



**TALENT MARKET
TRENDS REPORT**
First Quarter 2020



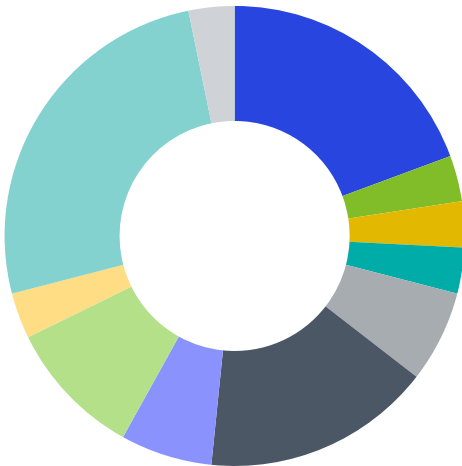
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The impact of COVID-19 has been felt globally and as the situation evolves, organizations must be prepared to deal with a range of scenarios. The information in this document aggregates information across several sources. Due to the rapidly developing situation, some of the content may not reflect the latest developments impacted by the COVID-19 outbreak.

Q1 2020 Senior investment banking hires



- Consumer/Retail
- Energy/Power
- FIG
- Financial Sponsors
- Healthcare
- Industrials
- Leveraged Finance
- M&A
- Real Estate, Gaming & Lodging
- Technology
- Other

The Caldwell Q1 Hiring Moves & Trends represents senior investment banking hires in the U.S. and notable internal management changes. The survey is compiled from public information and from information provided to us by candidates, clients and other sources.

ABOUT US

At Caldwell, our reputation - nearly 50 years in the making - has been built on transformative searches across functions and geographies at the very highest levels of management and operations. With offices and partners across North America, Europe, and Asia Pacific, we are able to give our clients market coverage and access to talent across the globe. caldwellpartners.com

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EXECUTIVE:	PREVIOUSLY AT:	NOW AT:
Mike Lindemann	Credit Suisse Co-Head of Global Services Group	Baird Co-Head of North American M&A
Todd Noffke	Credit Suisse Co-Head of Global Services Group and Co-Head of Chicago Office Investment Banking and Capital Markets	Baird Co-Head of North American M&A
Will Pittman	Jefferies Managing Director, Consumer & Retail Investment Banking	BlackArch Partners Co-Head, Consumer & Retail Investment Banking
Kempton Dunn	Morgan Stanley Managing Director, Head of West Coast Software Investment Banking	Centerview Partner
Jusung Juice Kwok	Citi Managing Director, Technology M&A	Deutsche Bank Head of West Coast Technology M&A
Kushal Saha	SunTrust Managing Director, Internet & Digital Media Investment Banking	Deutsche Bank Head of Internet Investment Banking
Shane Sealy	Intrepid Financial Partners Managing Director, Oil & Gas Investment Banking	Houlihan Lokey Managing Director, Oil & Gas Investment Banking
Paul Griffin	KeyBanc Head of Technology Sponsor Coverage	HSBC Head of Software Investment Banking

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EXECUTIVE:	PREVIOUSLY AT:	NOW AT:
Sava Kobilarov	Morgan Stanley Executive Director, Healthcare Investment Banking	Incentrum Group Managing Director, Healthcare Investment Banking
Jim D'Aquila	Rendersi Founder	Lazard Head of Consumer & Retail Investment Banking
Dennis Cornell	Morgan Stanley Head of Energy Investment Banking, Americas	Moelis Managing Director, Private Equity Solutions Group
Duncan Herrington	Raymond James Managing Director, Head of Activism Response and Contested Situations	Moelis Managing Director, Contested Situations, Shareholder Activism
Brittany Skoda	Workday Vice President, Investments	Morgan Stanley Global Head of Software Investment Banking
Vince Lambert	MTS Health Partners Partner	Nomura Managing Director, Healthcare Investment Banking
Irina Adler	Morgan Stanley Managing Director, Global Consumer Retail Group	PJ Solomon Managing Director, Consumer Retail Group
Nate Stulman	Moelis Managing Director, Financial Services, FinTech and Commerce Investment Banking	PJ Solomon Head of FinTech
Tero Jänne	Stephens Managing Director, Restructuring and Special Situations Group	PJ Solomon Debt Advisory & Restructuring

