

From: Goins, Rebecca A
Sent: Tuesday, March 15, 2016 9:38 AM
To: HR Newsletter Distribution
Cc: Office of Human Resources
Subject: HR Advice on Financial Advisor Solicitations

UAMS employs many highly compensated individuals. This makes us attractive to financial and investment firms. Such firms and independent advisors may contact you or your employees to request a group meeting at the work site, or they may show up unannounced. If either occurs, politely decline and cite that as a public institution, **only our established, UA Board of Trustees approved vendors (such as TIAA and Fidelity) are authorized to hold employee meetings. And those must be scheduled and approved in advance.**

Employees are certainly welcome on their own to employ the services of a personal financial advisor. Such assistance could be valuable to those planning their retirement, estate, children's education, and other financial goals. However, this is a personal decision. UAMS and the University of Arkansas System do not and cannot endorse any particular financial or investment firm. **Employees should meet with their personal advisor away from the workplace and on their own time.** I also encourage employees to first take advantage of the financial services offered for free through the University's retirement plan sponsors, TIAA and Fidelity. Click [here](#) for a schedule of their campus visits.

It is important to note that TIAA and Fidelity do not endorse particular advisors or firms. But both offer an "Independent Advisor Model" service. This means if, on your own, you hire an independent registered advisor to manage your retirement account, and that advisor is in good standing with TIAA and Fidelity ("good standing" confers no unique relationship or endorsement by TIAA, Fidelity or the University), that advisor can act as a fiduciary on your behalf and manage your retirement investments. But it's important to note that these independent advisors are not affiliated with TIAA or Fidelity -- one should beware if they misrepresent themselves as such. Keep in mind that you will pay a fee for the services of an independent advisor, but the fee may be somewhat hidden in that it could be deducted directly from your TIAA or Fidelity account.

Again, **personal financial advisors (and insurance agents) are NOT allowed to solicit employees as new clients at the worksite, even after-hours.** Please reference [UA Board Policy 225.1](#), Solicitation and Fund-Raising Activities.

If you have questions or concerns, please contact me at (501) 686-6552. Thank you.

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Benefit or Human Resources questions?
Please contact HR Employee Services: phone (501) 686-5650, email askhr@uams.edu.
Or visit our web site, www.hr.uams.edu