



Key Client Partners (KCP) – Americas

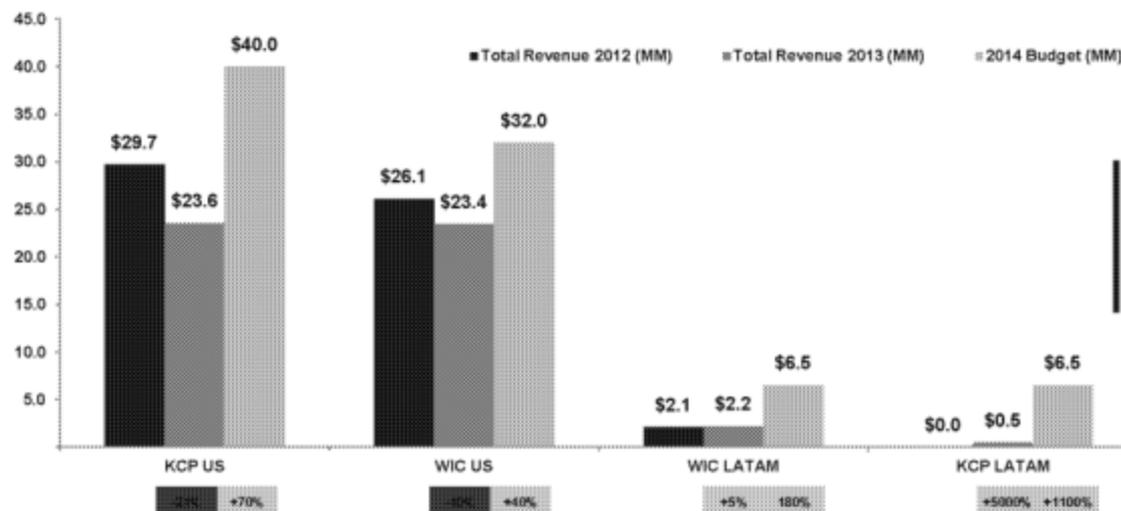
Hiring Plan 2014

KCP Americas 2014 Target Budget: \$85mm (+\$27.1mm or +70%)
Additional Hires Needed: 5
Est. Cost of Additional Hires: \$2.4mm (8.8% of Incremental Revenue growth)
Group Compensation 2013: \$6.4mm (+37% Increase from New Hires)

KCP Americas	Total Revenue 2013 \$(MM)	Target Budget 2014 \$(MM)	Incremental Revenue	Additional Hires to Meet Target Budget	Total Cost	Senior Sales Role	Junior Sales Role
KCP US	23.6	40.0	16.4	2	1.0	1 (D)	1 (VP)
WIC US	23.4	32.0	8.6	1	.40	1 (D)	
WIC LATAM	2.2	6.5	4.3	0	IMs		
KCP LATAM	0.5	6.5	6	2	1.0	1 (D)	1 (VP)
Total Revenue	57.9	85	27.1	5	2.4	3	2



- 5 New hires in Q1 to support budget growth - *Needs funding.*
- WIC US: 6 PC migration to WIC to form PB US Investment Platform - *Needs to be formalized.*
- WIC LatAm: 3 IM migration to WIC to form LatAm Investment Platform - *Needs to be formalized.*
- Analyst hire from WM program, Q1 - *Needs allocation.*



- 2014 Target Revenue: \$85MM.
- 2015 Target Revenue: \$120MM.
- Current capacity will not support planned or incremental revenue growth.
- Current WM product delivery will not support planned revenue growth.