



Information For **Prospective Employees**



Regent Markets Group

The Company: Regent Markets Group

The Regent Markets Group of companies operate the award-winning Betonmarkets.com fixed-odds financial betting website.

BetOnMarkets allows anyone to place bets on over 100 currencies, indexes, commodities and stocks, from as little as \$1 to as much as \$25,000 per bet, and BetOnMarkets has bets for all market conditions and investment objectives. BetOnMarkets serves over 100,000 customers from over 100 countries, and transacts in over 10,000 bets per day. The website and has won several awards.

History of the Group

Regent Markets Group was founded in 1999 as an affiliate of Regent Pacific Group Ltd., a company listed on the Hong Kong Stock Exchange.

Regent Markets' founders are Jean-Yves Sireau and Jim Mellon. Jean-Yves Sireau, a Hong Kong-based former hedge fund manager, is also founder of Genseq Ltd. (healthiercompany.com), a health risk appraisal company. Jim Mellon, one of the most successful entrepreneurs in the UK, is listed on the Sunday Times Rich List with holdings of over £500 million in a variety of industries.

The Group set up subsidiaries in Malta in 2000 and the Isle of Man in 2003. In 2004, the Group set up a shared services center in Cyberjaya, Malaysia. Today, Regent Markets is a multinational company, employing 44 persons worldwide in 5 countries, representing 14 nationalities.

The Group's turnover has grown from US\$ 14 million in 2002, to US\$ 74 million in 2005, to over US\$ 120 million in 2009. The Group recently celebrated its 10th anniversary, cementing the Company's position as the leading fixed-odds financial betting firm.

Regulation

BetOnMarkets is regulated in Malta under a Remote Gaming License issued by the Lotteries and Gaming Authority. In the Isle of Man, BetOnMarkets holds an online gambling license issued by the Gambling Supervision Commission. BetOnMarkets' Isle of Man license is recognized by the UK authorities and allows promotion of the website throughout the UK. The Regent Markets Group is audited by Grant Thornton.

The Website: BetOnMarkets.com

BetOnMarkets is the leading financial betting service. BetOnMarkets allows anyone to place bets on over 100 currencies, indexes, commodities and stocks, from as little as \$1 to as much as \$25,000 per bet, and BetOnMarkets has bets for all market conditions and investment objectives.

BetOnMarkets has over ten years of operating experience, serves over 100,000 customers from over 100 countries, and is fully licensed and regulated in Malta and the Isle of Man.

The BetOnMarkets.com website has won several awards in the United Kingdom.



Best Fixed-Odds Financial Provider



Best Fixed-Odds Firm.
Best Customer Communication



Financial Betting Operator of the Year



Core Values

Regent Markets operates under a set of core values which guide the Company and its staff in their day to day work. These values are:

- **Integrity (our leading core value)**

We strive for integrity, honesty, and fairness in our daily interactions with Clients, employees, shareholders, suppliers, and business partners.

- **Technology**

we believe in the importance of technology to the growth of our business. We believe in particular in open-source technologies based on the Linux platform.

- **Equal Opportunity**

We are a merit-based organization, giving equal opportunity to persons of all sex, nationalities, races or religions. This is evident in the 13 nationalities represented amongst our staff count.

- **Financial Prudence**

We believe in sound financial management of our operations and prudent cost control.

- **Profitability**

We place importance on the profitability of our operations, so as to secure the interests of our employees, shareholders, Clients, and other stakeholders.



Location: Malta

Malta, a European Union country, is an island country in the south of Europe with a population of 400,000. The country has a rich history and culture, and a number of important historical monuments. Regent Markets' offices are located in the city of Msida. Working in our Malta offices provides employees with the unique experience of life in Malta, the only English-speaking Mediterranean country.

For further information on Malta please visit:

- ❖ <http://www.visitmalta.com>
- ❖ <http://www.yourmalta.com>
- ❖ <http://en.wikipedia.org/wiki/Malta>

Regent Markets' Maltese subsidiary is Regent Markets (Malta) Ltd., licensed and regulated by the Maltese Lotteries and Gaming Authority.





Location: Cyberjaya, Malaysia

Malaysia offers expatriates a high quality of life and low cost of living. Malaysia is an English-speaking country and benefits from a developed infrastructure, a modern economy and a multicultural environment. Within Malaysia, the Company is established in Cyberjaya, a business park located between the capital Kuala Lumpur and the international airport. Cyberjaya is a township boasting, among other things, a 5 star tropical boutique resort, state-of-art commercial and residential developments, universities, a community club and the headquarters for the local authority. Cyberjaya is at the heart of Malaysia's initiative to create a global information and communication technology hub.

For information about living and working in Malaysia please visit:

- ⌘ <http://www.tourism.gov.my>
- ⌘ <http://www.virtualmalaysia.com>
- ⌘ <http://www.lonelyplanet.com/malaysia>
- ⌘ <http://www.expatriate.com>

and for Cyberjaya-specific information please visit:

- ⌘ <http://www.cyberjaya-msc.com>
- ⌘ <http://cyberproperties.wordpress.com>

Regent Markets' Malaysian subsidiary is RMG Technology (M) Sdn Bhd, an MSC-status (Multimedia Super Corridor) company. RMG Technology operates as a shared services center, providing services to the Regent Markets overseas companies.

Prospective employees should note that RMG Technology does not engage in any betting activities in Malaysia and operates in full compliance with all Malaysian laws.

Why work for Regent Markets companies?

The Regent Markets Group is a well established organization, with 10 years of operating experience. The Group is well capitalized and profitable, and enjoys significant upside opportunity in the expanding fixed-odds financial betting industry worldwide.

Regent Markets benefits from strong management practices, and follows a “Good to Great” development path as described by management author Jim Collins (www.jimcollins.com). The Company's management team follows the Ken Blanchard Situational Leadership II model (www.kenblanchard.com) and the Topgrading recruitment methodology (www.ghsmart.com).



Compensation and Benefits

Base compensation

Regent Markets' base compensation policy is to offer competitive salaries and merit-based salary increments. Salary ranges are designed to reflect internal equity (staff who do the same job at substantially the same level of performance should be paid similarly) as well as external competitiveness (competitive salary bands within the market/region where staff are located).

Bonus scheme

The Company operates a staff bonus scheme, which is funded from a percentage of Company profits. The bonus scheme is designed to allow staff to benefit from the Company's financial success.

Other benefits

Other employee benefits include medical coverage, dental and vision coverage, transport allowance, statutory retirement and social security contributions, and an Educational Assistance Program. The Company practices flexi-time, a casual dress code, and offers company trips and events throughout the year.

Recruitment Process

Regent Markets undertakes a comprehensive recruitment process designed to select the most talented candidates for any given position, and seeking to ensure alignment and fit for both parties. The recruitment process is comprised of the following steps:

- Completion of a talent test relevant to the position being applied for.
- Short-listed candidates are invited for an interview / completion of the SATI (*Self-Assessment Topgrading Interview*) questionnaire.
- Telephone interviews with key members of the management team.
- Reference checks with previous employers.
- Job offer.

Available openings

Please visit <http://jobs.betonmarkets.com> for a list of available employment opportunities within the Regent Markets Group of companies.

