



50 LEADING WOMEN IN HEDGE FUNDS **2023**

11th Edition

50 LEADING WOMEN IN HEDGE FUNDS 2023

Introduction

By Hamlin Lovell, Contributing Editor, *The Hedge Fund Journal*

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There is much further to go, but hedge fund managers are travelling along a positive trajectory for diversity.

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his edition marks the eleventh edition of our 50 Leading Women in Hedge Funds report and is published in association with EY for the tenth time.

We thank EY for

their continued support for this inspiring report and thank our industry network for continuing to provide nominations for exceptionally talented high achievers in the hedge fund industry.

We first published this report in 2009 and continue to receive nominations for women who have featured before over the past fourteen years, but we restrict the number of repeats to special circumstances such as significant promotions or other milestones; one repeat this year is Lone Pine's COO Kerry Tyler who is celebrating a 25 year anniversary with the company.

Five firms are featuring for the first time: alternative credit manager, 400 Capital Management; managed futures multi-manager, Abbey Capital; illiquid alternatives specialist, Fiera Private Markets; alternatives allocator, Hedonova; digital currency manager Nickel Digital's multi-strategy Constellation Fund; systematic cryptocurrency hedge fund Strix Leviathan; and multi-strategy equity market neutral sector specialist, Woodline Partners.

The remaining firms namely Balyasny, Bridgewater, Brevan Howard, Caxton Associates, Citco, Citadel and its affiliates, Citadel Securities, D.E. Shaw Group, Dechert, Indus Capital, Lone Pine, Maples Group, MFA, Marshall Wace, Millennium Management, Moore Capital, Mudrick Capital, Point72 and affiliate Cubist, Schonfeld Strategic Advisers, Sculptor, Schulte Roth & Zabel, Seward & Kissel, Sidley Austin, Simmons & Simmons, Surveyor Capital, Taconic Capital Advisers, Tudor Investment Corporation, Verition and Wellington Management have featured at

least once before and some more frequently (if not necessarily featuring in every single report). These firms provide serial honourees because they boast a broad and deep bench of senior female professionals – who are also getting promoted. The giant multi-strategy platforms have a big presence because they employ such large teams – Millennium Management has more than 5,000 employees.

Nearly eighty percent of the women in this report work for hedge fund or other alternative managers (including some that have returned external capital and are strictly speaking family offices); twelve work for service providers; one for a trade association; and one for a specialist networking platform and conference organiser.

Most work for medium sized or larger firms, though we are open to those founding their own firms or units within firms. Sadie Raney co-founded Strix Leviathan, and Natalie Faye Smith has co-founded a number of businesses within Brevan Howard, including BH Digital.

The report illustrates a spectrum of senior investment and non-investment job functions. Ten women are in investment or trading roles covering areas such as equities, fixed income, commercial mortgage-backed securities and global macro trading. Fourteen are in sales, marketing, business development, investor relations or client servicing roles, often dealing with many of the world's largest institutional investors. Six are in human resources (where hiring portfolio managers can also be dubbed “business development” inside multi-strategy funds), which is often driving forward the diversity of teams. Twelve are lawyers, working either as in-house counsel or in private practice; some of whom have expertise in ESG. Five are in operational and/or financial roles. There is a broker relations specialist and an industry advocate. Some are wearing multiple hats: one individual combines responsibility for trading and execution with DEI (Diversity, Equity and Inclusion).

Some 80% of this year's honourees are based in North America, mainly the US, with two in Canada and one in the Cayman Islands, which reflects the US-heavy industry asset breakdown. In Europe, seven are based in the UK, one in France, and one in Ireland. In Asia, three honourees are based in Hong Kong. Many of the women based in North America have come from other countries, such as Albania, Australia, China and Ireland.

Many honourees participate in multiple women's groups inside and outside their firms, such as formal women's affinity groups or networks at BNP Paribas, D. E. Shaw, Exodus Point, Millennium Management and Tudor; while Bridgewater's Melody Rollins co-founded a wider industry group, Women of Color in Investments. Mentoring is also receiving more attention as firms seek to increase the diversity of their internships, university recruitment and lateral hires, and more broadly entrepreneurship in and around the industry. Some women mentor those from their alma mater schools or colleges, while others broaden it out to encourage first time university applicants. Citadel has a Thrive Scholars program for students of colour from low income communities interested in careers in finance. One individual in this report is mentoring incarcerated people on their business ideas.

Gender equality is attracting ever more attention. The 2023 Nobel prize for Economic Sciences was awarded to Claudia Goldin of Harvard University, for her work on women's earnings and labour market participation over the centuries, which included documenting the gender pay gap. Female participation has been climbing up the right hand side of a U-shaped curve since the services sector started to dominate over manufacturing in the early twentieth century. Some professional services firms, such as a law firm in Hong Kong, now have more female than male trainees. Elsewhere in the industry, there is much further to go, but hedge fund managers are travelling along a positive trajectory for diversity.

IN ASSOCIATION WITH



Ernst & Young LLP (EY) is once again a proud sponsor of this special edition of the 50 Leading Women in Hedge Funds report, and we celebrate the outstanding accomplishments of the 2023 honourees.

At EY, we are dedicated to doing our part to building a better working world. We are committed to creating inclusive cultures and to closing the gender gap so that each person has the opportunity to reach their full potential. We help our clients embrace a diversity of views to reshape and reinvent themselves for a better future.

As a leading service provider to the alternative funds industry, we see how today's economic climate has reinforced the critical need for managers to understand more, ask better questions and adapt to opportunities and threats. In 2023, we have witnessed the growing importance of ESG products and digital assets — and we have entered into the age of generative AI, bringing the ability to derive risk and performance insights from data sets and enhance investment processes, and to provide tailored, real-time information.

No one knows exactly how these next years will play out. Our just-published EY *Future of Asset Management Study* explores how firms can prepare for a range of different industry scenarios by building strategic resilience. Firms should ask themselves what role their organization might play in a range of future worlds and begin planning their possible responses. Tackling the business challenges that lie ahead requires cross-disciplinary collaboration and building teams with diverse dimensions, educational backgrounds and skill sets.

This is how the future is shaping up today, and the honourees featured on these pages represent that. They have launched new products responsive to opportunities arising in the market and defined their own terms and approach. They realized they need to not only address but advance current and future investor priorities, but they also need to take steps to develop, train and encourage the next generation. They are truly inspiring individuals. Join us as we congratulate this extraordinary group of honourees from 2023!

Dannia Altemimei

Deputy General Counsel, Balyasny
Asset Management, Chicago

Nabanita Banerjee

Head of Portfolio Manager
Acquisition, Constellation Multi Fund,
London

Allie Becher

Equity Derivative Sales, Citadel
Securities, New York

Katie Bruce

Head of Americas and Partner,
Bridgewater Associates, Westport,
Connecticut

Julianne Bryant

Associate General Counsel, Citco
(Canada) Inc., Toronto

Katie Carter

Partner, Dechert, London

Eva Chan

Partner, Head of Hong Kong
Office, Simmons & Simmons,
Hong Kong

Hecate Chen

Portfolio Manager, Woodline Partners
LP, San Francisco

Jennifer Cohen

Global Head of Human Capital
Management, Schonfeld, New York

Lindsay Costigan

Managing Director, Head of Western
Region Prime Services Sales, BNP
Paribas, San Francisco

Jo Cunningham

Partner, Funds & Investment
Management, Maples Group, Cayman
Islands

Helen Doody

Managing Director & Head of Abbey
Capital (US) LLC, Abbey Capital, New
York

Heather Emling

Global Business Manager,
Commodities, Citadel, Chicago

Jillien Flores

Executive Vice President, Managing
Director and Head of Global Government
Affairs, Managed Funds Association,
Washington DC

Eleanor Franchitti

Partner, Global Head of Business
Development, Caxton Associates,
London

Debra Franzese

Partner, Seward & Kissel, New York

Alyssa Friedman

Head of Talent, Cubist Systematic
Strategies and Point72 Global Macro,
New York

Zlata Gleason

Partner and Head of Client Advisory, Indus
Capital, New York

Carly Gross

Head of Client Partnerships,
Mudrick Capital Management,
New York

Janelle Ibeling

Partner, Sidley Austin, Chicago

Majlinda Kamberi

Senior Investment Officer, Private Markets,
Fiera Capital, New York

Tricia Karr

Global Head of Client Services, Millennium
Management, New York

Sang Min Kim

Partner, Deputy Chief Operating Officer
and Chief Financial Officer, 400 Capital
Management, New York

Katie King

Managing Director, Balyasny Asset
Management, Chicago

Armelle Kiss-Epstein

Fixed Income Sales, Citadel Securities,
Paris

Delphine Lincy

Managing Director and Global Head of
Human Resources, Tudor Corporation,
Stamford, CT

Kaitlin Malin

Chief Operating Officer, iConnections,
New York

Catie McKee

Director, CMBS Trading, Taconic
Capital Advisors, New York

Marilyn Yalin Mo

Partner and Senior Investment Analyst,
Indus Capital, Hong Kong

Ann Ng

Partner, Head of the Asia Funds &
Investment Management Team,
Maples Group, Hong Kong

Eimear O'Dwyer

Partner and Co-Head of the Irish Funds
& Investment Management Team,
Maples Group, Ireland

