

# Our 5 Promises

## What you can expect from Siegfried

## What Siegfried expects from you

- Learn how to unlock your individual leadership abilities to experience exponential growth and abundance in your personal and professional life
- Siegfried's unique MY Journey® program, which helps you build mastery in a variety of leadership disciplines, including confidence, mental agility, and compelling connections
- Enriched Mastery Summit (for eligible Professionals)

### 1 MY Journey®

- Embrace an entrepreneurial mindset and fully participate in MY Journey®
- Seek out learning and development opportunities aligned with our higher purpose
- Learn, grow, and expand your capabilities to best position yourself for new assignments
- Take advantage of our professional development offerings, including Excel certification, on-demand courses, and allowances for professional development and recruiting activities

- An accelerated career where you gain twice the experience in half the time
- Exposure to a greater variety of assignments, environments, and industries than any other model
- Opportunity to drive forward key initiatives integral to a client's success
- Coaching and mentoring on ways to deliver best-in-class client service, build more meaningful relationships, and thrive in an entrepreneurial environment
- A unique career path designed to put you in a position of strength

### 2 Interesting and Challenging Work

- Be passionately ambitious, courageous, and humble
- Willing to take on new challenges and create exceptional value on every project
- Actively engage and connect with clients and their teams, to go above and beyond
- Flexibility and excitement when it comes to projects and assignment specifics (e.g., travel, industry, technical nature, etc.)
- Participate in our sales and recruiting processes

- A collaborative and open culture, based on entrepreneurship and transformational change
- Commitment to our values of being fair, having fun, and building and sharing stakeholder value
- Respect, appreciation, and admiration from all employees

### 3 Distinctive Culture

- Connect and form meaningful relationships with clients, leadership, and peers
- Participate in Firm activities, events, and meetings, and provide candid feedback on how we can create positive change

- An energizing total compensation package reflecting our RISK-REWARD-LONG-TERM entrepreneurial strategy that allows you to potentially earn 50% or more of your base salary in incentives in client service, leadership, recruiting, and business development

### 4 Attractive Compensation

- The desire to invest your time and energy to maximize your incentive pay and total compensation, reaping unlimited rewards to fund your dreams

- A unique business model, founded on entrepreneurial leadership principles, that helps you and our clients create extraordinary value
- Opportunity to work alongside financial executives on projects of significance, and help them enhance their clarity, prioritization, and innovation
- Serve one client at a time, with an average of 48-50 billable hours per week and engagement lengths of six to nine months

### 5 Compelling Business Strategy

- Deliver the highest level of service possible and utilize your unique intangibles
- Serve as an ambassador for the Firm, strengthening our relationships with clients and creating growth potential
- Embrace each engagement with ambition and enthusiasm to deliver value beyond the scope of the project