



The Fisher Difference Guide

Investing in your future and
long-term career.

FISHER INVESTMENTS®



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A Company Committed to Your Future is Different; it's Better.

Welcome to The Fisher Difference, which brings our Fisher culture to life by emphasizing the value and benefits of working here. We care about you and are committed to investing in your long-term career.

Consider the big picture! When you think about what Fisher Investments has to offer you as an employee, it's important to look beyond your paycheck. We aim to take care of the “whole you” with impactful programs dedicated to supporting you and your family throughout your Fisher career.



REWARDS: Well-being you can count on

We believe your outstanding performance deserves outstanding rewards! We strive to attract and retain the highest-caliber talent at Fisher Investments with inclusive rewards that matter most throughout each stage of your personal and professional life.

Our Total Rewards approach caters to your physical, emotional, and financial well-being. These efforts include **competitive compensation** that grows and compounds with you, **industry-leading** benefits to support your physical and emotional well-being, and financial contributions to help you reach your retirement goals. We also provide **authentic recognition** for wins of all sizes, **purposeful perks**, and **work-life programs** through a generous number of paid days off, optional reduced schedule programs, and other forms of flexibility.

COMPENSATION

- Market competitive compensation programs
- Awards aligned to performance
- Year-over-year increases
- Variable compensation
- Uncapped commission-based roles
- All full-time non-commission based employees are eligible for discretionary bonuses

BENEFITS

- **Healthcare**
 - o Medical
 - o Dental
 - o Vision
 - o Emotional Wellness
 - o Chiropractic & Acupuncture
 - o Naturopathic Care
- **Financial**
 - o 401(k) Retirement Savings Plan
 - o Health Savings Account (HSA)
 - o Dependent Care Flexible Spending Account (DCFSA)
 - o Voluntary Life and AD&D Insurance
 - o Voluntary Disability Insurance

WORK-LIFE

- Paid Time Off (PTO)
- Holidays
- Primary Caregiver Parental Leave
- Fertility Benefits
- Adoption Assistance
- Surrogacy Assistance
- Hormonal Health
- Maternity Support Program
- Back-up Elder, Adult, and Childcare
- Childcare Discounts
- Student Tutoring Support
- Pet Insurance

RECOGNITION

- Firm-wide events
- Team events
- Individual Recognition
- Manager Training
- Milestones

PERKS

- Onsite amenities and perks vary by location:
 - o Food trucks
 - o Coffee baristas
 - o Dry cleaning services
 - o Car detailing services
 - o Shoe repair services
 - o Exclusive discounts
 - o Fisher-funded snacks
- Fitness Center Discounts

COMPENSATION THAT GROWS WITH YOUR CAREER

At Fisher Investments, our compensation philosophy enables us to attract, motivate and retain key talent, with effective and efficient market competitive compensation programs that support the vision and core values of the firm.

Fisher uses a lead-the-market compensation strategy to pay employees more than the market average. By aligning compensation awards to performance, employees are rewarded for their contributions that help drive business results to support the firm in achieving its goals.

Our compensation programs are considered a differentiated strength of the firm and sets us apart from other organizations. Our employees experience this through:

- **STABILITY:** Firm strength that enables awards even in times of market volatility.
- **GROWTH:** Compensation grows as employees grow their lifelong Fisher career, assuming successful performance, including year-over-year increases that tend to exceed external market trends.
- **REWARDS:** Variable compensation that motivates and awards employees for their contributions to firm success, inclusive of highly competitive commissions for sales-based roles.

Our compensation model is unique and unmatched when we think about:

- Uncapped commission based roles
- All full-time non-commission based employees are eligible for a discretionary bonus
- Our annual merit review process
- Our approach to bonuses, which allows employees to participate in the success of the firm
- Our year-over-year compensation approach which allows the employee to take advantage of compounding growth

We are proud to offer this highly competitive compensation model that supports the financial well-being of employees and rewards success that grows with them over their lifelong Fisher career.



