

Advisor Compensation Plan Quick Sheet

Step 1: Define target compensation

Target Compensation:

Step 2: Determine compensation breakdown						
Salary:	Revenue Split:		Bonus:			
Step 3: Determine profit sharing/equity offering						
Will profit sharing b	be offered?	Yes	No			
What percentage?		What hurdles must be met?				
Will equity be offer	ed?	Yes	No	Will equity be sold or granted? Sold Granted		Sold Granted
What percentage?		What hurdles must be met?				
Step 4: Determine existing asset agreement						
Client Ownership:		Revenue Split:		Other Considerations:		
Advisor	Firm					
Step 5: Calculate financial impact						
Total Cost: AUM Offse		1 Offset:		Margin Impact:	Margin i	f 25% Fee Decrease:
Step 6: Document and communicate						
Base Salary	Revenue %	Bonus	6	PS/ Equity	Existing \$	Expectations

1 - 02/19 For a more detailed planning framework, including various approaches and tips for each of the components, please see our "Advisor Compensation Workbook."