

## **Firm Brochure**

(Part 2A of Form ADV)

### **JOHNSON WEALTH MANAGEMENT, LLC**

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701-746-8310

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This brochure provides information about the qualifications and business practices of Johnson Wealth Management, LLC. If you have any questions about the contents of this brochure, please contact us at: 701-746-8310 or by email at: [derrick@johnsonwealth.com](mailto:derrick@johnsonwealth.com). 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 Johnson Wealth Management, LLC is available on the SEC's website at [www.adviserinfo.sec.gov](http://www.adviserinfo.sec.gov)

January 16, 2011

## Material Changes

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### **Annual Update**

The Material Changes section of this brochure will be updated annually or whenever material changes occur.

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### **Material Changes Since the Last Update**

The U.S. Securities and Exchange Commission issued a final rule in July 2010 requiring advisers to provide a Firm Brochure in narrative “plain English” format. The new final rule specifies mandatory sections and organization.

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### **Full Brochure Available**

Whenever you would like to receive a complete copy of our Firm Brochure, please contact us by telephone at: 701-746-8310 or by email at: [derrick@johnsonwealth.com](mailto:derrick@johnsonwealth.com).

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# Advisory Business

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## **Firm Description**

Johnson Wealth Management, LLC was founded in 2002.

Johnson Wealth Management, LLC is strictly a fee-only financial planning and investment management firm. The firm does not sell annuities, insurance, stocks, bonds, mutual funds, limited partnerships, or other commissioned products. The firm is not affiliated with entities that sell financial products or securities. No commissions in any form are accepted. No finder's fees are accepted.

Johnson Wealth Management, LLC provides personalized confidential financial planning and investment management to individuals, pension and profit sharing plans, trusts, estates, charitable organizations, corporations and other business entities. Advice is provided through consultation with the client and may include: determination of financial objectives, identification of financial problems, cash flow management, tax planning, insurance review, investment management, education funding, retirement planning, and estate planning.

Investment advice is an integral part of financial planning and is provided with the client making the final decision on investment selection. Johnson Wealth Management, LLC does not act as a custodian of client assets. The client always maintains asset control. Johnson Wealth Management, LLC places trades for clients under a limited power of attorney.

A written evaluation of each client's initial situation is provided to the client, often in the form of a net worth statement. Periodic reviews are also communicated to provide reminders of the specific courses of action that need to be taken. More frequent reviews may occur but are not necessarily communicated to the client unless immediate changes are recommended.

Other professionals (e.g., lawyers, accountants, insurance agents, etc.) are engaged directly by the client on an as-needed basis. Johnson Wealth Management, LLC often works closely with other advisors to insure that the client's financial plan is fully implemented. Conflicts of interest will be disclosed to the client in the unlikely event they should occur.

The initial meeting, which may be by telephone, is free of charge and is considered an exploratory interview to determine the extent to which financial planning and investment management may be beneficial to the client.

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**Principal Owners**

Derrick Johnson is a 100% stockholder.

**Types of Advisory Services**

Johnson Wealth Management, LLC provides investment supervisory services, also known as asset management services; manages investment advisory accounts not involving investment supervisory services; furnishes investment advice through consultations; issues periodicals about securities by subscription; issues special reports about securities; and issues, charts, graphs, formulas, or other devices which clients may use to evaluate securities.

On more than an occasional basis, Johnson Wealth Management, LLC furnishes advice to clients on matters not involving securities, such as financial planning matters, taxation issues, and trust services that often include estate planning.

As of 12/31/2010, Johnson Wealth Management, LLC manages approximately \$50 million in assets for approximately 75 clients. Approximately \$46 million is managed on a discretionary basis, and \$4 million is managed on a non-discretionary basis.

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**Tailored Relationships**

The goals and objectives for each client are documented in our client relationship management system. Investment policy statements are created based on those stated goals and objectives. Clients may impose restrictions on investing in certain securities or types of securities.

Agreements may not be assigned without client consent.

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**Types of Agreements**

The following agreements define the typical client relationships.

