
THE FINANCIAL ADVISOR POSITION

ANSWERING YOUR QUESTIONS ABOUT RESPONSIBILITIES AND EXPECTATIONS

To help you determine whether becoming a Financial Advisor with Edward Jones matches your personal career objectives, we urge you to carefully review the following information. This summary describes the position and the activities of a successful Financial Advisor during the first year of his or her career.

If you have any questions regarding this or other information pertaining to becoming an Edward Jones Financial Advisor, please call our Recruiting department at 800-999-5650.

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ALL ABOUT EDWARD JONES

Tell me about Edward Jones.

Edward Jones, a full-service financial services firm and a member of the New York Stock Exchange, is committed to helping individuals meet their long-term financial goals. Financial Advisors provide investments, advice and services through a network of single-Financial Advisor branch offices. These offices are located in the communities where our clients live and work, which enables our Financial Advisors to provide each client with convenient, personal service on a face-to-face basis. Currently Edward Jones has offices in all 50 states as well as through our affiliates in Canada and the United Kingdom.

Upon completion of the training requirements, each Financial Advisor receives a furnished and fully equipped office, a full-time support person and industry-leading technology. Edward Jones intends to continue expanding and to provide more complete coverage in existing and potential markets. The firm is a partnership, entirely owned by nearly 12,000 associates who are limited and general partners.

What is the role of a Financial Advisor at Edward Jones?

Edward Jones believes a Financial Advisor can best serve clients only after meeting with them personally and learning about their needs and objectives. That is why we operate primarily through one-broker branch offices. We call it a one-on-one approach, and our history of success proves that it works. Financial Advisors

are trained to deliver this level of personal attention because we realize that no two clients are alike. The primary role of the Financial Advisor is to build long-lasting relationships with clients by developing investment strategies based upon the client's individual financial status and objectives.

Financial Advisors achieve this by collecting and analyzing the client's (or potential client's) financial information (i.e., income, assets, investments, debts, liabilities, cash flow and tax status); analyzing and interpreting the client's investment objectives, investment experience and tolerance for risk; determining which financial products best meet the client's needs and financial circumstances; identifying investment strategies and potential investments based on knowledge of market conditions and the client's particular circumstances; and comparing and evaluating possible investment options. In performing these duties, Financial Advisors have the backing and support of our home-office specialists and analysts.

Financial Advisors provide individualized investment advice only after considering all the options. In doing so, they explain the advantages and disadvantages of different financial products and investment opportunities and recommend only those securities that are suitable for the particular client.

Financial Advisors bring about the purchase or sale of investments for clients and execute the actual

transactions that result from their advice in a manner that ensures conformity with applicable laws and regulations and other requirements of Edward Jones.

Throughout their career, Financial Advisors engage in promotion and business-building activities. Financial Advisors make themselves visible to the appropriate segments of the public in order to meet and retain potential clients for their branch.

A successful career as an Edward Jones Financial Advisor is not easy to achieve. It involves a lot of hard work, especially during the first two years. However, our experience has proved that Financial Advisors who perform the following five critical activities when they start out significantly increase their chances of success.

To succeed, new Financial Advisors will:

1. Make 25 quality contacts per day (125 per week).
2. Ask open-ended questions to obtain financial information.
3. Present an appropriate investment and ask for an appropriate order.
4. Assess each contact, add to the prospective client funnel – on MyDesktop – and indicate next action.
5. Contact each prospective client at least every two weeks.

New Financial Advisors must perform these critical activities while keeping our most important requirement in mind: **Always do what is right for the client.**

How do I build my business?

Edward Jones believes in doing business the old-fashioned way, face to face. When starting out, our Financial Advisors spend most of their time in the communities they serve, making face-to-face contacts in neighborhoods and with businesses introducing themselves and Edward Jones. They spend time getting to know our clients, their investment needs and their objectives. Then they deliver the appropriate investments and services on an individual, personal basis. At Edward Jones, we believe that doing business this way is the best way to build long-term relationships with our clients and to best serve their investment needs.

Do I own my business?

Edward Jones Financial Advisors are employees of the company. They enjoy the freedom and independence of running their businesses without the uncertainty and major expenditures associated with being self-employed. Although Financial Advisors do not own their individual businesses, they do have the opportunity for ownership in the firm through a limited or general partnership.

Financial Advisors who are invited to invest capital in the firm as limited or general partners demonstrate superior performance and client account diversification, high ethical standards, office profitability, leadership through assistance to other Financial Advisors and support of firm growth through recruiting, training and other special efforts.

What should I know about the hiring process?

The first thing to understand about the hiring process is that it can move quickly. Applicants may be asked to complete certain steps in our process within a certain time frame, and we ask you to comply with these requests.

To initiate the hiring process, an application and our online assessment must be completed and returned to our headquarters in St. Louis. Due to industry regulations and our own strict selection criteria, our application requests a great deal of personal information. Please complete it fully. Your application is a confidential document to be viewed internally only by people directly responsible for Edward Jones' recruitment efforts.

Once we receive your completed application, it will be reviewed and a decision made whether you will proceed to the next stage. Our hiring process is extremely selective. On average, 10% of those who apply are hired as Financial Advisors. If you are selected to move forward, you will be contacted in order to set up a phone screen with our Recruiting department. This conversation will last on average 20 to 30 minutes. If you are selected to move forward, you will be scheduled with a hiring specialist for the next step in our process, which is the phone interview. This interview lasts approximately 60 minutes.

