

1. Why is the FWA launching Back2Business? What do you hope to achieve?

Supporting individuals in both the development and advancement of their careers has always been the FWA's primary purpose. Back2Business, which we are proud to launch in partnership with our sponsoring organizations, is an extension of this core mission which has driven the organization over the course of our history.

What makes Back2Business unique is that it is designed to empower those who have stepped away from their careers for any one of a variety of reasons. The goal is to provide these individuals with an opportunity to transition back into the financial service industry. We also believe that enabling the return of this valuable intellectual property will be highly beneficial to the financial community itself.

2. Is this a one-time program or will it be an annual initiative?

We are introducing Back2Business as a pilot program. That said, we are hopeful that it will become an ongoing initiative that grows in terms of both individuals that participate and the number of sponsoring organizations.

3. How did you select the companies that are participating in this inaugural program? Do you expect to add more?

Since 1998, the FWA has had a President's Circle which is made up of a group of companies that are the organization's official corporate sponsors and supporters. The FWA and its President Circle strategically partner on advancing the FWA's core mission through a wide variety of initiatives including the enhancement of mentoring, scholarship and professional development programs offered to both women and men.

Back2Business is the result of that terrific suggestion by one of our President's Circle firms. We invited additional members of our President Circle to participate in developing a program that would work well across companies and job skills. We are all very excited that [BMO Capital Markets](#), [Deloitte](#), [New York Life](#) and [PGIM](#), the Global Investment Management Businesses of Prudential, are part of the Back2Business launch.

We will announce any additional participating companies as they join.

4. Goldman Sachs, Morgan Stanley and other companies have launched similar "Returnship©" programs. How is Back2Business different and why are these companies not participating in this new FWA program?

Those are all wonderful programs, but we believe that Back2Business is different since it is offered through the FWA and is a multi-company program. Given our history, we also know that personal and professional support is a critical component for success so Back2Business participants will be given mentors at both the FWA and the organization that they are interning with. Additionally, support is offered where appropriate for retraining and recertification.

We would happily welcome any of those above mentioned organizations to participate in our Back2Business program in addition to their own respective and successful initiatives.

5. How many individuals will each participating company accept? What is the length of the program?

Each sponsoring company will determine the number of participants they accept and how long assignments will be.

6. In what functions -finance, legal, etc. –are opportunities being offered?

Back2Business is accepting applications for a wide variety of functions (Marketing, Sales & Relationship Management, HR, Accounting, Actuarial, Legal, Operations, IT/Technology, Trading, Portfolio Management, Product Management, Investment & Corporate Banking, Commercial Banking, Risk & Regulatory). Based on their business needs, sponsoring companies will select participants in a respective function.

7. Are these paid opportunities? When do they start and what is their length and location?

Yes, each participating company will determine what the specific compensation that is being offered. Positions will be located in the Tri-State area and are slated to begin in 2017.

8. Who selects the participants? What are the criteria for application?

The FWA will collect program applications before applicants go through the companies' hiring process. The sponsoring companies will make final selections based on their business needs.

Applicants should have had a minimum of five years' experience in the financial services and been away from the industry for at least two years.

9. Can these re-entry opportunities turn into full-time positions?

Yes, the objective is to help individuals gain experience and transition back to full-time work, ideally at one of the sponsoring companies, or, into the industry overall.

10. Are these internships open to both men and women?

Yes.

11. How much compensation is offered?

Each participating company will determine what the specific compensation is that is offered.

12. How will the mentorships work? Who from the FWA and the companies are the mentors?

Each accepted Back2Business participant will be assigned a mentor from both FWA and at the company they are interning with. Mentors will be focused on helping the participant get the support and training they need to succeed in the program and in their efforts to transition back to professional life.