Emily Peruzzi

Head of Client Service, ExodusPoint
Capital Management, New York

Meghan Plunkett Tudor

COO Trading, Execution & Advisory,
Co-Head of DEI Strategy, Schonfeld,
New York

Sadie Raney

Co-Founder and Chief Executive
Officer, Strix Leviathan,
Seattle

Melody Rollins

Global Head of Core Institutional
Clients, Bridgewater Associates,
Westport, Connecticut

Anita Sbarra

Managing Director and Chief Financial
Officer, Tudor Corporation, Palm Beach,
FL

Mikhaelle Schiappacasse

Partner, Dechert, London

Jennifer Schiffman Hines

Portfolio Manager, Verition Fund
Management, New York

Leonora Shalet

Investment Management Partner,
Schulte Roth & Zabel, New York

Ellie Sharkey

Head of Business Development,
International Equities, Citadel, London

Natalie Faye Smith

Head of Strategy and of Client Partnership
Group and Co-Founder of BH Digital,
Brevan Howard Asset Management, New
York

Ariel Speicher

Chief Human Resources Officer, Point72,
New York

Kejia Sun

Portfolio Manager, Marshall Wace North
America, New York

Schuyler Sweeney

Head of Broker and Corporate Relations,
Surveyor Capital, Chicago

Rebecca Sykes

Partner, Portfolio Manager and Global
Industry Analyst, Wellington Management,
Boston, Massachusetts

Lena Tamarkin

Global Head of Human Resources,
Millennium Management, New York

Kerry A. Tyler

Managing Director & Chief Operating
Officer, Lone Pine Capital LLC, Greenwich,
CT

Rebecca Tyson

Chief Operating Officer, International
Equities, Citadel, London

Valerie Valtz

Chief Operating Officer, Fundamental
Equities and Credit, The D. E. Shaw Group,
New York

Ellen van der Gulik

Senior Portfolio Manager and Strategist,
Moore Capital, London

Genevieve Walker-Lightfoot

General Counsel and Chief Compliance
Officer, Hedonova, Washington, DC

Linda Ye

Senior Vice President, Trading Technology,
The D. E. Shaw Group, New York

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Dannia Altemime

Deputy General Counsel, Balyasny Asset Management (BAM), Chicago



Dannia Altemime leads a global team of twelve attorneys and legal professionals in the US and overseas that partner with investment and business teams across BAM's organization. She reports to BAM's General Counsel, Matt Siclari. She manages a broad range of complex legal matters relating to fund structuring, derivatives and finance, and other transactional negotiations. She also helps lead and manage some of the firm's most significant relationships with external counsel. She is a member of several key committees at BAM, including the Valuation Committee, Counterparty Credit Committee, Expense Committee and the Generative AI Working Group that was set up in March 2023. She was selected as one of the first members of BAM's Empowered Leadership Program, which identifies the next generation of leaders and provides them with the tools and training to grow their skills and expand their internal networks. She also has worked closely with BAM Campus Recruiting to attract and develop aspiring attorneys through the firm's summer associate program. She began her legal career with Sidley Austin as an Associate Attorney in the Investment Funds, Advisers and Derivatives group. She has a JD from the University of Illinois at Urbana-Champaign and a BA in Political Science from Loyola University.

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Nabanita Banerjee

Head of Portfolio Manager Acquisition, Constellation Multi Fund, London



Nabanita Banerjee is the Head of Portfolio Manager Acquisition at Constellation Multi Fund, a London-based multi-manager, multi-strategy fund specialising in high-alpha, niche trading strategies. She plays a crucial role in sourcing globally dispersed, external and independent portfolio managers running a variety of predominantly market-neutral, signal-driven strategies – various forms of statistical arbitrage, relative value, as well as event driven – in equities, rates, FX and commodities futures. Her responsibility includes expanding and diversifying the fund’s manager portfolio. Her prior role at Nickel Digital had a similar remit, sourcing external manager pods for their Diversified Alpha Fund. She also oversaw the HR & Talent function, contributing to Nickel’s growth across various departments. With over two decades of experience in talent acquisition across industries like investment management, retail, commodity trading and fintech software, in the UK, US, Middle East and Europe, her expertise is deeply rooted in sector-specific insights and their direct impact on a company’s success. She champions cultural alignment and effectively navigates generational nuances within the modern workforce. She likes to volunteer for different causes and has been a Responder Volunteer during the pandemic in the UK supporting vulnerable individuals, and sponsored education for underprivileged girls in India. She’s a fervent advocate for DEI in the finance industry, actively participating in 100 Women in Finance events. Holding a BA degree from the University of Calcutta, she joined PwC, followed by a company-sponsored placement for a PGD in Human Resources Management from the University of Leicester, charting her career at major companies in the UAE, France and the UK.

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Allie Becher

Equity Derivative Sales, Citadel Securities, New York



Allie Becher joined Citadel Securities in 2021 to build upon the Institutional Derivatives team's successful launch in 2020. Her main focus is growing counterparty relationships between Citadel Securities and leading hedge funds and asset managers across the world by offering best execution, liquidity and front-footed content. She leads the Content & Marketing pillar within the Institutional Derivatives team, curating bespoke sales and trading commentary for institutional customers and driving new development initiatives to accommodate increasing demand. Given the firm's unique position at the nexus of retail and institutional trading, she is able to spot unique trends and help clients navigate complex market conditions. She is involved with the Thrive Scholars program at Citadel Securities where she is a mentor to high-achieving students of color from low-income communities interested in careers in finance. She is also a member of the DMAA, a University of Florida alumni association benefitting UF Health Shands Children's Hospital. Prior to joining the firm, she worked at Wells Fargo Securities also servicing institutional options clients. She received her BS in Finance from the Warrington College of Business at the University of Florida.

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Katie Bruce

Head of Americas and Partner, Bridgewater Associates, Westport, Connecticut



Katie Bruce joined Bridgewater in 2007 and is currently Head of Americas and a Partner of the firm. She is responsible for the firm's North American clients, working directly with strategic US and Canadian client partnerships, helping them meet their investment objectives by advising them on the most pressing issues facing global investors. She is also a leader in the firm's Women's Influence Network, where she coaches and mentors young professionals. She started her career at Bridgewater as an Investment Associate in the Trading group, where she focused on foreign currency trading strategies. While working her way through the firm's ranks, she previously led the firm's US Advisory business. Her consistent voice and leadership have helped Bridgewater to evolve over the years to better meet the growing needs of its clients. She received her BS in Biomedical Engineering from Yale University and is also a CFA charterholder. She is a fellow with the Schmidt Futures International Strategy Forum, a board member of Globally, is Board Co-Chair and Investment Committee Chair of Inspirica, and a Yale Class Treasurer. She also previously served on the board of Opportunities for a Better Tomorrow (OBT) and as a Co-Treasurer and Co-President of Person to Person.

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Julianne Bryant

Associate General Counsel, Citco (Canada) Inc., Toronto



Julianne Bryant serves the Citco Fund Services division's (Citco) hedge fund and alternative asset manager clients, which manage vehicles domiciled across multiple jurisdictions including the Cayman Islands, US, Ireland, Luxembourg and Singapore, and increasingly run "hybrid" funds, a mix of closed and open-ended structures investing in public and private securities. She oversees legal and regulatory matters in multiple jurisdictions, with a particular focus on multi-jurisdictional AML/CFT in Cayman, BVI, Bermuda, Singapore, Hong Kong, Mauritius, Australia, US, Ireland, Luxembourg and Jersey, and international sanctions compliance such as complex Russian sanctions including asset freezes precluding subscriptions or redemptions. She reports to General Counsel, Michael Regan. She also liaises with Citco's external counsel and clients' external counsel. Over her 22+ years with Citco, spanning the Amsterdam, Dublin, New York, Singapore, Philippines and Toronto offices, she has played an integral role in the development of service offerings to help Citco's clients comply with numerous international regulatory obligations such as Form PE, AIFMD obligations and reporting, AEOI reporting and Cayman AMLCO/MLRO (where Citco can act as an outsourced MLRO). In 2023, she is part of a specialized team that is closely examining the SEC Private Fund Adviser Rules and how Citco can best assist client compliance. Her career started with Australian law firm Minter Ellison. She studied at The College of Law Australia and has an LLB (Hons) and Bachelor of Commerce from Western Sydney University.

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Katie Carter

Partner, Dechert, London



Katie Carter is one of three regulatory partners based in London, advising on a broad range of UK and EU regulatory compliance matters impacting on asset managers, including the rules contained in the UK FSMA and FCA Handbook (and related regulation); MiFID, AIFMD, UCITS relating to the structuring and licensing of entities and the registration and distribution of investment products; as well as ESG-related regulation, including SFDR and the Taxonomy. She helps clients plan and prepare for regulatory changes such as post-Brexit UK divergence, AIFMD II, the UK SDR and forthcoming enhanced ESG reporting requirements in Europe. She also assists clients in understanding a wide range of issues relating to the global distribution of investment products such as retailisation, AIFMD pre-marketing and varying distribution structures for accessing European investors, such as third-party platforms, management company secondments, GP-led marketing and tied agents. In relation to ESG, she advises on compliance with all aspects of SFDR and the Taxonomy regulation reporting, including advising asset managers on how to structure compliant investment processes. She co-heads Dechert's European ESG working group with Mikhaelle Schiappacasse and sits on Dechert's global ESG European regulatory working groups. She works closely with offices across Dechert's global network, including colleagues in the US, Dublin, Luxembourg, Paris and Frankfurt. Her client base is made up of hedge fund managers, institutional asset managers and private fund managers based in the US, EU, Switzerland and the UK. She has an MSc in Information & Knowledge Management from London Metropolitan University and an LLB from the University of Southampton.

