



Contact: Mark Leach
Media Relations
817-569-2419
msleach@firstcommand.com

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First Command ranked among top Texas employers

Statewide awards program recognizes First Command as one of the Best Companies to Work for in Texas

FORT WORTH, Texas – First Command Financial Services, Inc. announced today that it has been named as one of the [Best Companies to Work for in Texas](#) by *Texas Monthly*, the Texas Association of Business, Texas Society for Human Resource Management and Best Companies Group.

This statewide survey and awards program was designed to identify, recognize and honor the best places of employment in Texas, benefiting the state's economy, workforce and businesses. The 2017 Best Companies to Work for in Texas list is made up of 100 companies.

To be considered for participation, companies had to fulfill the following eligibility requirements:

- Have at least 15 employees working in Texas
- Be a for-profit or not-for-profit business or government entity
- Be a publicly or privately held business
- Have a facility in the state of Texas
- Be in business a minimum of 1 year

Companies from across the state entered the two-part survey process to determine the Best Companies to Work for in Texas. The first part consisted of evaluating each nominated company's workplace policies, systems, philosophies, practices, and demographics. This part of the process was worth approximately 25 percent of the total evaluation. The second part consisted of an employee survey to measure the employee experience. This part of the process was worth approximately 75 percent of the total evaluation. The combined scores determined the top companies and the final rankings. Best Companies Group managed the overall registration and survey process in Texas and also analyzed the data and used their expertise to determine the final rankings.

“We are honored to be named to the 2017 list of Best Companies to Work for in Texas,” said Scott Spiker, CEO of First Command. “We are particularly proud of the results of the employee survey. These positive responses underscore far more than the value and appeal of our pay and benefits package. Our 560-plus Home Office employees believe in and are genuinely committed to a higher calling – serving America’s career military families. Every day we see our employees display a laser focus in their efforts to provide critical support to the 470-plus First Command Financial Advisors who deliver face-to-face service to our military clients in offices throughout the U.S., Europe and the Pacific Rim. The First Command business family of employees and Advisors is dedicated to a shared Mission of coaching those who serve in their pursuit of financial security.”

The list of the 100 Best Companies to Work for in Texas and how they rank will be revealed for the first time at the Texas Association of Business Best Companies to Work for in Texas Awards Dinner and Celebration on March 23 at the Sheraton Austin at the Capitol in Austin, Texas. The winners will also be profiled by *Texas Monthly* in a special publication that will be released in conjunction with the event.

About First Command

First Command Financial Services and its subsidiaries, including First Command Advisory Services, First Command Bank and First Command Financial Planning, assist American families in their efforts to build wealth, reduce debt and pursue their lifetime financial goals and dreams—focusing on consumer behavior as the first and most powerful determinant of results. Through

First Command Financial Services, parent of First Command Financial Planning, Inc. (Member SIPC)
1 FirstComm Plaza • Fort Worth, Texas 76109-4999 • PO Box 2387 • Fort Worth, Texas 76113
1.800.443.2104 • Overseas, Call 1.817.731.8621 • www.firstcommand.com

knowledgeable advice and coaching of the financial behaviors conducive to success, First Command Financial Advisors have built trustworthy, lasting relationships with hundreds of thousands of client families since 1958.

First Command Financial Services, Inc., is the parent of First Command Financial Planning, Inc. (Member [SIPC](#), [FINRA](#)), First Command Advisory Services, Inc., First Command Insurance Services, Inc. and First Command Bank. Financial planning services and investment products, including securities, are offered by First Command Financial Planning, Inc., a broker-dealer. Financial planning and investment advisory services are offered by First Command Advisory Services, Inc., an investment adviser. Insurance products and services are offered by First Command Insurance Services, Inc., in all states except Montana, where as required by law, insurance products and services are offered by First Command Financial Services, Inc. (a separate Montana domestic corporation). Banking products and services are offered by First Command Bank. In certain states, as required by law, First Command Insurance Services, Inc. does business as a separate domestic corporation. Securities products are not FDIC insured, have no bank guarantee and may lose value. A financial plan, by itself, cannot assure that retirement or other financial goals will be met. First Command Financial Services, Inc. and its related entities are not affiliated with, authorized to sell or represent on behalf of or otherwise endorsed by any federal employee benefits programs referenced, by the U.S. government, or the U.S. armed forces.