

# 2013 Commodities - Energy Corporate Hedgers - Compensation

March 3, 2014

Executive Summary:

This report provides detailed compensation information for corporate hedgers of Energy commodities, including helpful benchmark data such as:

- Salary & Bonus
- Factors determining bonus
- Form of compensation

Methodology:

Research is based on personal interviews conducted from August through November 2013 with 308 corporate professionals. The data in this report is based upon aggregated results from individuals participating in the study.

Buy-side institutional investors were asked to provide quantitative and qualitative evaluations of the dealers they use as well as detailed information on important market trends.

Our suite of analytics and insights encompass all key performance metrics and drivers: market share, revenue performance, client relationship share and quality, operational excellence, return on equity, behavioral drivers, and industry evolution.

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