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Eva Chan

Partner, Head of Hong Kong Office, Simmons & Simmons, Hong Kong



Eva Chan is one of Hong Kong's leading hedge fund lawyers and in 2022 became head of the Hong Kong office of Simmons & Simmons. She is one of 7 female partners out of 14 partners in that office and is a member of the firm's Global Partnership Appraisal Committee. Simmons & Simmons's Asian fund practice has been consistently ranked Band 1 by Chambers Asia Pacific and The Legal 500. She advises asset managers globally, including in mainland China, Hong Kong, elsewhere in Asia, Europe and the US. This includes well-established and emerging hedge fund managers in mainland China, one of the oldest and largest fund managers in Hong Kong, a giant US institutional manager, the largest manager in Korea, a leading European ETF provider and some private credit launches and complex restructurings. She is an expert in structuring and launching Cayman hedge fund structures which remains the most popular domicile choice, but is also increasingly assisting clients launching Hong Kong and Singapore domiciled vehicles. She has advised on innovative Hong Kong fund offerings throughout her career: the master/feeder structure (for a Taiwan master fund), the first ESG ETF and the first German domiciled fund, as well as the first inverse and leveraged products. She is a founding committee member of the Women in ETFs Hong Kong Chapter. She mentors students and young alumni of her former secondary school, as well as women working for professional firms and companies based in the Taikoo Place area in Hong Kong. She has an LLB and PCLL from the University of Hong Kong.

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Hecate Chen

Portfolio Manager, Woodline Partners LP, San Francisco



Hecate Chen is a Portfolio Manager and one of the first team members to join Woodline Partners LP after its launch in 2019. She focuses on investments in Japanese consumer, retail, food and beverage, internet, business service and software names. She follows a rigorous, bottom-up research process core to Woodline's fundamental sub-sector equity strategy. Woodline's investment team is led by 13 specialized Portfolio Managers covering North American, European and Asian markets. Woodline had \$16.8 billion of regulatory assets under management as of December 31, 2022. Previously, she worked for Citadel's Global Equities business, where she covered Japanese equities. Prior to joining Citadel, she focused on Chinese equities, including the internet, consumer, industrial, financial and healthcare sectors, for Tiger Pacific in New York. She began her finance career at Azentus in Hong Kong, which spun out of Goldman Sachs. She has a BS in Finance from Tsinghua University, where her coursework included financial accounting, corporate finance, economics and financial engineering. A native Mandarin speaker, she also speaks English and Japanese.

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Jennifer Cohen

Global Head of Human Capital Management, Schonfeld, New York



Jennifer Cohen joined Schonfeld in 2022 to lead its global human capital management strategy. She sits on the firm's Operating Committee and reports to Chief Strategy Officer, Danielle Pizzo, an honouree of an earlier edition of this report. As a talent focused organization, Schonfeld looks to her leadership in executing the firm's talent strategy which is critical to its success. Guided by data and analytics, she focuses on organizational development, talent and total rewards. As part of the firm's focus on leveraging cutting-edge technologies, she has harnessed AI for a variety of tasks such as teasing out themes in 360-degree feedback exercises and pushing learning content to those individuals. She has also worked to onboard systems and build processes to help Schonfeld scale and deliver an enhanced employee experience. She previously spent 22 years at Goldman Sachs and its spin out, Global Atlantic, in many roles including mortgage strategy and risk. She transitioned to human capital strategy in 2014 and built out an innovative total rewards program. She has a Bachelor's and a Master's in Mathematics from Bryn Mawr College, and serves as an Advisory Director at Lytical Ventures, a venture capital firm investing in enterprise intelligence, including cybersecurity, data analytics and AI.

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Lindsay Costigan

Managing Director, Head of Western Region Prime Services Sales, BNP Paribas, San Francisco



Lindsay Costigan joined BNP Paribas in 2020 to lead Prime Services Sales for the US Western Region. She is responsible for sourcing and maintaining financing relationships with hedge funds and asset managers based in the region. She quickly became an integral part of BNP Paribas' overall Global Equities franchise and plays a vital role in the firm's DEI initiatives driven by her passion in creating the next generation of leaders in finance. She is an active participant in BNP Paribas' Women in Global Markets initiative where she helps recruit and mentor summer interns, analysts, and up-and-coming women at BNP Paribas. She has facilitated multiple flagship events including BNP Paribas' Annual Hedge Fund Executive Summit, the thematic "On the Radar" roundtable event series and various capital introduction forums. She is also an active participant in industry wide events including those hosted by Sohn San Francisco, Bloomberg, iConnections, The Milken Institute, the MFA, SALT and Scale Global. With the acquisition of both Deutsche Bank and Exane, BNP Paribas added top-ranked equity research and built out a premier, customizable electronic execution platform, providing clients with a holistic and fully integrated global equities experience. Her previous experience includes senior roles in Prime Brokerage Sales and Capital Introductions at Bank of America and Jefferies. Her hedge fund career began in research and due diligence at Wells Fargo and she holds an MBA from Pepperdine Graziadio Business School and a BA in Economics from Occidental College.

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Jo Cunningham

Partner, Funds & Investment Management, Maples Group, Cayman Islands



Jo Cunningham was elected as a Partner of Maples' Cayman Islands Funds & Investment Management team in 2012. With the largest funds practice in the jurisdiction, the team's clients include seven of the world's top 10 hedge fund managers and nine of the top 10 private equity managers by AUM and she is responsible for servicing a number of those top-tier managers. She has been instructed on some of the largest and highest profile launches in the industry. Her background as a commercial barrister in London, combined with 15 years of investment funds expertise, gives her a unique perspective on the challenges and issues faced by investment fund clients and she frequently advises on complex fund reorganizations, spin outs and upper tier restructures. She is a regular speaker at industry conferences and has been ranked for consecutive years by IFLR 1000, Chambers and Partners, Legal 500 and Who's Who Legal. She is a Sustaining Angel of 100 Women in Finance having helped to establish the Cayman Islands Chapter initially and having served as the Chapter's co-chair for several years. She has a Masters and BA in Law from Cambridge University. She has featured in an earlier edition of this report.

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Helen Doody

Managing Director & Head of Abbey Capital (US) LLC, Abbey Capital, New York



Helen Doody is Managing Director & Head of Abbey Capital (US) LLC, a subsidiary of alternative investment fund manager Abbey

Capital. She heads up a team focused on client servicing and business development in the wealth management and institutional markets. She began leading US distribution for Abbey Capital in 2008. As part of her leadership role, she has been instrumental in establishing Abbey in the USA, where she has opened up distribution channels to some of the largest wealth management firms and allocators. Over the course of her career, she has spent time in New York, London and Dublin in both the hedge fund and institutional equities space. Prior to joining Abbey in 2008, she was a trader at Chilton Investment Management where she was responsible for the group's European equity trading. Before moving to the US, she was responsible for equity trading at Anglo Irish Bank. She began her career in 1999 with ABN Amro in Ireland trading Irish equities before moving to London in 2002 to be a market maker in European mid-cap stocks and a year later became a sales trader for hedge funds. She graduated from University College Dublin with a Bachelor of Commerce degree and Dublin City University with a Certificate in Investment Management. She is a board member of the US Advisory Board for the Michael Smurfit Business School at University College Dublin.

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Heather Emling

Global Business Manager, Commodities, Citadel, Chicago



Heather Emling is a Business Manager for Citadel's Commodities business. She has been with the firm for nearly 20 years and has built a world-class team, several of whom have worked with her for nearly a decade. As Citadel's Commodities business has grown from 4 to over 20 investment teams during her tenure, she has led their onboarding and helped facilitate their subsequent growth. Her work covers all major commodity markets across a wide range of derivatives. She and her team spearhead new market access, leveraging their deep understanding of commodity markets and products. She is also responsible for driving operational excellence by implementing robust processes and controls across a complex asset class. She partners closely with engineering teams across the organization to drive commercial outcomes. In particular, she provides the operational leadership to Citadel's proprietary commodity execution platform. Her expertise has helped develop market-leading execution capabilities across hundreds of products. As a culture carrier, she is recognized for her high standards and for empowering her colleagues to deliver their best. Her extensive product experience means she has been a key player in positioning Citadel as one of the leading alternative asset managers globally in commodity markets. She earned a BS/BA in International Business from the University of Missouri.

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Jillien Flores

Executive Vice President, Managing Director and Head of Global Government Affairs, Managed Funds Association, Washington DC



Jillien Flores leads MFA's global government affairs efforts to advance the ability of alternative asset managers – including hedge funds, crossover funds and private credit funds – to raise capital, invest and generate returns for their beneficiaries.

