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STEPHENS INC.
111 Center Street
Little Rock, Arkansas 72201
(501) 377-2000

Informational Brochure regarding the

STEPHENS EMPLOYEE ONLY
Discretionary Program

This brochure provides clients with information about Stephens Inc. and the Stephens Employee Only Discretionary Program that should be considered before becoming a client of the Stephens Employee Only Discretionary Program. This information has not been approved or verified by any governmental authority.

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STEPHENS INC.
Informational Brochure regarding the
Stephens Employee Only

Stephens Inc. is a full service broker/dealer and investment bank. It is registered with the Securities and Exchange Commission (SEC) as a broker/dealer and is a member of the Financial Industry Regulatory Authority ("FINRA"), the New York Stock Exchange, Inc. (NYSE), the NYSE AMEX Equity Firm ("AMEX"), the Chicago Stock Exchange (CHX), the Municipal Securities Rulemaking Board (MSRB), the Chicago Board Options Exchange, Inc. (CBOE) and the Securities Investor Protection Corporation (SIPC). Stephens Inc. is also registered as a Futures Commission Merchant with the Commodities Futures Trading Commission (CFTC) and is a member of the National Futures Association (NFA). Stephens Inc. is also registered as an investment advisor with the Securities and Exchange Commission; however, Stephens Inc. derives greater revenues from its broker/dealer and investment banking activities than it derives from its investment advisor activities. Affiliates of Stephens are also separately engaged in financial services businesses, including merchant banking, insurance agency and investment advisory.

The Stephens Employee Only Program ("EO") is an investment advisory program offered by Stephens Inc. only to its employees and family members, trusts or investment vehicles owned by such employees or family members. Clients receive advice with individual attention to the client's investment needs and objectives. EO Managers may also provide brokerage and other services to certain clients or engage in other functions and duties associated with the broker/dealer, to which they may devote as much time as necessary.

Stephens Employee Only Discretionary Program

In the Stephens Employee Only Program investment advisor representatives manage assets of Stephens's employees or family members on a discretionary basis, utilizing both equity and fixed income strategies. The goal of the EO Program is to provide a commission-based (as opposed to a fee-based) program under which investment advisor representatives can manage investment portfolios on a discretionary basis for employees of Stephens or their family members, on an individualized basis, with the client's investment objectives. In balancing the potential return for a client's portfolio against the risk exposure in the portfolio, EO Managers, through an individualized questionnaire, or otherwise, seek to understand the risk/reward tolerances of the client. This understanding, when combined with the client's stated investment objectives, leads to an investment strategy designed to achieve satisfactory returns without exposing the client's portfolio to excessive risks.

EO Managers are responsible for making day-to-day discretionary investment decisions subject to oversight and review by branch office managers and the EO Management Committee. The EO Program seeks to keep client assets fully invested at all times, investing assets otherwise uninvested in money market mutual funds. Investments may include mutual funds, exchange traded funds or other pooled investment products.

Types of Clients

The EO Program is available only to individual employees of Stephens and their family members or investment vehicles owned by Stephens's employees or their family members.

Management Fee

In the EO Program, the Client compensates Stephens for its investment advice primarily through commissions on transactions effected for the Client account. Commissions are generally charged in accordance with Stephens' brokerage commission rates for employee brokerage accounts. EO accounts do not pay Stephens Inc. an asset-based fee for providing investment advisory services for an EO Program account. The commissions charged are negotiable and may differ from client to client based on a number of factors. These factors include, but are not limited to, the type and size of the account, and the number and range of supplemental advisory and client-related services to be provided to the account. EO Program accounts also receive from Stephens brokerage and custodial services, account statements and investment portfolio reports.

Typically, a portion of any revenue that the firm realizes in connection with an advisory account will be included in the calculation of the compensation to be paid by the firm to the investment advisory account representative; and, therefore, the investment advisory account representative will experience conflicts of interest similar to those experienced by the firm.

