



***An Investment Management Firm  
A Look From The Inside***

**George H. Davis, Jr.**  
Portfolio Manager  
CEO - Principal

September 29, 2016

# The Key Ingredients

A<sub>1</sub> ssets

P<sub>3</sub> erformance

R<sub>1</sub> ecruiting ⇒ Retention

I<sub>1</sub> nvestment Philosophy

C<sub>3</sub> ulture

O<sub>1</sub> klahoma

T<sub>1</sub> eamwork

S<sub>1</sub> tamina

## Very Simple Business – 3 Assets (not just AUM)

- Clients

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- People

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- Reputation

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## The Overriding Objective

- Creating Long-Term Alpha

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- Building a Repetitive Process

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- Managing Capacity

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# Recruiting $\Rightarrow$ Retention

## Finding and Keeping Talent

- Ego vs. Humility

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- Passion vs. Burnout

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- Feedback and Reward Structure

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- Leadership Credibility

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## Consistency

- Approach must be Validated by Empirical Research
- Investment Conviction through Research
- Client Expectations and Understanding



## Long-Term Investors/Owners

- Collegial vs. Hierarchical

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- Calm

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- Supportive

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- Disciplined / Studious

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- Committed

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## The Sooner State

- Beautiful State

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- Great People

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- Neighbor to Arkansas

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# Teamwork

Investment Team	Focus	Industry Exp.	H&W Tenure
George Davis, Jr. – CEO	Capital Goods, Financials	32	27
Sheldon Lieberman	Energy, Technology	30	22
Ray Kennedy, CFA	Credit Specialist	30	7
Patty McKenna, CFA	Consumer, Healthcare	29	20
Mark Hudoff	Credit Specialist	29	6
Jim Miles	Consumer, Technology	28	21
David Green, CFA	Healthcare, Special Situations, Technology	25	19
Patrick Meegan	Financials, Healthcare	25	17
Stan Majcher, CFA	Energy, Financials	23	20
J.P. Flagler, CFA	Capital Goods, Healthcare	21	17
Hunter Doble, CFA	Energy, Financials	20	11
Judd Peters, CFA	Capital Goods, Energy, Technology	19	16
Scott McBride, CFA – President	Consumer, Financials, Healthcare, Technology	17	14
Jason Chan, CFA	Consumer, Healthcare, Technology	16	15
Scott Rosenthal	Capital Goods, Energy, Financials	16	9
Noah Mayer, CFA	Capital Goods, Consumer, Technology	16	8
Richard Mak, CFA	Credit Specialist	15	2
Mark Schmidt	Capital Goods, Healthcare	14	11
Ryan Thomes, CFA	Portfolio Analyst	14	8
Dan McKenzie, CFA	Credit Specialist, Capital Goods, Financials	11	11
Marshall Cowden, CFA	Energy	7	<1

This team is supported by 6 members of our Research Associate Program



## Experience Helps

- Marathon mentality

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- Learn from Mistakes

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- Capitalize on Opportunity

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- Balance

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### **George Davis, Jr.**

George Davis has been with Hotchkis & Wiley for 27 years and has 32 years' experience in the investment industry. He became CEO in 2001. In his role as portfolio manager, Mr. Davis plays an integral part in the investment research review and decision-making process. He coordinates the day-to-day management of Large Cap Fundamental Value and Large Cap Diversified Value portfolios, as well as represents the firm's investment strategies to current and prospective clients. He also provides expertise and insight into the capital goods and financials sectors. Prior to joining the firm, Mr. Davis was an assistant to the senior partner of RCM Capital Management. He began his career in equity research with internships at Cramer, Rosenthal & McGlynn and Fidelity Management & Research. Mr. Davis received his BA in Economics and History and MBA from Stanford University.