In that role, she manages the US, UK and EU government affairs teams based in Washington DC, London and Brussels, respectively. She and her team inform policymakers about the industry's contributions to the global economy, advance policies that enable the continued growth of the alternative asset management industry, and combat proposals that harm investors and markets. Since joining MFA in 2021, she has worked to foster a more favourable policy environment for alternative asset managers and helped advance US, EU and UK policy proposals that promote more open, resilient and competitive capital markets. Wins include preventing the change in treatment of carried interest in the US, securing AIFMD amendments that enable EU investors to access foreign expertise and repealing UK individual public short sale disclosure in favour of aggregated public disclosure. She also leads MFA's efforts to push back against policymaker scrutiny of nonbanks, including credit funds, and ensure these managers can continue to provide capital to businesses across the globe. She previously worked in government relations for Vanguard and earlier represented multiple financial services and capital markets clients at the government relations firm Porterfield, Fetting & Sears.

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Eleanor Franchitti

Partner, Global Head of Business Development, Caxton Associates, London



Eleanor Franchitti is a Partner and the Global Head of Business Development at Caxton Associates, a \$13 billion AUM macro hedge fund which she joined in 2020.

She oversees a team responsible for new business development, investor relations, client service and key relationships with pension funds, endowments, sovereign wealth funds, foundations and private banks. In addition, she sits on the firm's Partner and Culture Committees. Prior to Caxton she was at Eisler Capital and BlueCrest in similar roles. She started her career on the sell-side in high yield bond sales at Bank of America, followed by UBS and Tradeweb where she was Global Head of Credit Derivatives and responsible for establishing Swap Execution Facility (SEFs) trading protocol. She is actively involved in a variety of homeless and sports rehabilitation charities. She is the founder of the 'Remarkable Women Roundtable' where she promotes female leadership through grassroots networking and leading with content across a variety of industries. She graduated from Oxford University with an MA in Economics and Management. She has also been a guest lecturer at the University of Edinburgh on financial markets and the Global Financial Crisis.

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Debra Franzese

Partner, Seward & Kissel, New York



On January 1, 2018, Debra Franzese became the youngest partner in the Investment Management Group in the firm's 100+ year history. Her clients range from emerging managers to managers with billions in AUM in the US, the UK, Europe and Asia, including some of the largest asset managers in the industry. She advises US and non-US managers on a wide range of legal issues, including fund formation (open- and closed-end funds, hybrid funds, funds of one, co-investment funds and separately managed accounts), ongoing regulatory compliance including preparation of policies and procedures, registration and exemptions for the SEC, CFTC and the NFA as well as SEC examinations. She has been recognized by Legal 500 and by IFLR 1000 as a "go-to figure for a host of the firm's high-profile funds". She regularly represents clients with respect to complex investor negotiations including anchor investments, seed investments and side letters, and has experience negotiating with some of the largest institutional investors, including sovereign wealth funds, with respect to investments in hedge and private equity funds. She assists emerging managers as they navigate novel legal and business issues, often functionally serving the role of general counsel on an outsourced basis. She was also integral in launching the firm's ESG task force and advises clients on developing and coordinating ESG and associated compliance policies, procedures and disclosure, in relation to evolving regulations. She has a JD from American University Washington College of Law.

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Alyssa Friedman

Head of Talent, Cubist Systematic Strategies and Point72 Global Macro, New York



Alyssa Friedman leads a team that is responsible for sourcing and hiring talent across experience levels and business lines globally, including portfolio managers, research analysts and software developers. Since 2020, she has helped double the number of Cubist investment teams and triple the number of Global Macro investment teams. She helped launch the Cubist Quant Academy, Cubist's rotational program for recent graduates. Started in 2021, the program offers hands-on training to quantitative researchers and developers to help them build a foundation for long-term success in systematic investing. She joined the firm in 2009 and ran analyst recruiting for the systematic business until 2013, when she started leading Cubist's business development efforts. In 2018 she also took over recruiting for Point72's Global Macro business. She is passionate about building diverse teams and best-in-class recruiting processes that help the firm innovate and stay ahead of the curve. Under her leadership, Cubist has been successful in attracting and retaining some of the best talent in the industry. She also contributes to Point72's mission of charitable giving – she runs the Cubist Community series, which introduces interesting philanthropic and non-governmental organizations to Cubist employees. She has a Bachelor's degree in Communications from the University of Wisconsin.

50 LEADING WOMEN IN HEDGE FUNDS 2023

Zlata Gleason

Partner and Head of Client Advisory, Indus Capital, New York



Zlata Gleason was named Indus's first female Partner in 2016 and is one of three Partners who, together with four female principals, represent one third of the firm's total equity and profit participation. In her role as Head of Client Advisory, she oversees and leads the firm's asset raising, business development and client relations efforts. She reports to James Shannon, Indus's CEO, and sits on the firm's Executive, Business and ESG Committees. An important objective of Indus' Client Advisory team is delivering timely portfolio content to its investors. Client content includes portfolio update webinars, investor days and a proprietary series, IndusNOW, launched in 2022, which showcases investment team members and external speakers sharing their thoughts and insights on investment and geopolitical topics relevant to Asia. The Indus team also hosts corporate days in its invested markets in Asia where investors can meet company executives, central bankers and other pertinent policymakers. In order to enhance its capital raising efforts, the team will rely on its prime broker capital introduction partners and various notable global conference providers. Prior to re-joining Indus Capital in September 2021, she worked in the Investor Relations Group at Lone Pine Capital and as a Director of Client Relations at Senator Investment Group. Her career began at Morgan Stanley in Prime Brokerage and Equity Derivatives. She holds a Bachelor's degree in Economics and German Language and Literature from Wellesley College and is a CFA charterholder.

50 LEADING WOMEN IN HEDGE FUNDS 2023

Carly Gross

Head of Client Partnerships, Mudrick Capital Management, New York



Carly Gross joined distressed credit and special situations investor Mudrick Capital Management in March 2023 as Head of Client Partnerships. She reports to President Tom Bachner, who oversees all non-investment functions of the firm, and she sits on the firm's five-person Management Committee. She is responsible for all client relationships globally, which span open and closed-ended funds, funds of one and separately managed accounts, as well as some co-investments. She acts as a conduit between clients, allocators, investment consultants and Mudrick's investment team, communicating views on markets, the opportunity set and the firm's portfolios of distressed, stressed and restructuring trades. She previously helped to build out Carlyle's credit investor relations function as a founding member of its product specialist team, with five direct reports. Prior to that, she worked at Och Ziff (now called Sculptor) as a product specialist, sitting and working closely with the investment team. Her first job after graduating was in investor relations at a boutique structured credit hedge fund, Cello Capital. She holds a BS in Economics from Wharton.

50 LEADING WOMEN IN HEDGE FUNDS 2023

Janelle Ibeling

Partner, Sidley Austin, Chicago



Janelle Ibeling is a Partner in Sidley's award-winning Investment Funds practice. She has over 20 years of experience advising asset management clients with a 360-degree view of the offering and investment process. She advises a global client base, including managers located in New York, Chicago, Minneapolis and Toronto, managing open and closed end private funds across all strategies including large multi-strategy firms and credit-focused strategies. She also advises investment banks and wealth management units in connection with their hedge fund strategies and products. She is ranked in the 2023 edition of Chambers USA for Investment Funds: Hedge Funds in the USA – Nationwide and has also been described as “extraordinarily talented” in the client comment section of The Legal 500 USA. She has also been recognized in Who's Who Legal: Private Funds. She sits on the firm's Committees for Evaluation and Compensation of Associates and Recruiting of Associates. Her volunteer work includes serving on the board of Chicago Cares, which connects volunteers and service organisations, the Public Interest Law Initiative linking lawyers with pro bono opportunities, and Chicago Scholars, which prepares first generation US college (university) students for the application process. She has a JD from University of Minnesota Law School and a BBA from University of Wisconsin in Milwaukee.

50 LEADING WOMEN IN HEDGE FUNDS 2023

Majlinda Kamberi

Senior Investment Officer, Private Markets, Fiera Capital, New York



Majlinda Kamberi is a Senior Investment Officer for the Private Markets Solutions team at Fiera Capital, which is one of Canada's leading, independent investment asset management firms with CAD 164 billion under management. She works closely with the CIO of Private Markets and Portfolio Manager of Global Asset Allocation in allocating CAD 6.5 billion across Fiera Capital's Private Market strategies. In her role, she is responsible for portfolio construction as well as investment due diligence across Fiera Capital's 18 private markets strategies that include private credit, real estate, agriculture, timberland, infrastructure and private equity, that are led by 120 investment professionals. She manages a team of analysts who are focused on bottom-up analysis, including research, governance, risk assessment, performance analysis and cash flow management. Her expertise and focus is on real assets, both debt and equity investments that generate attractive yields and exhibit inflation hedged characteristics. Many of the strategies she supports provide ESG reporting under SFDR 8 or equivalent. She was a Partner at Larch Lane Advisors LLC, a fund of hedge funds which was acquired by Fiera Capital in 2016. Prior to that, she worked in Alternative Investment Solutions, the fund of hedge funds group of UBS Global Asset Management, having begun her career in 2006 as a hedge fund credit risk analyst at UBS. She has an MA and BA in Economics from The City College of the City University of New York and is a CAIA charterholder.

