

A Note From Robin O. Montgomery

Welcome to S4A Today, the newsletter that focuses solely on team-building for the financial services industry. We'll bring your regular features, advice, tips and tools on creating, managing and growing a staff that enables advisors to grow their business - and enables team members to advance and prosper in their own careers. If there are any topics you'd like us to address, I invite you to contact me directly at robin@support4advisors.com. We welcome your feedback and questions, and look forward to a lively dialogue with our readership.

NASD is now FINRA

As of July 2007, the NASD and NYSE Member Regulation Department have merged to form The Financial Industry Regulatory Authority (FINRA). The merger makes FINRA the largest non-governmental regulator in the United States. For more information visit www.finra.org.

Compensation

When advisors dream of increasing their profitability, they often try to figure out ways to increase sales and their client base. While these are both great ways to increase your firm's bottom line, advisors often ignore compensation as a means to increase profits. Determining a compensation package that attracts, rewards and retains AllStar employees takes some work. Yet in return for establishing a solid compensation plan you get reduced turnover, your operations run more smoothly and in turn you increase profits.

It is important to remember that compensation entails so much more than just salary - health insurance, retirement plans, vacation and personal days, training, and perks are among the items advisors should consider along with base salary.

Many advisors we know are increasing salaries, they are also looking beyond that to attract and retain skilled employees. Flextime and immediate accrual of vacation time are just a couple of the perks firms are using to attract and retain an AllStar team.

Support4Advisors wants you to know how your competition is recruiting and retaining the best talent!

[CLICK HERE](#) to find out whether your pay and benefits package is competitive with industry and regional benchmarks.

Case Study Paid Time Off

S4A Academy!

Support4Advisors will be holding a Half-Day Bootcamp for your **AllStar** Team on Friday November 2nd in the Philadelphia area. This academy offers something for everyone who supports the AllStar Advisor. Keep an eye on your inbox for your special invitation!

Hiring Corner

Employers can post job openings and jobseekers can post free listings by emailing S4A at jobposting@support4advisors.com.

Employers

Glens Falls, NY: Retirement specialist looking for an Advisor's Assistant

Lancaster, PA: Financial planning firm looking for an Operations Manager

Lancaster, PA: Financial planning firm looking for a Customer Service Representative

Rochester, NY: Financial advisors looking for an Operations Manager (must have S7 & S24)

Employees

Former financial advisor looking to reenter industry in Client Service or Operations manager role
(*Location: Lancaster, PA*)

Experienced Planner/Paraplanner looking for an opportunity at a financial firm
(*Location: Rochester, NY*)

Recent college grad seeking

Sometimes policies that seem to be working can create uncomfortable situations in the workplace. Take for example Barbara's dilemma: Barbara feels like taking a day off to be with her kids, an idea that her boss - Jim - probably would not mind because Barbara is an AllStar employee. She has many sick days, but only one vacation day left. Should she tell Jim that she's sick? Or should she use her last vacation day?

An easy way to avoid this dilemma would be for Jim to institute a Paid Time Off (PTO) Policy. Paid time off gives employees a single number of days they can take off, which includes both sick and vacation days. Paid time off is a win-win situation: It makes it easy for Jim to record how many days off Barbara has left, and Barbara wouldn't have to explain why she was taking the day off.

Book of the Month *The Power of Nice* by Linda Kaplan Thaler & Robin Koval

Find out why "nice" may be the toughest, yet most important four-letter word you'll ever encounter!

Ask the expert

Q: I'm concerned about the way my employees are dressing. How can I address this without making either of us feel uncomfortable?

Dear Concerned,

Developing a company dress code is a great way to address your issue. Call a company meeting to institute the dress code, but don't single any employee out. Once you have a dress code established, you can then easily approach any employees who aren't adhering to it and reference the new policy. Employees need to know that there is attire that is simply not appropriate in a professional setting. Good Luck -- Let us know how it turns out!

financial services industry
experience in any capacity
(Location: Harrisburg, PA)

Project Manager seeking
Operations Manager position at
financial planning firm (Location:
Marleton, NJ)

Technology Corner

Copytalk's Mobile Scribe service
provides quick, cost effective
dictation services for the
professional on the go. Easily e-
mail anyone in the world without
typing a word!

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