

# Weaver & Associates, Inc.

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## Brochure

Item 1 - Cover Page

February 15, 2011

This brochure provides information about the qualifications and business practices of Weaver & Associates, Inc. If you have any questions about the contents of this brochure, please contact us at:

- Telephone: (978) 536-5119
- Email: [tedweaver@verizon.net](mailto:tedweaver@verizon.net)

The information in this brochure has not been approved or verified by the United States Securities and Exchange Commission or by any state securities authority.

Additional information about Weaver & Associates, Inc. also is available on the SEC's website at [www.adviserinfo.sec.gov](http://www.adviserinfo.sec.gov)

## **Item 2 - Material Changes**

On July 28, 2010, the United States Securities and Exchange Commission (“SEC”) published “Amendments to Form ADV” which amends the disclosure of documents that we provide to clients. This brochure, dated February 15, 2011, is a new document prepared according to the SEC’s new requirements and rules.

In the past, we have offered or delivered information about our qualifications and business practices to clients on at least an annual basis. Pursuant to new SEC Rules, we will ensure that you receive a summary of any material changes to this and subsequent brochures within 120 days of the close of our fiscal year. We may further provide other ongoing disclosure information about material changes as necessary.

In the future, this item will discuss only specific material changes that are made to the brochure and provide clients with a summary of such changes. We will also reference the date of the last annual update of our brochure.

We will further provide you with a new brochure, as necessary, based on changes or new information, at any time, without charge.

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#### **Item 4 - Advisory Business**

Weaver & Associates, Inc., (“Weaver & Associates”) is an independent financial advisory firm.

Weaver & Associates was founded by Thadeous G. Weaver, Jr., (“Ted”) in 1991 as a sole proprietorship and was incorporated in 2001. Ted is the owner of the Firm.

We provide the following services to our clients:

- Financial planning
- Investment advisory
- Tax preparation and consulting

#### **I. Financial Planning**

In the financial planning process, we help our clients identify their goals and the financial resources that are available. Through a series of meetings, we develop a customized plan for the clients to achieve their goals.

We provide the following types of financial planning services to our clients:

- Retirement planning
- Asset allocation
  - Allocation between stocks and fixed income securities
- Education funding
- Insurance analysis
  - Life insurance
  - Disability insurance
- Individual issue analysis
  - Portfolio analysis and repositioning
  - Stock options
  - Mortgage and debt analysis
  - Other issues

#### **II. Investment Advisory**

Ted provides investment advice to our clients. The Weaver & Associates employees assist Ted in providing investment advisory services.

Item 19 (Brochure Supplement) provides additional information about Ted.

We design portfolios to help our clients achieve their financial goals. Portfolio design incorporates the following:

- Portfolio objective
  - Which goal should the portfolio be designed for:
    - Retirement?
    - College education?
    - Portfolio preservation?
- Investment timeframe
  - How soon will the money be needed?
  - What is the age of the client?
- Investment experience
  - How long has the client been an investor?
- Risk profile
  - How will the client respond to different and changing market conditions?

We design and manage stock and fixed income portfolios.

We use a select group of no-load stock mutual funds. We do not recommend or use individual stocks.

Within the fixed income portion of the portfolio, we use the following types of securities:

- Certificates of deposit
- US Treasury and Agency securities
- Municipal bonds
- No load fixed income mutual funds

We do not recommend or use individual corporate bonds.

Our investment advice is limited to the types of investments described above.

Some clients may want to impose restrictions on investing in certain securities or types of securities. Our portfolio design may incorporate such restrictions.

We do not manage portfolios on a discretionary basis. We obtain prior approval from our clients before executing transactions.

We do not participate in wrap-fee programs.

We use Charles Schwab & Company, Inc., (“Schwab”), a FINRA registered broker-dealer, member Securities Investor Protection Corporation (“SIPC”) as the custodian for client accounts.

As of February 15, 2011, Weaver & Associates manages \$46,500,000 of client assets.

### III. Tax Preparation and Consulting

We prepare individual, trust, and selected business income tax returns for our clients. We advise our clients on withholding and estimated tax payments. We also analyze individual tax issues.

