



Pillar 3 disclosures on remuneration for J.M.Finn & Co. Ltd
December 2011

BIPRU 11.5.18R (1)

J M Finn provides discretionary, advisory and execution only services on an agency broker basis. It does not take principal or other material risk positions or undertake any activities which put the balance sheet at risk.

The remuneration structures at the firm are considered to be appropriate given the nature and scope of the business which is strategically placed in low risk activities.

Integral to the determination of the Remuneration Policy is the firm's budgetary and planning process which is subject to Board approval and reviewed by the Board on a quarterly basis. Remuneration decisions are taken by Directors who are all involved in the day to day running of the business and have a clear knowledge and understanding of what is happening in the business.

Remuneration levels are agreed by the Remuneration Committee in respect of overall salary costs and overall bonus levels. These are specifically discussed in respect of the half yearly bonus payments and the annual salary review and are always considered with reference to and ultimately subject to the firm's overall profitability and regulatory capital requirements.

BIPRU 11.5.18R (2)

Overall remuneration will primarily take into account financial performance, which will be a determinant of the amount of remuneration received. The bonus pool is solely determined by reference to the Firm's performance and in particular profitability, always taking into account the firm's regulatory capital requirement. If appropriate, adjustments are made for both the firm's and individual's financial performance as well as non-profit items which may include regulatory and procedural failings.

The total remuneration offered to existing and potential new members of the firm is well established and in line with industry norms. The firm does not seek to be one of the highest payers; rather it seeks to attract and retain employees who are motivated by the client focused culture, independence, high ethical standards and reputation of the firm.

BIPRU 11.5.18(6)

Breakdown of remuneration of staff in respect of whom disclosure is required by business

Business area	Remuneration paid
(Business activity1) Investment management	£21,378,191

BIPRU 11.5.18 (7)

Aggregate quantitative information on remuneration, broken down by senior management and members of staff whose actions have a material impact on the risk profile of the firm

	Senior management	Other members of staff whose actions have a material impact on the risk profile of the firm	Totals
	£4,974,888	£0	£4,974,888
Number of staff	19	0	19