50 LEADING WOMEN IN HEDGE FUNDS 2023

Tricia Karr

Global Head of Client Services, Millennium Management, New York



Tricia Karr joined Millennium in 2013. As Global Head of Client Services, she is responsible for overseeing the entire investor lifecycle, including investor onboarding, marketing collateral creation, communications and reporting, due diligence requests and the operational due diligence effort for the firm. She is a Co-Chair and founding member of the Steering Committee of the Women of Millennium Network (WOMN), which empowers and connects women at the firm through networking opportunities, professional development and mentoring; since inception, she has participated in the WOMN mentoring program. She is also a founding member of the Millennium Volunteer Network, which provides opportunities for employees to give back to the community. Outside of Millennium, she was previously active in the Villanova School of Business Mentor Program and on its advisory board. Prior to Millennium, she was a Principal and Director of Investor Relations at Black Capital. Before this, she served as Managing Director and Head of Global Client Services at Ivy Asset Management, where she was responsible for global client service and reporting, institutional relationship management, and oversight of communications to clients and the media. She holds a BS in Accounting from Villanova University and an MBA from Fordham University's Graduate School of Business.

50 LEADING WOMEN IN HEDGE FUNDS 2023

Sang Min Kim

Partner, Deputy Chief Operating Officer and Chief Financial Officer,
400 Capital Management, New York



Sang Kim joined 400 Capital Management in 2015, assumed the double roles of Deputy COO and CFO in 2016, and became a Partner in 2022. She assists the COO with managing trading and asset management operations, legal, accounting, tax and systems management. This includes selecting and liaising with service providers and technology providers. During her tenure, a number of processes and reconciliations have been automated, with a focus on creating new displays of P&L attribution and reporting. Optimization of the treasury function and cash balances across counterparties have been another key area of focus. She reports into the Managing Partner and Founder, Chris Hentemann, as well as the COO, and sits on the Operating Committee, Cybersecurity Committee and the Price Validation Committee, which validates prices for both liquid investments and illiquids such as private credit. She was previously Head of Business Risk at fund of funds, Saguenay Strathmore Capital LLC, where she oversaw an overhaul to the firm's compliance and legal infrastructure, coordinated new fund launches, institutionalized operational due diligence materials and reviewed human resources practices and documentation. Prior to that she was Director of Operational Due Diligence at fund of funds EIM Management (USA) Inc. She has also held positions, mainly in corporate and fund accounting, at RBC Capital Markets, Deutsche Bank, SG Cowen Asset Management and The Proxy Monitor. She has a Masters in Accounting from Pace University, Lubin School of Business, and a BA in Economics from Yale University.

50 LEADING WOMEN IN HEDGE FUNDS 2023

Katie King

Managing Director, Balyasny Asset Management (BAM), Chicago



Katie King is a Managing Director in BAM's Client Relationship Group. She plays a key role in building relationships with US and Latin America-based institutional investors, working with a range of clients, including endowments, foundations, healthcare organizations, pension funds and family offices. She reports to Partner, Senior Managing Director and Global Head of BAM's Client Relationship Group, Anita Nassar, an honouree of an earlier edition of this report. King embodies BAM's commitment to fostering continuous learning and professional development for every employee. She was selected as an inaugural member of the firm's Empowered Leadership Program, which identifies the next generation of leaders and provides them with tools and training to grow their skills and expand their networks across departments and locations. Since joining the firm, her future potential and impact on the business have been recognized on multiple occasions with increasingly senior roles and expanded remits. She plays an active role in BAM's internship program and the Atlas Fellows program, which aims to provide opportunities for brilliant yet under-resourced young people through paid internships and scholarships for college. The program was founded in 2021 with support from BAM. She began her career in education. She holds a BA in Early Childhood Education from Saint Louis University.

50 LEADING WOMEN IN HEDGE FUNDS 2023

Armelle Kiss-Epstein

Fixed Income Sales, Citadel Securities, Paris



Armelle Kiss-Epstein joined Citadel Securities in 2021 as one of the first hires to the firm's then newly established Paris office. She is a senior member of the Citadel Securities Fixed Income Sales team, covering a broad range of EU27 clients across France, Belgium, Netherlands, Luxembourg and Southern Europe. Her coverage of institutional European clients began with USD denominated rates products, including US Treasuries, TIPS and USD interest rate swaps, however it will soon encompass USD credit as the firm continues to expand its product offerings. She has helped drive the growth seen by Citadel Securities on the continent over the past two years. She started her career at HSBC France where she previously held roles in Interbank Sales, Public Sector Sales and Institutional Rates Sales covering clients in France and Switzerland. She graduated from Montpellier Business School with a Master's degree in Finance. She is an avid linguist and in addition to her native French she also speaks Italian and English fluently, as well as conversational Spanish.

50 LEADING WOMEN IN HEDGE FUNDS 2023

Delphine Lincy

Managing Director and Global Head of Human Resources, Tudor Corporation, Stamford, CT



Delphine Lincy joined Tudor in December 2021 and is responsible for the strategy and oversight of all human capital management initiatives, including recruitment, talent retention, compensation, benefits, employee engagement, employment practices and corporate policies across the firm's global offices. She is a member of various Tudor committees, including the Operating Committee, Management & Control Committee and Benefits Committee. She also takes an active role in Tudor's Sustainability Working Group as well as the Tudor Foundation, a private foundation funded by the Tudor Group, which helps people in need in the communities of Tudor's regional offices. Prior to joining Tudor, she was a Senior Human Resources Business Partner at Assured Investment Management (formerly BlueMountain Capital) and Global Head of Human Resources at Shenkman Capital Management. Before moving to the buy-side, she spent numerous years on the sell-side working for several investment banks. Her positions spanned multiple disciplines, including strategy for and integration of large investment banks post-merger and supporting front-office and infrastructure divisions as a Senior Generalist and Chief of Staff. She also oversaw executive recruiting, campus recruiting and DEI initiatives. She holds a BA in Political Science and Sociology/Anthropology from Guilford College. Tudor Investment Corporation is an alternative investment firm founded by Paul Tudor Jones in 1980 and is active in global fixed income, equity, currency and commodity markets.

50 LEADING WOMEN IN HEDGE FUNDS 2023

Kaitlin Malin

Chief Operating Officer, iConnections, New York



Kaitlin Malin joined iConnections as its first employee to oversee investor relations for the Funds4Food initiative in 2020, which raised nearly \$2 million for food insecurity during the pandemic. Following this global success, she went on to build out the firm's investor relations, event operations, and product development teams, ultimately becoming the company's first Chief Operating Officer. She has been instrumental in both shaping and implementing iConnections' technology platform to reinvent GP/LP interactions in the alternative investment industry. Her leadership helped propel iConnections to prominence as the foremost capital introduction platform within its first two years. She oversees the operations of iConnections Global Alts, the world's largest capital introduction conference, which hosts 4,000 attendees and facilitates 14,000 GP/LP meetings. Under her direction, iConnections also delivers a mobile app technology platform to events run by Forbes, CNBC, All-In Summit, Capital Allocators, Sohn, SALT, AIMA, Capitalize4Kids and more. She has also participated onstage at iConnections' events interviewing thought leaders including Chris Voss, Anthony Scaramucci and Jason Calacanis. Prior to iConnections, she worked in investor relations and marketing at MKP Capital. During her five-year tenure she rose from an associate to the Co-Head of North American Investor Relations. She is a CFA charterholder and holds the CAIA designation. She received a BA in Public Policy and Law from Trinity College.

50 LEADING WOMEN IN HEDGE FUNDS 2023

Catie McKee

Director, CMBS Trading, Taconic Capital Advisors, New York



Catie McKee is a Director at Taconic Capital Advisors where she focuses on CMBS trading. She specializes in conducting bottom-up fundamental analysis of non-agency CMBS and synthetic CMBX to seek out underlying asset mispricings. Additionally, she is responsible for the implementation of hedging strategies across the commercial real estate portfolio where she trades CMBX as well as some REITS. She also works on CMBS distressed control situations, where Taconic is one of the largest participants in the market. She serves on Taconic's Diversity, Equity, and Inclusion Committee. Prior to joining Taconic in 2022, she held roles at King Street Capital Management and MP Securitized Credit Partners. She began her career in CMBS Research and Trading at Bank of America. She holds a BS in Finance and Accounting from Georgetown University.

50 LEADING WOMEN IN HEDGE FUNDS 2023

Marilyn Yalin Mo

Partner and Senior Investment Analyst, Indus Capital, Hong Kong



Marilyn Yalin Mo was named a Partner of Indus Capital in 2023 after 17 years with the firm. She is based in Indus's Hong Kong research office and co-heads the firm's Greater China efforts. She contributes long and short ideas to all Indus strategies, focusing on Greater China stocks predominantly listed on China and Hong Kong exchanges and Chinese ADRs. Recently, she has been focused on researching ideas in the financial and insurance sectors and identifying potential opportunities in consumption in China. She is originally from the province of Hunan, which provides her with a unique perspective relative to the handful of big cities where global and Chinese investors tend to spend most of their time. Her pragmatic approach to investing in China can be contrarian, and she has a particular knack for uncovering opportunities in misunderstood and less covered areas. She works closely with several portfolio managers and research analysts in addition to mentoring her team members. She joined Indus Capital in 2006 and initially worked for the Indus Structured Finance Fund, where she sourced, executed and monitored private equity investments in China. Prior to that, she worked at the Boston Consulting Group in Shanghai, gaining experience in company operations, strategy, competitive dynamics and business execution. She holds an MBA from Harvard Business School and a Bachelor's degree in Accounting and MSc in Economics from Tsinghua University. She is a Chinese national.

