

2009 Manhattan Resources Energy Industry Compensation Report

BACK OFFICE

	Average Placed Salary
Operations Analyst	\$63,826
Business Analyst	\$70,040
ISO Settlements Analyst	\$73,890
Financial Analyst	\$75,702
Gas Settlements Analyst	\$76,288
Trade-book Reconciliation Analyst	\$76,516
Gas Accountant (Volume)	\$69,768
Power Accountant	\$75,998
Tax Accountant	\$76,072
Consolidations Accountant	\$76,506
Financial Reporting (SEC)	\$85,490
Senior Internal Auditor	\$90,728
Risk Accountant (FAS133)	\$91,744
Manager - Accounting	\$114,353
Manager - Contracts	\$107,536
Manager - Financial Analysis	\$113,850
Manager - Tax (Federal)	\$116,032
Manager - Internal Audit	\$117,641
Manager - Settlements (Gas/Power)	\$135,978
Manager - Financial Reporting (SEC)	\$128,836.00
Director Levels	\$158,100.00
Controller (Corporate)	\$175,612.00
VP - Finance	\$190,603.00
VP - Operations	\$225,060.00

MIDDLE OFFICE

End of Day Risk Analyst	\$68,742
Credit Analyst	\$79,079
Risk Control Analyst	\$77,357
Trade Control Analyst	\$85,612
Senior Risk Analyst	\$93,730
Senior Credit Analyst	\$94,336
Lead Credit Analyst	\$96,750
Quantitative Analyst	\$105,366
Manager - Credit	\$122,529
Manager - Financial Controls	\$125,545
Manager - Risk Control	\$132,090
Director - Credit/Risk	\$167,475
VP - Enterprise Risk Management	\$176,460

FRONT OFFICE:

	Average Placed Salary
Pricing Analyst	\$76,886
Commercial Analyst	\$86,190
Fundamental Analyst	\$94,442
Power Trading and Portfolio Analyst	\$91,980
Quantitative Analyst	\$130,944
Senior Fundamental Analyst	\$111,360
Senior Quantitative Analyst	\$148,625
Director - Structuring & Analytics	\$174,420
Scheduler (Gas/Power)	\$99,105
Real-Time Trader	\$99,716
Manager - Real-Time Trading	\$121,422
Emissions Trader	\$144,612
Financial Trader	\$180,425
Term Trader (Gas/Power)	\$196,080
Manager - Trading (Gas/Power)	\$210,732
Power Originator/Marketer	\$134,764
Business Developer	\$150,903
Director - Trading Regulation	\$170,940
Director - Regulatory & Market Affairs	\$171,105
Director - Marketing/Origination	\$160,890
Director - Trading	\$240,009
VP - Regulatory Affairs	\$186,660
VP - Trading	\$250,145

SALES

Small to Mid Commercial Sales (Gas/Power)	\$69,632
Mid Market C&I Sales	\$87,125
Regional C&I Sales (Gas/Power)	\$128,763
Regional Manager Marketing	\$133,510
Regional Sales Manager	\$174,760
Director - Marketing (Mass Markets)	\$176,473
VP - Sales and Marketing	\$196,730

PLEASE NOTE:

The information contained herein is the result of actual searches conducted by Manhattan Resources for clients during the past months. The performance bonuses for the Back Office typically range 10%-20% for staff level positions and 15%-25% for leadership positions. In the Mid-Office bonuses typically range 15%-30% for staff level positions and 20%-40% for leadership positions. In the Front Office bonuses are typically in the range of 25%-50% for non-trading positions. However, trader bonuses vary substantially from 50-100% of base up to 15-20% of book in some hedge funds and banks.