BENEFITS THAT MATTER MOST

Our employee benefits are designed to support your physical, emotional, and financial well-being throughout your long-term career at Fisher. Whether it's healthcare, income protection, or retirement savings, we've got you covered.

Fisher's core benefits include up to five generous **medical plans** and **top-tier dental and vision insurance, all covered at 100% for you and your dependents**. Our suite of emotional wellness and income protection benefits ensure you have the support you need while our **50% 401(k) match** on every dollar up to the standard IRS limit supports you in reaching your retirement goals.

Who is eligible?

Regular full-time employees or part-time employees working a minimum of 30 hours per week are eligible to participate in our insurance plans.

All regular employees, regardless of the hours worked, are eligible to participate in the 401(k) plan and in emotional wellness benefits such as Headspace.

You can also cover your legal spouse or state-registered domestic partner, and child(ren) up to the age of 26.

"For me, Fisher's Rewards mean security and freedom. I get to choose the healthcare plan my family needs, not the plan we can afford. I have the opportunity to retire comfortably with our generous matching contributions and the flexibility I need to prioritize my personal life. Our package allows Fisher employees to be appreciated, rewarded, and connected to the firm's bigger purpose."

Moriah D.
Associate Vice President of Total Rewards

For more information, visit MyFIRewards.com



2025 HEALTHCARE BENEFIT PREMIUM COSTS

Choose the plan that works best for you! We believe you deserve access to great doctors, hospitals, and top-quality medical care. Fisher Investments provides a variety of medical plan options to choose from, while paying 100% of the monthly medical premiums for you and your eligible family members, regardless of the plan you select.

Overview Of Our United Healthcare Plans Available Nationwide

	Healthcare Choice (EPO) Plan	Healthcare Choice Plus (PPO 500) Plan		HSA Choice Plus (PPO 2250) Plan	
	<i>In-Network Only</i>	<i>In-Network</i>	<i>Out-of-Network**</i>	<i>In-Network</i>	<i>Out-of-Network**</i>
Calendar Year Deductible	No deductible	500 Individual; \$1,000 Family		\$2,250 Employee Only; or \$4,500 Family Level	
Maximum Out-of-Pocket	\$3,500 Individual \$7,000 Family	\$3,000 Individual \$6,000 Family (Excludes the deductible)	\$10,000 Individual \$20,000 Family (Excludes the deductible)	\$3,000 Employee Only; or \$5,500 Family Level (Includes the deductible)	
Preventive Care	\$20	\$35 (deductible waived)	Not covered	\$35 (deductible waived)	Not covered
Preventive Lab Work	\$10	\$35 (deductible waived)	Not covered	20% (deductible waived)	Not covered
Virtual Visits	\$10	\$10 (deductible waived)	Not covered	20%*	Not covered
Office Visits/Urgent Care	\$20	\$35 (deductible waived)	40%*	20%*	50%*
Naturopathy Visits	\$20	\$35 (deductible waived)	40%*	20%*	50%*
Diagnostic Lab & X-rays	\$10	\$35 (deductible waived)	40%*	20%*	50%*
Well Baby Care screenings, immunizations & vaccinations)	\$20	\$35 (deductible waived)	Not covered	\$35 (deductible waived) ¹	Not covered
Emergency Room	\$100	\$100 facility fee;* 20% physician fee*		2 20% facility fee;* 20% physician fee*	
Hospitalization					
Inpatient Physician	\$500/day up to 3 days/adm	20%*	40%*	20%*	50%*
Semi-Private Room	included in above	\$250 + 20%*	40% ² *	20%*	50%*
Outpatient Surgery					
Ambulatory Service Center	\$200	20%*	40%*	20%*	50%*
Hospital/Facility	\$400	\$125 + 20%*	40%*	20%*	50%*
Treatment & Supplies	No charge	20%*	40%*	20%*	50%*
Pregnancy & Maternity	\$20***	20%*	40%*	20%*	50%*
Rehabilitative Therapy	\$20	\$35*	40%*	20%*	50%*
Chiropractic	\$20 up to 12 visits	\$25* up to 12 visits	40%* up to 12 visits	20%* up to 20 visits	50%* up to 20 visits
Acupuncture	\$20 up to 12 visits	\$25* up to 12 visits	40%* up to 12 visits	20%* up to 20 visits	50%* up to 20 visits
Prescriptions: Mail order available under all plans (up to a 90- or 100-day supply)					
Tier 1	\$10	\$10	25% + \$10	\$10*	25% + \$10*
Tier 2	\$20	\$20	25% + \$25	\$25*	25% + \$25*
Tier 3	\$35	\$35	25% + \$35	\$40*	25% + \$40*