Investment Advisory Agreement

Entering into an EO advisory relationship with Stephens Inc. involves the execution of an investment advisory agreement and a brokerage account agreement. The term of the agreement shall be for a period of one year beginning on the effective date of the contract, provided that the parties shall automatically renew it for successive additional one-year terms without further action. At the time of entering into such contract, the client has a right to terminate the contract without penalty within five (5) business days after the entering into the contract. At any time, either the client or Stephens Inc. may terminate the contract without penalty, upon fifteen (15) days notice given in writing to the other party hereto. Upon termination of the contract and payment of all sums owed under the contract or under the brokerage account agreement or under any other agreement between Client and Stephens, Stephens Inc. shall make such disposition of the managed securities or other property of the client held by it as may be directed by the client. The client will agree to pay Stephens Inc. the reasonable fees, costs and expenses incurred for such disposition and for collection, including attorney fees, of any unpaid balances under the contract.

A new account application is completed for each account and signed by the advisory client, and maintained by Stephens. The new account application contains account name and address, investment objectives and specific financial information. Advisory account information is updated upon notification from the advisory client of any material changes and noted within the customer file. If the Client desires to have margin available in the account, the Client will be required to qualify for such margin and to enter into a margin agreement with Stephens Inc.

Conditions for Management

EO Program accounts are made available only to employees of Stephens Inc. or their family members or to investment vehicles owned by such employees or their family members.

Supervisory Process

EO Manager's Education and Business Standards

As a general rule, Stephens requires each EO Manager to be a registered representative of Stephens Inc. and an investment advisor representative and to have prior experience with securities brokers, investment advisers, asset managers, investment bankers, financial institutions, insurance companies, or equivalent institutions. Such standards may be waived in exceptional cases.

Supervision and Review of Accounts

Primary responsibility for the supervision of these accounts lies with the applicable Stephens Branch Office Manager ("BOM"). BOM's conduct a periodic review of activity in selected EO accounts, considering suitability of transactions and general performance. BOM's may also consider levels of activity, timing of transactions, transactions in restricted securities, profitability, concentration in one security and individual objectives and needs of the client based on information provided by the client. In addition to the monthly reviews, designated principals at Stephens' home office make quarterly reviews of the investment performance and investment strategy of selected accounts. The reviewers may refer accounts to the Compliance Department for further analysis if necessary. Reviewers are not assigned accounts by any formula or numerical standard.

The following individuals provide supervisory reviews of EO Program Accounts:

- (1) Henry Kenneth Bennett
Date of Birth: 03/01/1947
Education: Arkansas State University, Jonesboro, AR
Graduated: 1970/BSE
Five-Year Business Background: Stephens Inc. 06/1981 - present
Managing Director/Supervisory Principal of Private Client Group – Little Rock, Arkansas.
- (2) Kent Layne Oots
Date of Birth: 12/20/1955
Education: Joliet Jr. College, Joliet, IL
Graduated: 1976/AA
College of St. Frances, Joliet, IL
Graduated: 1978/BA
Northern Illinois, Dekalb, IL
Graduated: 1984/MA & PHD
Chartered Financial Analyst 9/1994
VP/Supervisory Principal of Private Client Group – Little Rock, Arkansas.

Performance Calculations

We utilize a computerized portfolio system licensed from a third party to calculate the performance of client accounts and to prepare portfolio performance reports for clients. To determine the value of securities in your account, we generally rely on third party quotation services. If a price is unavailable or believed to be unreliable, we may determine the price in good faith and may use other sources such as the last recorded transaction.

EO Managers may use a wide variety of investments in managing EO Program accounts, including equity and debt securities of various kinds, exchange traded funds, mutual funds and other securities or other pooled investment products. In certain accounts they also may use margin, short-term trading, option strategies or other investment strategies or products.

EO Managers may rely on a variety of fundamental, technical, and statistical measures relating to companies, markets, securities and economic conditions in determining the composition of client account portfolios. We may use computer technology to more readily display or analyze these factors or to create asset allocation recommendations or other investment recommendations.

Client Meetings

EO Managers seek to meet with clients periodically to discuss their investment portfolios and investment goals, not less frequently than annually. Clients are encouraged to contact Stephens Inc. at any time if they would like to have additional discussions or meetings.

Reports

Stephens Inc. will send to each client whose account is carried at Stephens Inc., a confirmation of each transaction executed in the account and periodic account statements, in the regular course of business, unless other arrangements have been agreed between the client and Stephens.

In addition, a Portfolio Analysis report will be provided to the advisory client on a quarterly basis. The Portfolio Analysis report is organized to show the performance of the portfolio and the investments included in the portfolio.