## Item 5 - Fees and Compensation

### I. Investment Advisory Services

#### A. Fees and Compensation

Fees paid for investment advisory services (“advisory fees”) are calculated on a percentage-of-asset basis. The percentage-of-asset fee schedule is as follows:

|       |   |
|-------|---|
| 1.00% | of market value for amounts up to \$500,000 |
| 0.75% | of market value for the next \$500,000      |
| 0.50% | of market value for the next \$1,000,000    |
| 0.25% | of market value in excess of \$2,000,000    |

Weaver & Associates and its employees receive no commissions, contingent fees or other fees from Schwab, mutual funds or others providing securities that we may recommend.

We recommend no-load mutual funds and publicly-traded fixed-income securities. These securities are not exclusively available through Weaver & Associates. Clients have the option to purchase the investment products that we recommend through other investment advisers, brokers or agents.

Advisory fees paid to Weaver & Associates are exclusive of commissions, transaction fees or other fees charged by Schwab to clients to execute certain transactions. Clients may also incur other expenses such as wire transfer and custodial fees. Mutual funds also charge internal management fees which are disclosed in a fund’s prospectus. Such fees and expenses charged by Schwab and mutual funds are exclusive of and in addition to the advisory fees paid to Weaver & Associates.

Advisory fees are calculated at the beginning of an agreement year and remain fixed for the year unless clients make additional capital contributions. Advisory fees are prorated for each capital contribution (with the exception of de minimus contributions).

Fees are billed in advance on a quarterly basis.

Weaver & Associates does not require the prepayment of investment advisory fees of more than \$500 per client and more than 6 months in advance. When fees are paid in advance, the client will receive a complete refund if a cancellation notice is received

prior to the commencement of work or if the cancellation notice is received within five working days of entering into an investment advisory agreement. If the cancellation notice is received after the commencement of work, and after five working days, the client is charged a prorated fee and will receive a partial refund.

Advisory fees are paid directly from client accounts. Under this arrangement, the following procedures are followed:

1. The advisory client provides a written authorization permitting the advisory fees to be paid directly from the client's account held by Schwab.
2. Weaver & Associates sends to the client and to Schwab at the same time, a bill showing the amount of the fee, the value of the client's assets on which the fee was based and the specific manner in which the advisory fee was calculated.
3. Schwab sends to the client a monthly statement indicating all amounts disbursed from the account including the amount of advisory fees paid directly to Weaver & Associates.

The following are negotiable:

- Investment advisory fees
- Fee payment arrangements
- The services provided within an investment advisory agreement

#### B. Investment Advisory Agreements

The specific manner in which investment advisory fees are charged by Weaver & Associates is established in a client's written agreement ("investment advisory agreement") with Weaver & Associates.

Investment advisory agreements are ongoing and automatically renew each year on the anniversary date of the beginning of the first agreement year.

Investment advisory agreements may be cancelled at any time upon written notice by the client or by Weaver & Associates. However, Weaver & Associates will provide the client with at least thirty (30) days' notice prior to the effective agreement cancellation date.

If an investment advisory agreement is terminated during the year, the client will be charged a prorated fee. Upon termination of an agreement, any prepaid, unearned fees will be promptly refunded, and any earned unpaid fees will be due and payable.

Investment advisory agreements may not be assigned or transferred without the consent of the client and Weaver & Associates.

#### C. Custodian and Brokerage Practices

Item 12 (Brokerage Practices) further describes the factors that Weaver & Associates considers in selecting custodians for client accounts.

## II. Other Services

Fees for the following services are charged on an hourly basis:

- Financial planning
- Tax preparation and consulting
- Other services as agreed to by the client and Weaver & Associates

Other services may be included within the investment advisory agreement as agreed to by the client and Weaver & Associates.

### **Item 6 - Performance-Based Fees and Side-By-Side Management**

Item 6 requires us to disclose if we charge and accept any performance-based fees (fees based on a share of capital gains on or capital appreciation of the assets of a client).

Weaver & Associates does not charge or accept any performance-based fees.

Item 6 does not apply to Weaver & Associates.

### **Item 7 - Types of Clients**

Weaver & Associates provides investment advisory services to individuals, trusts and retirement plans.

We require a minimum initial investment of \$200,000. This total can include a combination of accounts such as brokerage and IRA accounts. The \$200,000 minimum investment is negotiable.