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**Financial Planning Agreement**

A financial plan is designed to help the client with all aspects of financial planning without ongoing investment management after the financial plan is completed.

The financial plan may include, but is not limited to: a net worth statement; a cash flow statement; a review of investment accounts, including reviewing asset allocation and providing repositioning recommendations; strategic tax planning; a review of retirement accounts and plans including recommendations; a review of insurance policies and recommendations for changes, if necessary; one or more retirement scenarios; estate planning review and recommendations; and education planning with funding recommendations.

Detailed investment advice and specific recommendations are provided as part of a financial plan. Implementation of the recommendations is at the discretion of the client.

The fee for a financial plan is based on the time required to complete and present the plan to the client. The current hourly rate is \$120. An initial consultation is offered at no charge. During the initial meeting the client will be provided an estimate of time to complete a plan based on their needs. Since financial planning is a discovery process, situations occur wherein the client is unaware of certain financial exposures or predicaments.

In the event that the client's situation is substantially different than disclosed at the initial meeting, a revised fee will be provided for mutual agreement. The client must approve the change of scope in advance of the additional work being performed when a fee increase is necessary.

After delivery of a financial plan, future face-to-face meetings may be scheduled as necessary to implement the plan. Follow-up implementation work is also billed at the rate of \$120 per hour.

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### **Investment Advisory Agreement**

An Investment Advisory Agreement will be executed when Johnson Wealth Management, LLC will provide investment management services. Most clients choose to have Johnson Wealth Management, LLC manage their assets in order to obtain ongoing in-depth advice and life planning. All aspects of the client's financial affairs are reviewed. Realistic and measurable goals are set. Objectives to reach those goals are defined. As goals and objectives change over time, suggestions are made and implemented on an ongoing basis.

The scope of work and fee for an Investment Advisory Agreement is provided to the client in writing prior to the start of the relationship. An Investment Advisory Agreement includes: investment management (including performance reporting). Other services included for this fee include ongoing financial planning services.

The annual Investment Advisory Agreement fee is based on a percentage of the investable assets according to the following schedule:

- 0.90% on the first \$500,000;
- 0.75% on the next \$500,000 (from 500,001 to 1,000,000);
- 0.60% on the next \$1,000,000 (from 1,000,001 to 2,000,000); and
- 0.45% on the assets above \$2,000,000.

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### **Pension Consulting Agreement**

This service is designed to offer a variety of advisory services to employee benefit plans and their fiduciaries based upon an analysis of the needs of the plan. This advisory service may include advice regarding general recommendations as to what portion of plan assets should be invested in various investment media, including securities, and in some cases,



recommendations regarding investment in specific securities or other investments. Johnson Wealth Management, LLC may also assist plan fiduciaries in determining plan investment objectives and policies and in designing funding media for the plan. Further, Johnson Wealth Management, LLC may provide general or specific advice to plan fiduciaries as to the selection or retention of independent third party investment advisers to manage the assets of the plan.

Johnson Wealth Management, LLC is customarily compensated for these services primarily through fees paid by the plan, its sponsor, or other persons. These fees are based on a percentage of the assets under management.

All client accounts are regulated under the Employee Retirement Income Securities Act ("ERISA"). Johnson Wealth Management, LLC will provide consulting services, as an investment manager, to the plan fiduciaries as described above. Johnson Wealth Management, LLC will not maintain discretionary authority or control, whatsoever, with respect to client accounts. The named plan fiduciary must make the ultimate decision as to retaining the services of such investment advisers as Johnson Wealth Management, LLC recommends. The plan fiduciary is free to seek independent advice about the appropriateness of any recommended services for the plan.

To be an investment manager to qualified plans governed by ERISA, two requirements must be satisfied. First, the investment manager must be registered under the Investment Advisers Act or under applicable state law. Second, the investment manager must acknowledge in writing that it is a fiduciary with respect to the plan. The Department of Labor in Regulation 3-21 clarified the scope of the applicability of ERISA to investment managers. This regulation provides that such a person becomes a fiduciary if advice is given on a regular basis and pursuant to an agreement or undertaking that such services will serve as a primary basis for investment decisions by the plan.

