

# CAMBRIDGE *Investment* Research, Inc.



Choosing a career can be a difficult decision. Many factors should be taken into consideration. You may ask yourself questions like, is the company stable, with a long history of success, is there opportunity to move up in the company, is this a good location for me, will I fit in, will my education, skills, and areas of interest be put to good use? I think you will find that the answers to most of these questions are usually yes at Cambridge. Remember to do what you do with joy and passion, with people you trust and know that the rest will take care of itself.

At Cambridge, we are doing just that. For thirty years, we've been making the impossible, possible as we climb to the top of our industry. Our success stems from our people-focused and value driven perspectives. Cambridge lives up to our core values of integrity, kindness, commitment and flexibility both with associates and with rep-advisors.

At Cambridge you control the journey, so join us and start a career that will exceed your expectations.

Best Regards,



Founder, CEO, and Chairman of the Board



Cambridge is one of the nation's leading independent broker-dealers. We are dedicated to offering unbiased investment advice for our rep-advisors to use with their clients.

At Cambridge, we think life should be enjoyed, and that the success of our relationship should be measured not only by our mutual prosperity, but also by how enjoyable it is for us to work together. Our values are truly important to us and are a major reason why we have been able to maintain our small-firm, family culture even as we have grown and gained national prominence. We are proud that independent financial professionals who share our values of integrity, commitment, flexibility and kindness choose Cambridge.

### FAST FACTS

- Privately owned
- In business for 30 years
- Nearly \$45 billion assets under management
- About 2000 advisors, supported by approximately 400 home office associates
- An 18-member executive team averaging 20 years industry experience
- No reduction in workforce in over 10 years
- Headquartered in Fairfield, Iowa, and served by a Midwestern culture of courtesy
- Registered in 50 states, with clearing through National Financial Services LLC (NFS) and Pershing LLC both Member FINRA/SIPC
- Cambridge has been ranked a fee leader among independent broker-dealers for 11 consecutive years, Financial Planning magazine, June "FP50" issue, 2001-2011
- Cambridge is committed to its strong culture of service while delivering the flexibility, choice and innovative solutions advisors need to successfully run their independent businesses.

## Letter from our FOUNDER AND CEO

## About CAMBRIDGE

### CONTROL YOUR JOURNEY

Are you looking for a career where you can contribute to the success of something bigger? A career at Cambridge gives you abundant career opportunities, continued training, employee development, and the ability to be promoted from within because at Cambridge we believe you control the journey.

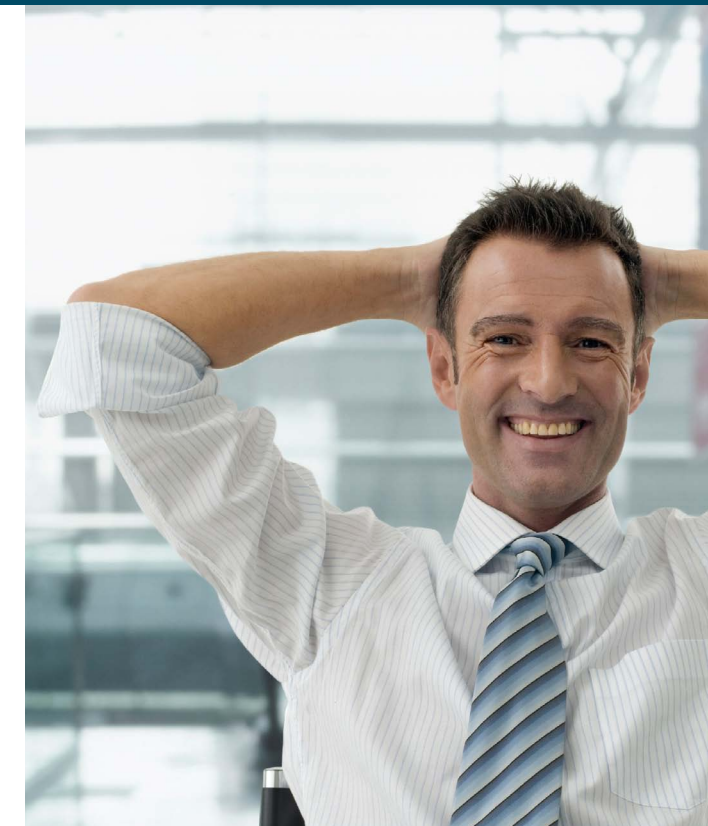
As we continue to grow, we seek highly talented and forward-thinking people to join our family. We offer a variety of career opportunities beyond the world of finance. You're sure to find a career that will exceed your expectations.

