## **ACTIVE STOCK PICKING**

ACTIVE STOCK PICKING IS A STRATEGIC INVESTMENT APPROACH WHERE INVESTORS OR PORTFOLIO MANAGERS ACTIVELY SELECT INDIVIDUAL STOCKS TO OUTPERFORM MARKET BENCHMARKS. Unlike passive investing, which typically involves purchasing index funds or ETFs to mirror market performance, active stock picking requires in-depth research, analysis, and timing to identify undervalued or high-growth stocks. This method aims to capitalize on market inefficiencies and generate alpha, or excess returns, beyond what passive strategies can offer. The process involves scrutinizing company fundamentals, market trends, and macroeconomic factors to make informed decisions. Active stock picking can be a powerful tool for investors seeking customized portfolios tailored to their risk tolerance and investment goals. This article explores the fundamentals, strategies, advantages, challenges, and tools related to active stock picking, providing a comprehensive overview for investors and financial professionals alike.

- Understanding Active Stock Picking
- KEY STRATEGIES IN ACTIVE STOCK PICKING
- ADVANTAGES OF ACTIVE STOCK PICKING
- Challenges and Risks Involved
- Tools and Resources for Effective Stock Selection

## UNDERSTANDING ACTIVE STOCK PICKING

ACTIVE STOCK PICKING IS A HANDS-ON INVESTMENT APPROACH THAT INVOLVES SELECTING INDIVIDUAL STOCKS BASED ON DETAILED ANALYSIS RATHER THAN RELYING ON BROAD MARKET INDICES. INVESTORS AIM TO IDENTIFY COMPANIES WITH STRONG GROWTH POTENTIAL, UNDERVALUED ASSETS, OR OTHER FAVORABLE ATTRIBUTES THAT THE MARKET MAY HAVE OVERLOOKED. THIS TECHNIQUE CONTRASTS WITH PASSIVE INVESTING, WHICH SEEKS TO REPLICATE THE PERFORMANCE OF A MARKET INDEX WITHOUT ATTEMPTING TO OUTPERFORM IT.

## DEFINITION AND SCOPE

AT ITS CORE, ACTIVE STOCK PICKING REQUIRES CONTINUOUS MARKET MONITORING AND EVALUATION OF COMPANY-SPECIFIC DATA. IT ENCOMPASSES BOTH FUNDAMENTAL ANALYSIS—EVALUATING FINANCIAL STATEMENTS, MANAGEMENT QUALITY, AND COMPETITIVE POSITIONING—AND TECHNICAL ANALYSIS, WHICH STUDIES PRICE TRENDS AND TRADING VOLUMES. THE SCOPE OF ACTIVE STOCK PICKING CAN VARY FROM SHORT-TERM TRADING TO LONG-TERM INVESTMENT HORIZONS, DEPENDING ON THE INVESTOR'S OBJECTIVES.

### DIFFERENCE BETWEEN ACTIVE AND PASSIVE INVESTING

While passive investing tracks market indices to achieve market-average returns, active stock picking seeks to beat those benchmarks by making selective investment choices. Passive strategies often involve lower fees and less frequent trading, whereas active stock picking demands higher management costs due to extensive research and transaction activity. The potential for higher returns with active stock picking comes with increased risk and complexity.

## KEY STRATEGIES IN ACTIVE STOCK PICKING

Successful active stock picking relies on a variety of strategic approaches designed to identify stocks with superior potential. These strategies combine qualitative and quantitative analysis to assess companies comprehensively.

## FUNDAMENTAL ANALYSIS

FUNDAMENTAL ANALYSIS IS A PRIMARY STRATEGY IN ACTIVE STOCK PICKING THAT INVOLVES EVALUATING A COMPANY'S FINANCIAL HEALTH, EARNINGS GROWTH, REVENUE TRENDS, AND COMPETITIVE ADVANTAGES. INVESTORS ANALYZE BALANCE SHEETS, INCOME STATEMENTS, AND CASH FLOW REPORTS TO DETERMINE INTRINSIC VALUE. THIS METHOD SEEKS TO FIND STOCKS TRADING BELOW THEIR TRUE WORTH, OFFERING UPSIDE POTENTIAL WHEN THE MARKET CORRECTS VALUATION DISCREPANCIES.

