



POSITION SPECIFICATION

SENIOR VICE PRESIDENT & NATIONAL SALES DIRECTOR

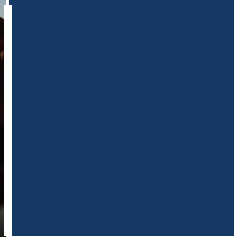
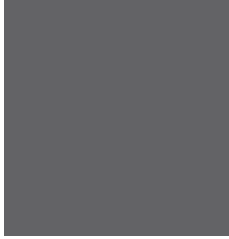


PRIVATE AND CONFIDENTIAL

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

First preference: Houston, TX (The Woodlands); 2nd preference: Chicago, IL (Naperville)

Reporting Relationships:

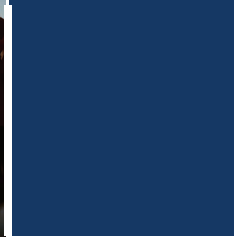
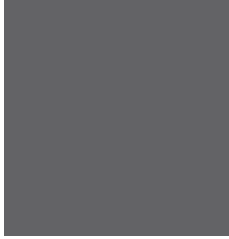
The SVP & National Sales Director will report to Mike Kalen, CEO of Dressander | BHC. The successful candidate will operate in a highly collaborative environment and as such he/she will interact regularly with all levels of management and across all functions including the senior leadership of FFFC and related investment partners and advisors.

Position Summary:

The SVP & National Sales Director will be responsible for leading and growing our sales team of marketing consultants and sales associates. Our team currently consists of 30 sales professionals, which support 1,500 producing agents, 12 sub-agencies and 15 broker-dealer firms. We produce a total of \$1B of FIAs premium, \$3M of target life premium, and \$20M of specialty annuities and single premium products.

Primary Responsibilities:

- Lead the hiring and development of all sales associates
- Lead and manage progressive sales model; including innovative sales strategies, high activity, market segmentation and other tools and skills to help create a productive sales force
- Lead the development and implementation of our multi-channel strategy; including independent agents, RIAs, sub-agencies, broker dealers and other sources of business for annuities and life insurance
- Lead the process for new agent recruiting; including outbound calling, database management, social media and other agent recruiting sources
- Participate in all agent events including agent training sessions, agent recruiting events and annual company and carrier sales conferences
- Work in close partnership with our sales solutions team to develop leading-edge retirement solutions utilizing annuity and life insurance solutions
- Partner with other department heads; including service, IT, marketing, and other departments to develop integrated solutions



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Qualifications:

- Minimum of five years in sales leadership role in the IMO or similar channel
- Strong relationship building skills with sales associates, agents and carriers
- Strong grasp of products and sales concepts
- Strong understanding of sales tools and technology
- Ability to build and manage quality training programs for sales and technical skills
- Undergraduate degree required; higher degree preferred
- Industry designations preferred (ChFC, CLU, CFP)
- Insurance license required and securities registration preferred

Personal Attributes:

- Possesses excellent communication skills
- Collaborative/team player
- Self-starter and takes initiative
- Growth-oriented

Compensation Package Structure:

- Base salary, overrides from sales and profit sharing bonus. Full employee benefits provided.

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.