Following the phone interview, applicants who have not visited with a

local Edward Jones Financial Advisor in his or her office will complete this step prior to moving forward in the hiring process. The office visit is an opportunity for the applicant to experience the branch environment and ask a successful Financial Advisor about his or her experience.

You will also be invited to conduct face-to-face surveys unrelated to Edward Jones at residences and businesses. Conducting the surveys will allow you to experience one aspect of an Edward Jones Financial Advisor's critical activities.

You will then complete a face-to-face interview with a hiring team member. He or she will be an experienced Financial Advisor. After this interview, we will review all information gathered on your behalf, including the results of an industry-mandated background check. Should an offer of employment be extended, a hiring specialist will contact you to inform you of the available training class start dates.

In addition, you will be asked where you would like to build your Edward Jones business. Edward Jones associates will discuss with you the areas we have identified for growth and will assist you as you near a decision regarding the market in which you would like to build your Edward Jones business. We will ask you to visit the markets you are considering.

An offer of employment is generally kept open for one week. We need

THE EDWARD JONES HIRING PROCESS

your signed contract and completed paperwork returned to the St. Louis Hiring department within this time period. Upon acceptance, we require that you terminate your current employment and begin training with Edward Jones within a 60-day period.

All prospective Financial Advisors of Edward Jones are required to undergo a drug screening test. Edward Jones will not disclose information obtained through the drug screening test except:

- 1) When such information is needed by persons involved in the employment decision; and 2) When such disclosure is required by law.**

The average time frame for the hiring process is 30–45 days.

This chart depicts the stages a successful applicant can expect to experience. Edward Jones hiring specialists evaluate applicants at each stage to determine whether they qualify to continue in the process. Most of this evaluation process occurs via phone communication. Edward Jones may decide not to move forward with an applicant at any time during the process and will notify the applicant by letter if this occurs.

What does Edward Jones look for in a candidate?

We look for the following qualities in every applicant:

- A work history that indicates rising income and success
- A work history that indicates an increase in responsibility
- Job stability and continuity
- Past accomplishments

NOTE: If you decide to accept our offer of employment, you will receive a Form U4 to complete. The Form U4 is a very important document that must be filed with the Financial Industry Regulatory Authority (FINRA) to begin your securities licensing process. Our offer of employment is conditional upon your complete and accurate Form U4. If you answer “yes” to any of the questions on the Form U4, you should not terminate your current employment or take any other steps in anticipation of becoming an employee of Edward Jones until you are notified that the Compliance department has approved the decision to extend an offer of employment to you.



NEW FINANCIAL ADVISOR TRAINING

Will training courses fully prepare me for the Financial Advisor position?

Becoming a successful Financial Advisor requires comprehensive training and your concentrated efforts to succeed. Edward Jones is committed to providing every Financial Advisor with a high level of continual training throughout his or her career. In addition, mentor programs and other assistance within your region are available to help you succeed as an Edward Jones Financial Advisor. You will be matched with established Financial Advisors in your region when you go on payroll. These veteran Financial Advisors will be available to work with you and assist you throughout your entire training program and beyond. Please refer to the New Financial Advisor Training and Support Stairway to Success on page 8.

Once hired, what can I expect in studying for my securities license?

State and federal laws require that, to become licensed to sell securities, all Financial Advisors pass the General Securities Representative Examination (Series 7) and a Uniform Combined State Law Examination (Series 66). In addition, you must successfully complete an Edward Jones examination prior to taking the Series 7 exam.

Preparation for these exams is provided through our proprietary Study for Success program. Edward Jones is a recognized leader in training new Financial Advisors. Study for Success is a home-study course that includes comprehensive study materials,

practice tests, a laptop computer and printer, videotapes and a series of mailings. This course integrates information on investments, our clients and the Edward Jones philosophy, which is necessary for passing these tests. You can feel confident in the quality of your study materials.

At first review, the volume of information may seem overwhelming. Preparation for the Series 7 exam is challenging and must be taken very seriously. It is more difficult than the real estate licensing exam, but it is not equivalent to sitting for CPA or bar examinations. Typically, trainees commit 45 hours of study each week over a two-month period in preparation for the exam. With an organized and committed study plan, you will find the information manageable.

Historically, nearly 90 out of 100 Edward Jones trainees who take the Series 7 exam pass. You have one chance to pass the exam; failure to pass it is generally caused by insufficient study time. Failure to complete the assignments, adhere to the study schedule and pass the exam in the allotted time may result in termination of your employment contract with Edward Jones.

Home Study – Study for Success

As stated, the time commitment required to prepare for the exams is significant. For this reason, we offer a two-month home-study program. With this program, you will immediately become a full-time associate of

Edward Jones. You will study full time and be compensated for all hours worked. You must give notice of termination to your present employer and be off their payroll when you go on Edward Jones' payroll. You must begin studying immediately upon going on Edward Jones' payroll.

