

Executive Compensation, Carried Interest, and Rewards Administration for private funds managers

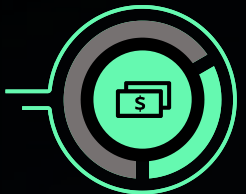
Investment managers face increasing challenges with engaging talent and administering compensation programs. **Our technology-enabled complete administration solution and participant portal helps your people better understand the value of their rewards, while freeing up management to focus on the decisions that matter.**

Key Benefits

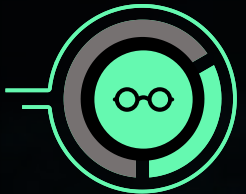
How it works



Manage communications and engage employees
Provides employees a comprehensive view on total compensation, carry/coinvest/award growth and vesting, and their wealth creation. If desired, it can allow for scenario modelling by participants based on certain pre-defined assumptions.



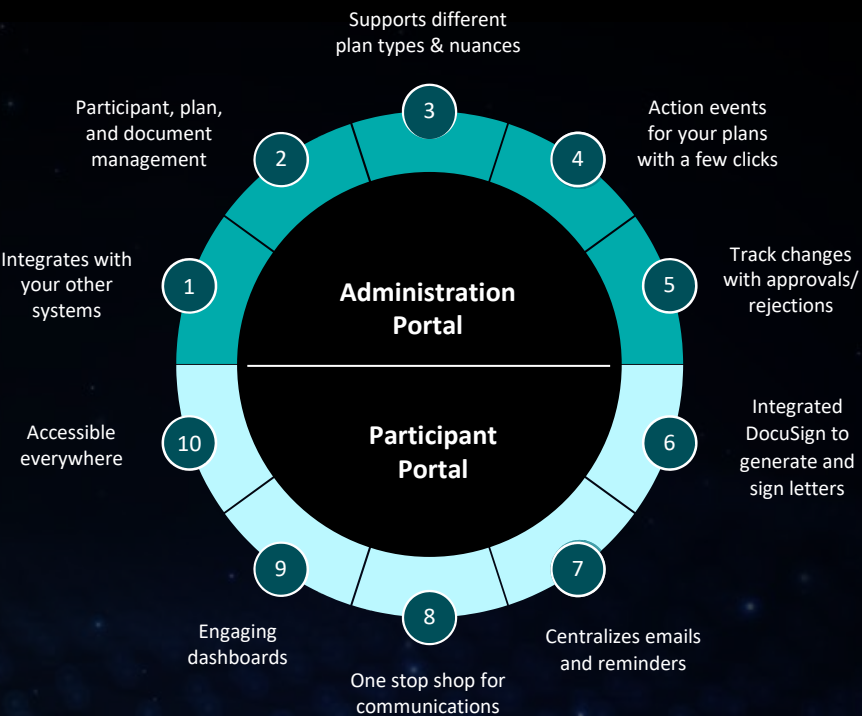
Cost and time savings
A “one stop shop” for your employees and administrators alike. High degrees of automation, data exchanges, and scalable workflows reduce personnel costs and effort. Data can be accessed, and documents / reports can be produced quickly, at scale, and at any time.



Adds transparency and controls
Equips administrators with a central cloud-based repository with carry & reward history and data, change approval and tracking, locking, calculation detail, and inbuilt reports. Access is role-based and restricted, and your data is encrypted



Tailored to your needs
Deployed as a managed service or a licensed product. We tailor the product to your goals and program including the employee portal, emails, dashboards/ reports, statements, data, and calculations



About us – Our product and our team

Our multi-disciplined team, combining our market-leading executive compensation and technology experts, developed our Cascade Suite solution to solve for common industry pain points. We work with the full spectrum of investment managers and our product and services benefit from continuous innovation and investment.

Capabilities



Efficient Administration

- Carry, coinvest (including leverage), shares and unit plans
- Employee onboarding and award letter generation
- Vesting schedules
- Forfeitures and leavers
- Hurdles and waterfalls (including deal-by-deal)
- Capital calls and distribution notices



Employee experience

- Mobile and tablet friendly
- Single medium for dashboards, documents, and notifications
- Integrated tax statements and reports
- DocuSign for document execution



Transparency

- Provisioning employee information
- Dashboards in addition to statements
- Clearly demonstrates current, past, and potential future total compensation for employees to track growth/progress



Security & Automation

- Private and protected by MFA
- Secured and encrypted
- Role-based access limitations
- Interfaces with HR, fund and tax systems

Credentials

Cascade Suite

- Launched in 2012 and supported by 50+ professionals
- Thousands of awards added and executed annually
- Thousands of employees use our platform
- Integrates with your other systems and spreadsheets
- Hosted on Azure in multiple geographies

1,000+ Funds
use our system

US\$ 1 Tn +
In AUM runs on
Cascade Suite

Reward in Funds & Exec. Compensation

- Market leader in the design and implementation of reward structures in the industry, having worked with >100 alternative asset management firms.
- Working across the breadth of ownership structures and investment strategies, we can provide insights into developing trends and market leading structures, while considering your strategic objectives and unique fact patterns.

Indicative clients

Global \$300Bn+ AUM sovereign wealth fund

- Synthetic funds with multiple hurdles and ratio-based triggers
- Numerous vesting policies and multiple currencies
- Support 40+ plans with 150+ participants
- Integrated with Oracle and eFront

NYC based \$50Bn+ AUM real estate manager

- Replaced multiple Excel processes and legacy system
- Support 2K+ awards, 35+ plans, and 300+ participants
- Carry plan, Coinvest, Warrant and Incentive structures

Let's talk

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