



## Selection Process

### Why join Modern Woodmen?

## Extensive selection process to discover your potential for success

A career in financial services is demanding, but the rewards are high. To succeed an individual must possess the right skills and qualities.

Modern Woodmen of America's selection process is extensive. Through the process you'll learn more about a financial services career with Modern Woodmen, and we will learn more about you. Most importantly it will help you and Modern Woodmen determine if you have the desire, determination and ability to succeed as a financial services advisor.

### The Modern Woodmen selection process from start to finish

- **Initial Interview** – An opportunity to learn about Modern Woodmen and the career and a time for Modern Woodmen to learn about you.
- **Career Profile** – This questionnaire assesses your potential to succeed as a financial services representative. It will help you determine quickly if this career may be right for you.
- **Personal History Form** – This form goes beyond a resume to help the manager learn more about your fit with a financial services career.
- **In-depth Interview** – This interview gives you an opportunity to learn more about the career while we discuss your background and experiences.
- **Associates Interview** – This interview gives you an opportunity to sit down with a current financial representative to find out more about the career and what a typical day is like for a financial representative in our organization.
- **Background Investigation** – This consists of a five-year employment check, credit history and felony/misdemeanor report.
- **VIP Interview** – Because a financial services career is demanding, it's important that a support person in your life (a spouse, significant other or family member) understands the career and shares your goal to become a successful financial services advisor.
- **Reference Checking** – The Modern Woodmen manager will talk to several of your references during this process.
- **Final Action Interview** – If you reach this stage, the Modern Woodmen manager will describe the financial services career in greater detail and lay out the steps you must complete to be contracted, and you'll determine if you're ready to accept the challenge.
- **Preliminary Training** – This stage provides you an opportunity to test-drive the financial services career before you make a commitment and/or leave your current employer. You'll get a clear picture of what you will do as a financial services representative.
- **Financial Representative Contract** – Congratulations! With this contract you'll join a highly selective team of financial advisors who touch lives, secure futures and create a better tomorrow for a growing clientele.