



POSITION SPECIFICATION

SENIOR VICE PRESIDENT AND HEAD OF BUSINESS DEVELOPMENT

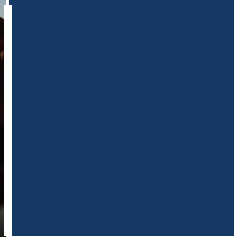
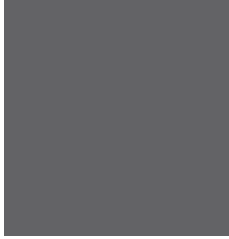


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PRESENTED FOR YOUR REVIEW BY:

KEVIN DOUGHERTY AND





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THE COMPANY

Futurity First Financial Corporation (FFFC), a rapidly-growing independent distribution company focusing on the sale of annuities, life insurance and other financial products has been serving professional agents/advisors since 1977. FFFC is a fast-paced office, backed by Aquiline Capital Management, a \$3 billion New York City-based private equity firm. FFFC's biggest subsidiary, Dressander|BHC, is one of the leaders in the fixed annuity industry, providing secure retirement solutions to clients nationwide. The company ranks in the top 10 marketing organizations in the U.S. and sells more than \$1 billion of retirement and life insurance products each year from the top-rated insurance carriers. With offices in Houston, TX, and Naperville, IL, the company employs over 100 top-notch marketing and support personnel. DBHC offers their agents a wide array of market-leading prospecting programs to help them grow their business as well as high impact training and recognition programs. DBHC's network includes over 3,500 producing agents in multiple channels; including 1,500 independent agents, 15 broker-dealer relationships and 12 agencies in their national network.

THE POSITION

Location

Hartford, CT (or remote based on candidate)

Reporting Relationships:

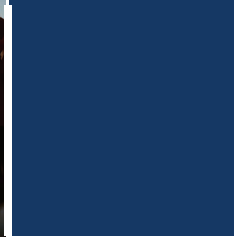
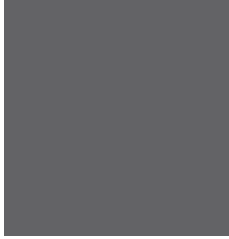
The SVP, Business Development will report to Mike Kalen, Chief Executive Officer of FFFC. The successful candidate will operate in a highly collaborative environment and as such he/she will interact regularly with all levels of management and across all functions including the senior leadership of FFFC and relevant internal and external investment partners and advisors.

Essential Job Function:

The SVP, Business Development will take a leadership role as FFFC looks to expand its market leading annuity and retirement planning business through acquisitions. FFFC currently owns DBHC, a top 10 annuity/life IMO. FFFC is looking for a strong leader to partner with the CEO to develop and implement an M&A strategy and create a plan to transform the company into a top 3-5 IMO within 3 years. Through strategic acquisitions and accelerated organic growth, FFFC plans to build an innovative national platform to support the needs of independent agents and registered representatives for product, marketing and technology support.

Primary Responsibilities:

- Partner with CEO in developing acquisition strategies; targeting small to mid-size agencies (e.g. BGA, IMO, etc.)
- Develop acquisition business case and financing strategies.
- Identify and screen acquisition targets, with the goal of acquiring \$50M in revenue and \$10-15M of EBITDA within a 12-18 month time period
- Lead due diligence and participate in acquisition integration
- Work with carriers and vendors to execute superior strategies for leveraging capabilities for distribution expansion
- Partner with CEO in developing our business strategy to become a top 3-5 independent life and annuity distribution company
- Work with carriers and vendors to execute superior strategies for leveraging capabilities for distribution expansion
- Develop the exit strategy and lead the development of the exit process, working with the CEO and investment partner, Aquiline Capital Management



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Qualifications:

- 10+ years experience in life/annuity/BD industry
- Financially-oriented, with strong knowledge of insurance distribution, insurance products, retirements solutions and operational efficiencies
- Line management or sales leadership experience in IMO/BGA, broker-dealer or carrier preferable.
- Excellent partnership and communication skills
- Knowledge of financial planning strategies such as income distribution, estate planning, wealth transfer, business planning, etc.
- Industry degrees such as ChFC, CLU or CFP helpful
- College degree required, MBA preferable
- Flexible travel schedule and be willing to work long hours when needed
- Life insurance and FINRA licenses preferred

Personal Attributes:

- Ability to manage multiple priorities and to meet or exceed deadlines
- Ability to work independently under pressure
- Ability to maintain confidentiality
- Ability to multi-task in a fast paced sales oriented environment

Compensation Package Structure:

- Combination of attractive base salary, annual performance bonus and long term compensation tied to growth of company valuation
- Full employee benefits; health, life and 401k

CONTACT:



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THE GCL GROUP - WHO WE ARE:



THE GCL GROUP LLC is one of the nation's premier consultants in executive search for the insurance industry, recruiting field and home office executives for positions across the United States and Canada. Dougherty has conducted many high-profile and sensitive searches using proprietary methodology based on client needs. THE GCL GROUP LLC provides consulting services focused on the areas of compensation surveys, competitive analysis, and market research. Additionally, the firm often participates in executive strategy sessions and serves as expert witnesses on behalf of the companies it represents.

Futurity First Financial Corporation is an Equal Opportunity Employer. The company welcomes and encourages applications from persons with disabilities, and will reasonably accommodate the needs of those persons.

Futurity First Financial Corporation offers a rich benefit package that includes a competitive salary, medical, dental, vision, life insurance, 401(k) with company match, STD, LTD, paid holidays and a generous paid time off plan. Bonus opportunities are also available.