### **Item 8 - Methods of Analysis, Investment Strategies and Risk of Loss**

#### I. Stock Mutual Fund Investments

Ted believes in a value investment philosophy as developed by Benjamin Graham and followed by Warren Buffett. Mutual fund managers who follow this philosophy invest in stocks that they believe are undervalued by the market. The fund managers' objective is to sell the stocks when they reach a higher value.

In general, we select mutual funds that have a value investment philosophy. Over the years, we have identified a limited number of funds that we use in our portfolios.



Our research methods include the use of the following resources:

- Research publications and materials
- Mutual fund reports and prospectuses
- Financial newspapers and magazines
- Direct contact with fund managers

We are long-term investors. We rarely sell a fund that has been held for less than one year.

Investing in stock mutual funds involves the risk of loss that clients should be prepared to bear. If an investor sells a stock mutual fund during a period when stock prices are down, the investor could lose money.

## II. Fixed Income Investments

Our primary objective for fixed income investments is preservation of principal. Ted believes that investing in the following types of securities help us to achieve our objective.

- Certificates of deposit
- US Treasury and Agency securities
- Municipal bonds
- Fixed income mutual funds

Fixed income securities and fixed income mutual funds fluctuate in value. If an investor sells either during a period when their value is down, the investor could lose money.

## Item 9 - Disciplinary Information

Item 9 requires us to disclose all material facts regarding any legal or disciplinary events that would be material to a client's or prospective client's evaluation of Weaver & Associates or the integrity of Weaver & Associates' management.

Weaver & Associates has not been a party to any such legal or disciplinary events.

Item 9 does not apply to Weaver & Associates.

## **Item 10 - Other Financial Industry Activities and Affiliations**

Item 10 requires us to:

- I. Describe any relationship or arrangement that is material to our advisory business or to our clients with the following:
  - A. Broker-dealer, municipal securities dealer, or government securities dealer or broker
  - B. Investment company or other pooled investment vehicle (including a mutual fund, closed-end investment company, unit investment trust, private investment company or “hedge fund,” and offshore fund)
  - C. Other investment adviser or financial planner
  - D. Futures commission merchant, commodity pool operator, or commodity trading adviser
  - E. Banking or thrift institution
  - F. Accountant or accounting firm
  - G. Lawyer or law firm
  - H. Insurance company or agency
  - I. Pension consultant
  - J. Real estate broker or dealer
  - K. Sponsor or syndicator of limited partnership
- II. Describe if we recommend or select (1) other investment advisers, or (2) other business relationships for our clients and receive compensation that create a material conflict of interest.

Weaver & Associates and its employees are not involved in any of the relationships described above.

Item 10 does not apply to Weaver & Associates or its employees.

## **Item 11 -Code of Ethics, Participation or Interest in Client Transactions and Personal Trading**

### **I. Code of Ethics**

Weaver & Associates has adopted a Code of Ethics.

As a fiduciary, we have an affirmative duty of care, loyalty, honesty and good faith to act in the best interests of our clients.

We will not conduct business in such a way as to allow for a conflict of interest or deemed conflict of interest with any client.

We will do the following:

- A. Provide advice with honesty, integrity, trust and professionalism.
- B. Provide independent advice which is in the best interest of the client.
- C. Put the needs of the client before the needs of Weaver & Associates and its employees.
- D. Not show inappropriate favoritism to one client over another client.
- E. Provide the client with complete disclosure (especially where there could be deemed a conflict of interest).

We will provide a copy of our Code of Ethics upon any client's or prospective client's request.

## II. Participation or Interest in Client Transactions

Weaver & Associates and its employees do not recommend, buy or sell for client accounts, securities in which Weaver & Associates or its employees have a material financial interest.

Weaver & Associates and its employees do not participate or have interests in such transactions.

## III. Personal Trading

Weaver & Associates or its employees may buy or sell securities identical to those recommended to clients for their personal accounts. Item 4 (Advisory Business) describes the types of securities that we recommend to our clients.

The securities that we recommend to our clients are all available on publicly-traded exchanges and we have no opportunity to influence their availability or their pricing. Thus, our purchase or sale of securities that we recommend to our clients does not provide for a conflict of interest.

## IV. Insider Trading and Conflict of Interest

Weaver & Associates has adopted Policies and Procedures and a Firm-Wide Policy Statement on Insider Trading. The Policies and Procedures contain provisions reasonably necessary to deter misconduct and conflicts of interest and to detect any violation. The Statement on Insider Trading prohibits trading on non-public information.