While adhering to your Study for Success program calendar, you must demonstrate satisfactory academic performance before taking the Series 7 and other exams. You must complete various proficiency tests as you progress through the study materials, and you must complete and pass a final Series 7 test, as well as an Edward Jones test. Unsatisfactory academic performance, falling behind schedule or demonstrating a lack of commitment during this period is grounds for dismissal. To assist you in preparing for the exam, you will work closely with an Edward Jones Study for Success trainer (SST). During Study for Success, your SST will continually assess your progress. SST team members are just a phone call away to answer any questions you have on the materials. Following your study period, you will take the Series 7 examination at the nearest available testing site. Information on test sites will be included in your study materials. Edward Jones will pay the testing fee. Failure to pass the Series 7 exam will result in termination of your employment contract with Edward Jones.

Among the investments Edward Jones offers, several, including annuities and life insurance, require you to be licensed to sell insurance in your

state. If you should need to obtain an insurance license, that should occur during the Field Foundations segment of your training.

In addition to preparing for regulatory exams, you will also meet with a field trainer during the Study for Success program. You will spend time observing a veteran Financial Advisor in his or her branch office, as well as making face-to-face contacts and asking financial questions. Once you have observed a field trainer, you will make 25 face-to-face contacts on your own, prior to Know Your Customer class.

INITIAL TRAINING

What types of training classes will I attend?

After passing the Series 7 and 66, the firm's Stairway to Success will prepare you for a successful start. This is the first step in Edward Jones' career-long training program, designed to develop your understanding of clients, investments and business development skills. (See chart, page 8.)

Initial Training (weeks 11-19)

At the beginning of initial training, you will be assigned an academic training leader (ATL). This individual will be dedicated to assisting you throughout our nine-week training program. The program consists of four separate training steps: Know Your Customer, Field Foundations, the last two weeks of Field Foundations and Evaluation/Graduation.

The purpose of each is to:

1. Reinforce the concepts and information you learned in Study for Success.
2. Teach you to apply this knowledge to the creation of clients.
3. Develop a thorough understanding of the critical activities required for success.
4. Develop business-building techniques.
5. Provide hands-on experience in an existing branch office.
6. Develop a detailed business plan to guide your initial efforts.

This is a rigorous training program designed to prepare you to become a successful Financial Advisor. Success is driven by your adherence to the program.

As a trainee, you should expect to spend weeks away from home:

- Training Week 11 – Know Your Customer class (St. Louis or Tempe Campus)
- Training Weeks 12-17 – Field Foundations (a portion of which may be spent at the field trainer's or mentor's office)
- Training Week 19 – Evaluation/Graduation (St. Louis or Tempe Campus)

For some trainees, this means there is a possibility of five weeks away from home between the 11th and 19th weeks of the training schedule. Keep in mind that during Field Foundations, it may not be possible to spend time close to where you live or will be building your business.

Know Your Customer (five days)

During this class, which is conducted at one of our training centers, you will participate in a highly interactive program utilizing small-group training led by ATLs with assistance from a veteran Financial Advisor who volunteers his or her time for the class. This class will help you develop a better understanding of how we create clients by helping them reach their investment goals. You also will learn more about the securities business, compliance, the firm and key investments and services offered by Edward Jones. There is also an introduction to important applications of the Edward Jones computer-based information system. In addition, we will introduce you to key presentation skills that you will refine later in the training program. Lastly, you will complete an individualized plan in preparation for the next step of training: Field Foundations. Successful completion of Know Your Customer class prepares you for Field Foundations. Travel, lodging expenses and meals during Know Your Customer class are paid by the firm.

Field Foundations (seven weeks)

During this time, you will be spending time in a field trainer's office in the market you have selected to develop your business. You will have the chance to observe the Financial Advisor and Branch Office Administrator (BOA) as they run their business and create and serve clients. You will practice basic presentations and sit in on client appointments.

During this time, you will develop a more thorough understanding of your market and the people in it and begin formulating your market research plan, which will guide you through the critical first 120 days following licensing.

A key activity required for completion of Edward Jones' training program is to make 25 first contacts per day, where you can ask financial questions. You should use this time to begin meeting local key referral sources who may be able to help you once you begin building your business. You will be compiling a list of potential clients and referral sources (business owners and residents) whom you have personally met by doing face-to-face meetings during this period. Each trainee has a customized Fast Start Plan that defines the minimum number of contacts required for continued employment. Failure to meet the minimum number of contacts established by the Fast Start Plan could result in an adverse employment decision.

By observing actual client meetings, you learn how Financial Advisors interact with clients and potential clients, how they identify appropriate investments to meet client needs and how they explain these solutions. In addition, you will focus on time-management and prioritization skills and office administration. You also will spend time visiting with and observing your field trainer. The opportunity to spend time with both your field trainer and mentor will provide more than one perspective on how a successful Edward Jones office can be managed.

During this time, you will complete a face-to-face exam with your regional leader (RL). At that time, he or she will determine whether you need additional training before moving on in the training process.

Last 2 Weeks of Field Foundations

You will spend this week in the market you've selected to build your Edward Jones business. You will spend one day with your field trainer and one day with your RL for your face-to-face exam. For the remainder of the week and the following week, you will complete a minimum of 200 face-to-face first and repeat contacts (25 per day) with business owners and individuals. You will ask "open-ended" questions to obtain financial information, assess each contact and indicate the next action. To qualify for Evaluation/ Graduation, you must schedule a minimum of 200 prospective client follow-up contacts to take place during the week of Evaluation/Graduation.

