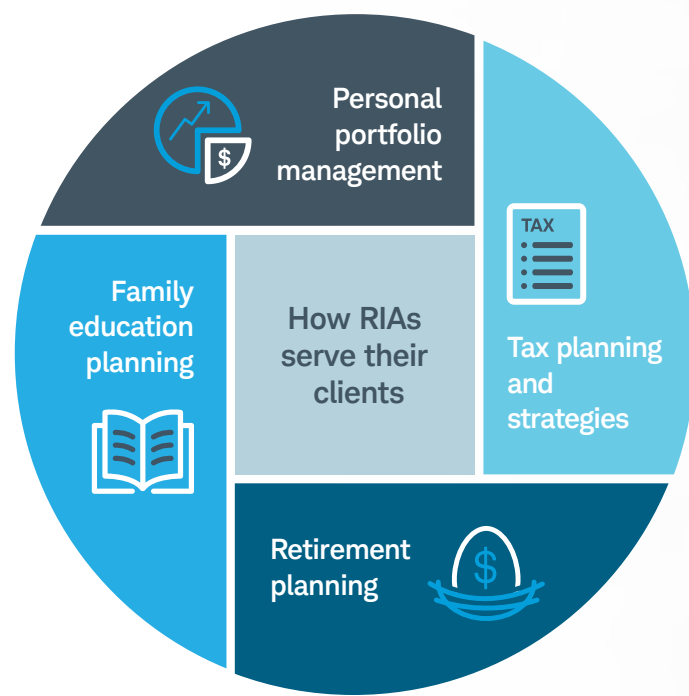


Explore a career in the RIA industry

Registered Investments Advisors (RIAs) are professional practices that typically provide personalized investment advice to clients that generally require ongoing investment management and/or financial planning services or consultations. A career in the RIA space enables you to experience a dynamic industry, one centered on client satisfaction and innovative ways of managing client assets. Broaden your understanding of where a career in financial services can take you by exploring the RIA industry.



RIAs have a fiduciary responsibility to put their clients' interests first



Join a rapidly growing industry

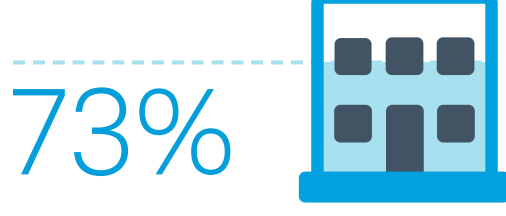
The RIA space is the fastest growing segment in financial services. Learn about the structure and expanding opportunities within the industry to broaden your understanding of where a career in the RIA industry can take you.

As the RIA industry grows, so does the opportunity for employment:

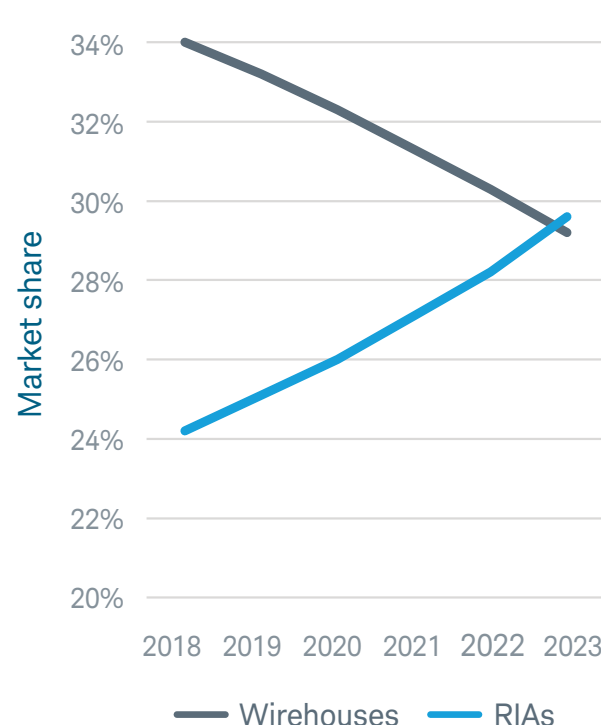
75% of firms had new hires in 2019 with a median of two new staff members.¹



Most RIA firms are planning to hire talent within the year.¹



RIA channel asset market share will surpass that of wirehouses by 2023.²



Why the RIA model is effective:

1. Advisors have a fiduciary responsibility to put the clients' interests first
2. Provides tailored advice based on clients' goals
3. Offers a fee structure that is simple and transparent

RIA firms come in all shapes and sizes

Some firms provide career pathing and employee training, including giving young talent the ability to learn from experienced advisors.

- Solo:** Single advisor with their own practice
- Silo:** Multiple advisors under the same roof, where each advisor manages interactions with their own clients
- Ensemble:** Multiple advisors, typically a team-based client service model
- Enterprise:** Large number of advisors across multiple locations providing a team-based client service model

¹ Results for all firms with \$250 million or more in AUM. 2020 RIA Benchmarking Study from Charles Schwab, fielded January to early April 2020. Study contains self-reported data from 1,010 firms. Participant firms represent various sizes and business models categorized into 12 peer groups—7 wealth manager groups and 5 money manager groups—by AUM size.
² The Cerulli Report – U.S. Advisor Metrics, Market Sizing, 2019.

Explore the benefits

Experience a career centered on helping clients achieve their financial goals and discover the opportunities that await you.

Experience profound fulfillment by establishing and maintaining strong client relationships.



The total compensation for an entry-level role typically ranges from \$59,000 - \$75,000.¹



Promotional opportunities may come after receiving necessary certifications and industry experience.

Along with an attractive starting salary, many RIA firms offer additional benefits for employees such as:

- Comprehensive healthcare insurance
- Performance-based incentive pay
- Opportunity for equity ownership

¹ 2020 RIA Benchmarking Study from Charles Schwab, fielded January to early April 2020. Study contains self-reported data from 1,010 firms for the main study and 761 firms for the compensation portion. The total compensation range represents the 50th to 80th percentile of a Client Services Associate role. Note: Total cash compensation may include base salary, performance-based incentive pay, and compensation tied to revenue.

Gain relevant industry skills

Experience a dynamic field, centered around nurturing client relationships. Obtain personal and professional development that allows you the chance to achieve your career goals through a variety of roles and opportunity.

In order to best serve clients, broaden your skill set by focusing on a few key areas:



As RIA firms grow, so do the opportunities to discover a wide variety of roles within the industry.



Frequently, RIA firms will support you when obtaining necessary certifications and licensing such as:

- FINRA Series 65
- Certified Financial Planner™ (CFP®)
- Chartered Financial Analyst® (CFA®)
- Certified Public Accountant® (CPA)
- Personal Financial Specialist (PFS™)

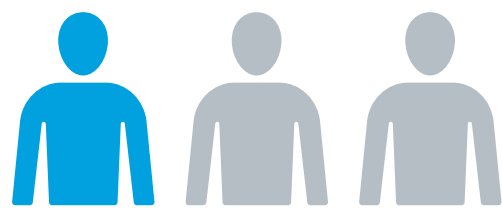


Contribute your unique perspectives

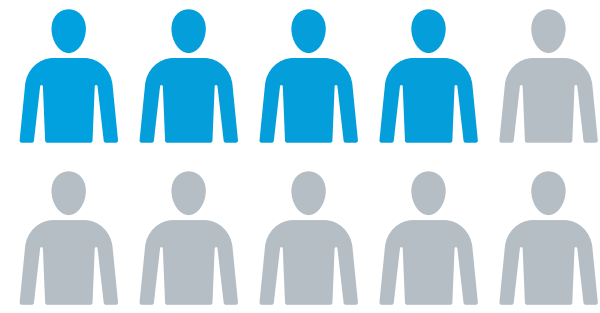
Create value by offering your distinct experiences and solutions to best serve the next generation of wealth.

Advisors value diversity of background, experience, education and thought in order to broaden perspectives and thus, problem-solving capabilities.

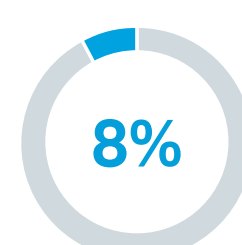
Around one-third of financial advisors are planning to retire within the next decade.



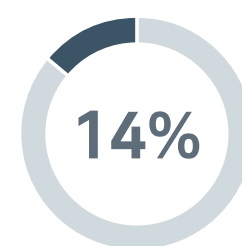
40% are over the age of 55.



Creating a large opportunity for young advisors.¹



A small percentage of staff in RIA firms are Black, Latinx, or Asian.²



Women hold over \$40 trillion in wealth, although a mere 14 percent of advisors are female.³

“It’s becoming increasingly important for firms to develop teams that offer a range of perspectives, experiences, and backgrounds that reflect those of an evolving client population.”

- Lisa Salvi, Vice President
Schwab Business Consulting and Education

¹ The Cerulli Report- U.S. Advisor Metrics, Advisor Demographics, 2019.
² 2020 RIA Benchmarking Study from Charles Schwab, fielded January to early April 2020. Study contains self-reported data from 1,010 firms for the main study and 761 firms for the compensation portion.
³ CFP® Professional Demographics, Certified Financial Planner Board of Standards, Inc., 2020.

Discover your future

Unlock your potential by immersing yourself into a rewarding career in the RIA industry. With the necessary tools at your disposal, take hold of your career by striving for client satisfaction and a passionate approach to wealth management.

1. Expand your skillset and personalize your approach to serving clients:

- Strengthen your personal brand and interpersonal skills
- Take courses that are centered around financial planning
- Learn more about the [Certified Financial Planner \(CFP®\)](#) designation

2. Network with industry professionals:

- [Find RIA firms near you](#)
- Attend Charles Schwab's annual [IMPACT®](#) conference to meet industry leading advisors

3. Find internship and full-time opportunities to further explore the world of an RIA:

- [Discover opportunities for employment at RIA firms near you](#)
- Visit the [CFP](#) and [EPA](#) job boards to learn more



Explore the Schwab Advisor Services RIA Summer Internship Program

[Learn more >](#)

Schwab can help you jumpstart your career

Thinking about a career with an independent Registered Investment Advisory (RIA) firm? Schwab's unique RIA Summer Internship Program will help deepen your understanding of how RIA firms work and the industry as a whole so that you can see new opportunities for your future.