## TECHNICAL ANALYSIS

TECHNICAL ANALYSIS FOCUSES ON PRICE PATTERNS, VOLUME CHANGES, AND MOMENTUM INDICATORS TO PREDICT FUTURE STOCK MOVEMENTS. ACTIVE STOCK PICKERS USE CHARTS AND STATISTICAL TOOLS TO IDENTIFY ENTRY AND EXIT POINTS. WHILE IT IS MORE COMMONLY ASSOCIATED WITH SHORT-TERM TRADING, TECHNICAL ANALYSIS CAN COMPLEMENT FUNDAMENTAL APPROACHES FOR TIMING INVESTMENTS.

## GROWTH VS. VALUE INVESTING

ACTIVE STOCK PICKERS OFTEN CHOOSE BETWEEN GROWTH AND VALUE INVESTMENT STYLES. GROWTH INVESTING TARGETS COMPANIES WITH RAPID EARNINGS EXPANSION AND HIGH FUTURE POTENTIAL, OFTEN IN EMERGING INDUSTRIES. VALUE INVESTING SEEKS STOCKS THAT APPEAR UNDERVALUED RELATIVE TO THEIR FUNDAMENTALS, OFFERING A MARGIN OF SAFETY. SOME INVESTORS BLEND THESE STYLES TO BALANCE RISK AND REWARD.

## SECTOR AND INDUSTRY ANALYSIS

ANALYZING SPECIFIC SECTORS OR INDUSTRIES HELPS ACTIVE STOCK PICKERS FOCUS ON AREAS WITH FAVORABLE ECONOMIC CONDITIONS OR INNOVATION TRENDS. UNDERSTANDING SECTOR DYNAMICS, REGULATORY ENVIRONMENTS, AND COMPETITIVE LANDSCAPES ENABLES MORE INFORMED STOCK SELECTION WITHIN TARGETED NICHES.

## ADVANTAGES OF ACTIVE STOCK PICKING

ACTIVE STOCK PICKING OFFERS SEVERAL BENEFITS THAT APPEAL TO INVESTORS AIMING TO ENHANCE PORTFOLIO PERFORMANCE AND TAILOR ASSET ALLOCATION. THESE ADVANTAGES STEM FROM THE ABILITY TO LEVERAGE INSIGHTS AND MARKET KNOWLEDGE.

## POTENTIAL FOR HIGHER RETURNS

One of the primary advantages is the opportunity to outperform market indices by identifying mispriced stocks or emerging growth opportunities. Skilled active stock pickers can generate alpha by capitalizing on inefficiencies ignored by passive investors.

## PORTFOLIO CUSTOMIZATION

ACTIVE STOCK PICKING ALLOWS INVESTORS TO BUILD PORTFOLIOS ALIGNED WITH THEIR RISK TOLERANCE, INVESTMENT GOALS,

AND ETHICAL PREFERENCES. THIS DEGREE OF CUSTOMIZATION IS PARTICULARLY VALUABLE FOR THOSE SEEKING EXPOSURE TO NICHE MARKETS OR SOCIALLY RESPONSIBLE INVESTMENTS.

## RISK MANAGEMENT

Through active monitoring and selective stock choices, investors can manage risk more proactively. They can reduce exposure to underperforming sectors or companies and adjust holdings based on market conditions and new information.

- ENHANCED CONTROL OVER ASSET ALLOCATION
- ABILITY TO AVOID OVERVALUED OR RISKY STOCKS
- FLEXIBILITY TO CAPITALIZE ON MARKET TRENDS

## CHALLENGES AND RISKS INVOLVED

DESPITE ITS BENEFITS, ACTIVE STOCK PICKING CARRIES INHERENT CHALLENGES AND RISKS THAT REQUIRE CAREFUL CONSIDERATION AND EXPERTISE.

## MARKET VOLATILITY

STOCK MARKETS CAN BE UNPREDICTABLE, AND EVEN WELL-RESEARCHED PICKS MAY SUFFER SUDDEN DECLINES DUE TO MACROECONOMIC FACTORS OR UNEXPECTED EVENTS. ACTIVE STOCK PICKERS MUST BE PREPARED TO MANAGE VOLATILITY AND POTENTIAL LOSSES.

## HIGHER COSTS AND FEES

Frequent trading and research expenses associated with active stock picking can increase transaction costs and management fees. These costs may erode returns over time, especially if the strategy does not consistently outperform.

