2007 Institutional Investor NEWS 20 RISING STARS

WEALTH MANAGEMENT

FROM THE PUBLISHERS OF:
Private Asset *Management* **Operations** *Management*

Institutional Investor NEWS

www.iinews.com

Editor's Note

Welcome to *Institutional Investor* News' inaugural issue of the *20 Rising Stars of Wealth Management* spotlighting up-and-coming professionals nominated by their peers and selected by our staff as future leaders and trendsetters in the industry.

Our stars come from the U.S. and abroad, specialize in among others, tax planning, divorce and philanthropy, and manage between $50 million and $32 billion in assets. Our coverage begins on page 11.

As in all our Rising Stars issues, we include features on markets and compensation. Our industry overview notes that while markets are raucous, the growing number of affluent investors and their assets, is likely to keep wealth managers busy for a long time to come (story begins on page 5.)

In compensation, we found that while wealth managers receive the best payout compared to other financial advisors, there are some areas that pinch compensation—such as technology and compliance (story begins on page 8.)

One of the questions we pose to our nominees is who are their mentors—those people who by example and encouragement helped to make our rising stars what they are today. We include their answers on our Mentors' Page, beginning on page 22.

While it may be easy to point out those execs at the top of their field today, how many will know who is going to rise to the top to make the headlines of tomorrow? *II* News and our Rising Stars publications seek to give our readers that edge.

Rising Stars of Wealth Management is one in a series of supplements we produce exclusive for our subscribers. For more information, email risingstars@iinews.com.

Kind Regards,

Jessica Sommar
Editor of Business Publishing
Institutional Investor News

20 RISING STARS

WEALTH MANAGEMENT

Rising Stars Of Wealth Management

By Madalina Obogeanu

Institutional Investor News' inaugural issue of *Rising Stars of Wealth Management* spotlights 20 up-and-coming, dedicated young professionals nominated by their peers as those to watch in the wealth management industry.

Our winning nominees oversee between $50 million and $32 billion in assets under management and work across the U.S., Europe, Asia, the Middle East and Latin America.

They have specialized in, among others, investment management, trust and estate planning, tax planning, divorce, philanthropy and concierge services and work mainly at large supermarket firms and smaller private shops—the result of an ever-shrinking universe of wealth management houses following the consolidation trend in the industry.

Other noteworthy points about our nominees:

- 35% work for private banks, 20% for brokerage houses, 20% for multi-family offices, 10% for trust companies, 10% for RIAs, and one nominee runs a single-family office;
- The average age is 37 (with the youngest 29 years old and the eldest 45);
- Women represent 25% of the overall group;
- 80% work in the U.S. and 20% in Greece, Russia, United Arab Emirates and India;
- 10% cater to Latin American clients
- Three nominees launched their own multi-family office;
- Two nominees work with their parents as part of financial advisory teams.

Our finalists were selected based on the following: they are 45 years old or younger, demonstrate impressive credentials and experience, show a career consistency and commitment to the broader industry through trade groups, regulatory or other memberships revealing a dedication that could make them future leaders and trendsetters.

Selecting the final 20 Rising Stars was a difficult task. Many outstanding individuals were recommended for the list. We thank the nominees and those who did the nominating for making the list possible and look forward to charting the professional progress of these Rising Stars in the years to come.

Without further ado, here are our Rising Stars, listed alphabetically by surname.

Mentor's Page

The following mentors were singled out for their impeccable example which challenged and cultivated the skills and character necessary to create a Rising Star.

1. **Christophe Hentsch**
Managing Partner and
Head of the Middle East
Lombard Odier Darier Hentsch & Cie

3. **Ramon Usategui**
Senior v.p., Head of International
Private Banking
BankUnited FSB

Jose Naranjo
Administrator
St. Augustine Catholic Church, Miami

4. **Ernesto de la Fe**
Managing Director,
Head of Latin America
Morgan Stanley Private
Wealth Management

Alain O'Hayon
Senior Managing Director
Dominick & Dominick

5. **Paul Napoli**
Former Vice Chairman
U.S. Trust

Farida Khambata
Regional V.P. of Asia & Latin America
International Finance Corporation,
The World Bank

Dara Khambata
Chair
International Business Department,
American University

6. **Gilbert Sabatka**
Founder and CEO
Sabatka Financial Advisory Services

Christopher Dorris
President
Dorris Performance Psychology

Harlan Hock
Father

7. **John McGillian**
Managing Partner
Symmetry Partners LLC

Les Otten
Chairman
LBO Enterprises LLC

Stephen Brown
Managing Director
UBS Wealth Management

8. **Olaf Thorp**
Retired Executive
Ford Motor Company

Ted de Winter
Professor
Boston University

Stephen Brown
Managing Director
UBS Wealth Management

9. **Michael Brown**
Former CEO
Thomson Corporation

Kenneth Coquillette
Managing Director
Goldman Sachs

Connie Duckworth
Former Partner and Managing Director
Goldman Sachs

William Osborn
Chairman and CEO
Northern Trust

Alison Winter
Former Executive V.P.
Northern Trust

12. **Tracy McCarthy**
President, New York
Mellon PWM

. **Gloria Nelund**
Former Head
Deutsche Bank Private
Wealth Management,
Bank of America Private Bank

13. **Bill Helms**
Head of Wealth Management
Compass Bank

Paul Hubert
Global Market Manager
for the Mid-Atlantic
Citigroup Private Bank

14. **Tracy Gary**
Founder of Inspired Legacies

Elizabeth Colton
Board Chair
International Museum of Women

15. **Byron Wien**
Chief Investment Strategist
Pequot Capital

Sir John Templeton
Businessman and Philanthropist

16. **Richard Tavoso**
Managing Director
RBC Capital Markets

Tony Manory
Director
ITG Inc.

