

# Houlihan Lokey

## 2013 TOP 50 BANKING FIRMS



## #4 VAULT BANKING 50

### QUALITY OF LIFE

- #1 Ability to Challenge
- #1 Benefits
- #1 Business Outlook
- #1 Client Interaction
- #1 Culture
- #1 Green Initiatives
- #1 Hours
- #1 Informal Training
- #1 Internal Mobility
- #1 International Opportunities
- #1 Relationships with Managers

- #1 Satisfaction
- #1 Travel Requirements
- #1 Work/Life Balance
- #2 Innovation
- #2 Philanthropy
- #2 Promotion Policies
- #3 Hiring Process
- #4 Compensation
- #4 Firm Leadership
- #6 Formal Training

### PRESTIGE

- #20 Overall Prestige

### DIVERSITY

- #2 Overall Diversity
- #2 Diversity for Individuals with Disabilities
- #2 Diversity for LGBT
- #2 Diversity for Women
- #6 Diversity for Minorities

## THE SCOOP

### The 40-Year-Old Dealmaker

Founded in 1972, investment bank Houlihan Lokey employs more than 850 people worldwide as of July 2012. Although it's best known as a middle-market advisor and restructuring house, Houlihan Lokey also serves large public corporations and small private companies. Its financial restructuring division has risen to prominence in recent years, leading some of the world's biggest bankruptcy proceedings, including those of CIT Group, Lehman Brothers, and General Motors. For 2011, the firm ranked No. 1 in announced U.S. M&A deal volume for deals under \$1 billion, and for the past 10 years, the firm has ranked as the No. 1 provider of fairness opinions worldwide. In addition, in 2010 and 2011, its restructuring business ranked as both the top global restructuring advisor and the top U.S. restructuring advisor. Led by co-CEOs Scott Beiser and Jeffrey Werbalowsky, the privately-held firm operates through four main service lines: mergers and acquisitions, capital markets, financial restructuring, and financial advisory services. The firm is headquartered in Los Angeles, and has additional offices in several major U.S. cities as well as London, Paris, Frankfurt, Hong Kong, Tokyo, and Beijing.

## OUR SURVEY SAYS

**Vault's Verdict:** Ranked No. 4 in the Vault Banking 50, Houlihan Lokey has one of, if not the most congenial workplaces of any investment bank in North America. In fact, in Vault's Quality of Life Rankings, the firm ranks No. 1 in numerous categories, including informal training, international opportunities, firm culture, overall satisfaction, supervisor relationships, work hours, work/life balance, benefits, green initiatives, and business outlook. As for the ideal Houlihan Lokey candidate, the firm is looking for driven, intelligent, responsible, personable team players willing to learn. Full-time employees are treated to a highly collaborative and team-oriented culture, and senior and junior bankers have excellent working relationships. Informal mentoring and formal training are plentiful and rated highly, and junior employees are given a lot of responsibility and gain significant deal experience. Hours can be long as they are at the firm's competitors, but Houlihan Lokey goes out of its way to ensure its employees have a good work/life balance. Compensation is said to be above the Street average, and another plus is junior employees are paid in cash. The firm has a diverse workforce, especially with respect to women, and it focuses on green policies and philanthropic initiatives. The firm's restructuring practice (one of, if not the top practice on the Street) is thriving, its corporate finance practice is the leading dealmaker of mid-market deals, employee morale is extremely high, and management has the backing of its staff.

## FIRM INFO

### CONTACT INFO

Houlihan Lokey  
10250 Constellation Blvd., 5th Floor  
Los Angeles, CA 90067  
Phone: (310) 553-8871  
Fax: (310) 553-2173  
www.HL.com

### MAJOR U.S. LOCATIONS

Atlanta, GA • Chicago, IL • Dallas, TX • Los Angeles, CA • Mclean, VA • Minneapolis, MN • New York, NY

### MAJOR WORLDWIDE LOCATIONS

Frankfurt, Germany • London, United Kingdom  
• Paris, France

### THE STATS

**Employer Type:** Private Company  
**Co-CEOs:** Scott Beiser & Jeff Werbalowsky  
**No. of Offices:** 14  
**2012 Employees:** 850+



