

Path to Equity Ownership

The following requirements must be met to become eligible for firm equity ownership. The partnership committee will then be responsible for recommending candidates.

Requirements for all candidates:

- Leadership
 - Consistently have positive attitude
 - Rowing in same direction as company
 - Resource and mentor for junior employees
 - Outside interests and service leader in the community
 - Supportive of FIWM growth initiatives to include future M & A efforts

- Excellence
 - Highest personal standards for excellence
 - Eagerness/willingness to learn and participate in firm special projects
 - Attendance in a variety of FI Events & support of fellow colleagues in their endeavors
 - Professionalism in all interactions and have great listening skills

- Accountability
 - Adhere to all policies
 - Team oriented, self-motivated and accepting accountability

- Honesty & Integrity
 - Being a “we” versus an “I” team player
 - Honesty/integrity with all client & team interactions

- Guidance
 - How critical are you?
 - Are you a successful communicator?
 - How adept are you at having hard conversations?
 - How good at your job?
 - Are you a positive leader?
 - Are you a growth driver?
 - Are you a lifetime learner of information to help both the firm & your clients?
 - Do you love & want to support Financial Insights for your career? Do you think this firm is a great place to work?

- Criteria for wealth managers (other criteria for other roles at the firm)
 - Primary advisor to minimum 200 million in AUM
 - Minimum 5 year tenure with FIWM
 - 95+% client retention (excluding death & divorce)

- Positive net new asset revenue (bringing in at minimum what is leaving annually)
- Develop at least one specialization/Wear one firm wide leadership hat
 - Examples CEO, CCO, CIO, Billing Manager, Marketing Manager, Tax Program Manager
- Considered a firm wide resource on all departments
- Maintain advanced designation(s)
- Considered expert to outside parties
- Communicate effectively
- Positive leadership skills – train and develop staff
- Understand all company processes. Act like an entrepreneur to assist in developing and innovating.
- Meet net new revenue target per year and manage expenses
- Work outside of regular office hours/ if needed
 - To include FTO days/vacation in urgent leadership or firm needs
- Meet or exceed Key Performance Indicators as developed for each role