Additional Compensation to Stephens Inc.

There are certain instances when Stephens may receive income as a result of managing EO Program accounts in addition to the actual commission charges.

Cash Reserves

Stephens Inc. has discretion to select money market mutual funds, or comparable investments, in which to hold cash reserves. The selections are limited to investments authorized by Stephens Inc. in its capacity as custodian. The alternatives authorized by Stephens Inc. include select money market mutual funds and, from time to time, its in-house “pending reinvestment” account.

The money market mutual funds may pay Stephens Inc. a distribution fee. The income to Stephens Inc. is in addition to the fees that are received from your account. Cash balances arising from the sales of securities, redemption of debt securities, dividend and interest payments

and funds received from clients are invested automatically in such money market type investments, on a daily basis.

Funds placed in a client's account by personal check usually will be invested within two business days after deposit to the selected money market mutual fund. Due to the foregoing practices, Stephens Inc. may obtain federal funds prior to the date that deposits are credited to client accounts and thus may realize some economic benefit because of the delay in investing these funds.

Where an unaffiliated third party acts as custodian of account assets Stephens would have no discretion to select where cash reserves will be held. The client and/or custodian will make the selection.

Mutual Funds

Stephens Inc. has discretion to invest client funds in investment company securities. Individual mutual funds may pay fees to Stephens Inc. as a result of these investments. These fees received by Stephens would be in addition to the fees received from clients. The existence of such applicable fees is disclosed in the client contract and is more fully described in the fund prospectus mailed to each client on initial investment.

Stephens, on behalf of clients, may from time to time engage in transactions with Hotchkis & Wiley Capital Management LLC ("H&W") or with mutual funds advised by H&W. H&W is a investment advisor registered with the SEC in which affiliates of Stephens hold a substantial ownership share. H&W provides investment advisory services to corporate, pension, public, endowment, foundation, mutual fund and other clients. H&W advises its own family of mutual funds.

Additionally, Client accounts may from time to time engage in transactions with Stephens Investment Management Group, LLC ("SIMG") or with mutual funds advised by SIMG. SIMG is an investment adviser registered with the SEC in which affiliates of Stephens hold the entire ownership interest. SIMG provides investment management services for separate account clients and for one or more mutual funds.

H&W mutual funds or SIMG mutual funds may be offered through Stephens' broker dealer services and/or investment advisory division, as part of an investment program more fully described herein under the section entitled "Other Activities". Clients that invest in H&W mutual funds or in SIMG mutual funds would bear a proportionate share of the expenses of those funds, including the management fees paid to H&W or SIMG and commissions or fees, if any, paid to Stephens in connection with portfolio transactions.

Additional Information

Overall Cost

The EO Program may cost the client more or less than purchasing such services on a fee basis, depending upon such factors as trading activity, account size and investment adviser minimums for non-wrap accounts.

We encourage you to carefully consider you're various other investment structures and programs which are available in considering whether to establish or maintain an advisory fee-based account. As a general matter, a fee-based advisory account approach may be considered appropriate for customers who rely on investment advice or investment management services or who engage in moderate to high levels of trading activity. A fee-based approach may be more economical for customers who engage in active trading, since the price per trade is reduced as the number of trades increases under a fee-based approach. However, fee-based advisory account arrangements may not be appropriate for customers who rely primarily on their own independent resources and judgments for making their investment selections and decisions and do not wish to purchase advisory services. Customers who engage in a lower level of trading activity might prefer a traditional brokerage account with a commission payable on each transaction, particularly if the customer typically does not utilize advisory services for trading decisions, as transaction cost savings might be realized in the context of a traditional pay-per-trade commission structure.

Compensation for Referrals

Stephens Inc., from time to time, may enter into arrangements with other broker/dealers, investment advisers or other persons whereby such parties may refer customers seeking advisory services to Stephens pursuant to Rule 206 (4)-3, the "Solicitation Rule".

Parties referring advisory clients to Stephens Inc. may receive compensation as a result of the client's participation in the program. The amount of compensation may be more than what the referring party would receive if the client participated in other Stephens' programs or paid separately for investment advice, brokerage, and other services. Consequently, the referring party may have a financial incentive to recommend the EO Program over other programs or services.

