

Position Specification



CAPITAL | **AMERICAN**
GROUP[®] | **FUNDS**[®]

Financial Conglomerate Wholesaler

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herman
AND ASSOCIATES

Integrity. Quality. Success.

Organization

Founded in 1931, Capital Group (“Capital”) is one of the world’s largest and most trusted investment management firms, managing approximately \$2.6 trillion in assets on behalf of more than 60 million individual and institutional investor accounts in 29 offices around the world. With 7,800 associates in offices across Asia, Australia, Europe, and the Americas, Capital strives to improve people’s lives through successful investing.

Capital takes great pride in helping millions of investors around the globe fulfill their dreams and financial goals. The firm assists millions of people in achieving financial outcomes that are otherwise unobtainable on their own from home ownership and higher education to a comfortable retirement. It has always been essential to Capital’s business to espouse values that include mutual respect, fairness, and integrity. The diversity of Capital’s associates and the breadth of their experiences is a cornerstone of the firm’s success.

Private ownership is key to the organization, allowing the firm to focus on the long term even if its views prove unpopular in the short term. The firm’s financial position is managed conservatively to ensure financial strength through market cycles, and is committed to sustainable, balanced growth while maintaining healthy profitability. Capital strives to fulfill its obligation as stewards and do what is best for clients over time, with due consideration for associates and Capital Group shareholders.

The Capital organization is composed of groups that perform securities analysis and portfolio management, market and distribute the organization’s investment products, provide service and operational support, and manage the firm’s large technology infrastructure. Capital Group offers a range of products, including more than 40 mutual funds, known as the American Funds®, as well as separately managed accounts (collective investment trusts) and high net worth investment services. In addition, they offer the American Funds Target Date Retirement Series (available for IRAs and tax-deferred retirement plans), college savings plans, and a full line of retirement plan solutions. Clients include institutions such as public and corporate retirement plans (defined benefit and defined contribution), endowments and foundations, sovereign wealth funds, financial institutions, retail investors (who invest via the American Funds mutual fund family in the U.S.), and high-net-worth individuals (served by the Private Client Services group).

Investment Approach

Capital’s core mission is to improve people’s lives through successful investing. To accomplish this, the firm invests clients’ assets based on rigorous research and careful attention to risk. The firm believes that active investing (picking individual securities as opposed to indexing), provided by the right managers at the right price, produces significant advantages to investors over the long term. The job of the long-term active manager is to look for value in enough places to help investors do better than the market average over meaningful periods of time. Capital’s track record speaks for itself and the firm takes pride in the level of transparency both in investment results and the cost to the investor for Capital to achieve those results. Capital has consistently been among the lowest-cost fund managers, comparable to many passive providers. The firm’s portfolio managers are among the most experienced in the industry, with an average of 27 years of industry experience and 22 years of experience at Capital.

Over several decades, Capital has developed a unique approach to portfolio management that shuns the “star system” in favor of a multi-manager structure called The Capital System. With each investment offering, the firm begins by defining a clear investment objective and assembling a diverse team of portfolio managers and investment research analysts best equipped to pursue the universe of investment opportunities available. The Capital System is designed to enable individual investment professionals to act on their highest convictions, while limiting the risk associated with isolated decision-making. Funds using The Capital System are divided into portions that are managed independently by investment professionals with diverse backgrounds, ages, and investment approaches.

Capital’s commitment to a consistent and thoughtful approach to investing is reflected in strong financial results for the firm. Indeed, the Capital Group/AFD’s funds have beaten their Lipper peer indexes as follows: equity funds, 93% of 10-year periods and 98% of 20-year periods; fixed income funds, 80% of 10-year periods and 80% of 20-year periods.

Industry Recognition

American Funds has been acknowledged by Morningstar for exemplary stewardship that puts investors’ interests first, celebrating what they recognize as an elite investment and commercial culture. In fact, Morningstar has nominated Capital Group for their Exemplary Steward Award for the last three consecutive years. In the announcement of the 2021 nomination, Morningstar acknowledged Capital Group’s “long history of doing right by investors,” transparency around mutual fund pricing, and a system that “has translated into performance characterized by more-limited volatility and downside than many competitors”; at the same time, the firm’s plethora of talented investors has also led to superior investment results over very long stretches.”