NOTE: 200+ contacts must be entered into your prospect system before Evaluation/Graduation. Failure to complete these tasks or failing to appear for Evaluation/Graduation by start time on Monday constitutes grounds for dismissal.

Evaluation/Graduation (five days)

This class, which completes your initial training, is held at one of our training centers. You will receive your can-sell date (CSD) the first day of this class. You will refine first and repeat contact skills and practice presentations. You also will officially begin building your business by

contacting potential clients for orders and appointments. Additionally, you will develop a better understanding of the attitudes that lead to success as an Edward Jones Financial Advisor and learn how to apply the skills needed to create clients in your own market. You will also focus on compliance issues to help ensure good, ethical business practices from the start. Upon graduation, you will return to your community as an Edward Jones Financial Advisor.

FINANCIAL ADVISOR TRAINING AND DEVELOPMENT

First 120 Days

During the first critical months of your career as a Financial Advisor, we will be providing you with an incredible amount of support and guidance. We are committed to giving you every possible chance for success. However, you are held accountable to do the work necessary to be successful. In order to provide the maximum amount of support to you and tailor that support to each individual, we utilize a series of evaluations that occur during the fifth week of Field Foundations and during weeks four, eight and 16 after your CSD. Your participation in the Fast Start Plan is an important demonstration of your ability and willingness to do the work. The results reported via the Fast Start Plan are an integral part of your evaluation. You will be measured according to how well you have accomplished what we call the "3 P's," which are defined as follows:

Prospective Clients – Have you been consistently meeting new people and adding them to your list of prospective clients?

Production – How many accounts have you opened, and how much in gross commissions have you generated?

Participation – Have you been attending phone workshops, mentor meetings and other new Financial Advisor activities that are designed to help you increase your success? The purpose of the evaluation is to identify early on any possible challenges that you might be facing and help you to overcome them. In addition, the requirement to attend the Profitability Development Program (PDP) training class is to be meeting the “3 P’s.”

NOTE: Failure to meet the above performance standards may result in an adverse employment decision.

Profitability Development Program (five days)

Upon meeting certain eligibility requirements, you will return to one of our training centers for a five-day, intensive training session. In this class, you will work to develop the knowledge and skills necessary to continue building your Edward Jones business and achieve location margin and become bonus eligible. Location margin occurs when the

revenue you generate exceeds your office expenses. Assuming you are progressing on track, location margin should be reached about one year after completing the new Financial Advisor training program discussed. In addition to broadening your knowledge of investments, business development skills and system applications, you also will devote time to the administration, management and use of your branch office.

Breakthrough Workshop (two days)

Breakthrough is a two-day workshop designed to combine practical experience in business development, phone skills, first and repeat contacts, appointments and presentations for Financial Advisors who need additional assistance.

New Financial Advisors receive one-on-one training and support during this program. The experience provides a greater understanding of what you need to be doing to be effective, reinforcing the client creation process and contact management system taught during New Financial Advisor Training.

Business Development Workshop (2½ days)

When you achieve location gain, you are invited to participate in our Business Development Workshop (BDW). In addition to further training

on investments and resources to assist you in providing investment advice tailored to each client’s specific needs and investments, BDW focuses on helping you understand the level and mix of business needed for you to reach office profitability. We also assist you in refining your business plan as your business grows.

New Financial Advisor Support

During your first 12 selling months as a Financial Advisor, you will work closely with our New Financial Advisor Support department. On a monthly basis, a development leader (DL) from the home office will work with you and follow up on the execution of your business plan. If there are skills or investment knowledge identified for needed enhancement, your DL will work with you to provide specific home-office support and recommend participating in activities in the region. Ongoing training is crucial to your development as a Financial Advisor, and you are expected to participate in all of these activities.

Throughout your career, you will attend additional training classes and workshops to improve your skills. Some classes are conducted in one of our training centers, and others will be transmitted to your office via satellite or conducted in your region. Edward Jones is committed to continual training throughout your career.

NEW FINANCIAL ADVISOR TRAINING AND SUPPORT STAIRWAY TO SUCCESS

Study for Success

10 Weeks Study at Home

Learn five critical activities
 Meet Study for Success trainer/academic training leader
 Meet regional leader for dinner
 Meet mentor
 Pass regulatory exams
 Attend monthly new Financial Advisor meetings
 Meet field trainer
 Make 25 face-to-face contacts
 Begin market research activities

Know Your Customer

5 Days Training Class

Review five critical activities
 Understand client needs, investments, firm history
 Learn from veteran Financial Advisors
 Study client creation process
 Develop and practice presentations

Field Foundations

5 Weeks Trainee's Market

Review five critical activities
 Make 25 first contacts per day
 Prepare market research plan
 Meet key referral centers
 Send thank-you notes
 Implement Fast Start Plan
 Practice four basic investment presentations
 Pass state insurance licensing
 Relocate if necessary
 Practice the Foundations for Investing presentation
 Observe Financial Advisors with clients
 Study office administration
 Build relationship with field trainer
 Schedule first-week regional leader visit

Last 2 Weeks of Field Foundations

Trainee's Market

Record prospective client information in JonesLink
 Schedule minimum 200 contacts for week of Evaluation/Graduation
 Complete face-to-face exam with regional leader