Bring your knowledge and expertise to one of our many departments including:

- marketing
- operations
- compliance
- technology
- accounting
- advisor services
- corporate
- partner support

### TOP TEN REASONS TO WORK AT CAMBRIDGE

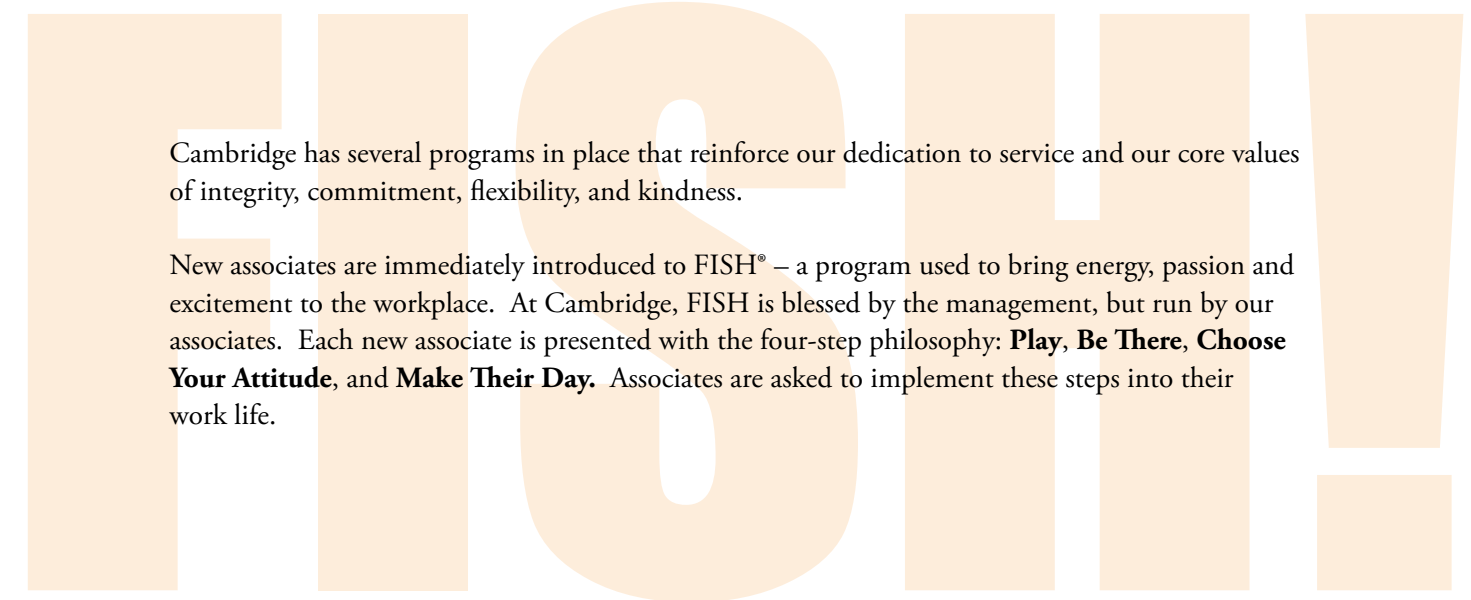
10. Associate appreciation initiatives
9. Highly skilled leadership
8. Stability
7. Team work
6. Benefits
5. Continued Education opportunities
4. It's fun!
3. Flexibility
2. Opportunities for promotion
1. The PEOPLE





