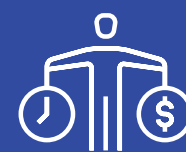


# Total Rewards

TODAY, TOMORROW AND IN THE FUTURE,  
WE'VE GOT YOU COVERED



## OUTSTANDING PERFORMANCE DESERVES OUTSTANDING REWARDS.

We strive to attract and retain the highest-caliber talent with inclusive rewards that focus on what matters most. We aim to take care of the “whole you” with impactful programs that are dedicated to supporting you and your family throughout your Fisher career. It's well-being you can count on; it's the Fisher Difference.



## TOTAL REWARDS FRAMEWORK



### COMPENSATION

**Pay that grows  
with you.**

We support your financial well-being and celebrate your success as you grow in your career at the firm. Our competitive compensation model aligns your pay and performance to the firm's success through annual merit reviews, discretionary bonus programs and/or uncapped commissions, depending on role. Rewarding your performance helps motivate you to accomplish your goals, compounds over time to encourage your continued contributions to the firm's success, and aligns your efforts with our quest to deliver unparalleled service to our clients and better the investment universe. Visit [MyFIRwards.com](https://myfirwards.com) for more information.



### BENEFITS

**Be well. Stay healthy.  
We've got you covered.**

We provide you with benefits and programs that help you stay healthy and navigate your wellness journey throughout your career. We strive to offer a comprehensive and holistic package with well-balanced options aimed at protecting your physical, emotional and financial well-being. And with Fisher covering your largest benefit expenses, you have the flexibility to invest your savings in the things that benefit you most.

**Visit [MyFIRwards.com](https://myfirwards.com) for more information.**



### WORK-LIFE

**Helping you prioritize  
what matters most.**

We strive to empower you with Work-Life Programs aimed at allowing you to navigate life's challenges and achieve appropriate balance across all your priorities. We provide various workplace flexibility programs, reduced schedule options, time off programs, and fertility, hormonal therapy, family-forming, and family support benefits. We also have employee-driven giving events to offer interested employees the opportunity to contribute to their local communities. Through each of these work-life aspects, we strive to support the “whole you” as you successfully build your career at Fisher.

**Visit the [Scheduling page on FIIRE](#) or [MyFIRwards.com](https://myfirwards.com) for more information.**



### RECOGNITION

**Appreciation for all  
that you do.**

Employee contributions are what make our success possible, and we are committed to showing appreciation for hard work, innovative ideas and commitment to the firm. We strive to make authentic recognition the norm across every level, role, department and office to encourage and reinforce our values. We believe in fostering a culture of recognition by celebrating meaningful wins of all sizes through programs including day-to-day recognition Moments, Milestone anniversaries, team events, company celebrations, and C.O.R.E. Awards. We make sure great work does not go unnoticed.

**Visit the [Recognition page on FIIRE](#) or [MyFIRwards.com](https://myfirwards.com) for more information.**



### PERKS

**Dedicated to making your life  
easier, one perk at a time.**

We strive to improve your day-to-day experiences with convenient on-site services, exclusive discounts to help you save on everyday purchases, paid relocation services between our Fisher offices, a marketplace where you can find Fisher-branded gear, and more.

**Visit the [Employee Experience page on FIIRE](#) or [MyFIRwards.com](https://myfirwards.com) for more information.**