Evaluation/Graduation

5 Days Training Class

Perform five critical activities
 Receive can-sell date
 Practice presentation skills
 Develop telephone skills
 Create clients
 Present solutions to prospective clients
 Meet development leader

First 120 Days

17 Weeks Financial Advisor's Market

Execute five critical activities
 Build business
 Visit from regional leader during first week
 Execute the 3 P's:

- Prospective clients
- Production
- Participation

 Receive additional training delivered by field trainer
 Complete graduation criteria

Profitability Development Program

5 Days Training Class

Focus on five critical activities
 Refine and expand investment knowledge
 Practice client creation skills
 Prepare for office
 Learn and execute a marketing promotion
 Learn and implement Acceleration
 Develop Segment 1 business plan
 Make 25 presentations per day
 Complete handoff to mentor

FIVE CRITICAL ACTIVITIES OF A NEW FINANCIAL ADVISOR

1. Make 25 quality contacts per day (125 per week).
2. Ask open-ended questions to obtain financial information.
3. Present an appropriate investment and ask for an appropriate order.
4. Assess each contact, add to the prospective client funnel – on MyDesktop – and indicate next action.
5. Contact each potential client at least every two weeks.

The training information provided is for illustrative purposes and is subject to change. Please check with your Edward Jones hiring specialist should you have specific questions as to the details and timing of your training.

COMPENSATION

As a Financial Advisor, how will I be compensated? Does my compensation include more than commissions?

In your early months as a Financial Advisor, you are unlikely to earn large net commissions.

At Edward Jones, we realize that building your business takes time. To help you as you build your business, we offer a program designed to give you support during your initial training and throughout your first three years as a Financial Advisor. The next section will give you an overview of how this program works.

Study and Training Pay

During the four months you spend studying for your industry licenses and completing your training, you will be paid biweekly for the hours worked. Your hourly rate will be based on the combination of your prior work experience and geographic location. A hiring specialist will discuss your pay in more detail as you progress through the hiring process.

FIRST 12 SELLING MONTHS AS A FINANCIAL ADVISOR

Once you've completed your initial training and received your CSD, you will move to our compensation package designed for new Financial Advisors.

During this time, your income could include:

- Base salary
- Commissions
- New-account bonuses
- Milestone bonuses

Here's what your income might look like during your first 12 months as a Financial Advisor:

Selling Months 1-12 as a Financial Advisor	
Base Salary Est.	\$ 21,840
Commission Est.	\$ 17,000
New-account Bonus Est.	\$ 6,000
Milestone Bonus Est.	\$ 9,000
Total	\$ 53,840

The base salary provided in this example is the national average and will vary based on geographic area and level of experience. The bonus and commission amounts are based on 100% of standard performance. (Edward Jones ensures that each Financial Advisor's compensation meets or exceeds the required minimum guarantee under federal and state law.)

Commissions

As you build your client base and are eligible to start earning commissions, your base salary will gradually decline. Although most of your income will be based on commissions earned (average payout is 36% to 40%), you may also be eligible for bonuses that are specifically designed to help you experience marked success. The following section describes new-account and milestone bonuses.

SELLING MONTHS 13-36 AS A FINANCIAL ADVISOR

In your second and third years as a Financial Advisor, although commissions will be your main source of income, you may continue to qualify for new-account bonuses and significant milestone bonuses. If you are performing at 100% of standard, you may be compensated as follows:

Selling Months 13-24 as a Financial Advisor	
Milestone Bonus Est.	\$ 13,500
New-account Bonus Est.	\$ 6,000
Commission Est.	\$ 39,000
Total	\$ 58,500

Selling Months 25-36 as a Financial Advisor	
Milestone Bonus Est.	\$ 15,000
New-account Bonus Est.	\$ 6,000
Commission Est.	\$ 63,000
Total	\$ 84,000

AFTER 3 YEARS AS A FINANCIAL ADVISOR

Though commissions are your main source of income as you progress in your career, there are five components of financial advantage we offer our Financial Advisors:

1. Commission

The average payout for Financial Advisors ranges from 36% to 40%.

2. Diversification Trips

Superior performance is rewarded in many ways, one of which is through incentive trips. Trips are awarded when you succeed in meeting the long-term goals of our clients through diversification of their assets. There are two opportunities to qualify for trips each year. You also may combine the two into one “Super Trip.” Destinations include world-class resorts in places such as Hawaii, Switzerland, the Caribbean, Africa and Paris, to name just a few. All trips

include spouses or significant others and many welcome families, too. All Financial Advisors who meet the criteria qualify for a trip. There is no limit on the number of Financial Advisors who can participate. We’re proud to say that in recent years more than half of our Financial Advisors have qualified for each trip. Trip value typically ranges from \$3,800 to \$4,200 for two people or \$8,000 for a “Super Trip.” Please note the value of the trip is taxable.

3. Profit Sharing

Approximately 24% of post-bonus profit is paid in the form of profit sharing. Edward Jones can contribute to your profit-sharing plan based on up to \$225,000 of your earnings. A cash bonus is paid at the same rate as the profit-sharing rate for that year for any earnings in excess of \$225,000. As an Edward Jones Financial Advisor, you are 100% vested in your profit-sharing account from day one.

