

# Advisor Transition and Compensation Structure

## Independent Advisor Network

### *1099 Recruiting Deals*

<b>PAYOUT RANGES</b>	70-95%
<b>INCLUDES</b>	IA, Brokerage, Insurance, Annuities, Financial Planning
<b>TOTAL RECRUITING DEAL</b>	40-60% of Production
<b>UP-FRONT TRANSITION PAYMENT</b>	25-45% of Production
<b>BONUS INCENTIVE</b>	Bonus incentive 5% years 1-3
<b>STOCK INCENTIVE</b>	Stock incentives available

## Employee Advisor

### *W2 Recruiting Deals*

<b>PAYOUT RANGES</b>	40-60%
<b>INCLUDES</b>	IA, Brokerage, Insurance, Annuities, Financial Planning
<b>TOTAL RECRUITING DEAL</b>	50-150% of Production
<b>UP-FRONT TRANSITION PAYMENT</b>	25-100% of Production
<b>BONUS INCENTIVE</b>	5-10% years 1-5
<b>STOCK INCENTIVE</b>	Stock incentives available