Francie Payne

Advisor

"I believe that throughout life's journey, we plant seeds of knowledge, kindness, and intention that grow into lasting impact wherever we go."

Francie Payne brings more than three decades of experience in the retirement plan industry to Persium, where she helps clients achieve favorable outcomes for plan participants while ensuring fiduciary responsibilities are met. Her deep expertise in plan strategy, fiduciary oversight, and participant engagement makes her a trusted advisor and a valuable asset to the Persium team.

Before joining Persium, Francie worked for multiple nationally-recognized organizations, leading the design, governance, and administration of both defined benefit and defined contribution plans. Her extensive knowledge of ERISA, DOL, and IRS regulations, along with her work across a variety of diverse industries, enables her to proactively guide clients toward compliant solutions aligned with their goals. In 2025, she further strengthened her expertise by earning the Accredited Investment Fiduciary® (AIF®) designation from the Center for Fiduciary Studies™.

A Barton College graduate with a Bachelor of Science in Business Administration and minors in Finance and Marketing, Francie brings a unique global perspective shaped by her teenage years in India and living in multiple states. She now resides in the suburbs of Atlanta, where she enjoys spending time with family and friends, playing tennis, gardening, and exploring new places through travel.

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