Weaver & Associates or its employees may have an interest or position in a certain security(ies) which we may also recommend to a client (refer to Section III above).

As these situations may represent a conflict of interest, we have established the following restrictions in order to ensure our fiduciary responsibilities:

- A. Weaver & Associates or its employees shall not buy or sell securities for their personal portfolio(s) where their decision is substantially derived, in whole or in part, by reason of his or her employment unless the information is also available to the investing public on reasonable inquiry. We shall not prefer our own interest to that of the advisory client.
- B. We maintain a list of all securities holdings for the firm and its employees. Ted reviews these holdings on a quarterly basis.
- C. We require that all employees must act in accordance with all applicable federal and state regulations governing our investment advisory practices.

The employment of any individual not in observance of the above may be subject to termination from our firm.

Weaver & Associates is and shall continue to be in compliance with The Insider Trading and Securities Fraud Enforcement Act of 1988. Specifically, we have adopted a firm-wide policy statement outlining insider trader compliance by the firm and its employees. This statement is distributed annually to all employees of Weaver & Associates and is signed and dated by each employee. A copy of such firm-wide policy is left with each employee and the original is maintained in a master file. Further, we have adopted a written supervisory procedures statement highlighting the steps which shall be taken to implement the firm-wide policy. These materials are also distributed to all employees of Weaver & Associates, are signed, dated annually and filed with the insider trading compliance materials.

There are provisions adopted by Weaver and Associates for (i) restricting access to files, (ii) providing continuing education (iii) restricting and/or monitoring trading on those securities of which our employees may have non-public information, (iv) requiring all of our employees to conduct their trading through a specified broker or reporting all transactions promptly to the firm and (v) monitoring the securities trading of Weaver & Associates and its employees.

## V. Privacy Policy

Weaver & Associates has adopted a Privacy Policy which is provided to all new clients and annually to all clients.

Information concerning (i) the identity of clients, (ii) client security holdings, transactions and recommendations, (iii) financial circumstances of clients and (iv) all other personal and financial information is confidential.

## **Item 12 - Brokerage Practices**

### **I. The Custodian and Broker We Use**

Weaver & Associates does not maintain custody of your assets that we manage although we may be deemed to have custody of your assets if you give us authority to withdraw assets from your account, see Item 15 (Custody). Your assets must be maintained in an account at a “qualified custodian,” generally a broker-dealer or bank. We require that our clients use Charles Schwab & Co., Inc. (Schwab), a registered broker-dealer, member Securities Investor Protection Corporation (“SIPC”), as the qualified custodian. We are independently owned and operated and are not affiliated with Schwab. Schwab will hold your assets in a brokerage account and buy and sell securities as instructed by Weaver & Associates. While we require that you use Schwab as custodian/broker, you will decide whether to do so and will open your account with Schwab by entering into an account agreement directly with them. We do not open the account for you, although we may assist you in doing so. Not all advisors require their clients to use a particular broker-dealer or other custodian selected by the advisor.

### **II. How We Select Custodians/Brokers**

We seek to use a custodian/broker who will hold your assets and execute transactions on terms that are, overall, most advantageous when compared to other available providers and their services. When selecting a custodian/broker, we consider a wide range of factors, including, among others:

- Quality of services
- Reputation, financial strength, and stability
- Breadth of available investment products (mutual funds, bonds, etc.)
- Combination of transaction execution services and asset custody services (generally without a separate fee for custody)
- Capability to execute, clear, and settle trades (buy and sell securities for your account)
- Capability to facilitate transfers and payments to and from accounts (wire transfers, check requests, bill payment, etc.)
- Competitiveness of the price of those services (commission rates, margin interest rates, other fees, etc.)
- Prior service to us and our other clients
- Availability of investment research and tools that assist us in making investment decisions
- Availability of other products and services that benefit us, as discussed below (see “Products and Services Available to Weaver & Associates From Schwab”)

When selecting a custodian/broker, we do not consider client referrals. We do not receive client referrals from custodians/brokers.

### III. Your Custody and Brokerage Costs

For our clients' accounts that Schwab maintains, Schwab generally does not charge you separately for custody services but is compensated by charging you commissions or other fees on trades that it executes or that settle into your Schwab account.

