

BRIGHT FINANCIAL ADVISORS, INC.

Employee Value Proposition

EMPLOYEE PROMISES

What we do...

- Build relationships
- Take responsibility
- Dive into details
- Require 100% effort
- Go over and above for clients
- Genuinely care
- Respect each other
- Support each other
- Support our community
- LAUGH

What we don't do...

- Egos
- Look for shortcuts
- Make excuses
- Sacrifice quality for profit
- Avoid hard conversations
- Stop learning
- Say "I"
- Drama
- Judge others
- Say no to coffee!

- When mistakes arise, blame is an unacceptable first response. We see our mistakes as opportunities for growth. By sharing them openly, we learn from each other.
- We are authentically committed to our careers, the lives of our clients, our teammates, and bettering our community
- We believe that investing starts with investing in ourselves. We are lifelong learners who take ownership of our personal and professional growth
- Honest conversations may be challenging but are crucial to solving problems.
- It is our responsibility to lift each other up, avoid gossip, care about how people feel in the organization, and advocate for the positive experience of each of our teammates.

We are all responsible
for our culture and take
ownership in creating a
positive environment

Our Purpose:
Use a servant's heart to build the trust of our clients and create positive outcomes

BRIGHT FINANCIAL PROMISES

MEANINGFUL WORK

- With every strategic decision we make as a company we ask if it furthers our purpose of building trust and creating positive outcomes
- We are supportive of team members charitable endeavors within the local community
- The walls of BFA are a safe place for us to share, learn, and collaborate with our team. Outside of our office we celebrate together (families too!)

REWARDS/RECOGNITION

- We are passionate about setting clear expectations for success
- Recognition and feedback – monthly one-on-one check-ins with the leadership team
- Compensation philosophy is intricately tied to our core values
- Personalized training plans
- Staff appreciation events

BENEFITS

- Health Insurance
- Paid time off
- Paid lunch hour
- 401k with 4% match and profit sharing
- Complimentary financial planning
- Culture supports work/life balance
- Team support of personal goals
- Professional licensing and Continuing Education costs covered