At Cambridge, we believe work should be productive and enjoyable! We pride ourselves in being friendly, flexible, and dedicated to service. We treat our employees and customers not as numbers, but as individuals. We pride ourselves in providing an environment that empowers our highly talented, intelligent, and engaging associates by encouraging collaboration, supporting work/life balance, and remaining committed to our core values of **integrity, commitment, flexibility, and kindness.**

*We support all that makes you, you!*



Cambridge has several programs in place that reinforce our dedication to service and our core values of integrity, commitment, flexibility, and kindness.

New associates are immediately introduced to FISH® – a program used to bring energy, passion and excitement to the workplace. At Cambridge, FISH is blessed by the management, but run by our associates. Each new associate is presented with the four-step philosophy: **Play, Be There, Choose Your Attitude,** and **Make Their Day.** Associates are asked to implement these steps into their work life.

## CORE VALUES & CORPORATE CULTURE

More than  
“JUST A JOB”

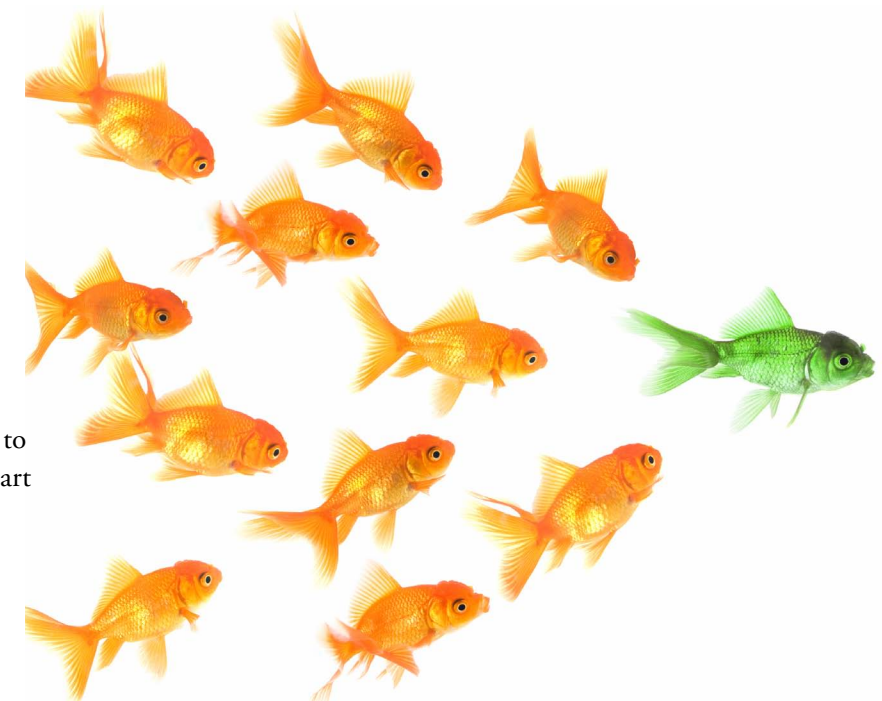


In 2010, Cambridge was named by Iowa Association of Business and Industry’s magazine – *LABiz* – as one of the top three Best of Iowa companies for “Quality of Work Life.” Cambridge offers a well-rounded portfolio of benefits that encourage and support associate work-life balance and wellness. We understand that life outside of Cambridge is important and we work to support our associates in all areas of their lives. We encourage associates to invite their children for ‘lunch dates’ in out Great Hall. Cambridge also hosts special family fun day, held at a new and exciting location each summer.

FISH is also about “fun”. Our FISH Committee hosts at least one activity every month encouraging associates to “play.” Examples of Cambridge FISH events include:

- Halloween costume and decorating contest
- Chili cook off
- Miniature indoor golf competition
- Cambridge “Idol”
- Wii Bowling tournaments

Our associates create teams with elaborate costumes and themes focused on humor and fun. In addition, we seem to always have great food around and may have defined the art of crock-pot pot-luck for a company of our size.