In December 2020, seven American Funds were included in the Morningstar® FundInvestorSM “The Thrilling 36” list. Morningstar’s review of more than 8,000 mutual funds identified 36 funds screened for criteria that include expense ratio, manager ownership, risk rating, parent rating, and returns. This followed the selection of eight American Funds by Morningstar for their “The Thrilling 34” list in March of that year and eight funds that were included in the organization’s “28 Terrific Funds” list in 2018.

In 2021, American Funds won 20 Refinitiv Lipper Fund Awards recognizing [American Funds Target Date Retirement Series®](#), [American Funds Strategic Bond FundSM](#), and [SMALLCAP World Fund®](#). The annual Lipper Fund Awards recognize fund families and individual mutual funds that, relative to their peers, have achieved consistently strong risk-adjusted three-, five-, and ten-year results. This marks the 13th consecutive year that American Funds has taken home multiple Refinitiv Lipper awards, including 13 awards in 2020.

Philanthropy

Just as Capital seeks to make a difference in the lives of investors, the firm encourages associates to make a difference in their communities. Capital has a strong tradition of service and philanthropy. Each year, associates personally support nearly 3,600 nonprofit organizations through donations and volunteer work. In turn, Capital Group and its charitable foundation enhance that support with funding through grants and matching gifts. During the past 10 years, Capital has contributed more than \$250 million to charitable organizations.

Culture

Capital's operating principles and devotion to clients' objectives are also reflected in the firm's culture. Capital strives to stay humble by recognizing how difficult it is to achieve superior results for clients and that any success is due to the hard work of talented and unique individuals working together. It is a core tenet of Capital's culture to do the right thing as a matter of principle, not just in observance of policy.

The work environment at Capital is collegial, intellectually rigorous, and honest. Everyone is expected to contribute both as an individual and as a member of a team. Another distinct hallmark of Capital's philosophy is its focus on long-term investment results, relationship management, and the stewardship of the organization itself. After 90 years, Capital remains a vibrant and dynamic organization engaged in continuously improving the way it operates, aligning its strengths as an asset manager to the needs of investors around the world.

Capital fosters an environment of mutual respect. The firm values diversity of backgrounds, beliefs, and viewpoints and encourages all associates to participate in discussions. The firm is built on fundamental values that shape decision-making and the way Capital interacts with clients, investors, and one another:

Integrity: They strive to do what's right, no matter what.

Respect for individuals: They treat people fairly and embrace their diversity.

Collaboration: They work openly and constructively together.

Humility: Their focus is on their clients, not themselves.

Long-term focus: They act with the long-term interests of their clients in mind.

Rigorous analysis: They make decisions based on evaluation of sound research.

Consistency: They can be counted on to act in a predictable manner.

Accountability: They take responsibility for their actions and deliver what is agreed upon.

This is an exciting time to join Capital. The firm is making significant investments in the future, as evidenced by the many initiatives underway across the organization to enhance competitive positioning, improve the way the firm operates, and, ultimately, provide superior investment results and service to clients and investors.

The organization was named one of the Best Places to Work in 2018 among large U.S. companies in [Glassdoor's Employees' Choice Award](#). The recognition was derived from reviews submitted by current and former Capital Group employees who rated the organization on workplace attributes, including career opportunities, compensation, benefits, culture, values, senior management, work/life balance, and six-month business outlook.

Additional Information

Additional information on the company can be found at www.thecapitalgroup.com/us/ and www.americanfunds.com, as well as    .

Location

This individual will be based in the territory, ideally in Charlotte, and will cover wirehouse and regional firms in the North and South Carolina metro markets of Charlotte, Columbia, and Raleigh Durham/Chapel Hill. Coverage includes Merrill Lynch, Morgan Stanley, UBS, and Wells Fargo primarily.

Position Overview

The Wholesaler will lead sales initiatives in the Financial Conglomerate (Wirehouse/FC) market, identify advisor needs, and coordinate efforts to serve those needs. More specifically, the Wholesaler will be responsible for managing Capital Group/AFD's presence and relationship with brokerage firm representatives. This individual will be charged with setting up these meetings and other related interactions; delivering motivational and informative presentations; soliciting and responding to phone calls and sales leads that these meetings generate; and proactively driving sales. Capital Group/AFD is focused very specifically on seeing the right advisors with the right message. Wholesalers are expected to focus efforts on the top 20% and high potential advisors in their territory.

Specific Responsibilities

Business Planning Skills

- Develops and executes a business plan for the territory that connects to Capital Group/American Funds' goals as well as to the goals and objectives of the Division.
- Partners with the members of the Division to ensure a collective and integrated approach to planning and running the business.
- Consistently evaluates the business plan against the success measures developed in partnership with the **Division Manager, John Harley**.