50 LEADING WOMEN IN HEDGE FUNDS 2023

Ann Ng

Partner, Head of the Asia Funds & Investment Management Team, Maples Group, Hong Kong



Ann Ng heads Maples' Asia Funds & Investment Management teams in Hong Kong and Singapore, and also co-heads the Hong Kong office. She has nearly 25 years of experience in the international investment funds industry, forming, structuring and restructuring all types of open and closed end funds, including hedge funds, private equity and venture capital, real estate and infrastructure funds. Her clients include the largest and most high-profile wealth manager in China and an enviable book of other international and boutique investment managers and sponsors. Her recent experience includes assisting with the structuring of different types of investment funds in support of ESG initiatives/impact investments. Her practice also involves advising several international family offices on their strategic investments. She sits on the Alternative Investment Management Association (AIMA), Hong Kong Regulatory Committee and the Asian Association for Investors in Non-Listed Real Estate Vehicles (ANREV), Regulatory & Tax Committee. She is a member of 100 Women in Finance. Her experience spans across Melbourne in Australia, London and most recently Hong Kong where she has been based for over 15 years. She holds a Bachelor of Commerce and Bachelor of Laws from the University of Melbourne and speaks Chinese.

50 LEADING WOMEN IN HEDGE FUNDS 2023

Eimear O'Dwyer

Partner and Co-Head of the Irish Funds & Investment Management Team, Maples Group, Ireland



In 2021 Eimear O'Dwyer became co-head of Maples' Irish Funds & Investment Management team, which has for 10 consecutive years been ranked by Monterey Insight as the top legal adviser to Irish-serviced funds and is also the largest team by headcount and client base. She advises asset managers and investment banks on buy-side matters: setting up and operating regulated funds and fund management companies, for strategies including hedge funds, distressed, private debt, credit and loan origination, with vehicles including master feeders, managed account platforms and bespoke structures. She also advises on sell-side matters: such as doing business in Ireland and dealing with Irish domiciled counterparties. She advises on sustainable finance disclosures and the EU Sustainable Action Plan and speaks on ESG and sustainable finance at industry conferences and webinars. She was formerly chair and is now vice chair of the Irish Funds Legal Working Group, which engages with the Department of Finance and Central Bank of Ireland. At basis.point, the Irish funds industry charity, she is a Board Director, chair of the Governance Committee and provides pro bono legal advice. She has a BBLS from University College Dublin.

50 LEADING WOMEN IN HEDGE FUNDS 2023

Emily Peruzzi

Head of Client Service, ExodusPoint Capital Management, New York



Emily Peruzzi is Head of Client Service at ExodusPoint Capital Management, a \$12 billion multi-strategy hedge fund. She joined the firm in April 2018 and played a pivotal role in what was widely reported to be the largest hedge fund launch ever. As a senior and founding member of the firm's Marketing and Investor Relations team, her role has been multi-faceted. At launch, she was focused on facilitating a substantial fundraise over the course of five months, then helped to build out a best-in-class client service program and create the firm's marketing collateral and brand identity. As ExodusPoint has evolved, she has developed and maintained relationships with institutional investors, facilitated additional fundraises, and refined and enhanced the firm's client-facing program. She has collaborated closely with ExodusPoint's leadership and across multiple business functions to provide the firm's existing and prospective investors with a comprehensive and transparent view of the fund amidst a rapidly evolving market environment. She is a member of the leadership team for the firm's women's affinity group. Prior to joining ExodusPoint, she was Director of Investor Relations at Halcyon Capital Management and a senior member of Perry Capital's marketing and investor relations team. She began her career at the investment consulting firm RogersCasey. She earned a Bachelor's degree in Economics from Trinity College.

50 LEADING WOMEN IN HEDGE FUNDS 2023

Meghan Plunkett Tudor

COO Trading, Execution & Advisory, Co-Head of DEI Strategy, Schonfeld, New York



Meghan Plunkett Tudor joined Schonfeld in 2016 to institutionalize and evolve the firm's sell-side relationships. As a critical leader at the nexus of Schonfeld's investment talent, traders and sell-side partners, she works alongside the Global Head of Trading in overseeing broker relationships, commission management, execution services and market data. She is also integral to maintaining and elevating Schonfeld's culture. As Co-Head of DEI Strategy, she partners with colleagues across the firm on creating an environment that understands, accepts and values the differences between people. She is instrumental in helping the firm achieve its aspirational diversity goals. She is also co-chair of the firm's Northeast Culture Committee, which brings people together in the firm's Northeast offices and works with her colleagues on philanthropic efforts on behalf of the firm. Prior to Schonfeld, she spent four years at Millennium Partners as a member of the Execution Services Department where she managed counterparty relationships. She began her career as a sales trading assistant at BGC Partners, a Cantor Fitzgerald company, focusing on US Treasuries. She graduated from Northwestern University with a Bachelor's in Communications and English.

50 LEADING WOMEN IN HEDGE FUNDS 2023

Sadie Raney

Co-Founder and Chief Executive Officer, Strix Leviathan, Seattle



Sadie Raney co-founded hedge fund Strix Leviathan in 2018 with a vision to apply trading techniques borrowed from traditional trend-following and quantitative hedge fund approaches to digital asset markets. Since then, Strix Leviathan has built an advanced and institutional-grade tech stack and distinguished proprietary trading algorithms to deploy a directional systematic strategy, removing emotion from the process. The firm's main strategy spot trades the top 20 cryptocurrencies by market cap, while another DeFi fund trades smaller and less liquid coins. She also co-founded Makara, an SEC-registered digital asset robo-advisor, which was acquired by Betterment in 2022. She co-founded Strix Leviathan after she served as Controller for private cloud company Blue Box, where she led the finance and operations team through the company's acquisition and integration by IBM. She serves as a mentor for the Barcelona Technology Transfer Group at IESE Business School, helping start-ups improve their pitches and roadmaps and she is an advisor to multiple early-stage start-ups and an active angel investor. She is also a member of the US-based Female Founders Alliance and actively mentors other female founders. She began her career at Deloitte Consulting in Los Angeles. She has an MBA from the Foster School of Business at University of Washington, including an International MBA exchange at IE Business School in Madrid, and a Bachelor's degree in Industrial/Organizational Psychology from Pepperdine University.

50 LEADING WOMEN IN HEDGE FUNDS 2023

Melody Rollins

Global Head of Core Institutional Clients, Bridgewater Associates, Westport, Connecticut



Melody Rollins is the Head of Core Institutional Client Service at Bridgewater Associates. With over 25 years of client service, marketing and product development for institutional investors, she is innovating the way her team delivers world-class client service by leveraging technology and digital platforms to deepen engagement with the firm's unique investment insights. Prior to joining Bridgewater in 2018, she was a Partner and Head of Client Service and Marketing at Brightwood Capital, where she oversaw existing and prospective client and consultant relationships while also leading the development, marketing and distribution of the firm's private credit strategies. Prior to that, she spent fifteen years at PIMCO, most recently as the Head of US Institutional Client Management. She started her career in debt capital markets and liability management at Salomon Brothers and Deutsche Bank. She has an MBA with a focus on financial engineering from MIT Sloan and a BS in International Affairs from Georgetown University's School of Foreign Service. In addition, she holds both the CFA and CAIA designations. She is a member of the Economic Club of New York and founding member of Women of Color in Investments. In 2021, she was appointed to the Board of Georgetown University. She is Chairperson for Custom Collaborative and Investment Committee member for the National Collegiate Athletic Association (NCAA) and she continues to serve on the advisory board of Neighborhood Defender Service of Harlem.

50 LEADING WOMEN IN HEDGE FUNDS 2023

Anita Sbarra

Managing Director and Chief Financial Officer, Tudor Corporation, Palm Beach, FL



Anita Sbarra re-joined Tudor in September 2013 and is responsible for the firm's Fund Accounting, Corporate Entities Accounting, Tax and Financial Planning & Analysis teams. She oversees the financial reporting of Tudor's funds and management company operations, including global audits and regulatory reporting as well as internal management reporting. She is a member of Tudor's Board of Directors and serves on several Tudor committees, including the Operating Committee, Treasury Committee and Valuation Committee. She also takes an active role in the financial operations and grant-giving of the Tudor Foundation, a private foundation funded by the Tudor Group, which helps people in need in the communities of Tudor's regional offices. She is also the former co-chair and current advisor to Alliance, Tudor's professional women's network. She originally joined Tudor in August 2008 as a Senior Accountant and held several roles within Tudor's Financial Reporting Department prior to her promotion to Chief Financial Officer in January 2023. In between her time at Tudor, she was Assistant Controller at Louis Dreyfus Commodities LLC. She began her career at Ernst & Young LLP. She holds a BBA in Accounting from Iona College and is a Certified Public Accountant, licensed by New York state. She is a member of the American Institute of Certified Public Accountants and the New York State Society of Certified Public Accountants. Tudor Investment Corporation is an alternative investment firm founded by Paul Tudor Jones in 1980 and is active in global fixed income, equity, currency and commodity markets.

