



**We believe culture counts, values matter most, and independence is the bedrock for success – for our associates and advisors.**

## Who is Cambridge?

Cambridge Investment Research, Inc. is a top-ranked financial solutions firm, serving independent financial advisors in all 50 states. Based in Southeast Iowa, we offer associates the opportunity to live and raise their families in the Midwest, while having career paths typically available in large metropolitan areas. Careers are driven by a consistently profitable, financially sound company that is among the fastest growing in our industry.

We seek candidates who demonstrate characteristics that align with our culture and core values, which are the backbone of our company. Our purpose is to make a difference in the lives of our advisors, their clients, and our associates.

To learn more about the exciting career opportunities and to apply for a position, visit our careers page at [cir2.com/careers](http://cir2.com/careers).

## Facts

### Privately-controlled

**Steady growth** in workforce for over 30 years

**A senior leadership team** averaging more than 20 years of industry experience

**Dedicated Knowledge Center** for professional development

Ranked a **'Top Workplace in Iowa'** for eight consecutive years<sup>1</sup>

## Benefits

We think life should be enjoyed, and 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. Cambridge offers many health and wellness amenities beyond the basic benefits including:

- Medical, dental, and vision insurance
- Long- and short-term disability
- Life insurance
- Aflac insurance
- Nine paid holidays including your birthday
- 401(k) with a company match
- Employee Stock Ownership Plan (ESOP)
- Away days
- Carpooling benefit
- Discounts at Costco and Sam's Club
- Half-mile walking trail
- On-site catering
- On-site massage therapy
- Associate appreciation initiatives
- Wellness benefits

## Growing in the Company

Cambridge is committed to helping associates enhance their skills and grow professionally. Associates are exposed to online and instructor-led trainings throughout the year. They are encouraged to attend seminars, workshops, and conferences available throughout the industry.

Successful completion of a FINRA exam is a professional milestone and is also encouraged by Cambridge. More than 35 percent of our associates choose to take the exams, which demonstrate knowledge of our business and a commitment to a promising career path.

**We have more than 50 departments and teams** to offer candidates a wide variety of career paths.

## The Next Step<sup>®</sup>

Cambridge also offers a full-time, 10-week, paid internship for college students called The Next Step<sup>®</sup>. A variety of majors are encouraged to apply, including accounting, business, computer science, and marketing.



## Welcome to Cambridge

Choosing a career can be a difficult decision. Many factors should be taken into consideration. You may have questions such as: 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? We think you will find that the answers to these questions are "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 over 35 years<sup>1</sup>, we've been a pioneer in the financial services industry as we climb to the top. Our success stems from our people-focused and value-driven perspectives. Cambridge lives up to our core values of integrity, commitment, flexibility, and kindness, both with our associates and advisors.

Join us to start a career that will exceed your expectations.

Best Regards,  
The Cambridge Executive Council



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<sup>1</sup>Cambridge and its predecessor broker-dealer

<sup>2</sup>*Des Moines Register*, "Top Workplaces in Iowa," 2011-2018

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. V.CIR.1018-3842

The Cambridge logo, featuring a stylized wave icon to the left of the word "CAMBRIDGE" in a serif font.

CAMBRIDGE

JOIN US.

A black and white photograph of a large, multi-story brick building with a covered walkway and several balconies. The building is surrounded by landscaping, including a curved concrete path and a row of bushes in the foreground. A large teal diagonal graphic element is overlaid on the right side of the image.