# TIME AND EXPERTISE REQUIRED

EFFECTIVE ACTIVE STOCK PICKING DEMANDS SIGNIFICANT TIME COMMITMENT AND SPECIALIZED KNOWLEDGE. INVESTORS NEED TO STAY INFORMED ABOUT MARKET DEVELOPMENTS, FINANCIAL REPORTS, AND INDUSTRY TRENDS. LACK OF EXPERTISE CAN LEAD TO POOR STOCK SELECTION AND SUBOPTIMAL OUTCOMES.

### BEHAVIORAL BIASES

ACTIVE INVESTORS ARE SUSCEPTIBLE TO EMOTIONAL DECISION-MAKING, SUCH AS OVERCONFIDENCE, HERD BEHAVIOR, OR LOSS AVERSION, WHICH CAN NEGATIVELY IMPACT INVESTMENT RESULTS. MAINTAINING DISCIPLINE AND OBJECTIVITY IS CRITICAL TO MITIGATING THESE BIASES.

## TOOLS AND RESOURCES FOR EFFECTIVE STOCK SELECTION

VARIOUS TOOLS AND RESOURCES CAN ENHANCE THE PROCESS OF ACTIVE STOCK PICKING BY PROVIDING DATA, ANALYTICS, AND INSIGHTS ESSENTIAL FOR INFORMED DECISIONS.

## FINANCIAL STATEMENTS AND REPORTS

ACCESS TO QUARTERLY AND ANNUAL FINANCIAL STATEMENTS IS FUNDAMENTAL FOR CONDUCTING THOROUGH FUNDAMENTAL ANALYSIS. INVESTORS EXAMINE EARNINGS REPORTS, BALANCE SHEETS, AND CASH FLOW STATEMENTS TO EVALUATE COMPANY PERFORMANCE.

## STOCK SCREENERS AND ANALYTICAL SOFTWARE

STOCK SCREENERS ENABLE FILTERING OF STOCKS BASED ON SPECIFIC CRITERIA SUCH AS MARKET CAPITALIZATION, PRICE-TO-EARNINGS RATIO, DIVIDEND YIELD, AND GROWTH METRICS. ANALYTICAL SOFTWARE OFFERS ADVANCED CHARTING, TREND ANALYSIS, AND BACKTESTING CAPABILITIES TO SUPPORT TECHNICAL ANALYSIS.

## MARKET NEWS AND RESEARCH PLATFORMS

TIMELY ACCESS TO MARKET NEWS, ANALYST REPORTS, AND ECONOMIC DATA HELPS ACTIVE STOCK PICKERS STAY UPDATED ON DEVELOPMENTS THAT COULD AFFECT STOCK PRICES. RESEARCH PLATFORMS OFTEN PROVIDE EXPERT COMMENTARY AND CONSENSUS ESTIMATES.

## PORTFOLIO MANAGEMENT TOOLS

PORTFOLIO MANAGEMENT SOFTWARE ASSISTS IN TRACKING HOLDINGS, PERFORMANCE METRICS, AND RISK EXPOSURE. THESE TOOLS FACILITATE REBALANCING DECISIONS AND HELP MAINTAIN ALIGNMENT WITH INVESTMENT OBJECTIVES.

- 1. FINANCIAL STATEMENTS FOR FUNDAMENTAL INSIGHTS
- 2. STOCK SCREENERS FOR TARGETED SELECTION
- 3. TECHNICAL ANALYSIS PLATFORMS FOR TIMING
- 4. MARKET NEWS FOR SITUATIONAL AWARENESS
- 5. PORTFOLIO TOOLS FOR ONGOING MANAGEMENT

# FREQUENTLY ASKED QUESTIONS

## WHAT IS ACTIVE STOCK PICKING?

ACTIVE STOCK PICKING IS AN INVESTMENT STRATEGY WHERE INVESTORS OR FUND MANAGERS SELECT INDIVIDUAL STOCKS THEY BELIEVE WILL OUTPERFORM THE MARKET, BASED ON RESEARCH AND ANALYSIS, RATHER THAN PASSIVELY INVESTING IN INDEX FUNDS.