### IV. Products and Services Available to Weaver & Associates From Schwab

Schwab Advisor Services™ (formerly called Schwab Institutional) is Schwab's business serving independent investment advisory firms like us. They provide us and our clients with access to its institutional brokerage-trading, custody, reporting, and related services – many of which are not typically available to Schwab retail customers. Schwab also makes available various support services. Some of those services help us manage or administer our clients' accounts, while others help us manage and grow our business. Schwab's support services generally are available on an unsolicited basis (we do not have to request them) and at no charge to us as long as our clients collectively maintain a total of at least \$10 million of their assets in accounts at Schwab. If our clients collectively have less than \$10 million in assets at Schwab, Schwab may charge us quarterly service fees of \$1,200. Following is a more detailed description of Schwab's support services.

#### A. Services that Benefit You

Schwab's institutional brokerage services include access to a broad range of investment products, execution of securities transactions, and custody of client assets. The investment products available through Schwab include some to which we might not otherwise have access or that would require a significantly higher minimum initial investment by our clients. Schwab's services described in this paragraph generally benefit you and your account.

#### B. Services That May Not Directly Benefit You

Schwab also makes available to us other products and services that benefit us but may not directly benefit you or your account. These products and services assist us in managing and administering our clients' accounts. They include investment research, both Schwab's own and that of third parties. We may use this research to service all or a substantial number of our clients' accounts, including accounts not maintained at Schwab. In addition to investment research, Schwab also makes available software and other technology that:

- Provides access to client account data (such as duplicate trade confirmations and account statements)
- Facilitates trade executions and allocates aggregated trade orders for multiple client accounts
- Provides pricing and other market data
- Facilitates payment of our fees from our clients' accounts

- Assists with back-office functions, recordkeeping, and client reporting

#### C. Services That Generally Benefit Only Weaver & Associates

Schwab also offers other services to help us manage and further develop our business enterprise. These services include:

- Educational conferences and events
- Consulting on technology, compliance, legal, and business needs
- Publications and conferences on practice management and business succession
- Access to employee benefits providers, human capital consultants, and insurance providers

Schwab may provide some of these services. In other cases, Schwab will arrange for third-party vendors to provide the services to us. Schwab may also discount or waive its fees for some of these services or pay all or a part of a third party's fees. Schwab may also provide us with other benefits, such as occasional business entertainment of our personnel.

#### D. Our Interest in Schwab's Services

The availability of these services from Schwab benefits us because we do not have to produce or purchase them. We do not have to pay for Schwab's services so long as our clients collectively keep a total of at least \$10 million of their assets in accounts at Schwab. Beyond that, these services are not contingent upon us committing any specific amount of business to Schwab in trading commissions or assets in custody. The \$10 million minimum may give us an incentive to require that you maintain your account with Schwab, based on our interest in receiving Schwab's services that benefit our business rather than based on your interest in receiving the best value in custody services and the most favorable execution of your transactions. This is a potential conflict of interest. We believe, however, that our selection of Schwab as custodian and broker is in the best interests of our clients. Our selection is primarily supported by the scope, quality, and price of Schwab's services (see "How We Select Custodians/Brokers") and not Schwab's services that benefit only us. We have \$46,500,000 in client assets under management, and we do not believe that requiring our clients to collectively maintain at least \$10 million of those assets at Schwab in order to avoid paying Schwab quarterly service fees presents a material conflict of interest.

### **Item 13 – Review of Accounts**

Ted monitors the investment environment on a daily basis and systematically reviews the performance of mutual funds and fixed income investments on a monthly basis.

Ted reviews each client's accounts on a monthly basis.

Ted reviews clients' asset allocations between stocks and fixed income investments at least on an annual basis. He will also review asset allocations if there is a sudden and significant increase or decrease in the United States stock market as measured by the Standard and Poors 500 Index ("S&P 500").

Weaver & Associates provides investment advisory clients with written investment reports on a quarterly basis. The reports include the following:

- Value of investments as of the beginning of the year
- Value of investments as of the end of the current quarter

#### **Item 14 - Client Referrals and Other Compensation**

Item 14 requires us to:

- I. Describe if we directly or indirectly compensate any entities or persons for client referrals.
- II. Describe an arrangement where someone who is not a client provides an economic benefit to us in exchange for providing investment advice or other advisory services to our clients.

Weaver & Associates and its employees are not directly or indirectly compensated by any entities or persons for client referrals.

