

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 be offered? Yes No

What percentage?

What hurdles must be met?

Will equity be offered? Yes No

What percentage?

Will equity be sold or granted? Sold Granted

What hurdles must be met?

Step 4: Determine existing asset agreement

Client Ownership:

Advisor Firm

Revenue Split:

Other Considerations:

Step 5: Calculate financial impact

Total Cost:

AUM Offset:

Margin Impact:

Margin if 25% Fee Decrease:

Step 6: Document and communicate

Base Salary

Revenue %

Bonus

PS/ Equity

Existing \$

Expectations