Cambridge has long been committed to encouraging and supporting the achievement of FINRA licenses. Successful completion of a FINRA exam is a professional milestone in the industry. While only a small percentage of Cambridge positions require completion of an exam, over 35 percent of our associates choose to take the exams. Passing the exams demonstrates knowledge in our business and a commitment to a promising career path.

We also have enhanced our in-house Corporate Training Department specifically dedicated to helping associates discover and develop their talents and grow professionally.

### CURRENT PROGRAMS INCLUDE:

- Attitudes of Emerging Leaders
- Dynamic CRM (Customer Relations Management)
- Time Management
- Presenting with Power
- Financial Planning
- 401(k) Introduction
- Cambridge Shop Talk

Cambridge offers many health and wellness amenities that may not even be available in large metropolitan areas, such as our 60-acre campus featuring a pond surrounded by a half-mile walking trail. We also offer onsite yoga and massage therapy in addition to a subsidized membership to the local fitness and community recreation center.

As an added-bonus we offer a variety of on-site “convenience” services that give associates more time to spend doing things they enjoy. These services include: dry cleaning pick-up and delivery, mail service, FedEx and UPS delivery, car repair pick-up and delivery service, on-site catering, and take-home food service delivery.

Best of all, at Cambridge we continually review ways to enhance the benefits we offer!



## TOOLS to help YOU CONTROL THE JOURNEY

We offer ongoing support for the continuing education required for associates holding FINRA and insurance licenses.

The Cambridge Knowledge Center is as a primary resource of training, resources, and professional development opportunities within the company. The Knowledge Center provides training in client service, communication, leadership, office efficiencies, management, and other soft skills we continue to offer. Additional staff development programs that will create even more opportunities for those seeking career advancement and advanced professional development.

In addition to our in-house training, Cambridge associates are encouraged to attend workshops, seminars, and conferences available throughout the industry. Associates are also encouraged to join professional associations and community service organizations. All of these experiences and opportunities are factored into career path options and professional development plans that associates create with their managers.

Cambridge continues to focus on supporting professional development tracks designed around enhancing personal growth and/or career advancement.

## The GOODS

BELOW IS A FULL LIST OF THE EXCEPTIONAL BENEFITS WE OFFER:

### GOOD BENEFITS

- Eight Paid Holidays including your birthday
- Away Days
- Medical Insurance
- Dental Insurance
- Vision Insurance
- 401(k) Retirement Plan

### REALLY GOOD BENEFITS

- Wellness Benefit
- Life & Long Term Disability Insurance
- Flexible Spending Account
- Casual Dress Attire
- Winter Holiday Party
- Aflac Insurance

### REALLY REALLY GOOD BENEFITS

- Half-Mile Walking Trail
- Catering Services
- Dry Cleaning Services
- Employee Appreciation initiatives
- Smoking Cessation Program
- Carpooling benefit
- Vehicle servicing
- Rental car delivery and pick-up
- Sam's Club discount
- PTO for volunteering
- Employee Assistance Plan
- Rec Center Discount
- Wii Game System
- Onsite Massage Therapy
- Financial Planning Classes
- Flu Vaccines



As one of the largest employers in Jefferson County, Cambridge takes corporate responsibility seriously and is dedicated to giving back to the community that is home to our associates and their families. We encourage volunteerism and offer eight hours paid time off specifically for use by associates as a volunteer day.