Territory Management Skills

- Organizes the territory efficiently (e.g., properly zones and ranks offices, focusing on the top 20% and high potential offices; effectively schedules; and utilizes the entire internal sales support team to include a dedicated Internal Wholesaler, one to one, and a support professional, one to two).
- Embraces and then utilizes technology such as Salesforce.com, Market Metrics, and Coates Analytics.
- Consistently works to identify key advisors and centers of influence.

- Focuses on Capital Group/AFD's core offices, advisors, and activities that maximize the Wholesaler's ability to leverage their efforts and serve Capital Group/AFD's core customer (e.g., RAMs and Regional B/D meetings).
- Stays current on Capital Group/AFD's business objectives and ensures management of the territory is aligned with those goals.
- Identifies and communicates any necessary trends or concerns developing in the territory.

Leadership Skills

- Inspires territory team and leads by example.
- Nourishes positive morale and attitudes to help create a team environment within the Division.

Sales/Presentation Skills

- Continues to improve and enhance sales skills (e.g., consultative selling) to achieve territory dominance.
- Develops core competencies in the following areas:
 - Capital Group/AFD's funds and investment management process;
 - The investment industry and financial markets;
 - Retirement plans and the fee-based business;
 - Portfolio construction;
 - Broker/Dealer platforms.

Self-management Skills

- Consistently assesses their performance against the expectations and priorities set by the Division Manager.
- Demonstrates initiative, drive, organizational skills, and strong work ethic.
- Embraces the responsibility as the principal spokesperson for Capital Group/American Funds relative to retirement plan sales opportunities.
- Applies and implements an individual development plan, capitalizing on Capital Group/AFD's training program.
- Understands, embraces, models, and enhances Capital Group's core values and AFD's culture.
- Keeps current on all aspects of Capital Group compliance and company policies.

Relationship Building Skills

- Builds relationships and works collaboratively with the Division and others in AFD and Capital Group.
- Builds and maintains strong relationships in the territory and is considered a valuable resource.
- Consistently works to deepen existing relationships (e.g., shareholder meetings with key offices/advisors).

Required Knowledge, Skills, & Success Attributes

The successful candidate will be an experienced professional who has a proven track record in third party distribution, a broad knowledge of the mutual fund business, retirement plan sales, and the demonstrated ability to build long-term relationships. **Ideally, this individual will come from another investment management firm and have a solid understanding of the various channels of distribution, with specific experience and a track record of success in the Financial Conglomerate channel in this market.**

Additionally, the Wholesaler will wholly embrace Capital Group’s philosophy around investing, which is based on successful, long-term fund management. They should share in the company’s commitment to increasing sales within this framework, embracing teamwork, and an unwavering commitment to the shareholder.

Expected qualifications include:

- A leadership style that is approachable, purposeful, and open. The American Funds culture encourages the utmost integrity as well as the highest standards of professional conduct.
- They will have had established success in building and leading high performing teams to achieve stated objectives, along with instituting measures to ensure the continuous improvement of the skills and capabilities of the organization.
- A background supported by strong training combined with a current focus on achievement, self-improvement, and a drive to take initiative balanced by sound judgment and patience.
- The ability to develop, prioritize, and implement best practices. This appropriately competitive sales leader will possess the highest standards of excellence and organizational skills, while balancing the day-to-day needs of the organization.
- Strong analytical and critical thinking skills with the ability to analyze opportunities and issues, and then recommend business solutions. This includes the aptitude to think long-term, assess changing business conditions and risks, and pivot as necessary.
- An adept presenter, this individual will be able to make a compelling case to audiences.
- Social as well as emotional intelligence and proven effectiveness at building long-term partnerships with investment professionals in order to extend the reach of the firm’s market share.
- Highly energetic, forward thinking, and hands-on with a strong work ethic, approaching work with enthusiasm and passion.
- The ability to exercise tact in dealing with sensitive, nuanced, and confidential issues and situations.
- The culture of Capital Group/American Funds dictates that the successful candidate will have a long-term approach to their work and be willing to commit to this role for a meaningful period of time.

Education

The successful candidate will hold a bachelor's degree. It is also beneficial for members of the sales force to have one or more of any of the following designations: AIF, AIFA, PPC, CIMA, and CFA.

Contact

Interested candidates should submit a resume reflecting work experience from college forward, providing accomplishments and verifiable results tied to recent and/or prior positions.

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