*Coinsurance/co-pay rate applies after the deductible has been met.

**Out-of-network benefits are based on usual, reasonable and customary (UCR) charges. If the provider charges more than the UCR, you are responsible for the excess charges plus the co-pay or co-insurance. Certain services require pre-authorization. See the Plan Documents for details.

***For office visits and for inpatient stay, refer to the hospitalization benefit.

1. Preventive and well-baby care office visit are not subject to the deductible. Other covered non-preventive services received during or in connection with the office visit are subject to the deductible and applicable copayment percentage.
2. The maximum allowed for hospital services received from a non-preferred hospital is \$600 per day. Members are responsible for the co-insurance percentage of this \$600 plus all charges in excess of \$600.

For more information, visit [MyFIRewards.com](https://www.fisherinvestments.com/MyFIRewards.com)

2025 HEALTHCARE BENEFIT PREMIUM COSTS

Overview of Our Kaiser Permanente Medical Plans

If you reside in Washington, Oregon or California, you have an additional medical plan provider to choose from, Kaiser Permanente.

Kaiser California Plans

	HMO Plan	HSA High Deductible Plan
	<i>In-Network Only</i>	<i>In-Network Only</i>
Calendar Year Deductible	No deductible	\$2,000 Employee Only; or \$4,000 Family Level
Maximum Out-of-Pocket	\$1,500 Individual \$3,000 Family	\$3,200 Employee Only; or \$6,000 Family Level (Includes the deductible)
Preventive Care	\$0	\$0 (deductible waived)
Preventive Lab Work	\$0	\$0 (deductible waived)
Virtual Visits	\$0	\$0*
Office Visits/Urgent Care	\$20	\$30*
Naturopathy Visits	Not covered	Not covered
Diagnostic Lab & X-rays	\$5	\$10*
Well Baby Care (screenings, immunizations & vaccinations)	\$0	\$0 (deductible waived)
Emergency Room	\$100	\$100*
Hospitalization	\$100/day	\$250/admission*
Outpatient Surgery	\$20	\$150*
Pregnancy & Maternity	\$0**	\$10 (deductible waived)
Rehabilitative Therapy	\$20	\$30*
Chiropractic & Acupuncture	\$15 up to 20 visits	\$15* for chiropractic & \$30* for acupuncture Up to 20 visits, combined
Prescriptions:	\$10 Generic \$20 Brand	\$10 Generic* \$20 Brand*
Mail order available under all plans (up to a 90- or 100-day supply)		

*Coinsurance/co-pay rate applies after the deductible has been met.

**For office visits and for inpatient stay, refer to hospitalization benefit.

For more information, visit [MyFIRewards.com](https://myfirewards.com)

2025 HEALTHCARE BENEFIT PREMIUM COSTS

Overview of Our Kaiser Permanente Medical Plans (cont.)

