



INCOME RESEARCH + MANAGEMENT



TWO MINUTES WITH...  
MAY 2019

GINNY SCHIAPPA, CFA  
SENIOR RESEARCH ANALYST

**Why did you choose IR+M?**

During my first visit to IR+M, I could feel the firm’s collaborative, open, and energizing culture – and I wanted to be a part of it. We all sit shoulder to shoulder, and aren’t closed off in offices, buried under financial statements. It’s incredibly motivating to work and problem-solve alongside other Analysts, Portfolio Managers, and Traders.

**Describe your career path. How has it evolved at IR+M?**

Prior to joining, I worked as a Private Placements Investments Analyst at an insurance company. As a Senior Research Analyst at IR+M, I cover a myriad of sectors, which has allowed me to further develop my credit skills and cross-sector perspective. My responsibilities aren’t limited to credit analysis. I also lead group projects on the Research Team, and serve as the liaison to the Product Management Team.

**What trends are you following in your sectors?**

One of the sectors that I follow is Communications. We believe that trends in how consumers receive and use data and media are driving consolidation across Telecom, Media, and Cable. Specifically, Media companies are looking to gain scale and grow must-have content to defend against changing trends in how it’s consumed. Within Communications, Telecom, Media, and Cable play different roles, and as such, face different challenges and opportunities. With all three, competitive position, scale, cash-flow generation, and balanced financial policies are key components of our credit analysis.

**How do you incorporate ESG into your analysis?**

My credit analysis process includes an assessment of an issuer’s ESG strengths and weaknesses versus those of its peers. Our proprietary comp sheets, which identify key ESG metrics for each sector, are an integral part of our credit analysis. These comp sheets take the three ESG pillars and, for each sector, distill them into nine key themes and then 35 key issues. From there, I can quickly evaluate and compare my sectors’ ESG metrics to those of other sectors.

- + INDEPENDENT FIRM
- + VALUE ORIENTED APPROACH
- + CLIENT FOCUS
- + COLLABORATIVE CULTURE



**Get to know Ginny**

**What else are you involved with at IR+M?**

I’m a mentor in our mentor/mentee program, which connects new employees with more tenured ones. Also, I participate in our firm-wide Networking Circles, which are cross-functional groups of 5 to 7 IR+Mers. Networking Circles allow us to share different perspectives, and go out into the community and serve lunch at Rosie’s Place or New England Center and Home for Veterans. Additionally, I’m involved in Invest in Girls, which is a financial education program for secondary school girls.

**What do you do in your free time?**

Outside of work, I love to be outdoors and run, hike, and ski. I especially love recruiting IR+Mers to join our annual ski trip, or run the Harvard Stadium stairs at 5:45am on Thursday mornings!

**How do you collaborate in your team and across teams?**

At IR+M, our intra- and cross-team collaboration is enhanced by our open floor plan; no one has an office, which can stymie communication. We sit in close proximity to each other, so conversation and cooperation happen organically. We regularly hold firm-wide meetings, called huddles, to discuss Client Service and Investment Team activity. Also, we have weekly credit meetings, where Portfolio Managers, Analysts, and Traders discuss sector outlooks, relative value, and market developments. We frequently collaborate across team lines, taking advantage of the synergies between the corporate and securitized bond markets.

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