## HOW DOES ACTIVE STOCK PICKING DIFFER FROM PASSIVE INVESTING?

ACTIVE STOCK PICKING INVOLVES SELECTING SPECIFIC STOCKS TO TRY TO OUTPERFORM THE MARKET, WHILE PASSIVE INVESTING TYPICALLY INVOLVES BUYING INDEX FUNDS THAT REPLICATE THE PERFORMANCE OF A MARKET INDEX WITHOUT FREQUENT TRADING.

## WHAT ARE THE BENEFITS OF ACTIVE STOCK PICKING?

THE BENEFITS INCLUDE THE POTENTIAL FOR HIGHER RETURNS THROUGH IDENTIFYING UNDERVALUED OR HIGH-GROWTH STOCKS, GREATER CONTROL OVER PORTFOLIO COMPOSITION, AND THE ABILITY TO RESPOND TO MARKET CHANGES OR TRENDS.

## WHAT ARE THE RISKS ASSOCIATED WITH ACTIVE STOCK PICKING?

RISKS INCLUDE HIGHER TRANSACTION COSTS, INCREASED TAX LIABILITIES DUE TO FREQUENT TRADING, THE POSSIBILITY OF UNDERPERFORMING THE MARKET, AND THE CHALLENGE OF CONSISTENTLY MAKING ACCURATE STOCK SELECTIONS.

## WHICH TOOLS AND TECHNIQUES ARE COMMONLY USED IN ACTIVE STOCK PICKING?

INVESTORS USE FUNDAMENTAL ANALYSIS, TECHNICAL ANALYSIS, FINANCIAL MODELING, AND MARKET RESEARCH TOOLS TO EVALUATE COMPANY PERFORMANCE, INDUSTRY TRENDS, AND STOCK PRICE MOVEMENTS TO MAKE INFORMED STOCK PICKS.

# IS ACTIVE STOCK PICKING STILL EFFECTIVE IN TODAY'S MARKET?

WHILE ACTIVE STOCK PICKING CAN BE EFFECTIVE FOR SKILLED INVESTORS, MANY STUDIES SHOW THAT CONSISTENTLY OUTPERFORMING THE MARKET IS DIFFICULT, ESPECIALLY AFTER FEES AND TAXES, LEADING SOME INVESTORS TO PREFER PASSIVE INVESTING STRATEGIES.

# ADDITIONAL RESOURCES

### 1. THE INTELLIGENT INVESTOR

Written by Benjamin Graham, this classic book is considered the bible of value investing. It emphasizes the importance of thorough analysis, margin of safety, and long-term strategies in stock picking. Graham's principles help investors make well-informed decisions rather than speculative bets.

### 2. ONE UP ON WALL STREET

PETER LYNCH SHARES HIS APPROACH TO STOCK PICKING BASED ON OBSERVING EVERYDAY LIFE AND UNDERSTANDING COMPANIES THAT YOU KNOW WELL. THE BOOK ENCOURAGES INDIVIDUAL INVESTORS TO LEVERAGE THEIR UNIQUE INSIGHTS TO FIND GROWTH STOCKS BEFORE PROFESSIONAL ANALYSTS DO. IT'S FILLED WITH PRACTICAL TIPS ON EVALUATING COMPANY FUNDAMENTALS.

### 3. COMMON STOCKS AND UNCOMMON PROFITS

PHILIP FISHER EXPLORES QUALITATIVE FACTORS TO LOOK FOR IN COMPANIES, SUCH AS MANAGEMENT QUALITY AND INNOVATION. HIS FOCUS ON "SCUTTLEBUTT" RESEARCH—GATHERING INFORMATION FROM VARIOUS SOURCES—PROVIDES A DEEPER DIMENSION TO ACTIVE STOCK PICKING. THE BOOK COMPLEMENTS TRADITIONAL FINANCIAL ANALYSIS WITH A FOCUS ON GROWTH INVESTING.

### 4. SECURITY ANALYSIS

CO-AUTHORED BY BENJAMIN GRAHAM AND DAVID DODD, THIS SEMINAL WORK DIVES DEEP INTO THE TECHNIQUES OF ANALYZING FINANCIAL STATEMENTS AND VALUING SECURITIES. IT IS MORE TECHNICAL AND DETAILED, IDEAL FOR INVESTORS WHO WANT TO DEVELOP A RIGOROUS APPROACH TO IDENTIFYING UNDERVALUED STOCKS. THE BOOK LAYS THE FOUNDATION FOR MANY ACTIVE STOCK PICKING STRATEGIES.