Kaiser Northwest Plans

	HMO Plan	HSA High Deductible Plan
	<i>In-Network Only</i>	<i>In-Network Only</i>
Calendar Year Deductible	No deductible	\$2,000 Employee Only; or \$4,000 Family Level
Maximum Out-of-Pocket	\$1,500 Individual \$3,000 Family	\$3,000 Employee Only; or \$6,000 Family Level (Includes the deductible)
Preventive Care	\$0	\$0 (deductible waived)
Preventive Lab Work	\$0	\$0 (deductible waived)
Virtual Visits	\$0	\$0 (deductible waived)
Office Visits/Urgent Care	\$20	20%*
Naturopathy Visits	\$20	20%*
Diagnostic Lab & X-rays	\$10	20%*
Well Baby Care (screenings, immunizations & vaccinations)	No charge	\$0 (deductible waived)
Emergency Room	\$100	20%*
Hospitalization	\$100/day up to \$500/adm	20%*
Outpatient Surgery	\$50	20%*
Pregnancy & Maternity	No charge**	\$0 prenatal care 20% inpatient
Rehabilitative Therapy	20%* up to 20 visits	20%* up to 20 visits
Chiropractic	\$20 up to 20 visits	20% up to 20 visits
Acupuncture	\$20 up to 20 visits	20% up to 20 visits
Prescriptions:	\$10 Generic \$20 Brand	\$10 Generic* \$20 Brand*
Mail order available under all plans (up to a 90- or 100-day supply)		

*Coinsurance/co-pay rate applies after the deductible has been met.

**For office visits and for inpatient stay, refer to hospitalization benefit.

For more information, visit [MyFIRewards.com](https://www.myliferewards.com)

DENTAL AND VISION BENEFITS

Our dental and vision spending limits, out-of-pocket costs, and flexibility put us at the top in our industry. As with the healthcare insurance, Fisher Investments pays 100% of the monthly premium costs for you and your family.

Guardian Dental	Guardian Preferred PPO
Annual Deductible	
Individual	\$25
Family Max	\$75
Annual Limit	\$2,000
Lifetime Limit Ortho	\$2,000
Preventive	100%
Basic Care	80%
Major Care	80%
Orthodontia	80%

Save up to 40% by choosing a preferred dentist!

To access your account, or to find an in-network dentist, visit www.GuardianLife.com.

VSP Vision	In-Network Coverage
Annual Deductible	No Deductible
Exams	100%
Frames	\$300 first pair* \$150 second pair* (\$20 copay)
Single Lens, Lined Bifocal, Lined Trifocal and Polycarbonate Lenses	100%
Contacts Lens Fitting	Up to \$450* \$60 copay
Scratch Resistant Coating	100%
UV Coating	100%
Tints	100% after \$20 copay
Progressive Lenses	100% after \$20 copay
Anti-Reflective Coating	100% after \$20 copay
Lifetime Limit Lasik	\$500

Get your first pair of glasses for free!

To access your account, or to find a participating VSP provider, visit www.vsp.com.

*Use your first pair and/or second pair frame benefit toward contact lenses (\$450 max benefit)

*Fisher's benefits are
23-42% more generous
than comparative
industries*

For more information, visit MyFIRewards.com

EMOTIONAL WELLNESS

Your emotional well-being is just as important as your physical well-being. Whether you're feeling overwhelmed or dealing with other personal issues, you have access to a variety of personalized resources at your fingertips.

Headspace

Headspace can help guide your emotional wellness journey as you navigate life's everyday challenges with supportive resources, coaching, therapy, psychiatry, legal/estate guidance, caregiving support, financial planning, and more.

Talkspace

With Talkspace online therapy, United Healthcare members can regularly communicate with a licensed therapist 24/7 for individual, family, and couples counseling, safely and securely from a phone or desktop.

Calm

Take a mental break and let the Calm app help you tackle everyday stresses and practice mindfulness.

Recovery Record

Manage your journey to recovering from eating disorders with the Recovery Record app, available to United Healthcare members.

Mental Health Benefits

Each of our health plans through United Healthcare and Kaiser Permanente offer unlimited and confidential treatment and support for mental and emotional issues.

For more information, visit [MyFIRewards.com](https://www.MyFIRewards.com)



FINANCIAL WELLNESS

With Fisher covering all of your major healthcare premiums, why not invest those dollars in your future? We're here to help you do it.

What Fisher Investments' 401(k) Plan Means for Your Retirement

Our 401(k) plan offers a variety of savings options to help you invest and meet your retirement goals with features such as pre-tax and Roth contributions, additional after-tax contributions, low-cost fund options, investment flexibility, and employer-paid account fees. It's no wonder nearly 88% of our employees choose to participate in our 401(k) plan.



