

## Candidate Profile Form—SFAC Election *(this page will be displayed on finra.org)*

Candidate Name: **Feisal ("Sal") A. Malik**

Title: **Chief Compliance Officer**

Firm: **Spire Securities, LLC**

### Candidate Biography and Personal Statement *(500 word limit)*

#### BIOGRAPHY

Feisal ("Sal") Malik is a 33-year veteran of the financial services industry. Beginning his career with an insurance BD, Sal advanced his career into sales and branch management. He continued his evolution by becoming an advisor with a small BD/RIA shortly thereafter. Realizing that his passion was truly in compliance/supervision, he gave up his practice and joined Spire Investment Partners (BD-Spire Securities; RIA-Spire Wealth Management) as an Operations Principal. In 2021, the Firm asked him to develop the first Supervision Department. When Spire's CCO announced retirement in mid-2023, Sal presented himself as the logical candidate to succeed her. In December, he was appointed as Spire's 2nd Chief Compliance Officer. Malik holds a B.A. from the University of Pennsylvania in Economics with minors in Political Science and History. He has also completed the Certified Securities Compliance Professional program. Sal holds the Series 6, 7, 24, 31, 51, 63, and 65 licenses.

#### PERSONAL STATEMENT

I have built my candidacy for the SFAC through the experiences I have accumulated in many different facets of our dynamic business. As a representative/advisor, I understand the challenges you face when there is new regulation. As a sales/branch manager, I recognize the responsibilities you face to grow an organization and mitigate risk. But most importantly, as a CCO of a small firm, I see all these realities in front of me and my advisors and my firm. I have lived it, handled it, managed it and grown with it. I can interpret the issues small firms face with firsthand knowledge and depth because I breathe this air daily.

I have encountered adversity, both at my direction and also by others who I choose to protect as a CCO and have matured to understand that the small firms need a voice that can communicate their needs to regulators. This dialogue would focus on highlighting that small firms have different challenges than their bigger counterparts. It begins with resources. Our objectives are always to follow the rules but when resources are limited, so are effective means of communication. Do we have the same efficiency in getting the message out to everyone? Do we have the tools to use to measure risk when budgets are low and needs are high? Can we deliver when the stakes are so high? I say we can but we need to be heard on how we can respond better.

Despite my tenure in this industry, the constant that has been with me has been my ability to build relationships. As an advisor, transitioning from Operations to Supervision to Compliance, my success was defined by the bonds I created. These commitments helped my colleagues know that I understand their wants and needs, and they understand my wants and needs. To build an effective compliance program, this is the core foundation for success and adherence. It is this relationship building skill that I will rely upon to foster new ties within my committee and to help the voice of small firms be heard and recognized.

#### Optional Links:

Link to personal website, resume or CV:

Link to YouTube video: