

Finding the Right People

The South Region is offering an incentive to our chapter leaders, chapter advisors, and congregational coordinators to help us find the right people for the financial representative career with Thrivent Financial for Lutherans.

Any chapter leader, chapter advisor or congregational coordinator who makes an FR referral who is contracted as a full-time financial representative **will receive \$500 for their Chapter or Congregation!** Here are the details:

- Referrals must be submitted between March 2 and July 1, 2009.
- The referral must be contracted as a full-time financial representative by September 30, 2009.
- Incentive program applies to chapter leaders, chapter advisors and congregational coordinators in the South Region.
- The referral must be contracted as an FR with the South Region.

Q: Why should I refer someone for a career that is challenging and requires a lot of hard work?

A: Financial representatives get out of the career what they put into it in terms of financial, professional and personal rewards. In addition to unlimited earning potential, FRs enjoy a flexible work schedule, career advancement opportunities and local team support. They have the opportunity to make a difference in people's lives, their congregations and communities through programs and benefits that are unique to Thrivent Financial.

Also, by helping expand our team of FRs, you can help multiply the good we do. More Lutherans choose Thrivent Financial than any other financial services organization. We want to ensure our members receive the personalized and professional assistance they deserve.

Q: What are the characteristics of a successful FR?

A: We are looking for individuals who reflect the five values of Thrivent Financial – Stewardship, Accountability, Growth, Integrity and Community. Some of the characteristics and qualities are:

- High level of integrity
- Self-motivated
- Seeks to excel
- Desires to help others
- Demonstrates confidence
- Highly determined
- Focused on results
- Assumes accountability
- Self-disciplined and highly organized
- Team player
- Personable and empathetic

Q: How do I make a referral and what happens next?

A: Please submit your referrals to one of the South Regional Office staff:

- Aaron Ablondi, aaron.ablondi@thrivent.com
- Stacey Knoernschild, stacey.knoernschild@thrivent.com
- Or by calling them toll free at (877) 222-2379

Please provide the following information for each referral: your name; your phone number/email; the name of the person you are referring; and the referral's address and phone number/email.

Each candidate you refer will be contacted by the recruiter in their area. You can be assured that the candidate will be treated with the utmost respect and professionalism. A formal selection process will determine if the FR career is the right fit for the candidate—and for Thrivent Financial. If your referral is contracted as a full-time FR, you will be notified by the recruiter within two weeks of their hire.