Because Fisher covers the big priorities like health insurance, you can invest your savings in things that matter most to you, such as adding to your 401(k) savings, paying down your student loans, or buying your first home.

Let us help you save for a comfortable retirement! We'll match you 50% on every dollar, up to the IRS limit!

According to Charles Schwab, our matching contributions are more than double the average of other employers in our industry! The average employer match is 50% up to the first 6% of pay. That could add up to a \$3 million difference over a career in match dollars alone.*

Health Savings Account

A Health Savings Account (HSA) is considered a triple-tax benefit that complements a high deductible medical plan. Contributions are made before tax can grow tax-free in a variety of investment options, and can be spent tax-free on qualified medical expenses.

Fisher Investments will match your HSA contributions dollar-for-dollar up to half of your annual deductible. Depending on which plan you choose, you could receive up to \$1,125 for individual coverage or \$2,250 for family coverage in matching contributions.

Financial Protection

In the event of an illness or disability, do you have enough savings to financially support yourself or your family? Does someone depend on you for ongoing financial support? These are important questions to ask yourself when deciding whether income protection benefits are right for you. You can purchase a variety of voluntary plans at group rates to provide replacement income in the event of a disability, accident, or death.

- **Life Insurance** (Employee and Spouse/Partner)
- **Accidental Death and Dismemberment (AD&D) Insurance** (Employee and Spouse/Partner)
- **Short-Term Disability (STD) Insurance**
- **Long-Term Disability (LTD) Insurance**

For more information, visit [MyFIRewards.com](https://www.fisherinvestments.com/MyFIRewards)

*Assumes a starting salary of \$60k, a maximum annual match with an 8% average annual return, and a 2% average annual contribution limit increase.



WORK-LIFE PROGRAMS

We offer work-life programs designed for your work and personal life, including paid time off, schedule flexibility (subject to manager approval), work from home days* and opportunities to engage with your local community by participating in employee-driven charitable giving events.

Paid Time Off (PTO)

Make the most of your time away from the office! We believe in giving our employees the time they need to attend to their personal lives. Whether that's for doctor's appointments, visiting loved ones, or relaxing on a sandy beach, we've got you covered. All regular employees** working a minimum of 30 hours per week are eligible to accrue up to 20 days† of paid time off (PTO) per calendar year.

Holidays

Observed holidays are generally days that the New York Stock Exchange is scheduled to be closed for a full day. Regular full-time employees and part-time employees working a minimum of 30 hours per week are eligible for holiday pay.

Work from Home*

To provide flexibility to employees, Fisher's Work from Home program offers a bank of work from home days to eligible roles once firm tenure is met.

For more information, visit MyFIRewards.com

*Fisher believes that working from the office is crucial to professional development and growth. There is a standard waiting period for work from home days, and they are dependent upon role, tenure, and performance eligibility. All positions assigned to a corporate office location are required to work in an open office environment for coaching, development, mentoring, oversight, team building, culture reinforcement, quality control, efficiency, regulatory, risk management, confidentiality, and information security reasons.

**Please note that outside and/or home-based sales employees are not eligible for PTO.

†Starting accrual is up to 20 days per year if working at least 30 hours per week. Employees working 5+ years accrue up to 21 days per year, and employees working 10+ years accrue up to 23 days per year.

Schedule Flexibility

Our employees' lives change all the time, whether they are continuing their education, looking for more time with family, or even transitioning towards retirement. Employees can request a more flexible schedule and work arrangement to accommodate their schedules or priorities.

Employee-Driven Charitable Events

As part of our community building and employee collaboration efforts, Fisher employees are given the opportunity to engage with their local communities through a variety of employee-driven social giving initiatives.

*In 2024, over 7,900 meals
were provided to food
banks because of
employee donations.*

FAMILY SUPPORT BENEFITS

Your family is part of our Fisher family and we're here to help. Whether you are expecting your first child or adding to the bunch, our goal is to provide the care and resources you need to help you balance your family life.