NEW-ACCOUNT AND MILESTONE BONUSES

As you are building a business your first three years with Edward Jones, we recognize it takes time to achieve significant commission earnings. Edward Jones offers two additional bonus programs to help recognize your accomplishments while you build your business.

New-account Bonus

New-account bonuses are designed to reward you for creating clients and to assist you in getting your business off to a fast and solid start in the first three years. Take a look:

Accounts Opened Each Month	Bonus
0 to 5 accounts	\$500 paid on 5th account
6 to 10 accounts	\$100 per account
11+ accounts	\$200 per account

New-account Bonus Eligibility Requirements

You must enter a buy or sell order, which includes funding an account and/or depositing securities in a client’s account or a direct investment with a linked vendor:

- Related accounts from the same household and business retirement plans are considered ONE new account.
- A trade must generate \$100 gross commission or accumulate \$10,000 assets under management that can be linked to an Edward Jones account.

Milestone Bonus

After you’ve spent months studying and training, we feel it’s important to immediately acknowledge a few key milestones as congratulations for a job well done. The first bonus you are eligible to receive is a graduation bonus upon completion of the training program. You may also qualify for key milestone bonuses during your first 36 months as a Financial Advisor if you are meeting the requirements and your performance is 100% of standard.

Month Selling Amount	New Bonus
Eval/Grad	\$1,000
4 Months	\$3,000
8 Months	\$3,000
12 Months	\$3,000
16 Months	\$4,500
20 Months	\$4,500
24 Months	\$4,500
28 Months	\$5,000
32 Months	\$5,000
36 Months	\$5,000
Total	\$38,500

4. Trimester Bonuses

Once you become a profitable Financial Advisor, you or your branch may be awarded a bonus each trimester based on two factors: the profitability of the firm and that of your branch. Trimester bonuses are supplemental compensation designed to reward Financial Advisors above their regular wages if their efforts produce a positive financial impact for their branch.

5. Limited Partnership

As a Financial Advisor at Edward Jones, you may be offered limited and/or general partnership later in your career. Partnership selection is based on how well you demonstrate leadership in building a business, ethics and

assistance to others in the firm. Your branch must also be profitable.

Earnings Benchmarks

Performance among new Financial Advisors varies, but at Edward Jones, we know from experience that you must maintain certain levels of performance to be a successful Financial Advisor. The first 120 days (four months) as a Financial Advisor are critical, and achievements are closely evaluated according to our “3 P’s” expectations – Prospective Clients, Production and Participation. In conjunction with this, you will work closely with your DL at the home office, who will monitor your progress toward meeting these performance

expectations. He or she, along with a field trainer assigned in your region, will provide you with intensive, one-on-one training and support to help you build your new business. Prior to and throughout this period, you will be well-informed about the specific goals you must attain based on your particular situation. To remain on track during this period, you must meet the “3 P’s” expectations outlined for you, which will include participation and accountability requirements, minimum net commission standards and potential client goals. Failure to achieve these critical “3 P’s” expectations during the first 120 days as a Financial Advisor is grounds for dismissal.

HOW IS MY SALARY CALCULATED?

Your base pay will be determined after you submit an application and begin the hiring process. At that time, your hiring specialist will consider your geographic location and previous experience in order to determine the base rate of pay for which you are eligible.

Another important variable when estimating your compensation is the bonus structure. As a new Financial

Advisor (0 to 36 months), you can potentially increase your income by hundreds or thousands of dollars over your base pay and commissions, depending on two different bonuses: first, based on the number of accounts you open, and second, the milestones you reach. These bonuses will not be available at any other time during your career as an Edward Jones Financial Advisor and are designed to help supplement your

income and to help you experience marked success as you work toward building a strong and profitable business.

As you progress in your career, you’ll see a shift from new-account and milestone bonus opportunities (from 0 to 36 months) to commission, profit sharing and profitability bonuses. The table below provides an example of that shift.

COMPENSATION OPPORTUNITIES

Selling Months as a Financial Advisor	Base Salary	New-account/ Milestone Bonus	Commission	Diversification Trips	Profit Sharing	Profitability Bonus	Limited Partnership
0–12 mos.	X	X	X	X	X		
13–36 mos.		X	X	X	X	X	
37+ mos.			X	X	X	X	X

Edward Jones ensures that each Financial Advisor’s compensation meets or exceeds the required minimum guarantee under federal and state law.

Does Edward Jones offer benefits?

An Edward Jones Financial Advisor's total return includes more than just a paycheck. Edward Jones provides access to a comprehensive package of benefits. Standard benefits, which are provided by the firm at no cost to you, include basic life insurance, basic accidental death and dismemberment insurance, income continuation plan for short-term disability, profit sharing and tuition reimbursement. Optional

benefits include medical coverage, dental coverage, Health Savings Account, long-term disability, supplemental accidental death and dismemberment insurance, dependent life insurance, long-term care insurance, health care reimbursement account, dependent day care reimbursement account, 401(k) plan, after-tax plan and investment savings plan. If optional benefits are elected, there is a cost to the Financial Advisor.

For Financial Advisors with a start date on or after Jan. 1, 2009, the benefit effective date will be the first of the month following two months of employment. For example, if you start on Jan. 15, 2009, your benefit effective date will be April 1, 2009. Your start date is the date you start working, not the date you sign an employment agreement. If you join the firm, a detailed benefits package will be mailed to your home during your first week of employment with Edward Jones.

