



## Frances A. Skinner, CFA, CPA

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**Leadership/Talent Consultant in the Financial Services Industry,  
Corporate Board Member Public/Private Companies, Financial Expert,  
Keynote Speaker, Published Author, Contributor to Barron's**

Past: Chief Administrative Officer

Fran has over 30 years in Leadership and Consulting positions in the investment industry. Since 2019, Fran has served as an independent director on the corporate board of Fenimore Asset Management and since 2021 on the corporate board of Peoples Bank (ticker: PEBO). From 2010 - 2018, Fran was an independent director on the corporate board of Diamond Hill Investment Group, a publicly-traded investment firm. She was Chair of the Compensation Committee 2011- 2017, and a designated Financial Expert member of the Audit committee throughout her term. As a partner with AUM Partners, Fran works with and presents to senior leaders of Wall Street firms. As one of her clients said, "you've sat in a lot of our chairs - you speak our language". She is co-author of the book "High Performing Investment Teams", is a regular contributor to Barron's on Leadership topics, and is on the board of the non-profit Women Investment Professionals.

### PROFESSIONAL EXPERIENCE:

**AUM Partners, LLC**, Libertyville, IL

**2019 – present  
2009 - 2018**

***Partner, Co-Founder***

Specializes in leadership development at every level of financial services firms:

- Talent assessment of job candidates and incumbent teams.
- Develops and delivers customized training to close skill gaps, working towards creating high performing teams.
- Executive coach for senior leaders.

High energy, keynote / workshop speaker for public / private firms and industry organizations, such as:

- Barron's
- CFA institute and society chapter events
- Morgan Stanley
- Source Media, publisher of Financial Planning magazine

Selected consulting client list: Ameriprise, Ariel, Guggenheim, Legg Mason, Macquarie, Merrill Lynch, MKP (Dyal Capital), Northern Trust Investments, Nuveen, OPERS, Research Affiliates, Satori Capital, State Street Investments, Texas Teachers, UBS, Wells Fargo, The World Bank

**Peoples Bank**, Marietta, OH  
[www.peoplesbancorp.com](http://www.peoplesbancorp.com)

**2021 to present**

***Independent Director, Corporate Board of Directors***

**Fenimore Asset Management**, Cobleskill/Albany, NY  
[www.famfunds.com](http://www.famfunds.com)

**2019 to present**

***Independent Director, Corporate Board of Directors***

**Barron's**, New York, NY

**2016 - present**

**Contributor**

Column focusing on financial services firm leadership and talent topics.

**Women Investment Professionals**, Chicago, IL

2020 – present

**Non-profit Board Member**

**Diamond Hill Investment Group** Columbus, OH  
[www.diamond-hill.com](http://www.diamond-hill.com)

2010 to 2019

***Chief Administrative Officer – Investments***

2018 - 2019

Member of the 3-person executive leadership team, along with the CEO and CFO, responsible for leading Diamond Hill Capital. Selected highlights:

- Firm wide leadership development / coaching, with particular emphasis on investment team members, to help associates improve their investment results, maximize their contribution to Diamond Hill, and position for future succession planning moves.
- Identified and worked with team members throughout the firm to implement process improvements with an emphasis on all aspects of performance assessment.
- As the executive leadership team advocate, identified and executed the firm's Diversity and Inclusion initiatives.
- Responsible for the day-to-day oversight of the 40-person Distribution team
- Oversaw and introduced improvements to the High Net Worth Private Asset Management business.
- Leveraging my 25 year relationship with McLagan, elevated Diamond Hill's competitive compensation process using tools I developed with AUM Partners, identifying gaps, and addressing those gaps.
- Expanded Diamond Hill's brand as a speaker at industry events, such as the CFA Institute D&I conference, the Ohio State Women's Leadership Conference, and local CFA chapter events across the country.

***Independent Director, Corporate Board of Directors; Chair: Compensation Committee; Member: Audit Committee, Nom/Gov Committee***

2010 - 2018

Independent member of the board of directors and Chair of the Compensation Committee for Diamond Hill Investment Group (ticker: DHIL), a publicly traded, independent investment advisory firm headquartered in Columbus, Ohio. As Compensation chair, drove the transition of director compensation from traditional retainer/meeting fee cash and stock to 100% stock retainer. Was responsible for preparing and delivering the annual performance review to the CEO. Also a "financial expert" member of the Audit Committee, and member of the Nominating/Governance Committee, which included overseeing the firm's first CEO succession process.

**Focus Consulting Group** Long Grove, IL

2003 to 2009

***Independent Consultant***

**Allstate Investments, LLC** Northbrook, IL

1987 to 2003

**Investment Resource Management**

1997 to 2003

***Director*** - Internal consultant to the CIO – unique "start-up/new initiatives" consulting projects for the Chief Investment Officer.

**Investment Administration**

1991 to 1997

***Division Manager, Division Director*** – established the first formal asset allocation and cash projection team for the property-casualty investment portfolio.

**Investment Accounting**

1987 to 1991

***Accountant, Senior Accountant, Supervisor***

**Mellon Financial Services (division of Mellon Bank)** – Oak Brook, IL  
*Asset-based Auditor*

1986 to 1987

### **EDUCATION AND PROFESSIONAL AFFILIATIONS**

MBA: concentration in Finance and Marketing – University of Illinois, Chicago, IL

BA: Business Administration – St. Xavier University, Chicago IL

Chartered Financial Analyst (CFA)

Certified Public Accountant (CPA)

Fellow, Life Management Institute (FLMI)

Member: CFA Institute; Investment Analyst Society of Chicago; American Institute of Certified Public Accountants (AICPA); Illinois CPA Society; Women Investment Professionals

Linked in profile: [www.franskinner.com](http://www.franskinner.com)