Leaves of Absence

Whether you're taking a leave to bond with your child, serve in the armed forces, care for a sick family member, or tend to your own health, we have options for you. You may be eligible for a leave of absence, depending on the reason for your time out of the office, your employment status, and the length of time needed.

Back-Up Care, Discounts, and Family Support

We provide access and discounts for up to 10 days of reliable, high-quality emergency back-up elder, adult, or childcare per year.

Employees are also eligible to receive:

- Expedited waitlists and tuition discounts at partner daycare centers
- Free premium access (\$150 value) to Sittercity's database of sitters
- Discounts on College Nannies, a high-quality nanny placement service
- Discounted academic support, college preparation, tutoring and homework help services
- Resources to find elder care, pet care, housekeeping and more

Fertility, Hormonal Health, and Family Forming Benefits

Whether you're starting a family, expanding your family, or want support in other life stages, we've got you covered! Eligible employees* have access to a library of educational resources, expert care specialists and a **\$10,000 lifetime financial benefit to use towards:**

- Understanding fertility health (e.g., fertility testing and ovulation tracking)
- Preservation (e.g., egg, sperm and embryo freezing)
- Assisted reproduction (e.g., in-vitro fertilization and intrauterine insemination)
- Adoption, gestational surrogacy, and donor assistance
- Pregnancy and postpartum (doula support and milk shipping)
- New parent and return to work support
- Perimenopause, menopause, and low testosterone (low T)

**Full-time employees (working 30 hours or more per week) are eligible for this benefit on the 31st calendar day of employment.*

***To be eligible for PCPL, you must have completed at least one year of consecutive service.*

Primary Care Parental Leave

You can rely on having time off when you need it.

Fisher Investments offers up to 8 weeks of paid primary caregiver parental leave** to support new and expanding families, allowing you to focus on experiencing the joys and challenges of newfound parenthood, through birth and/or adoption.

Dependent Care Flexible Spending Account

Get tax benefits from the childcare you're already paying for!

The Dependent Care Flexible Spending Account allows you to pay for eligible daycare expenses with pre-tax dollars. You can be reimbursed for daycare expenses for dependents ages 13 or younger or a dependent adult spouse or relative.

Maternity Support Programs

If you are looking to start or expand your family, be sure to explore all the available resources through your insurance provider. We want to make sure you have the support you need for your precious delivery.

United Healthcare: United Healthcare offers the free Maternity Support Program to assist you throughout your pregnancy and after you've given birth. Once enrolled, you'll be able to work directly with a maternity nurse to answer questions, help you to choose a doctor or nurse midwife, and help you with finding a pediatrician.

Kaiser Permanente

Kaiser Permanente members have access to a wide range of tools, classes and resources through their Maternity Support Program to ensure a healthy and happy pregnancy. From prenatal yoga to breastfeeding support and everything in between, Kaiser's prenatal care team is there to keep you and your baby healthy.

For more information, visit [MyFIRewards.com](https://myfirwards.com)

MEANINGFUL RECOGNITION

Celebrating your hard work and achievements.

Recognition is a compelling part of our culture. We believe in celebrating wins of all sizes and making sure great work does not go unnoticed! We are committed to showing appreciation to employees because their hard work and contributions in support of our clients make our success possible.

From peer-to-peer recognition to celebratory events, we promote a holistic recognition experience at Fisher where everyday recognition moments turn into meaningful memories.



MOMENTS

Moments applaud the day-to-day wins. Large or small, they compound to make all the difference for clients and employees, and should never go unnoticed.



MILESTONES

Milestones express gratitude to individuals for the long-term contributions they have made and their dedication to the Fisher organization.



TEAMS

Team activities and events are fun, creative ways the organization rewards groups for their hard work and accomplishments.



CELEBRATIONS

Celebrations bring us all together to reflect on our achievements as an organization. They stretch across departments, offices and companies to allow us to recognize our achievements.



C.O.R.E.

C.O.R.E. Awards are presented annually to individuals who embody our values and have made exceptional contributions to the organization.

PURPOSEFUL PERKS

Making your life easier and more enjoyable.