YOUR FIRST YEAR

What does Edward Jones expect of me during my first year as a Financial Advisor?

The monetary rewards, personal freedom and lifestyle enjoyed by successful Edward Jones Financial Advisors are neither automatic nor quickly obtained. The work required, especially in the first two years, is challenging. Your progress will be directly related to the amount of effort. Although there is a great amount of potential for independence, the training and work required are very structured.

and opening accounts. This process is fundamental to the unique strength of the Edward Jones system: the personal relationships between the Financial Advisor and our clients. Initially, you will not be well-acquainted with most of the people living or working near your future office location, and they may not be familiar with Edward Jones.

It is solely up to you to initiate, develop and maintain strong relationships.

Your DL will monitor your progress closely during this time. You will meet hundreds of prospective clients face to face within your community. You will then contact them again, both in person and by telephone, several times. To meet expectations, you must earn cumulative net commissions of \$2,250 or more during your first four months as a Financial Advisor. Achieving less than the expected net commission standards during the first 120 days can result in dismissal.

You will participate in new Financial Advisor meetings once each month and promos two to four times each month. These sessions are organized by the Segment 1 Training department and are designed to help you meet commission expectations and build your business faster.

Meeting Those Expectations

The first 120 days require very hard work. You will concentrate on introducing yourself and making follow-up contacts with potential clients. You will be focusing on making contacts with people who work or live in the geographic area adjacent to the approximate location of your future office. After you are hired, complete training and meet minimum expectations, we do everything we can to get you into your branch office as soon as possible. However, prior to signing required contracts, we review your progress and performance to ensure you are on track.

MONTHS 1 THROUGH 4

Expectations

Years of experience have shown that the first 90–120 days as a Financial Advisor are critical to success. During that time, you must build your client base by meeting people face to face, qualifying them as potential clients, identifying their investment needs

Performance results that are below expectations may cause a delay in opening your office. On average, Edward Jones Financial Advisors earn their offices within eight to 12 months. Much of this time is spent making initial and follow-up contacts. You will meet face to face with business owners and other professionals who work in the area, as well as the people who live nearby. The training you receive will teach you how to effectively make these critical contacts. The business plan created during training will assist you in identifying many of the people you should be contacting.

On each initial contact, you will introduce yourself and the firm, and ask questions to learn how you might be of service to prospective clients. After you identify investment needs or interest, you will analyze the client's investment objectives, investment experience and tolerance for risk, determine which financial products may meet the client's needs and financial circumstances, and recommend an appropriate investment. To support you, a laptop computer will link you to the home office in St. Louis. Connecting with Edward Jones systems will give you access to detailed information about financial markets and specific investments. After completing your contacts, you will enter names, addresses and other critical information

about each potential client into your laptop computer. You will write a short thank-you note to each person you met that day to remind him or her of your meeting. You also will plan your next day and prepare for follow-up contacts with people who had specific questions or immediate investment needs, or who showed some level of interest. During this period, your activities will be a combination of first contacts with potential clients and follow-up contacts with those you have already met. Gradually, you will eliminate some people from your schedule when they clearly do not have the interest or qualifications needed to become a client.

Edward Jones' Support

Throughout this important time, you will interact closely with your DL, who is responsible for monitoring your progress and helping you enhance your business activities. It is your responsibility to work with your support team, follow your business plan and implement the training you have received. Your support team is responsible for helping you be successful. Your DL and regional support person will be your primary contacts until you reach location margin. You also will be communicating with fellow Financial Advisors in your region. Attending regional meetings and getting to know other Financial Advisors will be a tremendous asset to you and

your efforts throughout your career. It is vital that you get to know them and communicate with them regularly.

MONTHS 5 THROUGH 12 Expectations

During this period, you are expected to earn \$13,200 in net commissions if you are opening a new branch and not part of a program where you partner with an existing Financial Advisor (i.e., Goodknight, Legacy).

Meeting Those Expectations

During this time, you will continue contacting new prospective clients through face-to-face meetings. The telephone will become a more valuable tool when providing financial advice to clients you have previously met and communicating with potential clients. You will begin speaking at clubs and civic organizations, conducting public seminars and sponsoring broadcasts and/or videotaped programs in your office. These are all effective tools for meeting potential clients and increasing credibility with new clients. You will begin to experience an increase in the number of accounts you open and in the commissions you earn. While you will be earning substantially more in commissions during this period, you will continue to make initial and repeat contacts. It will always be important to identify qualified potential clients and to ask for referrals.

EXPENSES

As an Edward Jones Financial Advisor, you will have a high level of independence and responsibility for running your business. Edward Jones offers Financial Advisors the opportunity to earn a good income without requiring a franchise fee or a large capital investment to “buy into the business.” Our philosophy is to offer a higher payout and let the Financial Advisor invest as he or she chooses in developing the business.

Expenses

After you establish your office and hire a Branch Office Administrator (BOA),

Edward Jones pays the rent, utilities and your BOA's salary. In addition, the firm provides office furniture, four framed prints, a copier and a communications system, two computer terminals, a laser printer, a video monitor and a VCR.

Edward Jones also covers 100% of your local telephone service and certain other costs. For a description of how the firm handles other business expenses, please contact a recruiting or hiring specialist.

