

Kennedy Capital Management Equity Research Intern Tier System

Ethics and Integrity:

KCM is a place of high integrity. We expect every intern to strive for personal honesty and ethical excellence.

Attendance & Hours:

- Students are expected to work year-round until graduation.
- Regular semester: **minimum average of 18 hours / week.**
- Summer: **minimum average of 32 hours / week.**
- Last semester (graduating seniors): **minimum average of 15 hours / week – available with permission only.**

Level I Equity Research Intern (typically 0-9 months): recently hired interns, who

- Establish a strong work ethic; punctual and professional in the workplace
- Perform various administrative tasks (monitor the front desk, distribute mail, etc.)
- Learn basics of the KCM investment process and become familiar with industry terminology
- Assist Portfolio Managers/Analysts as requested
- Complete regular (weekly/monthly/quarterly) projects
- Meet or exceed minimum hour requirements

Level II Equity Research Intern (typically 6-18 months): interns, who

- Continue to perform Level I responsibilities
- Proactively seek work from Analysts/Portfolio Managers
- Interview new intern candidates/train new interns
- Attend at least one management or sell-side meeting, or hold at least one call with management/IR/sell-side per month (two per month in the summer)
- Assist analysts with income statement model construction
- Have attended training sessions and more fully understand the fundamentals of the KCM investment philosophy
- Consistently challenge themselves with more difficult projects

Level III Equity Research Intern (typically 12 months – 24 months): interns, who

- Continue to perform Level I & II responsibilities
- Demonstrate a true passion for equity research
- Follow up on previously researched stocks (monitor earnings and news flow)
- Obtain an understanding of investing concepts (e.g. CFROI methodology, dynamically linking three statement models, forecasting, etc.)
- Assume leadership roles via holding intern training sessions and/or earning Head Intern position
- Have worked in depth with investment professionals and have received consistently positive feedback
- Attend at least two management or sell-side meetings, or hold at least two calls with management/IR/sell-side per month

Level IV Equity Research Intern (typically 15 months - graduation): interns, who

- Continue to perform Level I, II, & III responsibilities
- Have mastered basic and many advanced concepts of investing and can fluently discuss these topics with colleagues
- Generate and pitch new name ideas that are purchased by KCM without significant assistance
- Have worked with multiple analysts and multiple portfolio managers and have received exceptional feedback
- Perform above and beyond a Level III intern where the quality of work is truly and consistently outstanding – be an example of the type of self-motivated researcher that KCM would consider as an analyst. Examples include:
 - Build insightful screens in an attempt to generate new name ideas
 - Actively assist at least one portfolio manager and directly impact buy/sell/hold decisions
 - Capable of producing comprehensive, independent research in a variety of industries
 - Construct various valuation models (sum of parts, DCF (HOLT)) and successfully forecast future performance

Notes: Internship ends upon graduation. If approved by the supervisor, it can be extended up to an additional three months after graduation. Level IV Equity Research interns may be considered for full-time employment with KCM.