

1. What is *Back2Business*™?

Introduced in 2016, *Back2Business* is a unique return-to-work program that offers individuals an opportunity to restart their careers and transition back to professional life in financial services after taking a break for reasons such as providing childcare or eldercare, or to serve in the armed forces.

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 offer with the support of our sponsoring organizations, is an extension of this core mission that has driven the organization over the course of our history. We also believe that enabling the return of this valuable intellectual property is highly beneficial to the financial community itself.

2. Does the return of *Back2Business* mean that is going to be an annual initiative?

We are hopeful that it will continue to be an ongoing initiative.

3. How did you select the companies that are participating in this program?

Since 1998, the FWA has had a President's Circle made up 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.

The *Back2Business* Program was the result of a suggestion by one of our President's Circle firms. We invited additional members of our President Circle to participate in the program which works well across companies and job skills. We are delighted that [BMO Capital Markets](#), [BNY Mellon](#), [HSBC](#), [New York Life](#) & [PGIM](#), the Global Investment Management Businesses of Prudential are part of *Back2Business* this year.

4. How is *Back2Business* different than other "Returnship" programs?

Back2Business is different because it is offered through the FWA and it 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 are given mentors at both the FWA and the organization with which they are interning with. Additionally, support is offered where appropriate for retraining and recertification.

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 the assignments will be.

6. In what functions are opportunities being offered?

Back2Business is accepting applications for a wide variety of functions including: Project Management, Marketing, Sales & Relationship Management, HR, Accounting, Actuarial, Legal, Operations, IT/Technology, Sales & Trading, Portfolio Management, Product Management, Investment Banking, Corporate & Commercial Banking, Risk, Regulatory & Compliance, and Real Estate Finance & Corporate Finance. 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 the coming months.

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 in a full time capacity 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 with which they are interning. 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.