### 5. MARGIN OF SAFETY

SETH KLARMAN'S RARE AND HIGHLY REGARDED BOOK FOCUSES ON RISK-AVERSE VALUE INVESTING. IT TEACHES HOW TO IDENTIFY STOCKS WITH A SIGNIFICANT MARGIN OF SAFETY TO PROTECT AGAINST LOSSES. KLARMAN EMPHASIZES PATIENCE AND DISCIPLINE, WHICH ARE CRITICAL TRAITS FOR SUCCESSFUL ACTIVE STOCK PICKING.

#### 6. HOW TO MAKE MONEY IN STOCKS

WILLIAM J. O'NEIL PRESENTS HIS CAN SLIM STRATEGY, WHICH COMBINES TECHNICAL AND FUNDAMENTAL ANALYSIS FOR EFFECTIVE STOCK SELECTION. THE BOOK OFFERS ACTIONABLE INSIGHTS ON TIMING, MARKET TRENDS, AND IDENTIFYING GROWTH STOCKS WITH STRONG EARNINGS. IT IS PARTICULARLY USEFUL FOR THOSE INTERESTED IN A SYSTEMATIC APPROACH TO ACTIVE INVESTING.

### 7. STOCKS FOR THE LONG RUN

JEREMY SIEGEL PROVIDES HISTORICAL CONTEXT ON STOCK MARKET PERFORMANCE AND EXPLAINS WHY STOCKS ARE A SUPERIOR INVESTMENT OVER THE LONG TERM. WHILE IT ADVOCATES A LONG-TERM PERSPECTIVE, THE BOOK ALSO OFFERS VALUABLE LESSONS ON SELECTING HIGH-QUALITY STOCKS FOR ACTIVE PORTFOLIOS. IT BRIDGES THE GAP BETWEEN PASSIVE INVESTING AND ACTIVE STOCK PICKING.

### 8. THE LITTLE BOOK THAT STILL BEATS THE MARKET

JOEL GREENBLATT INTRODUCES A "MAGIC FORMULA" THAT SIMPLIFIES STOCK PICKING BY FOCUSING ON COMPANIES WITH HIGH EARNINGS YIELD AND HIGH RETURN ON CAPITAL. THE BOOK IS ACCESSIBLE AND OFFERS A QUANTITATIVE APPROACH TO ACTIVE INVESTING THAT CAN BE EASILY IMPLEMENTED BY INDIVIDUAL INVESTORS. IT'S A GREAT STARTING POINT FOR THOSE NEW TO STOCK PICKING.

#### 9. VALUE INVESTING: FROM GRAHAM TO BUFFETT AND BEYOND

BRUCE GREENWALD AND HIS CO-AUTHORS EXPLORE THE EVOLUTION OF VALUE INVESTING PRINCIPLES AND HOW THEY APPLY TO CONTEMPORARY MARKETS. THIS BOOK COVERS BOTH CLASSIC AND MODERN TECHNIQUES FOR IDENTIFYING UNDERVALUED STOCKS WITH STRONG POTENTIAL. It'S AN EXCELLENT RESOURCE FOR ACTIVE STOCK PICKERS SEEKING A COMPREHENSIVE UNDERSTANDING OF VALUE-BASED STRATEGIES.

# **Active Stock Picking**

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well does it pay to own the Standard & Poor's 500 Index's best-performing stock of the year? Over the 2012-2021 period, the one-year total return ranged from 80% to 743%. This book identifies the quantitative and qualitative traits of stocks that made it to #1 and tells the stories of how they got there. A key indicator, the Fridson-Lee Statistic, makes its debut in these pages. Aiming for the massive upside of the #1 stocks entails substantial risk. It's not something to do with more than a small percentage of your portfolio. But attempting to pick the coming year's top performer can provide an outlet for speculative impulses that might otherwise spoil a prudent, long-term investment plan. And by investigating the statistically determined best candidates for #1, you'll gain important insights into stock selection. The Little Book of Picking Top Stocks explains why conventional equity research provides only limited help in zeroing in on the index's future top performer. Spotting the #1 stock isn't Wall Street analysts' focus, although the information they furnish about companies' competitive strategies is quite helpful. Problematically, investment banks' fundamental stock reports are structured around a valuation metric that was discredited nearly half a century ago—earnings per share. Author Martin Fridson's previous writings on the stock market include the books It Was a Very Good Year and Investment Illusions, as well as articles such as "Ben Graham's Value Approach: Can It Still Work?" He has received the CFA Society of New York's Ben Graham Award and has been named the Financial Management Association International's Financial Executive of the Year. The Green Magazine called his Financial Statement Analysis (co-authored with Fernando Alvarez) "one of the most useful investment books ever."