Fisher offers convenient on-site amenities and perks to make your life easier, one perk at a time.

While details vary by office location, Fisher employees may enjoy:

- Fisher-funded snacks and fruit
- Exclusive discounts
- Discounted fitness memberships
- Food trucks
- Coffee baristas
- Dry cleaning services
- Car detailing services
- Farmers markets
- Shoe repair services



For more information, visit [MyFIRewards.com](https://www.fisherinc.com/MyFIRewards.com)

CAREER: Potential you can reach

At Fisher, we encourage everyone to develop their skills, chart a unique course, and reach their potential. We provide comprehensive development support and empower you to map a path that fits your goals to build a rewarding, long-term Fisher career. We believe in maximizing career mobility and fostering a workplace with no fixed career paths. Employees have the freedom and flexibility to lead their careers in the direction that best suits their talents and interests while meeting the firm's evolving needs.

Lifelong careers are common for employees at Fisher Investments. We prioritize promoting from within to give you the opportunity to spend your entire career at the firm. Whether you recently graduated or have years of professional experience, you can continually grow with us, develop in a myriad of ways, and achieve substantial success across the organization. We build lifelong careers by providing you the support to succeed today, and the opportunity to grow and thrive tomorrow.

Build your career! Fisher has many award-winning programs to support employee development and help you reach your potential.

Here are some highlights of what we offer:

- Global Career Counseling Program
- Global Job Shadow Program
- Learning Journeys
- Internal Career Center
- Enterprise-wide On-demand Learning
- Performance Coaching
- Bridge Programs

Being a part of Fisher Investments is being a part of a company that wants you to reach your potential and is committed to investing in your future and long-term career.

"Before coming to Fisher, I didn't know much about the finance industry. They prepared me for success through on-the-job training, mentorship, education, and professional development. It's through those resources I was able to build my knowledge and find success."

Neha N.
Client Services Operations Specialist



PURPOSE: Work you can believe in

You can feel good about the work you are doing! Every Fisher employee plays an important role in supporting our firm's overarching goal: **to better the investment universe**. Together we work toward this vision of having a bigger purpose in an industry that needs something not just different, but better. Our quest requires delivering unparalleled service, continuous education, and appropriate solutions to our clients, always considering their interests first.

To achieve such a lofty vision, we maintain our independence. As a private company, we are not obligated to shareholders or focused on short-term quarterly earnings. We continuously invest back into the company and seek to maximize value over the long term.

This creates more financial stability, fuels our growth, and provides employees with boundless career opportunities over time.

At Fisher, you can rest assured the work you do is inherently good for clients, the industry, and our employees.

"We strive to be unlike other financial firms and to do what they haven't done yet. The more I have learned about our industry and heard about some of our clients' experiences with other financial services firms, the more I realize how what we do is truly unique. We are bettering the investment universe, one single client at a time."

Jill H.
Sr. EVP, US Private Client Group



ENVIRONMENT: A place you can thrive

At Fisher, we cultivate a **welcoming and inclusive workplace** where you can thrive, do your best work, and be your authentic self. We value a diverse workforce of employees from all backgrounds, perspectives, and educational focus areas. We seek out, listen to, and act on employee feedback. These insights help us cultivate an outstanding experience and welcoming workplace culture.

Our open office environment fosters **collaborative relationships** with opportunities to work with and learn from a diverse group of talented colleagues. Employees at all levels, from Associate to Vice President, work side by side. In this setting, you can connect with your manager, support team members, and benefit from in-person meetings, training, and mentoring.

Our standard of unparalleled service extends beyond our clients to our employees to help you build a lifelong Fisher career. At the firm, you can chart your own career journey and personalized experiences. We support your success through comprehensive learning and development programs and resources that support your growth at every stage of your Fisher career.

"At Fisher, we welcome employees from a wide range of backgrounds and educations, cultivating a sense of community and belonging. Our welcoming environment sets us apart, with collaborative teams working together to help each other succeed."

Jason A.
Associate Vice President of Employee Relations and Onboarding