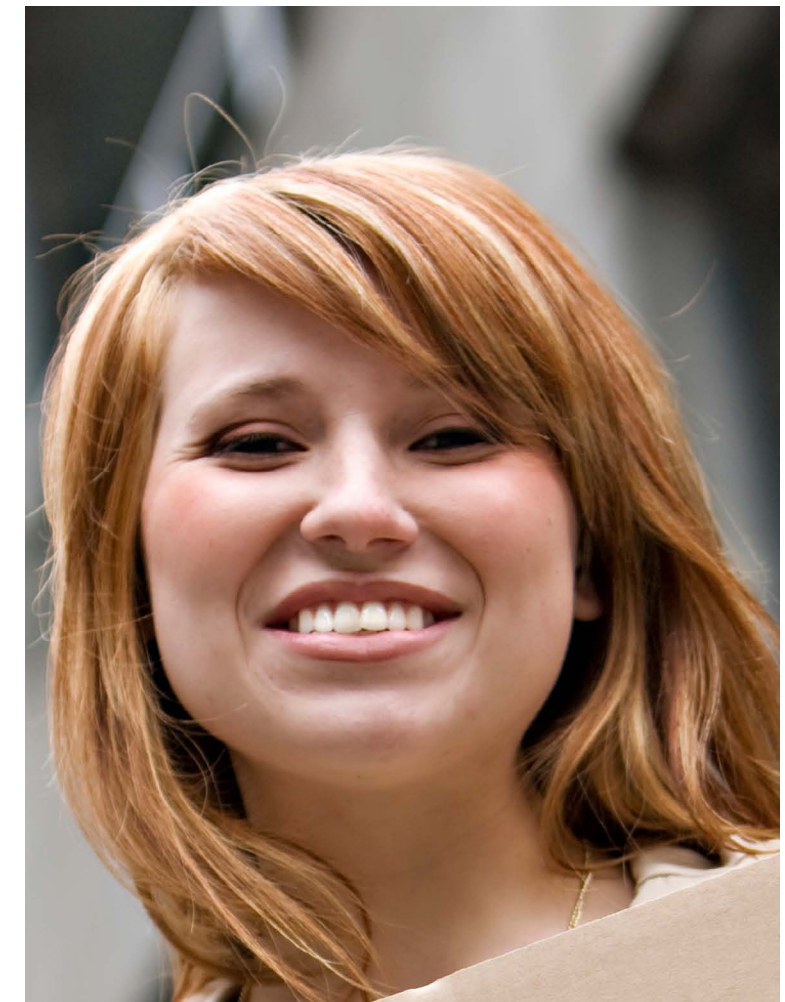
The Cambridge Corporate Giving Committee reviews and approves requests to fund a variety of causes throughout the five-county area our associates call home. Recent recipients include: Little League teams, Jefferson County Health Care Foundation, Fairfield Education Foundation, Jefferson County Trails, Rotary, Kiwanis, Special Olympics, Art Walk, Live on the Square, Adopt-a-home and many more.

In addition, Cambridge hosts an annual conference for our advisor clients. In place of advisor gifts we choose to support a local charity in the metro area in which we host the event. Cambridge and its advisors donate funds to a charity in the host community and raise awareness for the charity during the conference.



Cambridge offers an attractive career path in a growing industry, complimented by competitive compensation and ongoing professional development. Based in Southeast Iowa, we offer associates the unique opportunity to live and raise their families in the heart of the Midwest while having access to careers typically available in large metropolitan areas. Career path opportunities are driven by a consistently profitable, financially sound company that is among the fastest growing in our industry. We also find our unwavering commitment to our values to be very appealing – especially our focus on kindness which may seem unique.

Cambridge seeks candidates who demonstrate characteristics that align with our culture and core values. Despite gaining industry prominence, we continue to deliver excellent service on the backbone of our core values of flexibility, integrity, commitment and kindness. The growing number of advisors and associates drawn to Cambridge will tell you they appreciate personal attention to service and sincere spirit of partnership.



