement teams at top-tier universities to identify & recruit the most interested, capable, & quick-thinking candidates. The average age of our market analysts is around 25 years.

At Futures First, we are committed to providing our employees a world class environment offering them best infrastructure and technology support, continuous training and learning of markets, data analysis and risk management tools and techniques, soft skills development, a friendly and supportive work culture, and one-on-one mentoring to develop requisite skills to succeed in this profession.

## Career At Futures First

Futures First offers a unique opportunity in India to work in the world's most stimulating, liquid, and well developed derivatives markets. This is an exciting challenge and an excellent opportunity for bright, analytical, & highly motivated individuals to join a vibrant business and learn about dynamic world markets.

The Company is recruiting for the role of **Trainee - International Markets** and invites high- achieving graduates & postgraduates from any discipline including but not limited to engineering, commerce, finance, economics, mathematics & statistics.

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# Compensation

Compensation at Futures First is based on proven international principles and market benchmarks.

- **Fixed salary** is pegged to local lifestyle cost levels to provide a foundation for prudent risk- taking.
- **Bonus** is based on own performance results. The individual is the primary driver of his/her incentive compensation.
- **The compensation structure for Trainee – International Markets is as follows:**

Remuneration Details	Monthly (INR)	Annual (INR)
Basic Pay	42,500	5,10,000
HRA	21,250	2,55,000
Special Allowance	16,150	1,93,800
Gross Salary	79,900	9,58,800
Employer's contribution to Provident Fund	5,100	61,200
<b>Fixed Remuneration</b>	<b>85,000</b>	<b>10,20,000</b>
Indicative Performance Bonus (Year 1)*		5,90,000
<b>Total Compensation</b>		<b>16,10,000</b>
Gratuity**		24,519
Employee Engagement & Staff Welfare		69,000
<b>Total Cost to Company</b>		<b>17,03,519</b>

- \* - Based on data of over 400 employees who joined the Company in the last five years.
  - The first whole financial year after joining is considered Year 1.
  - This is an indicative bonus amount that is not guaranteed, as bonus would entirely depend on individual performance, and could be higher, lower, or nil.
- \*\*Gratuity is payable on completion of 5 years of continuous service under Gratuity Act 1972.

Based on the above, Total Cost to Company in the first complete financial year is indicatively **INR 17,03,519/- per annum (Rupees Seventeen lakh three thousand five hundred nineteen only).**

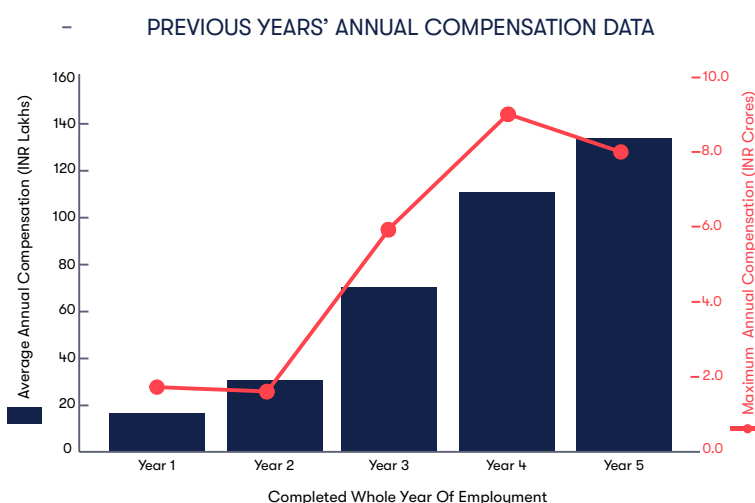


# Important

We would like to emphasize that this opportunity is primarily focused on the potential to achieve early financial independence through a performance-driven bonus structure. Bonuses are awarded to high-performing employees on a trimester basis, ensuring consistent cash flow. In the case of successful individuals, total compensation often becomes a multiple of the fixed salary after the initial period of hands-on learning and market exposure.

It is important to note that the fixed salary is intended to cover basic living expenses and should not be the sole factor in evaluating this opportunity. The company seeks individuals who are passionate, driven, and willing to look beyond conventional career paths – those who truly value and are prepared to embrace the unique prospects offered by the global financial derivatives industry.

The graph shown helps to put this in perspective & provide candidates indicative levels of total compensation in the first few years of joining the Company. The data is based on the average of approximately 1000 data points consisting of annual total compensation of Market Analysts who have joined in previous years.



We look forward to offering this opportunity to highly interested and deserving candidates.

Thank You!

