



POSITION SPECIFICATION

VICE PRESIDENT – ANNUITY SALES

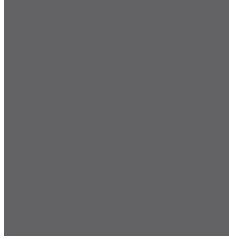
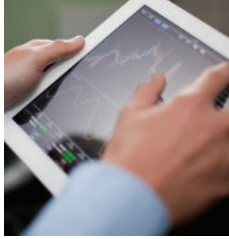


PRIVATE AND CONFIDENTIAL

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

Chicago, IL (Naperville)

Reporting Relationships:

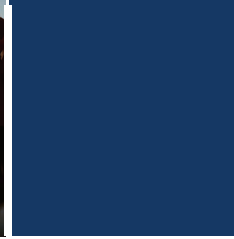
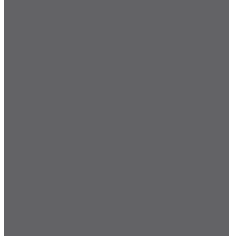
The VP, Annuity Sales will report to Mike Dressander, President of Dressander | BHC {DBHC}. The successful candidate will operate in a highly collaborative environment and as such he/she will interact regularly with all levels of management and across all functions including the senior leadership of FFFC and related investment partners and advisors.

Position Summary:

The VP, Annuity Sales will be responsible for building and maintaining DBHC's safe money planning system for independent agents, RIAs and registered reps. As fixed annuities and fixed indexed annuities are a rapidly growing component of retirement incoming planning. The market is estimated to be \$150B in new premium by 2019 and DBHC is looking to attract a creative and dynamic individual who can build a planning system comprised of planning tools, sales strategies and software to help agents and advisors complete and provide annuity solutions as part of an overall retirement plan. The person will lead a department of three people and will direct and influence appropriate resources throughout the organization to facilitate the management of their responsibilities.

Primary Responsibilities:

- Lead the implementation and enhancement of DBHC's 'three bucket money' or ABC planning system to increase utilization and effectiveness
- Create simple sales strategies for agents and advisors to use with clients
- Integrate the company's financial planning software with the ABC planning process
- Manage the suite of financial planning tools (i.e., Laddering, income planning, insurance quoting, etc.)
- Train agents and advisors how to use the system with their clients through face to face, webinars and one on one training
- Manage and grow DBHC's proprietary adult education system
- Produce articles and web content on planning strategies
- Build the ABC system user group from approximately 100 to 250+ over a 12-18 month period of time
- Provide thought leadership on various cross-functional teams supporting the growth and enhancement of the business as an active member of the sales development team



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Qualifications:

- Must have 2+ years minimum experience in writing sales content, creating marketing systems and/or building software systems
- Must be a superior presenter and trainer
- Must be growth-oriented and seek large income growth through recruiting and training
- Strong ability to lead and manage highly-talented, motivated and experienced professional staff
- Must have experience working in the independent channel, an expert with fixed and index annuities
- Must have retirement planning solutions, including income planning, tax concepts, wealth transfer, government programs, and other retirement concepts
- Must have been a financial advisor and hold insurance and FINRA licenses
- Must have a undergraduate college degree, advanced degree desirable
- Should have advanced industry degree such as CFP, ChFC, CLU, CASL, etc.

Personal Attributes:

- Possesses excellent communication skills
- Collaborative/team player
- Self-starter/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.