## COMMUNITY SERVICE Involvement

### COMMUNITY VOLUNTEER EVENTS INCLUDE:

- American Cancer Society Relay for Life
- Quarterly Blood Drives
- Fairfield Community Beautification Project
- Fairfield Middle School Playground
- Lord's Cupboard
- Ronald McDonald House



**WE OFFER EACH ASSOCIATE EIGHT HOURS OF PAID TIME OFF TO USE AS A VOLUNTEER DAY.**

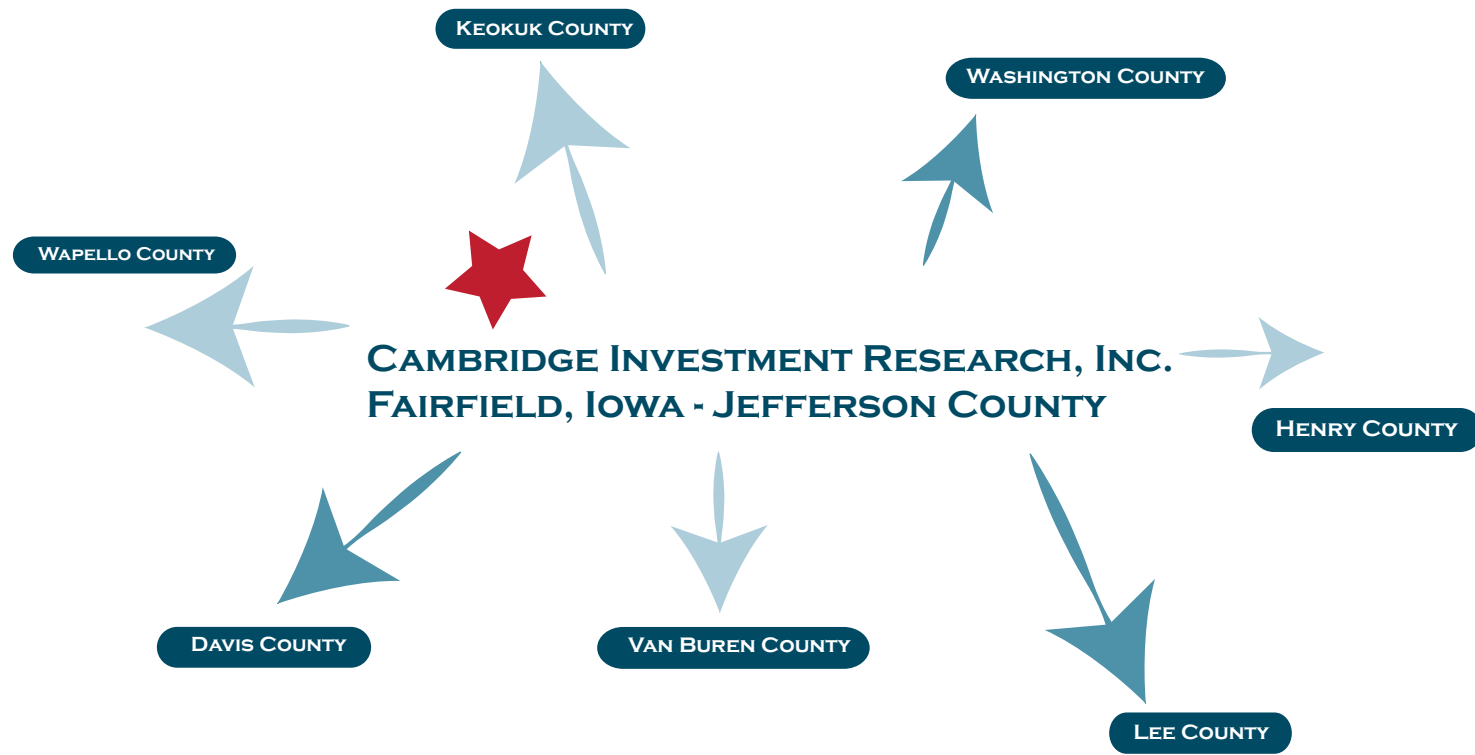
## Our HIRING PROCESS

### OUR INTERVIEW PROCESS

- 1.) Tailored to address our culture of service
- 2.) Our interview process involves questions designed to assess the person being interviewed in terms of our core values of integrity, flexibility, and kindness.
- 3.) Associates are included in our interview process so that candidates may meet a broad sampling of our professionals