- “This is a very team-oriented culture, and issues of cultural fit and personal adoptability are more important here than at many firms. We need to find type-A achievers who can still work seamlessly in teams of diverse folks; it’s easier than you’d think to find super-competitive winners, but very hard to find ones who are pleasant to work with within a highly collaborative environment.”
- “The ideal candidate is someone you want to sit next to: someone who will work incredibly hard, complain little, know when to take a break to grab a beer, and knows how to be a team player—when it’s someone else’s turn to be the busiest financial analyst or associate.”
- “We have a tremendous opportunity from a career perspective. People are sincerely considered members of the firm and treated that way. You can confidentially talk to the director of recruiting, who is a great support and helps you handle things in a way so that your group will be supportive and provide exciting international opportunities if you match the need.”
- “It is our aim to provide maximum opportunity for our young professionals to develop, as evidenced by our unusually large retention rate, our high percentage of advancement from analyst to associate internally, and our unprecedented number of financial analysts in our firm that are now MDs.”
- “I’m a lateral hire from another region of the world and Houlihan Lokey was very receptive to my moving back to the States. I have been extremely challenged but in a positive way. I’ve had the opportunity to fly for extensive management meetings and be involved with all aspects of deals. Senior management has been there for me, and also given me lots of latitude to take on added responsibility.”
- “It has been a steep learning curve for me but I hung in there and stayed determined. The people you work for make a huge difference and I’ve been working with a sensational manager over the past five months. He made all the difference in the world to me. Very caring, took time to show me things, included me in everything. He is about to be promoted and definitely more than deserving of it. There are great people here.”
- “HL has a truly unique culture in the banking world. In the investment banking industry, there is simply no firm that cares more about retaining top, second- and third-year analysts and that doesn’t burn out top performers than HL. While face time exists everywhere, it is without question less of a problem at HL. Casual Fridays, work happy hours and mixers, monthly office-wide meetings, Tweets, HL University, support for individuals going back to school or moving elsewhere in their career, Bonus Dinners ... these are some of the things that define our truly unique culture.”
- “The people at the firm are generally team players and will help you out with your individual quality of life matters. Over the years I have put in a lot of hours at the firm but have always made family a priority and have generally never missed a key family function, kids sporting events, etc. That being said, we understand this industry includes a lot of hours, thus you need to be a good juggler of priorities.”
- “Quality of life is a priority here, starting with a great financial base and ending with true job satisfaction. The firm pays very well, at or above the Street for top performers. And above all, there is a quiet mantra the firm employs: ‘Do the right thing.’ At the end of the day you can sleep easy knowing that you created value for your clients (not just your firm), you made life easier for the senior members of your deal team, and you helped members of your junior team develop into smarter, faster, and overall more valuable members of the firms.”
- “Very high bonus potential (above Street) for top. Stock ownership is only offered to officers and above, which is a positive in the sense that it provides greater cash compensation to junior employees, but a negative for those who really believe in the firm and would like to participate in the equity. There are obvious reasons why the limitation makes sense, and I really don’t have any compensation related complaints. But it would be great if there was some way for willing junior staff members to participate in some of the firm’s ‘ups’ over time.”
- “Comp is highly tied to firm performance and has generally exceeded competitors and the market.”
- “Women and minorities hold some of the highest positions in our company, and with the firm’s numerous non-U.S. locations, there are folks from all walks of life representing our company. The firm has a great recruiting department that focuses on creating a diverse workforce and ensures that a great mix of candidates is considered every year.”
- “The firm has a natural economic hedge that allows it to thrive in periods economic growth and recessions. The corporate finance group thrives when things are ‘good,’ and the restructuring group thrives when things are ‘bad.’ The financial advisory services (FAS) business is our base, which allows us to maintain great client relationships and build a brand off of our valuation experience.”
- “We are very focused on community involvement, charitable giving, and environmentally friendly policies.”
- “HL benefits from not having the stigma many of the large banks face. With no balance sheet, HL’s business model is based on being a truly independent advisor. Given the current populist anger at the financial services industry, sound and unbiased advice by a firm that is unequivocally not too big to fail, not publicly scrutinized, and not a recipient of bailout funds at any time is likely to only grow in significance.”
- “Best restructuring practice in the world, with the most innovative platform. Corporate finance has a great angle, being the No. 1 advisor in terms of number of deals for transactions worth less than \$1 billion. It’s a great niche. Overall, I’m very satisfied with where the firm is going. Management knows what they’re doing and makes sure we excel at what we do.”