

Business Finance II – 40592 - Spring 2016
Book Review Template

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Book Title	Young Money
Author(s)	Kevin Roose
Publisher & Publishing Year	Grand Central Publishing in 2014

Author:

Kevin Roose is currently news director at Fusion, the ABC-Univision joint venture and work on all of Fusion's digital news efforts, and write, edit, and produce a TV show ("Real Future") for the network. He also worked as tech columnist at New York magazine, and a reporter at The New York Times, where he covered finance and Wall Street culture for the business section

He is the Author of many books which includes

- "Young Money: Inside the Hidden World of Wall Street's Post-Crash Recruits,"it was a New York Times bestseller, and was optioned for a TV show by Fox Television Studios.
- "The Unlikely Disciple: A Sinner's Semester at America's Holiest University," was published in 2009.

Synopsis of the book:

"Young Money: Inside the Hidden World of Wall Street's Post-Crash Recruits,"is actually based on the real story about the lives of young Wall Street bankers and the effect of work in their lives. "Young Money"was a New York Times bestseller, and was optioned for a TV show by Fox Television Studios.

Kevin Roose has spent three years following eight young Wall Streeters and persuaded new hires at the American's biggest banks to let him into their lives as they learn and pass through the initial phase of learning from practical experience about finance and Wall Street Culture.

All those young new hires have a nondisclosure agreement that bankers usually signed so the identity are actually not revealed but stories are truth. But it's easy to see why these young souls trusted him to keep their participation a secret. He views them as people and not types, he mix with them, he spent time with them in riding shotgun as they drink, party, eat and stifle bonus rage and he's skillful at understanding how working in finance changes them.

He became friends with all these eight new hires and analyze that the work of first- and second-year analysts is tedious and soul-crushing and probably not worth the six-figure salary. Kevin describes the story of all these eight new hires and identifies some common points which actually disturb the work life balance of these new young folks. He identify the normal routine in wall street is to work 110 hours per week which is very abnormal but youngsters with full of passion and charm for making money

happily agreed initially to do so. Most of these young have to pay their debts for studies which seems to be easily paid by the 6 figure salary and bonus which they anticipate to have. He informed that for bankers 9-5 job is actually 9 a.m. to 5 a.m. the next day job.

He also find out that they're paid enormous salaries, but the punishing work schedules they're assigned does not worth it. He tells us how arts Major can easily become a Wall Street analyst and how earning \$100,000 a year might not make you much richer than someone working for minimum wage.

Kevin Roose identifies that Wall Street hiring is aggressive and begins at college. Getting a job on Wall Street seems like a rare honor. But in fact, companies on Wall Street are as eager to hire a smart young person right out of college as graduates are to make it to Wall Street. Wall Street firms begin their search early to ensure they get only the best graduates, and that means bagging them before they've finished their degrees.

Well before other fields even consider setting up interviews, Wall Street firms start pursuing young minds on university campuses. As early as the end of their last year, most Wall Street firms inform student applicants about job openings. The majority of Ivy League graduates who have job offers prior to graduation are going into the financial sector. Top firms hold presentations on campus; provide interview workshops, treat potential candidates to expensive dinners and follow up with phone calls.

Kevin Roose identify that Most people end up at Wall Street because they're unsure what else to do with their lives. Wall Street firms look specifically to Ivy League colleges such as Harvard, Penn and Brown when they're hiring. This means all students there are very well positioned to land a job on Wall Street, even if they're arts major.

Wall Street recruitment begins with a "two and out" plan, meaning that graduates are hired as analysts for only two years at first. Because the pay is so alluring, and because students often graduate with massive debts, heading to Wall Street seems like a pretty grand idea. After all, two years' work seems like a fairly good tradeoff for paying your loans and gaining valuable business skills.

The working conditions for new analysts on Wall Street are shocking. He also identifies the psychological and physical problem these young bankers face due to excessive work load and imbalance life. He also refers to abnormal phenomena of gaining weight. He wrote that they show signs of depression, gain "Seamless belly weight" from having dinner delivered to their desks every night, suffer job-induced breakups, and become cynical in ways that threaten not to heal. One analyst suspects his long hours are a factor when he contracts a rare autoimmune disease.

A first year analyst on Wall Street will typically work themselves to the bone. For the majority of analysts, the hardest thing about the long hours is that they need to be constantly available. In case the long work hours weren't a big enough drawback, the way young analysts are treated by bosses is also terrible. Most first year analysts are dealt with unfairly by their superiors; every time you put a foot wrong, expect to be yelled at for it. What if you perform well? Then you can enjoy your annual bonus – but forget about encouragement and support.

When Bank of America Merrill Lynch analyst Chelsea Ball made a mistake with a newsletter she was supposed to compile, none of her bosses stood up for her. Even though they had access to the information and could have spotted the error easily, they reprimanded her for adding confidential information which she couldn't have known was confidential.

Working on Wall Street as a young analyst is far less glamorous than most people think. The perks often come at a price of countless sleepless nights, 100-hour work weeks and extreme pressure.

However, after the 2007 financial crash and the Wall Street protests that followed, the new public consciousness may well have saved many creative people from landing a job that destroys their lives.

Key Learning:

The most important things we learn from the book are below

- If you don't like to do something by heart then you will not succeed in that. Take decision for your career not because everyone else is doing it but because you wanted to do it by your heart and soul.
- Money cannot buy everything, Freedom and happiness are priceless
- Work life balance is very important. One must properly prioritize between "work" (career and ambition) and "lifestyle" (health, pleasure, leisure, family and spiritual development/meditation).

Application:

This book is not exactly for Pakistan financial land escape instead it is a story of how young recruits have their initial years spent at Wall Street. It provide basic information to all Financial and non-financial students that following a passion more important than going after money. There is no doubt that Stock exchange and financial markets provide a good amount of salary to all employees but work under un ethical conditions, means more stress and less work life balance.