

Investment Technology Group, Inc. Hiring Policies for Independent Auditor Employees

The Audit Committee has adopted the following policies regarding the hiring by Investment Technology Group, Inc. or its subsidiaries ("ITG") of any partner, director, manager, staff member, and any other persons having responsibility for providing audit assurance to ITG's independent auditor on any aspect of their certification of ITG's financial statements. "Audit assurance" includes all work that results in the expression of an opinion on financial statements, including audits of statutory accounts.

1. No member of the audit team that is auditing an ITG business can be hired into that business or into a position to which that business reports for a period of two years following association with that audit.
2. No former employee of the independent auditor may sign an ITG SEC filing for five years following employment with the independent auditor.
3. No former employee of the independent auditor may be named an ITG officer (as defined under Section 16 of the Securities Exchange Act of 1934) for three years following employment by the independent auditor.
4. ITG's CFO must approve all hires from the independent auditor.
5. ITG's CFO shall report annually to the audit committee regarding the preceding year's hires from the independent auditor.