Achieving Performance Excellence

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The Impact of Diverse Thinking on Performance

• Diversity
  “…the varied perspectives and approaches to work…”
  – Thomas (1996)

• Diversity of thought improves performance

• Challenging basic assumptions about functions, strategies, operations, practices and procedures

• The research results are ambiguous
  – All success depends on implementation
Frontier Global Partners Culture and Values

• We value
  - Respect, transparency and collaboration
  - Strong ethical practices
  - Client’s interest first
  - Diversity of thought
  - Entrepreneurship
  - Well-defined processes
  - Excellent investment performance and client service
A Bit of Background

• Large firms
  – First Boston Corporation
  – Morgan Stanley

• Smaller firms
  – Miller Anderson & Sherrerd
  – Nicholas Applegate
  – Frontier Global Partners

• Academia
  – Virginia Tech
A Truly Diverse Workforce
FGP Culture In Practice

• Ownership is broad and getting broader
• Responsibilities are multifaceted
• Investment research by small team of generalists
• Portfolio responsibilities are distributed
• Capacity limits
• Recruiting for partnership
Small teams of generalists

Diverse Education

- UCLA
  - Structural Engineering
  - History
  - Advertising
  - International Law
- Caltech
- University of Southern California
- University of California, Berkeley
- Harvard University
- Yale University
- University of Pennsylvania
- University of California, San Diego
- Northern Arizona University

- Business Administration
- Chemical Engineering
- Organizational Management
- Economics
- Mechanical Engineering
- Government
- International Law
Why do we do this?

• Deliver excellent performance for our clients
• Learn and expand our horizons
• Create value
• Have fun

People are our key asset