Other Activities

An affiliate of Stephens has more than a 25% ownership interest in Hotchkis & Wiley Capital Management, LLC. An affiliate of Stephens is the sole owner of all of the voting securities of Stephens Investment Management Group, LLC. Both H&W and SIMG are investment advisers registered with the SEC. H&W and SIMG provide investment advisory services for corporate, pension, public, endowment, foundation, mutual fund and other clients. H&W advises its own family of mutual funds. SIMG serves as investment adviser to one or more mutual funds. Stephens may act as a selected dealer, agent or as broker/dealer with respect to portfolio transactions (including securities and other financial transactions) of the mutual funds and investment advisory accounts advised by H&W or SIMG. In addition, Stephens may provide H&W or SIMG with investment research services. Stephens may also sell shares of mutual funds advised by H&W or SIMG to clients of Stephens.

Policies and Procedures for Proxy Voting

It is Stephens' policy to vote proxies on securities that are owned in an account and held in custody for the account by Stephens and to utilize Investment Advisory policies and procedures,

which are reasonably designed to vote client securities in the best interests of the client and to address how potential conflicts of interest are handled.

If the Client chooses to have their securities custodied away from Stephens it will be the responsibility of the client to vote or to arrange for the voting of their proxies.

Stephens will make available information of the firm's proxy voting policy and procedures including information regarding how Stephens Inc. voted proxies, if requested.

In response to any request as to how the client's proxies were voted, the Chief Compliance Officer – Investment Advisory would provide the information to the client.

Procedure

Stephens' procedures to implement the Firm's proxy voting policy, is as follows:

a. Voting Procedures

- Proxy materials are received on behalf of clients in Stephens' Reorganization Department ("Reorg. Department");
- Copies of the Voting Form and the Annual Proxy are sent to respective investment advisory area for review;
- Stephens will vote the proxy through the Reorg Department in accordance with applicable voting guidelines, either by electronically voting or by mailing the proxy in a timely and appropriate manner.
- Unless the responsible advisor or advisory committee loses confidence in management of the issuer or the client directs the vote, Stephens will vote the shares as recommended by the Board of Directors of the issuer.

b. Proxy Voting Guidelines

- Who is responsible for Voting Proxies?
EO Manager

c. Conflicts of Interest

- On an annual basis Stephens will disclose to affected clients any identified potential material conflicts of interest by providing a list of said conflicts via the U.S. Mail.
- Where Stephens has identified a specific potential material conflict of interest relating to one or more matters to be voted on by shareholders, Stephens: (1) will notify affected clients of the potential conflict of interest, (2) will disclose how the proxy will be voted absent a voting direction from the client, and (3) will give affected clients the opportunity to vote the proxy themselves.
- Stephens will maintain a record of the voting resolution of any conflict of interest.

Investment Advisory Code of Ethics

Stephens has adopted an Investment Advisory Code of Ethics ("Code"), which defines the requirements and expectations for the business conduct of all of its Investment Advisory employees, including employees of SA. Furthermore, all Stephens' employees are expected to adhere to Stephens' Mission and Values Statement and Code of Professional Conduct.

The fundamental position of Stephens is that all aspects of its business are to be conducted in an ethical and legal manner in accordance with federal law and the laws of all states where the investment advisory divisions do business. In accordance with that position general principles apply:

1. The interests of Stephens' clients are our first consideration. Any personal securities transaction, which would be detrimental or potentially detrimental to any client account and any personal securities transaction, which is designed to profit by the market effect of any client account, must be avoided.
2. All personal securities transactions should be conducted in such a manner as to be consistent with the Code and to avoid actual or potential conflicts of interest or abuse of a Stephens' employee's knowledge of customer information or customer transactions.
3. Investment adviser personnel should not take inappropriate advantage of their positions. Information concerning the identity of security holdings and financial circumstances of clients is confidential.
4. Independence in the investment decision-making process is paramount.

Accordingly, there are certain standards of conduct, which Stephens Inc. investment advisory employees follow to reduce potential conflicts with the interests of our clients. Stephens Inc. will provide a copy of the Code to any client or prospective client upon request.