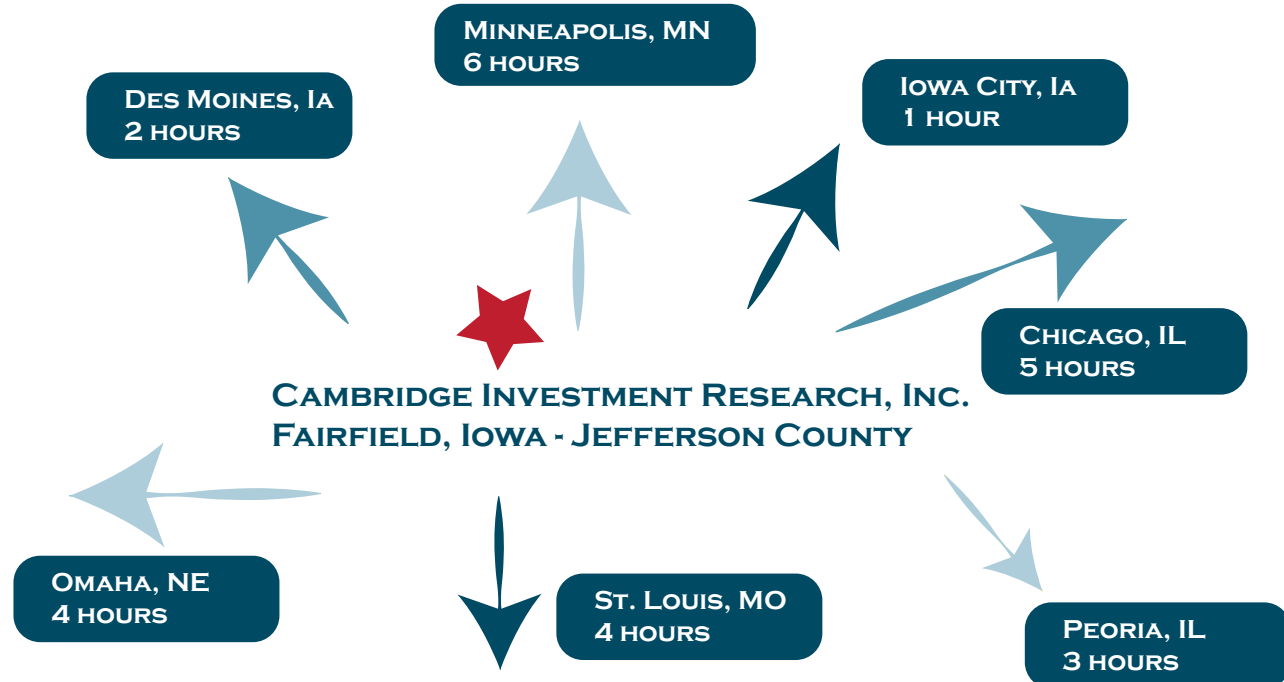


Cambridge is one of the top employers in Southeast Iowa. Located in Fairfield, Iowa, the majority of our associates commute from a seven-county region. Our headquarters are on a 60-acre tract of land that includes two buildings, a four-acre pond, and a walking path used daily by our associates.



# Our LOCATION

Cambridge is conveniently located in the heart of the Midwest, within driving distance of seven major cities offering a wide range of entertainment.



# CONTACT US

Cambridge Investment Research Inc. 

1776 Pleasant Plain Road

Fairfield, Iowa 52556

(P) 641-472-5100

(F) 641-470-1282

[www.joincambridge.com](http://www.joincambridge.com)



Securities offered through Cambridge Investment Research, Inc., a broker-dealer, member FINRA/SIPC, and investment advisory services offered through Cambridge Investment Research Advisors, Inc., a Registered Investment Adviser. Both are wholly-owned subsidiaries of Cambridge Investment Group, Inc.