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professional trainer who specializes in the NASD/NASAA Series 63, 65/66, 6, and 7 exams, has written this book for those who are about to brave the Series 65 examination. Armed with an M.F.A. in writing and a B.A. in English, Walker has managed to translate Securities-ese into plain English, with a liberal dash of humor. This must-have book guides you through the intricacies of the Series 65 exam. Walker takes the exam apart piece by piece, and explains terms and concepts with a sense of humor and ease not found in other exam guides. He shows you, step-by-step, how not to be misled by the questions. In addition to practice questions liberally sprinkled throughout its lessons, Pass the 65 includes three complete 135-question practice finals as well as study sheets summarizing each lesson and a handy glossary. Plus you'll find that Robert directs you to his web site, where he offers updates, downloads, more practice finals, and other helpful information. Once you've finished this book, you will be able to take the test with confidence!

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climate, and Jones shows readers exactly how to find them. In The Greatest Stock Picks of All Time, Jones describes twenty-five of the best stock picks ever and explains what made them great. He shows how the smartest investors find companies that are about to zoom, giving readers a framework for analyzing stocks today. For example, Jones explains why AT&T was a great stock pick in the 1920s, Polaroid in the 1940s, Xerox in the 1950s, Teledyne in the 1970s, and Intel in the 1990s. He then guides readers to discover stocks that represent the same kinds of pathbreaking products, innovative business models, great management teams, and other harbingers of success that will certainly be characteristic of the great stock picks of tomorrow. The Greatest Stock Picks of All Time has invaluable lessons for anyone in the market today. "Today a lot of people think they should murder their brokers, but my advice is don't. You can stay out of jail and make a lot of money by learning from the greatest stocks of the last century and by heeding this advice for your future investments." —Dominick Dunne

active stock picking: Managing Equity Portfolios Michael A. Ervolini, 2023-05-09 A groundbreaking framework for improving portfolio performance that goes beyond traditional analytics, offering new ways to understand investment skills, process, and behaviors. Portfolio management is a tough business. Each day, managers face the challenges of an ever-changing and unforgiving market, where strategies and processes that worked yesterday may not work today, or tomorrow. The usual advice for improving portfolio performance—refining your strategy, staying within your style, doing better research, trading more efficiently—is important, but doesn't seem to affect outcomes sufficiently. This book, by an experienced advisor to institutional money managers, goes beyond conventional thinking to offer a new analytic framework that enables investors to improve their performance confidently, deliberately, and simply, by applying the principles of behavioral finance. W. Edwards Deming observed that you can't improve what you don't measure. Active portfolio management lacks methods for measuring key inputs to management success like skills, process, and behavioral tendencies. Michael Ervolini offers a conceptually straightforward and well-tested framework that does just that, with evidence of how it helps managers enhance self-awareness and become better investors. In a series of short, accessible chapters, Ervolini investigates a range of topics from psychology and neuroscience, describing their relevance to the challenges of portfolio management. Finally, Ervolini offers seven ideas for improving. These range from maintaining an investment diary to performing rudimentary calculations that quantify basic skills; each idea, or "project," helps managers gain a deeper understanding of their strengths and shortcomings and how to use this knowledge to improve investment performance.

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Bernd R. Fischer, Russ Wermers, 2012-12-31 Just how successful is that investment? Measuring
portfolio performance requires evaluation (measuring portfolio results against benchmarks) and
attribution (determining individual results of the portfolio's parts), In this book, a professor and an
asset manager show readers how to use theories, applications, and real data to understand these
tools. Unlike others, Fischer and Wermers teach readers how to pick the theories and applications
that fit their specific needs. With material inspired by the recent financial crisis, Fischer and
Wermers bring new clarity to defining investment success. - Gives readers the theories and the
empirical tools to handle their own data - Features practice problems formerly from the CFA
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