Certain qualified retirement plans are charged a fee based on a percentage of investable assets according to the following schedule:

0.50% on the first \$1,000,000;

0.40% on the next \$1,000,000 (from 1,000,001 to 2,000,000); and

0.30% on the assets above \$3,000,000.

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### **Retainer Agreement**

In some circumstances, a Financial Planning Agreement is executed on a fixed-fee basis when it is more appropriate to work on that basis. The annual fee is determined by the scope of work requested and is not negotiable.

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### **Termination of Agreement**

A Client may terminate any of the aforementioned agreements at any time by notifying Johnson Wealth Management, LLC in writing and paying the rate for the time spent on the investment advisory engagement prior to notification of

termination. If the client made an advance payment, Johnson Wealth Management, LLC will refund any unearned portion of the advance payment.

Johnson Wealth Management, LLC may terminate any of the aforementioned agreements at any time by notifying the client in writing. If the client made an advance payment, Johnson Wealth Management, LLC will refund any unearned portion of the advance payment.

## **Fees and Compensation**

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### **Description**

Johnson Wealth Management, LLC bases its fees on hourly fees, a percentage of assets under management, and fixed fees.

Financial plans are billed hourly based on the time necessary to complete and implement the plan.

Some fixed fees may be priced based on the complexity of work, especially when asset management is not the most significant part of the relationship.

There is no minimum annual fee. Current client relationships may exist where the fees are higher or lower than the fee schedule above.

Although the Investment Advisory Agreement is an ongoing agreement and constant adjustments are required, the length of service to the client is at the client's discretion.

Fees are negotiable.

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### **Fee Billing**

Investment management fees are billed quarterly, in advance, meaning that we invoice you before the three-month billing period has ended. Payment in full is expected upon invoice presentation. Fees are usually deducted from a designated client account to facilitate billing. The client must consent in advance to direct debiting of their investment account.

Fees for financial plans are billed upon completion with the balance due within 30 days of billing.

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### **Other Fees**

Custodians may charge transaction fees on purchases or sales of certain mutual funds and exchange-traded funds. These transaction charges are usually small and incidental to the purchase or sale of a security. The selection of the security is more important than the nominal fee that the custodian charges to buy or sell the security.

Johnson Wealth Management, LLC, in its sole discretion, may waive its minimum fee and/or charge a lesser investment advisory fee based upon certain criteria (e.g., historical relationship, type of assets, anticipated future earning capacity, anticipated future additional assets, dollar amounts of

assets to be managed, related accounts, account composition, negotiations with clients, etc.).

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### **Expense Ratios**

Mutual funds generally charge a management fee for their services as investment managers. The management fee is called an expense ratio. For example, an expense ratio of 0.50 means that the mutual fund company charges 0.5% for their services. These fees are in addition to the fees paid by you to Johnson Wealth Management, LLC.

Performance figures quoted by mutual fund companies in various publications are after their fees have been deducted.

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### **Past Due Accounts and Termination of Agreement**

Johnson Wealth Management, LLC reserves the right to stop work on any account that is more than 90 days overdue. In addition, Johnson Wealth Management, LLC reserves the right to terminate any financial planning engagement where a client has willfully concealed or has refused to provide pertinent information about financial situations when necessary and appropriate, in Johnson Wealth Management, LLC's judgment, to providing proper financial advice. Any unused portion of fees collected in advance will be refunded within 30 days.

## **Performance-Based Fees**

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### **Sharing of Capital Gains**

Fees are not based on a share of the capital gains or capital appreciation of managed securities.

Johnson Wealth Management, LLC does not use a performance-based fee structure because of the potential conflict of interest. Performance-based compensation may create an incentive for the adviser to recommend an investment that may carry a higher degree of risk to the client.

## **Types of Clients**

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### **Description**

Johnson Wealth Management, LLC generally provides investment advice to individuals, pension and profit sharing plans, trusts, estates, charitable organizations, corporations and other business entities.