ERISA Accounts

The laws and regulations applicable to ERISA accounts restrict such accounts from engaging in certain types of transactions, including some types of transactions described herein in which non-ERISA EO accounts might engage. Stephens intends to abide by such ERISA restrictions and to deal in and with any ERISA account in the EO Program in accordance with policies and practices designed to achieve compliance with all applicable ERISA laws and regulations.

Best Execution

Stephens will strive to obtain "best execution" of transactions for clients in such a manner that the client's total cost or proceeds in each transaction is the most favorable practically available under the circumstances.

When trades are executed through Stephens they are generally executed on an agency basis in consideration of SEC Rule 206(3) which generally prohibits principal transactions in advisory accounts except with disclosure to and consent from the customer. These requirements, as a practical matter, may impose delays on the time at which principal transactions may be effected for these accounts, and thereby may impair the execution quality of such transactions for such customers.

Principal Transactions

Pursuant to SEC Rule 206(3), Stephens Inc., acting as a principal for its own account, will not knowingly sell any security to or purchase any security from an advisory client, without

obtaining the client's prior consent to each such transaction and disclosing the capacity in which it is acting.

As a practical matter, the above requirements may impose delays on the time at which principal transactions may be effected for advisory accounts, and thereby may impair the execution quality of such transactions for advisory clients. Accordingly, transactions are generally executed on an agency basis.

Principal transactions in securities in which Stephens Inc. acts as a market-maker will only be effected for EO clients if Stephens Inc. matches or betters the highest bid/lowest ask prices as reflected on NASDAQ, if applicable, and the client's prior consent to such transaction has been obtained. No mark-downs or mark-ups from the highest bid/lowest ask price will be charged. Stephens Inc., acting as a market-maker, has the potential for profit or loss on securities it sells to or buys from a customer as principal depending on the price in which Stephens executes the transaction.

Other Potential Conflicts of Interest

Stephens is a diversified financial services company that directly or through affiliates provides a wide variety of investment banking, securities, insurance and other investment-related services to a broad array of customers. These relationships could give rise to potential conflicts of interest. Any of the following types of transactions could present a potential for a conflict of interest.

(a) Client account assets may be invested in interests of money market funds, mutual funds, other investment companies, privately offered investment funds and other collective vehicles (collectively, "Funds") for which Stephens or its affiliates may act as investment advisor, sponsor, administrator, distributor, selling agent, or in other capacities ("Affiliated Funds"). In addition, Client account assets may be invested in interests of Funds for which Stephens or its affiliates do not act as investment adviser, sponsor, administrator or in other capacities. Stephens or its affiliates may receive fees for services provided to such Funds, including (but not limited to) fees payable under a plan adopted pursuant to Rule 12b-1 under the Investment Company Act of 1940, as amended ("12b-1 fees") and fees paid to compensate Stephens for providing administrative services, distribution services, shareholder services, investment advisory services or other services to or for the benefit of such Funds.

(b) Client account assets may be used to purchase or sell or otherwise deal with securities or other instruments for which (i) Stephens, (ii) an affiliate or employee of Stephens, (iii) an entity in which Stephens or an affiliate has a direct or indirect interest, or (iv) another member of a syndicate or other intermediary (where an entity referred to in (i), (ii), or (iii), above is or was a member of the syndicate), has acted, now acts, or in the future may act as an underwriter, syndicate member, market maker, dealer, broker, principal, agent, research analyst or in any other similar capacity, whether the purchase, sale or dealing occurs during the life of the syndicate or after the close of the syndicate.

(c) Stephens, or any other broker-dealer that is or may become affiliated with Stephens (the “affiliated brokers”), is expected to act as broker or dealer to execute transactions on behalf of Client’s account. Client will not be charged a separate fee for brokerage services provided to the Account by affiliated brokers.

(d) Stephens or its affiliates may effect transactions for Client’s account with other accounts for which Stephens or an affiliate provides investment advisory services (“Cross Trades”). Such Cross Trades are intended to enable Stephens to purchase or sell a block of securities at a set price and possibly avoid an unfavorable price movement that may be created through entrance into the market with such purchase or sell order. Stephens may receive compensation from other accounts involved in a Cross Trade.