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EXECUTIVE:	PREVIOUSLY AT:	NOW AT:
Greg Dalvito	Barclays Co-head of Technology, Americas	PJT Partners Partner
Peter Michelsen	Goldman Sachs Head of Activism and Shareholder Advisory (Americas)	Qatalyst Partners Head of Activism and Shareholder Advisory
Joseph Sparacino	BB&T Managing Director, Automotive Aftermarket Group	Stifel Managing Director, Consumer Investment Banking Group
KC Hazarika	BB&T Managing Director, Food & Agribusiness and Retail & Consumer Investment Banking	Stifel Managing Director, Consumer Investment Banking
Robert Haile	BB&T Managing Director, Food & Agribusiness and Retail & Consumer Investment Banking	Stifel Managing Director, Consumer Investment Banking Investment Banking
Craig Zaph	Cowen Head of Leveraged Finance and Debt Capital Markets	Stifel Head of Private Leveraged Finance
Ted Tutun	Cowen Head of Sponsor Coverage	Stifel Managing Director, Financial Sponsors
Peter Almond	SunTrust Robinson Humphrey Managing Director, Leveraged Finance	T5 Data Centers Chief Financial Officer
Peter Manley	JP Morgan Managing Director, Financial Institutions Group	Talcott Resolution Life Head of Corporate Development and Strategy

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EXECUTIVE:	PREVIOUSLY AT:	NOW AT:
Paul Parker	Goldman Sachs Co-Chairman, Global M&A	Thermo Fisher Senior Vice President, Strategy & Corporate Development
Gaurav Mittal	Credit Suisse Managing Director, Global Industrials Group	Thomas H. Lee Partners Managing Director, Technology & Business Solutions
Chris Harris	Lazard Managing Director, Global Industrials Group	UBS Managing Director, Global Industrials Group
Tyler Rindler	Morgan Stanley Managing Director, Real Estate investment Banking	UBS Managing Director, Real Estate, Lodging and Leisure Group
Bram Hall	Kopiao Capital, LLC Founder	William Blair Managing Director, Transportation Investment Banking

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Constance Kassouf is a partner in the New York office and a member of the Financial Services Practice. With more than 25 years of experience in financial services both as an investment banker and as a search consultant, Constance has developed a high level of credibility in the market.

She has a long-standing reputation for successfully working with major global clients as a human capital advisor and search consultant, and maintains active relationships with business leaders and top performers promoting a dynamic approach to every project and candidate.

Constance joined Caldwell from Kassouf Partners, a boutique firm she founded in 2010. She was previously a partner at CTPartners, where she was a leader in the Investment Banking and Private Equity Practice, as well as a member of the Operating Committee. Prior to CT Partners, she was a senior partner at Heidrick & Struggles and Westwood Partners.

Constance began her career with investment banking roles at Drexel Burnham Lambert as an analyst. After earning her MBA, she continued her investment banking career at Chemical Bank, now JPM and Credit Suisse.

Constance earned an MBA from Northwestern University's J.L. Kellogg Graduate School of Management. She actively supports education in the fine arts and human rights.



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Amanda Truong is a project coordinator in Caldwell's New York office and a member of the Financial Services Practice. She focuses on recruiting senior-level professionals for the firm's clients within global banking and markets, traditional and alternative investment management firms, and technology industries.

Prior to joining Caldwell, Amanda served as a legislative assistant for the U.S. House of Representatives where she advised members of Congress on policy issues, monitored the House floor, conducted research, and drafted legislation.

Amanda holds a BA in Political Science and a BM in Flute Performance from the University of California - Irvine.