One Final Note

The opportunity at Edward Jones is

limited only by your desire, ability to generate results and willingness to do the necessary work. You will receive excellent training and support throughout your career. You will be well-compensated in return for your continuous efforts to run a successful, professional and ethical business. Although the risks of beginning a business are self-evident, a new Financial Advisor with Edward Jones starts with many advantages. If you have questions, do not hesitate to call our Recruiting department at 800-999-5650, or visit us at www.careers.edwardjones.com.

FREQUENTLY ASKED QUESTIONS

What other factors should I consider prior to becoming a Financial Advisor?

The work of a Financial Advisor is difficult. The first two years as an Edward Jones Financial Advisor require you to invest tremendous effort in building your business. You work alone much of the time. You can expect to experience emotional ups and downs, as well as fluctuating income. Despite all of the information you'll receive, your family may be surprised at the great amount of effort required to get your business started.

In addition, it is important to remember that this is a highly regulated industry. While you run your own business, you are required to do so within guidelines set by the federal government and

FINRA. The rewards of being an Edward Jones Financial Advisor are great, but you must consider whether this career is right for you.

Is the work difficult?

As you might expect, any career that offers the potential for financial success demands very hard work. This job is like starting a business. In any successful business, hard work and dedication are mandatory, but the rewards are well worth it. Edward Jones Financial Advisors consistently rank among the highest-paid professionals in the retail securities industry. Plus, they enjoy the freedom associated with running a business. Potential for firm ownership and travel incentives are other attractive perks, not to mention the respect and leadership opportunities

you'll enjoy as an Edward Jones Financial Advisor. This is not a part-time position. In addition, as with building any business, you'll have to overcome hearing “no” many times before ever hearing a “yes.” The ability to deal with rejection will play an important role in your daily activities. Success requires self-confidence, dedication and persistence.

Where should I establish my Edward Jones business?

Locating branch offices in places convenient for face-to-face contact with clients is one of Edward Jones' key business strategies. The number and location of branches within each community are determined by a variety of factors, including population, age of residents and investable assets. The process of location selection begins

when you submit your application. You must indicate where you wish to establish your business. Locations are not franchises or territories (which do not exist at Edward Jones) but those areas in which you believe you can build a successful business. While you can do business anywhere you are properly licensed, this location will be the focus of your target business-building efforts. Consider areas where you would feel comfortable making first contacts and asking people to invest. In addition, think about where you want to be in 10 or 20 years. Location selection is critical. Commitment to the chosen market and confidence in it are key elements for most Financial Advisors' success. Put as much effort into this process as possible. You should be certain the chosen market is a place you want to live for a number of years and that it provides the lifestyle and amenities you and your family desire. Edward Jones has identified thousands of areas where we one day want to open offices. We will work to match where we want to be with where you want to be.

After you are hired, complete training and meet minimum expectations, we will do everything we can to get you into your branch office as soon as possible. However, prior to signing a lease on the branch office, we will review your progress and performance to ensure you are on track. Below-standard performance may result in a delay in opening your Edward Jones office. On average, Edward Jones Financial Advisors earn their offices within eight to 12 months. Our Branch

Facilities department will play a key role in this process. The standard Edward Jones office is approximately 700 to 800 square feet in size. The firm will provide furniture, office equipment and satellite communication equipment. The satellite equipment installed in your office is a valuable tool for you because it allows for data transmissions and video programs.

What if I need to relocate?

We do not encourage relocation but do permit it in cases based on sound business reasons. An example of an acceptable reason would be to take advantage of an opportunity to move to another branch with greater assets. In such cases, the Financial Advisor must recruit his or her own replacement. In general, however, Edward Jones' expectation is that the new Financial Advisor will remain in the community for at least 10 years. Any relocation after hire should take place during the Market Research phase. We recommend that you do not move while you are studying for the Series 7 or Series 66 exam.

Can I have a part-time job outside Edward Jones until my business starts growing?

No. Edward Jones does not generally allow Financial Advisors to have second jobs, with the exception of part-time teaching positions. This includes the time period during which you will be studying for your exams. A career as an Edward Jones Financial Advisor requires hard work and dedication. Any outside employment, regardless of how minimal, must be disclosed to and approved

by our Compliance department during the hiring process.

What if I am currently licensed and am selling insurance?

If you are currently licensed to sell insurance and are receiving more than \$5,000 per year in trail income from a non-Edward Jones vendor or have \$2 million of annuity assets that meet the required quality standards, Edward Jones may sign a dealer agreement on your behalf. Although no additional policies may be sold, renewal income may be processed through Edward Jones with the standard commission payout schedule in effect. Such a policy is solely at our discretion. If you have outside renewal of life, health or property and casualty income, please discuss this with the Hiring department. All other appointments not disclosed to Edward Jones must be canceled.

I'm not sure I can wind up my current business before starting with Edward Jones. Is that a problem?

It depends. Industry regulations require you to disclose all outside employment, business and investment activities to Edward Jones upon hire. To continue any such activity, you must obtain approval from Edward Jones. There are some things the firm will not approve.

Do I have to sign a contract?

Yes. There is a contract that requires the return of all Edward Jones equipment in good condition, stipulates no client information may be copied or removed and provides other provisions governing the employment relationship.