(e) Subject to applicable regulations, Stephens or its affiliates may execute “Agency Cross Transactions” for the Client’s account. Agency Cross Transactions are transactions where Stephens, or any affiliate of Stephens, acts as broker for both the Client’s account and the other party to the transaction. In such transactions, Stephens, or any of Stephens’s affiliates acting as broker, may receive commissions from the other party to such transaction, to the extent permitted by law, in addition to its customary investment management or advisory fee for Client’s account.

(f) Clients of other divisions of Stephens and Clients of other advisory representatives of Stephens, as well as Stephens, its principals, employees, affiliates and their family members, may hold, and may engage in transactions in, securities purchased or sold for Client or about which Stephens may give or may have given Client advice. The Client’s account may purchase as investments securities of companies with which Stephens or its affiliates maintain investment banking relationships or other relationships or securities of companies in which Stephens or its affiliates have an ownership or other investment interest.

(g) Subject to applicable law, Stephens may pay certain fees to, and/or share revenues with, affiliates and their parties in connection with referrals for investment advisory accounts.

(h) Stephens, or its affiliates, may provide more than one type of service to Client (or a related organization), including (but not limited to), investment management services, investment advisory services, financial advisory services, underwriting services, placement agency services, investment banking services, securities brokerage services, securities custodial services, insurance agency services, insurance brokerage services, administrative services or other services, or any combination of services, all on such terms as may be agreed between Stephens (or its affiliate) and Client (or its related organization)

(i) Other divisions and other advisory representatives of Stephens perform investment advisory services for clients other than Client and such other divisions or other advisory representatives of Stephens may give advice or take action with respect to other clients that may be similar to or different from the advice given or action taken for Client’s account, in terms of securities, timing, nature of transactions and other factors. Stephens will, to the extent practicable, attempt in good faith to allocate investment opportunities among its clients, including Client, on a fair

and equitable basis. However, other divisions and other advisory representatives of Stephens will not undertake to make any recommendation or communication to Client with respect to any security which such other divisions or advisory representatives may purchase or sell (either as principal or for any other client's account) or recommend to any other client, or in which such other divisions or advisory representatives, or their respective principals, employees, affiliates or their family members, may engage in transactions.

(j) Stephens may determine in particular circumstances that, while it would be both desirable and suitable that a particular security or other investment be purchased or sold for the account of more than one of Stephens' client accounts, there is a limited supply or demand for the security or other investment. Under such circumstances, Stephens will seek to allocate the opportunity to purchase or sell that security or other investment among those accounts on an equitable basis; and Stephens will not be required to assure equality of treatment among all of its clients (including that the opportunity to purchase or sell that security or other investment will be proportionally allocated among those clients according to any particular or predetermined standards or criteria) or to undertake to make investment opportunities offered or provided to clients of other divisions of Stephens or to clients of other representatives of Stephens available to Stephens or to clients of the representative assigned to Client's account, including Client.

(k) Stephens may aggregate purchase or sale orders in a particular security for Client's account with orders for other clients' accounts when appropriate. However, Stephens is under no obligation to aggregate orders. Where, because of prevailing market conditions, it is not possible to obtain the same price or time of execution for all of the securities or other investments purchased or sold for Client's account in an aggregated order, Stephens may average the various execution prices and charge or credit Client's account with the average price.

We are pleased you are considering Stephens Inc. as your investment adviser. If you have any questions about the information contained in this brochure or about any aspect of the services we provide, please do not hesitate to call your EO Manager at their respective branch offices. Clients often receive this information by electronic delivery.

STEPHENS PRIVATE CLIENT GROUP

TRIP STRAUSS, MBA **Vice President, Stephens Inc.**

A 1980 graduate of Yale University (BA History) and a 1986 graduate of the Stanford Graduate School of Business (MBA), Trip entered the investment business in 1986. He worked for Goldman Sachs in Japan from 1987 to 1992, advising professional investors on equity investments and asset allocation decisions. In 1991, he moved to Goldman's London office where he co-managed the firm's third largest U.S. equity sales department. In 1995, he returned to his hometown of Little Rock, Arkansas to work for the investment firm of Stephens Inc. Since then, he has been managing balanced portfolios for individuals. His investment style is value oriented.

A 2002 inductee into the Arkansas Swimming Hall of Fame, Trip swam and played varsity water polo in college. He now serves on the board of the Arkansas Cancer Research Center and the UAMS Consortium.

His favorite investment is his daughter, Steele.