# Visium Lift out Plan

### Investment Team (reserved for PMs that could be given a success incentive)

New York

1. Soon Ho Lee (Asia) - $150k , -$3.5mm YTD
2. Jay Suchotliff (Consumer ) - $150k , 1.5mm YTD
3. Jeff Hires (Financials) : -$150k, $0mm ?
4. Ed Slapansky (Financials – Value) :
5. Chauncey Upson (Financials US/Europe): $150k, $-2.3 mm?
6. Karim Benjelloun $150k, $1.1mm YTD
7. Stayton Creech (TMT) : $150k, $1mm YTD
8. Alex Kim (TMT) : $150k, -$2.3mm YTD
9. Alex Raytburg (Metals & Mining) : $150k , $-3.1 mm
10. Ashar Khan (Utilities – longest tenure PM) : $150k, + $2.2mm
11. Martin Geminder (European Event) : $150k, +2.2mm
12. Peter Drippe (Risk Arb/Event) : $150k, + 4.7mm
13. Karthik Seshan (TMT- Asia) : $150k , -$1.4mm
14. Whit Penski (Quant PM could restart Alpha Capture program with % payout) , dotted line into risk management for factor hedging (discretionary payout) : $150k base
15. Matt Mangiacotti – possible small book : $150k
16. Aaron Diamond

London

1. Robert Bonte-Friedheim : $150k , $18mm YTD
2. Nick Talbot (Consumer) : $150K, +1.1mm YTD
3. John Ingram (European Industrials) – $150k , $6.7 mm YTD
4. Alex Avella/Hewitt – : $150k , +6 mm YTD

San Francisco

1. Ben Williams – REITs : $150k, $0mm
2. Robert Stenhouse – short only strategy (good alpha generator) , could be run as a long/short- short biased program : $150k, +400k

### Director of Research

Duggan Jensen: Optional, Bob thinks he will be good to have as assets get close to $750mm-$1B

### Risk Management

Sung Chung: Base $150K (reduced)

### Recruiting

US: Alix Connors

London: Laura Lynch

### Front-Office/Risk & Firmwide Development:

* Deepak Verma (full-time): $150k (reduced)
* Barma Aryal (Full-time) : $110k (reduced)
* Raj Ayyagari (Consultant/PT) : $100/hr , as needed

### Trading

* Adam Lent , Mike Murphy

### Operations/Accounting

* Alan Greenbaum +?

### Systems to be included in lift out

1. Code Red
2. EZE Castle licensing, security master and overall setup
3. MIK – license, security master and other data related to global including custom built code
4. Risk Database – code, data and scripts
5. Barra ( existing positions and reports set up, High Volume Reporting etc)
6. Imagine : Not a must
7. Tableau : New license, dedicated server and database and data/reports built on it
8. SQL Server Reporting : PM Dashboards, Fund Dashboards, Liquidity , Performance stats etc
9. Risk Portal : Capital Request, PM tracker, Portfolio Optimizer, Rquest Tracker , Capital update applications et
10. Matlab : Black Litterman implementation and code
11. Custom Bloomberg Programs within MIK
12. Bloomberg and Factset feed load programs
13. VRisk (Limits Program and associated reports, capital update etc)
14. Batch scrpts for job automation
15. Sales Force Recruiting Data/history
16. Marketing/IR Systems/Data ? – Tom Murray