

Asset and Wealth Management Practice

With more than 140 years of collective executive search experience, backed by extensive senior-level expertise gained from working in a range of financial services firms, the Asset and Wealth Management Practice at Russell Reynolds Associates is in a unique position to counsel your organization. Our clients confirm that one of our key strengths is the depth and breadth of knowledge and experience our cohesive team brings to leadership identification, development and retention. We understand the investment world and talent pool, and our clients rely upon us for advice and insight beyond the boundaries of the traditional search process.

Our North American team is comprised of consultants and researchers who specialize in specific areas, including equity, fixed income or alternatives investments, distribution, or senior executive and functional roles.

We work on many cross-border assignments and have a long history of collaboration, bringing our clients the power of the entire firm. As part of our commitment to providing valuable and relevant industry insight, our Asset and Wealth Management team regularly authors white papers and surveys sharing our insights on industry issues and emerging trends affecting our clients' ability to identify and retain leaders and leadership teams.

Recent topics have included:

- *Recruiting Trends—Asset and Wealth Management report*: This annual report provides a comprehensive overview of the global market place, as well as focused compensation information that helps clients craft their retention strategies, bonus awards and plans for the upcoming year. This report reflects our firsthand observations gained through daily contact with industry leaders on both the buy-side and sell-side, and also with alternatives firms, including real estate, private equity and hedge funds.
- Talent management strategies in private equity in emerging markets;
- The evolving need and changing skill set for leaders in the financial services technology infrastructure arena;
- An overview of the dynamics impacting CIO recruitment;
- An evaluation of the factors that motivate top performing investors;
- A thought-provoking piece discussing investment professionals' sense of job satisfaction; and
- Ongoing reviews of the sector's overall employment outlook.

We invite you to visit our Web site at www.russellreynolds.com to review and download these and other publications covering our industry and functional expertise.



Lisa Baird [Stamford]

Prior Experience:
Greenwich Associates
McKinsey & Company
Goldman Sachs

A.B., Princeton University
J.D. Harvard Law School



Debra S. Barbanel [Los Angeles]

Prior Experience:
Ferguson Partners
FPL Advisory Group
Pircher, Nichols & Meeks

B.A., St. Mary's College of Notre Dame
J.D., University of San Diego School of Law



Susan Boyd [Atlanta]

Prior Experience:
SunTrust Banks, Inc.

B.A., University of Georgia



Hannah Brazier [New York]

Prior Experience:
Seven years of executive search

B.A., Durham University



Deb Brown [New York]

Prior Experience:
Goldman Sachs
American Express

B.A., New York University
M.B.A., New York University



Shawn S. Cooper [Toronto]

Prior Experience:
Canadian Bankers Association
Scotiabank
Standard & Poor's

B.Com., Queen's University
M.B.A., New York University



Kurt B. Harrison [New York]

Prior Experience:
Nomura Securities International
Bank of America Securities

B.A., University of Virginia



Kathy Krone [Los Angeles]

Prior Experience:
Bank of America
Deloitte Consulting

B.B.A., University of Georgia
M.S., Georgia State University



Robert W. Mayes [Los Angeles]

Prior Experience:
Ferguson Partners

B.A., Bowling Green State University



Richard C. Perkey [Atlanta]

Prior Experience:
First Union Corporation

B.A., Davidson College



Peter Reichman [New York]

Prior Experience:
UBS Investment Bank
Time Inc.
GE Capital

B.A., University of Wisconsin
M.P.A., NYU Wagner Graduate School of Public Service



Eugenio Riquelme [Mexico City]

Prior Experience:
Scotiabank
Banamex (now part of Citigroup)
California Commerce Bank (now Banamex USA)

B.S., Universidad Iberoamericana
M.B.A., University of Southern California



Lyndon A. Taylor [Chicago]

Prior Experience:
UBS Warburg LLC
Merrill Lynch

B.A./B.S., Southern Methodist University
M.B.A., University of Chicago



Alexander G. Thomson [Boston]

Prior Experience:
Shawmut Bank
Old Stone Development Corporation
Fleet National Bank

B.A., Wesleyan University



Lynn Tidd [Boston]

Prior Experience:
Quellos Group, LLC

B.A., University of New Hampshire



Jeffrey M. Warren [Los Angeles]

Prior Experience:
Merrill Lynch
Manufacturers Hanover Trust Company

B.A., Vanderbilt University
M.B.A., University of California, Los Angeles

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North American Team