



To

The Placement Committee

**Sub: Organizational Profile of Futures First 2019-20**

Dear Sir/Ma'am,

I write to you to provide the organizational profile of Futures First Info Services Pvt. Ltd. for participation in the campus recruitment process in the year 2019-20. We deeply value our relationship with your institution and look forward to further strengthen our association with your campus during the upcoming recruiting year.

### **BACKGROUND & HISTORY**

Futures First is part of the *Hertshten Group*, its holding company, which has a fast-growing proprietary finance business that continues to raise the international benchmarks for excellence across the finance industry. Futures First benefits from the significant international experience of the Hertshten Group in derivatives markets across global financial exchanges.

Futures First has been operating in India for 15 years now and we are proud of the success it has achieved in growing operations and expanding its services to major international financial markets. Today Futures First employs the brightest and most competitive market analysts across six branch offices in India (Bengaluru, Gurgaon, Hyderabad, Jaipur, Kolkata & Mumbai) and continues to recruit the best talent from the most competitive universities and institutes in India



## PEOPLE

The success of Futures First is propelled by the intellectual power and financial acuity of its 'home grown' *high achievers*. We work closely with the placement officers at top-tier universities to identify and recruit the most competitive and quick thinking graduates. The average age of our market analysts stands around 25 years.

At Futures First we are committed to provide our employees with the best in technology, training, and continuing education which includes training on financial markets and products, risk management, soft skills development and one-on-one mentoring to develop the requisite psychological and endurance skills.

## CAREERS AT FUTURES FIRST

Futures First offers a unique opportunity in India to work in the world's most stimulating, liquid, and well-developed derivatives markets. This is an exciting challenge and an excellent opportunity for bright, analytical, highly motivated graduates to join a vibrant business and participate directly in today's dynamic world markets.

## DESIRED PROFILE

Futures First is recruiting high-achieving Graduates and Post Graduates from **any discipline**, including but not limited to: physics, commerce, finance, economics, mathematics, and engineering. The Company shall be recruiting for all its five branches in India for the role of Trainee – Market Analyst.

## INCENTIVE COMPENSATION

Futures First offers a very unique opportunity through its performance bonus scheme for those who excel in our industry. If successful in the profession, one's performance bonus can run into multiple times of annual salary. **Compensation** at Futures First is based on proven international principles and market benchmarks.

- We emphasize on Total Annual Compensation which is the sum of Salary and Performance Bonus. The performance bonus is the component which an MA must strive to maximize in order to reap the true rewards of this opportunity.
- Salary is pegged to local lifestyle cost levels to provide a foundation for prudent risk-taking.



- Bonus is based on one's performance results. The individual is the **primary driver** of his/her incentive compensation.
- Compensation incentives are aimed to align business and market analysts' risk/reward interests.

Based on the above principles, Futures First will offer its new joiners a **Total Compensation of INR 12, 40,000 per annum** as Cost-to-Company (CTC) which includes **one-time loyalty Bonus of INR 2, 00,000** to be paid on completion of **18 months** in the organization.

The structure will comprise of below components:

- **Base Salary of INR 8, 40,000 per annum.** Based on current compensation policy, the monthly salary could be reviewed at the end of every trimester based on individual's performance.
- **Additional benefits of INR 50,000** which include retivals/gratuity, if applicable and employee welfare initiatives.
- **Indicative but not assured performance bonus of INR 1, 50,000.** The average performance bonus that current high-performing analysts have made in their 1<sup>st</sup> year of employment stands at approximately INR 1, 50,000. However, the performance bonus depends entirely on individual's performance and can be higher, lower, or zero. This is only an indicative amount and is not assured.
- **One time Loyalty Bonus of INR 2,00,000** to be paid after completion of 18 months within the company

We look forward to receiving details of your recruitment process for the coming year.

Please feel free to reach out to me in case of any queries related to recruitment.

Kind Regards,



**Susmita Dutta**

**VP-HR and Operations (India)**

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