James Mulcahy
Managing director
Citigroup Smith Barney

Sherwood Rubin
Father

17. **Alfred Salvino**
Father, and Principal
William Blair & Co.

Ned Jannotta
Chairman
William Blair & Co.

18. **Corinne Smith**
Mother and Financial Advisor
Alexandra & James Co.

19. **Yegor Gaidar**
Former Prime Minister of Russia

George Soros
Chairman
Soros Fund Management and the
Open Society Institute

Jack Welch
Former Chairman and CEO
General Electric

20. **Richard Rogalski**
Chaired Professor of Investments
Dartmouth College Amos Tuck School
of Business

13 Wade Meadows

Director
Citigroup Global Wealth Management, Baltimore
Age: 44
Education: Washington and Lee University (B.S., Business Administration), University of South Florida (M.B.A.)
Mentor(s): Bill Helms, former president, Bank of America Private Bank, presently head of Wealth Management, Compass Bank; Paul Hubert, global market manager for the Mid-Atlantic, Citigroup Private Bank

Meadows joined Citigroup Private Bank in 2005 to launch the Baltimore office. He is responsible for investment management, trust and estate planning and risk management offerings. The office, with about $500 million in assets, targets real estate developers, financial sponsors and entrepreneurs with more than $25 million in assets.

He previously was market executive for Bank of America Private Bank in Baltimore which had over $5 billion in assets. He oversaw BofA's Delaware Trust Company. Before joining BofA in Baltimore in 2000, he held the same post with BofA in Greensboro, N.C. from 1995.

Meadows is a Certified Financial Planner, Certified Trust and Financial Advisor, Chartered Financial Consultant and a Chartered Life Underwriter. He is on the Baltimore Estate Planning Council. He also is on the ABA Wealth Management and Trust Conference Advisory Board. Meadows participated in Money magazine's Money Summit and ABA's Wealth Management Roundtable and Wealth Advisor Needs Assessment Project. He was quoted most recently in The News Journal, Wilmington, this year.

"We are in an industry that is becoming increasingly difficult to differentiate itself on products. One needs the right skills to balance providing intellectually stimulating advice with innovative product solutions and responsive client services to incorporate a dynamic business development process—at the same time."

14 Carol Pepper

Founder and CEO
Pepper International, New York
Age: 45
Education: Bryn Mawr College (B.A., Philosophy and Russian Studies, Honors), Columbia University (M.B.A., Entrepreneurial Studies)
Mentor(s): Tracy Gary, founder of Inspired Legacies; Elizabeth Colton, board chair, International Museum of Women

Pepper founded this virtual multi-family office catering to international clients with more than $25 million in assets in 2001. She oversees investment management, estate and tax planning, philanthropy and consults on creating operations in the Middle East, Europe, the Bahamas and the U.S. She has over $100 million in assets under advisement.

Pepper was a principal in Private Wealth Management at Morgan Stanley from 2000-2001 and designed a Web-based financial portal for UHNW clients. Before that, she worked two years at Manhattan-based Rockefeller & Co., as senior relationship manager and portfolio manager for approximately $1 billion in client assets.

From 1997 to 1998, she was a relationship manager for Citigroup Private Bank. From 1995-1996 she was in charge of marketing and new business development at Credit Suisse Private Bank. She was v.p. at J.P. Morgan Private Bank from 1986-1994. She began her career in 1984 at Salomon Brothers, as a financial analyst in corporate finance. She was a speaker at the Private Banking Middle East conference in Dubai and the 4th Annual Family Business & Family Office European Conference in Luxembourg, both held last year. She is a board member for European Strategic Adviser and Family Office Network.

"Families of wealth are becoming more global and more complex. The solution for the wealth management industry lies in partnering with an array of outsourced experts to create more holistic and satisfying solutions for families."

iiNEWS

THE 20 RISING STARS

Institutional Investor News' popular ***Rising Stars*** series showcases up-and-coming executives in a variety of industries on Wall Street. From compliance to hedge funds, from fixed income to private equity, our publications reveal the headliners of tomorrow exclusively for our subscribers.

While it may be easy to know who is at the top of their field now, how many sources can spotlight the newsmakers of tomorrow?

II News seeks to give our subscribers that edge.

Upcoming *Rising Stars* issues:

- *Rising Stars of Compliance*
- *Rising Stars of Retirement Plan Advisors*
- *Rising Stars of Equity Trading*
- *Rising Stars of Private Equity*

For more information on Rising Stars and advertising opportunities, please email risingstars@iinews.com today!

20 RISING STARS