We receive an economic benefit from Schwab in the form of the support products and services it makes available to us and other independent investment advisors whose clients maintain their accounts at Schwab. These products and services, how they benefit us, and the related conflicts of interest are described in Item 12 (Brokerage Practices). The availability to us of Schwab's products and services is not based on us giving particular investment advice, such as buying particular securities for our clients.

#### **Item 15 - Custody**

Under government regulations, we are deemed to have custody of your assets if, for example, you authorize us to instruct Schwab to deduct our advisory fees directly from your account. Schwab maintains actual custody of your assets. You will receive account statements directly from Schwab at least quarterly. They will be sent to the email or postal mailing address you provide to Schwab. You should carefully review those statements promptly when you receive them.

Weaver & Associates provides you with quarterly investment reports. We urge you to compare Schwab's account statements to the quarterly reports you receive from us.



### **Item 16 - Investment Discretion**

Weaver & Associates does not receive discretionary investment authority from clients. We obtain prior approval from clients before executing transactions.

Item 16 does not apply to Weaver & Associates.

### **Item 17 - Voting Client Securities**

As a matter of firm policy and practice, Weaver & Associates does not have any authority to and does not vote proxies on behalf of advisory clients. Clients retain the responsibility for receiving and voting proxies for any and all securities maintained in client portfolios.

Clients receive proxies or other solicitations directly from Schwab. We are available to provide advice to clients regarding the clients' voting of proxies.

### **Item 18 - Financial Information**

Item 18 requires us to provide certain financial information or disclosures about our financial condition if:

- I. We require or solicit prepayment of more than \$1,200 in fees per client, six months or more in advance.
- II. We have discretionary authority or custody of client funds or securities.
- III. We have been the subject of a bankruptcy petition at any time during the past ten years.

None of the above apply to Weaver & Associates.

Item 18 does not apply to Weaver & Associates.

## Item 19 – Brochure Supplement

February 15, 2011

This brochure supplement provides information about Ted that supplements the Weaver & Associates' brochure. You should have received a copy of that brochure. Please contact Ted if you did not receive the Weaver & Associates' brochure or if you have any questions about the contents of this supplement.

### Item 1 - Business Address and Contact Information

Thadeous G. Weaver, Jr.  
Weaver & Associates, Inc.  
100 Corporate Place, Suite 301  
Peabody, MA 01960  
Telephone: (978) 536-5119  
Fax: (978) 536-2092  
E-mail: [tedweaver@verizon.net](mailto:tedweaver@verizon.net)

### Item 2 - Education Background and Business Experience

A. Date of Birth: October 7, 1951

B. Formal Education

University of Massachusetts, BA, Economics, 1973  
Boston College School of Management, MBA, 1980  
Bentley University, MST (Masters of Science in Taxation), 1990

C. Business Experience and Positions Held for the Preceding Five Years

President and Chief Compliance Officer for Weaver & Associates, Inc.

D. Professional Designation

CPA – Certified Public Accountant. Ted has been a CPA since 1982.

#### 1. Initial Qualifications

In order to qualify as a CPA, an individual must do the following:

- Obtain a bachelor's degree
- Successfully complete certain accounting and other courses
- Obtain certain work experience with a CPA firm
- Successfully pass the CPA exam

#### 2. Ongoing Professional Education

CPAs must satisfy state professional education requirements.

Ted is licensed as a CPA in Massachusetts. In Massachusetts, CPAs must satisfy the professional education requirements every two years in order to renew their licenses.

Item 3 - Disciplinary Information

Item 3 requires us to disclose all material facts regarding any legal or disciplinary events that would be material to a client's or prospective client's evaluation of Ted.

Ted has never been involved in any such legal or disciplinary events.

Item 3 does not apply to Ted.

Item 4 - Other Business Activities

Item 4 requires us to disclose if Ted is actively engaged in any investment-related business or occupation other than with Weaver & Associates.

Ted is not engaged in any such other investment-related business or occupation.

Item 4 does not apply to Ted.

Item 5 - Additional Compensation

Item 5 requires us to disclose if someone who is not a client provides an economic benefit to Ted for providing advisory services.

Ted is not provided with any economic benefits from someone who is not a client for providing advisory services.

Item 5 does not apply to Ted.

Item 6 - Supervision

Ted is the Chief Compliance Officer for Weaver & Associates and supervises his own advisory activities.