50 LEADING WOMEN IN HEDGE FUNDS 2023

Mikhaelle Schiappacasse

Partner, Dechert, London



Mikhaelle Schiappacasse is one of 15 fund structuring and asset management regulatory

partners in Dechert's Financial Services practice in London. She works extensively on cross border fund establishment mandates collaborating with partners and associates across the Dechert network, including Dechert's Dublin, London, Luxembourg, Munich and US offices on the establishment of principally Cayman Islands, Delaware, Irish and Luxembourg funds. In addition to advising on hedge funds, including recently on products focused on event driven equity and opportunistic and distressed credit strategies, she also advises on the establishment of closed-ended credit, venture capital, private equity and real estate funds and has extensive experience advising on the establishment and operation of fund platforms. She is co-head of Dechert's Global ESG and Sustainability Practice, co-heads the firm's European ESG working group with partner Katie Carter and is a member of AIMA's Responsible Investment Working Group and EFAMA's SFDR and Taxonomy working group. She advises widely on ESG related matters including the establishment and marketing of funds and other investment products under Article 8 and Article 9 of the EU Sustainable Finance Disclosure Regulation (SFDR) and on issues arising out of managing and marketing ESG-focused products for the EU market while managing similar strategies developed for the US market. She has an LLM in Banking and Finance from University College London, a JD from The George Washington University Law School and a BA from Sarah Lawrence College.

50 LEADING WOMEN IN HEDGE FUNDS 2023

Jennifer Schiffman Hines

Portfolio Manager, Verition Fund Management, New York



Jennifer Schiffman Hines joined Verition in 2022 as a Portfolio Manager in the Fixed Income & Macro group to run a pod trading rates. She leads a team of three investment professionals trading derivatives strategies across US swaps and Treasury curves as well as cross-currency basis and other G7 rates curves. She also trades short term interest rates, particularly in the US, where her expertise in front-end market structure and curve construction seeks to provide an edge amid volatility and global monetary policy tightening in 2023. Her strategy is primarily relative value and ranges from broader macro strategies to micro-strategies aimed at monetizing small inconsistencies in market pricing. She builds customised models to identify the most granular details of products. She formerly ran the global US swaps desk at Nomura, focusing on front-end and basis, and was a member of Nomura's Alternative Reference Rate Committee where she was involved in the transition from USD Libor to SOFR. Prior to that, she worked at Credit Suisse running the US short-end, basis and Canadian rates trading desk. Her finance career began as a foreign exchange options trader at Morgan Stanley, where she also managed the rates/FX hybrids PRDC books through the Global Financial Crisis, as well as making markets in short and long-dated FX forwards. She has a BA in Statistics from Harvard College.

50 LEADING WOMEN IN HEDGE FUNDS 2023

Leonora Shalet

Investment Management Partner, Schulte Roth & Zabel, New York



Leonora Shalet rejoined Schulte in 2022 as an equity partner, having previously worked at the firm between 2007 and 2020. She works extensively with the leadership of the firm's Investment Management Group, and with finance, tax, ERISA, employment and other practices, and noted the firm's collegiate culture. She advises on investment vehicles including closed end funds and permanent capital vehicles, in particular in the credit space. She also advises managers and investors on general partner led secondaries and on co-investments, which are attracting growing interest across all strategies and are also subject to close regulatory scrutiny. CarVal Investors is an example of a client she has worked with through multiple incarnations, from its ownership by Cargill to a management buyout and later acquisition by Alliance Bernstein. She was previously an equity partner in the private funds group at Morrison & Foerster. She has an LLB in Law with French Law from University of Birmingham and is admitted to practice in New York, as well as in England and Wales.

50 LEADING WOMEN IN HEDGE FUNDS 2023

Ellie Sharkey

Head of Business Development, International Equities, Citadel, London



Based in London, Ellie Sharkey leads business development across International Equities (IE) – encompassing Citadel’s equity operations in Europe and Asia – where she focuses on mapping and recruiting top talent at all levels of the business. Through the robust talent pipeline that she and her team have built, they have played an essential role in driving IE’s continued growth and development. She joined Citadel’s Global Equities business development team in New York in 2015 and quickly expanded her role. She moved to London in 2020 and became IE’s Head of Business Development in 2022. Since that time, she has built teams from the ground-up in London and Hong Kong to identify and acquire top investment professionals across Europe and Asia. Throughout her eight years with the firm, she has developed a reputation for discipline, precision and structure in her approach to attracting talent. She is also recognized for her strong understanding of what motivates potential candidates and how to position them in the right roles so they can quickly grow their careers at Citadel. Her relationships and knowledge of the market have helped the business to build a highly successful team of over 80 investment professionals across London, Hong Kong, Paris and Singapore. She earned a BA in Public Relations from Hofstra University.

50 LEADING WOMEN IN HEDGE FUNDS 2023

Natalie Faye Smith

Head of Strategy and of Client Partnership Group and Co-Founder of BH Digital, Brevan Howard Asset Management, New York



Natalie Faye Smith joined Brevan Howard in 2020 and has spearheaded multiple initiatives that have helped the firm more than quadruple assets to over \$34 billion as of September 2023. In 2021, she co-founded BH Digital, a leading digital assets platform for institutional investors, which runs a range of investment strategies from liquid directional to relative value trading and venture capital. She helped to launch Brevan Howard's global macro co-investment platform, which gives investors swift access to "best ideas" from more than 200 Brevan Howard portfolio managers. In 2023, a multi-strategy, multi-manager, liquid emerging markets platform has been rolled out. She has also revamped the firm's client communications and client experience with tech-enabled initiatives including webinars and bespoke content to facilitate knowledge sharing and access for clients to portfolio managers. She reports to CEO Aron Landy and sits on the firm's 5-person Executive Committee. Prior to joining Brevan Howard, she was founding Partner and President of Commonwealth Asset Management, which spun out of Commonwealth Opportunity Capital, where she became Head of Business Development at age 24. Aged 29, she became Chief Operating Officer and President of Arts & Sciences Investment Management. Her career started in prime brokerage capital introductions at Morgan Stanley. She has an MA in Economics and Land Economy from Cambridge University.

50 LEADING WOMEN IN HEDGE FUNDS 2023

Ariel Speicher

Chief Human Resources Officer, Point72, New York



Ariel Speicher leads Human Resources at Point72, where she partners with senior leaders across the firm to oversee the planning and execution of talent management, global benefits and compensation, organizational design and planning and HR operations, among other roles. She and her team are committed to fostering a culture of learning and development for all Point72's employees. In her role, she oversees career development and coaching programs to provide Point72's over 2,500 employees with the necessary resources and training to hone their skills and advance their careers. These initiatives span ongoing professional development initiatives, curriculum and resources for new hires and managers, and partnerships with external experts, among others. She joined Point72 from American Express, where she had a portfolio of responsibilities as an HR business partner and strategic advisor to various senior leaders at the firm. She joined American Express as an inaugural member of the HR Global Rotation Program and spent nearly a decade in HR roles in both the London and New York offices. She has a BA in History from Yale University, holds an MPhil in European Studies from University of Cambridge, and has an MBA from London Business School. She serves on the board of the Natural Areas Conservancy.

50 LEADING WOMEN IN HEDGE FUNDS 2023

Kejia Sun

Portfolio Manager, Marshall Wace North America, New York



Kejia Sun joined Marshall Wace in 2020 and leads the firm's global technology mandate, focusing on publicly listed semiconductor, hardware, software and internet stocks across cap sizes in the US, EU and Asia. She reports to Co-Founder Paul Marshall and oversees a team of New York-based global technology analysts, in addition to collaborating with the firm's Head of Sustainable Investing and Stewardship, Ilaria Calabresi, an honouree of an earlier edition of this report, on the firm's ESG initiatives and priorities. She also sits on Marshall Wace's Quantamental Committee, which informs how the firm works with quant analysts and alternative data. She has identified several long-duration growth tailwinds for tech, including the power of AI, particularly generative AI, over the next decade. She is also excited about tech's ongoing migration into the cloud and the ever-increasing value of semiconductor content across every facet of our lives, particularly given the rise of electric vehicles. Prior to joining Marshall Wace, she was a Portfolio Manager investing in technology companies at Citadel Global Equities. Before that, she worked at Bain Capital as a Private Equity Associate based in Boston and Hong Kong. She began her career advising semiconductor companies at McKinsey & Company and later started public markets investing at Capital Group. She holds an MBA from Harvard Business School and a Bachelor's degree in Electrical Engineering and Biological Sciences from Stanford University.

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Schuyler Sweeney

Head of Broker and Corporate Relations, Surveyor Capital, Chicago



Schuyler Sweeney leads corporate and sell-side relations for Surveyor Capital, one of Citadel's four fundamental equities businesses. She was among the earliest team members at Surveyor, having joined Citadel soon after the business launched in 2010. Over her career, she has been highly influential in building strong and meaningful relationships across Wall Street and in establishing long-term partnerships with corporate management teams in key sectors where Surveyor invests. She has also been instrumental in introducing Surveyor to a number of new companies with whom they haven't previously had relationships. Goldman Sachs' Andy Kirwan describes Schuyler as a "key partner" who has "been instrumental in fostering and growing our firm-to-firm relationship over the past decade", and whose "impact and success has been built on trust, collaboration and transparency". She has also built a formidable reputation within the firm, as a respected source of expertise and an inspiring leader. She regularly advises stakeholders across the business – from portfolio managers to traders and analysts – giving strategic input based on her experience and deep sector knowledge. She has established a strong team, and together they continue to play a crucial role in driving the growth of the business. Outside of the office, she sits on the National Advisory Board of the Jefferson Scholars Foundation, which provides the premier merit scholarship at the University of Virginia, where she earned her BA in Economics.

