IEEE: Retention of Key Staff/ Benefits & Strategies
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Ali Kemp is the CEO & Owner of regional RIA, Financial Insights Wealth Management. Financial Insights was founded in 1981 and for over 40 years has been woman owned and operated. Under Ali’s leadership, the firm has been recognized as one of the fastest growing RIAs in the nation, and in 2022 Ali was recognized as 40 under 40 by Investment News Magazine. She has served as the firm’s Chief Compliance Officer and holds the Certified Financial Planner® designation. She currently leads a team of 17 amazing staff and is working on progressing the industry towards ethical business leadership, inclusive team dynamics & creating a firm that serves all stakeholders: clients, local community, and employees. FIWM serves high net worth & ultra high net worth families in the Puget Sound Region.

When not working, Ali is a former semi-professional skydiver, avid tennis player, yoga instructor & wife.
Sample Benefit Package

- Retirement Plan
- Remote Work, Flexible Time Off & Leave
- Health, Disability & Dental Plans

Wellness Package
- Profit Sharing
- Career Path to Firm Ownership
Establish a Retirement Plan

401k: Most costly & highest mgmt. / Higher contribution rates $23k / $7,500 catch up

Simple IRA: Easiest mgmt. least costly / Lower contribution rates $16k ($3,500 catch up)

SEP IRA: Usually advisory fee easy mgmt./ Contribution rates based on firm profitability & employee’s total compensation/ Max $69k

Firm Matching/ Contributions

Roth Options
Choosing Your Retirement / Long Term Investments

By failing to prepare, you are preparing to fail.
Benjamin Franklin

• TARGET FUNDS
• INDEX FUNDS
• MUTUAL FUNDS
• STOCK
TARGET FUNDS
Example Vanguard 2070

❖ PROS
❖ Auto Rebalancing
❖ Set it and Forget It
❖ Immediately Diversified
❖ Declining Equity Glidepath as you near Retirement
❖ Takes out the human emotion element of market timing / bad decision making

❖ CONS
❖ Internal Pricing Structure Can be More Expensive
❖ Gets more conservative overtime which may not fit everyone’s risk tolerance
❖ Fund of Funds
INDEX FUNDS
Example VOO

• PROS
  • Less Expensive than Target Fund
  • Basket of Stocks you Own
  • Ability to build your own diversified portfolio with your own % towards US, International & Bonds

• CONS
  • Needs to be rebalanced and managed ideally at least once a year
  • Many people are too emotional with investing and try to time the market
Remote Work, Flexible Time Off & Leave

Remote Work Policy
Vacation Days / Holiday Considerations
Maternity / Paternity Leave
Sick Leave
PFML / WA State
Health, Disability, Wellness Package & Dental Plans

- HSA Plan
- Consideration of Family Members
- Wellness Package
- Culture fitness on the Clock
Sharing Your Profit With Staff: Salary Comps & Research

- Research salary comps: Have your data ready
- Increase Annually: COLAS based on CPI
- Sharing of Net Profits: Ideas % of net quarterly
- Career Path to Firm Ownership
- Ownership: Synthetic Stock, Actual Stock, Business Partner versus Retention Tool
Q & A

For copy of slides, presentation requests & questions

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If you improve by 1% every day, within a year you’ll have improved 365%.