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Rebecca Sykes

Partner, Portfolio Manager and Global Industry Analyst, Wellington Management, Boston, Massachusetts



Rebbecca Sykes is a Global Industry Analyst and Portfolio Manager on Wellington Management's Health Care team, which manages nearly \$60 billion in dedicated health care assets. She joined Wellington in 2007, and over the course of her career has specialized in the biopharmaceutical and medical technology sub-sectors, as well as in health care in emerging markets. She now follows the entire global industry and serves as Health Care investment team leader at Wellington. She has managed client portfolios since 2011. Today, she co-manages a global diversified health care hedge fund strategy of which she will become sole Portfolio Manager in January 2024. She also manages several long-only global health care sector portfolios and co-manages the Vanguard Health Care Fund, one of the world's largest dedicated health care funds, with Jean Hynes, Wellington's CEO. Prior to joining Wellington, she was an analyst in the health care investment banking group at Goldman Sachs. She earned her BS in Economics and MBA degrees from the Wharton School at the University of Pennsylvania, where she was a Palmer Scholar. She is a CFA charterholder.

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Lena Tamarkin

Global Head of Human Resources, Millennium Management, New York



Lena Tamarkin is the Global Head of Human Resources at Millennium, a position she has held since 2008. Millennium has more than 5,000 employees in over 20 countries, and during her tenure she has helped to drive the growth and expansion of the organization globally. She is responsible for all areas of human resources (HR), including talent acquisition for all of the firm's core infrastructure functions, talent management and development, diversity and inclusion, HR business partners and HR services. She plays a vital role in guiding Millennium's HR strategy to both meet the needs of the organization and provide an environment in which employees can thrive and succeed. Prior to joining Millennium, she served in various HR-related roles. In 2004, she began her hedge fund career working in Human Resources at Moore Capital Management. Prior to that, she was a Human Resources Associate for Nordstrom. She received a BA in Psychology, cum laude, from Syracuse University. She received her MS in Human Resources Management & Development with a concentration in Organization Effectiveness from New York University.

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Kerry Tyler

Managing Director & Chief Operating Officer, Lone Pine Capital LLC, Greenwich, CT



Kerry Tyler joined Lone Pine at the management company's inception in 1997 and is proud to be celebrating the investment fund's 25th anniversary alongside the Lone Pine team and investors in 2023. She is also a member of Lone Pine's Management Committee that guides the firm's strategic direction and its team of investment, trading and business professionals. In her role as COO, she works with the non-investment teams to optimize Lone Pine's operational effectiveness and efficiency to achieve the aligned objectives of the firm's stakeholders. Prior to joining Lone Pine, she was Vice President, Finance at SoundView Financial Group, Inc. where she served as the Senior Financial Officer, Secretary and Treasurer to SoundView and its related entities, including entities in its asset management division. Her career began as an auditor at Ernst & Young LLP and KPMG LLP. She is a Certified Public Accountant. She graduated summa cum laude from the University of Arizona's Eller College of Management with a double major in finance and accounting. She is a member of The University of Arizona Foundation's Investment Committee and is the Treasurer and a Board Member of Lone Pine Foundation, Inc., whose mission is to fight poverty through education while developing a spirit of philanthropy at Lone Pine. Lone Pine's integrated team works collaboratively to generate attractive risk-adjusted returns for its partners, on whose behalf they manage approximately \$15 billion of assets.

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Rebecca Tyson

Chief Operating Officer, International Equities, Citadel, London



Based in London, Rebecca Tyson is Chief Operating Officer for Citadel's International Equities (IE) business. She is responsible for ensuring investment teams have access to all the engineering, data, trading and research resources they need to deploy capital to the most effective opportunities in international markets. She has helped to lead IE since it was established in 2021, combining teams from several of Citadel's other equities businesses in Europe and Asia. During her more than four years with the firm, she has worked closely with teams across Citadel and within the business to drive best practices and automate key workflows, to help further enhance efficiency. Prior to serving as COO, she was Co-Head of Business Development for IE. During that time, she played a leading role in attracting and retaining exceptional talent, and she remains highly focused on talent development. She has worked across multiple complex areas to help build a successful international investment business in a short period of time. Her leadership, along with her strong managerial and people skills, have been critical to driving this growth. She earned a BA in Mathematics and English from Williams College.

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Valerie Valtz

Chief Operating Officer, Fundamental Equities and Credit, The D. E. Shaw Group, New York



Valerie Valtz is a senior vice president of D. E. Shaw & Co., L.P. She joined the D. E. Shaw group in 2012 and currently serves as Chief Operating Officer for the D. E. Shaw group's Fundamental Equities, Asset-Backed Strategies, Convertible Securities, and Corporate Credit investment units, in which capacity she manages the day-to-day operations of those units. Prior to joining the D. E. Shaw group in 2012, she was a director at Glocap Search LLC, where she co-led the hedge fund practice. She began her career as a financial analyst at Goldman, Sachs & Co. She received her AB in literature, magna cum laude, from Harvard University, where she was awarded a John Harvard Scholarship for academic distinction and earned an MBA from Harvard Business School. She engages in mentorship of colleagues through her membership in a number of staff-led affinity groups, which seek to promote community and foster an inclusive workplace at the firm, and she helps develop mentorship programs across various cohorts. She also participates in external mentorships with Defy Ventures, Inc., working with incarcerated people on their business ideas.

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Ellen van der Gulik

Senior Portfolio Manager and Strategist, Moore Capital, London



Ellen van der Gulik reports directly to Louis Bacon and has a central role in developing the key G10 macro views underpinning Moore Capital's principal risk taking. She helps translate these views into profitable trading strategies, particularly in the FX and fixed income space. She also works with President, Elaine Crocker, an honouree of an earlier edition of this report. Her strategies are derived from a top-down macro view and are thus often directional in nature. But her trades may branch out to relative value trades as well, and can include other asset classes, such as commodities, credit or equity indices, when opportunities arise. She has been a close follower of Japan for nearly two decades, a market which is back in the limelight as it emerges from its era of deflation. She devotes a large amount of time to geopolitics as well, on topics ranging from Brexit to the Ukraine War, and the geopolitical consequences of AI. She joined Moore Capital in 2002 and swiftly became Director of Research, before focusing directly on strategy and portfolio management. She previously worked at J.P. Morgan, initially as the Euro area economist, writing for the Global Data Watch publication, and later as fixed income strategist. Her career began as an economist at the Bank of England in 1990. She holds a Master's degree in Applied Econometrics from the University of Amsterdam and an MSc in Economics from the London School of Economics.

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Genevieve Walker-Lightfoot

General Counsel and Chief Compliance Officer, Hedonova, Washington, DC



Genevieve Walker-Lightfoot is a strategic business partner of Hedonova, consulted by Hedonova's CIO and CEO. She helps to devise appropriate structures for Hedonova's eclectic and ever-evolving mix of strategies, which have ranged from liquid cryptocurrencies to carbon emissions, litigation funding, wine, whisky and venture capital. She views compliance as a strategic tool for good governance and investment advice. Hedonova accepts accredited investors and is a registered SEC investment adviser. Her eponymous boutique law firm has also acted for investment advisers, investment companies, digital investment advisers, corporations and hedge funds. Her previous roles in compliance and regulation included attorney at the SEC, where she flagged up concerns about Madoff, which also led to a hostile employment environment case that she won. As an attorney and a large financial institutions specialist at the Federal Reserve Board during and after the General Financial Crisis, she oversaw banks, bank holding companies and bank sponsored funds such as money market mutual funds. She has an MBA from the Smith School of Business at the University of Maryland, a JD with a certificate in international law from the Columbus School of Law at the Catholic University of America in Washington DC, and a BA from Georgetown University in government with a concentration in international relations, with a minor in French. She is admitted to the Supreme Court of the United States and is also a member of the Maryland state bar.

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Linda Ye

Senior Vice President, Trading Technology, The D. E. Shaw Group, New York



Linda Ye is a senior vice president of D. E. Shaw & Co., L.P. and a senior member of the D. E. Shaw group's trading technology and infrastructure group. In that capacity, she leads a team of New York-based researchers and developers focusing on equity trade execution and management. Since joining the firm in 2008, she has made significant contributions to the D. E. Shaw group's high-performance equity trade execution platform and research infrastructure. She also helps coordinate technology development efforts to support the firm's equities forecasting and market microstructure models. She holds an SB in Electrical Engineering and Computer Science from the Massachusetts Institute of Technology. She is involved in a variety of mentorship activities and educational efforts inside and outside the D. E. Shaw group, including through her membership in the firm's DESCO Women affinity group, where she has participated in firmwide events focused on professional development and career progression. She also spent five years as an instructor at Math-M-Addicts New York, Inc., a non-profit group that focuses on advanced youth mathematics education for elementary, middle and high school students.

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