Client relationships vary in scope and length of service.

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### **Account Minimums**

The minimum account size is \$250,000 of assets under management, which equates to an annual fee of \$2,250.

Johnson Wealth Management, LLC has the discretion to waive the account minimum. Exceptions will apply to employees of Johnson Wealth Management, LLC and their relatives, or relatives of existing clients.

## **Methods of Analysis, Investment Strategies and Risk of Loss**

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### **Methods of Analysis**

We don't believe that security analysis will generate additional long-term returns. Instead we focus on picking low-cost passively managed funds that will capture asset class returns.

Johnson Wealth Management, LLC does believe it is important to stay informed about economic, political and financial events that might impact a client's financial situation. The main sources of information include financial newspapers and magazines, inspections of corporate activities, research materials prepared by others, corporate rating services, annual reports, prospectuses, filings with the Securities and Exchange Commission, and company press releases.

Other sources of information that Johnson Wealth Management, LLC may use include Morningstar mutual fund information, TD Ameritrade research, research provided by DFA, and the World Wide Web.

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### **Investment Strategies**

Johnson Wealth Management, LLC uses Modern Portfolio Theory ("MPT") as its core investment strategy. MPT is a sophisticated investment decision approach that theoretically permits an investor to classify, estimate, and control both the kind and the amount of expected risk and return. This means that we recommend an appropriate asset mix for each client based upon the objectives stated by the client during consultations. Each client executes an Investment Policy Statement that documents their objectives and desired strategy. We buy and hold primarily passively-managed index and exchange-traded funds as the core investments to achieve exposure to each asset class. The portfolios are monitored periodically to determine if rebalancing is necessary to maintain the agreed upon asset allocation. Portfolios are globally diversified to control the risk associated with traditional markets. We believe that a low-cost, passively managed portfolio will provide better long-term results than an actively managed portfolio.

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### **Risk of Loss**

All investment programs have certain risks that are borne by the investor. Our investment approach constantly keeps the risk of loss in mind. Investors face the following investment risks:

- **Interest-rate Risk:** Fluctuations in interest rates may cause investment prices to fluctuate. For example, when interest rates rise, yields on

existing bonds become less attractive, causing their market values to decline.

- **Market Risk:** The price of a security, bond, or mutual fund may drop in reaction to tangible and intangible events and conditions. This type of risk is caused by external factors independent of a security's particular underlying circumstances. For example, political, economic and social conditions may trigger market events.
- **Inflation Risk:** When any type of inflation is present, a dollar today will not buy as much as a dollar next year, because purchasing power is eroding at the rate of inflation.
- **Currency Risk:** Overseas investments are subject to fluctuations in the value of the dollar against the currency of the investment's originating country. This is also referred to as exchange rate risk.
- **Reinvestment Risk:** This is the risk that future proceeds from investments may have to be reinvested at a potentially lower rate of return (i.e. interest rate). This primarily relates to fixed income securities.
- **Business Risk:** These risks are associated with a particular industry or a particular company within an industry. For example, oil-drilling companies depend on finding oil and then refining it, a lengthy process, before they can generate a profit. They carry a higher risk of profitability than an electric company, which generates its income from a steady stream of customers who buy electricity no matter what the economic environment is like.
- **Liquidity Risk:** Liquidity is the ability to readily convert an investment into cash. Generally, assets are more liquid if many traders are interested in a standardized product. For example, Treasury Bills are highly liquid, while real estate properties are not.
- **Financial Risk:** Excessive borrowing to finance a business' operations increases the risk of profitability, because the company must meet the terms of its obligations in good times and bad. During periods of financial stress, the inability to meet loan obligations may result in bankruptcy and/or a declining market value.

## **Disciplinary Information**

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### **Legal and Disciplinary**

The firm and its employees have not been involved in legal or disciplinary events related to past or present investment clients.

# Code of Ethics, Participation or Interest in Client Transactions and Personal Trading

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## Code of Ethics

The employees of Johnson Wealth Management, LLC have committed to a Code of Ethics. The firm will provide a copy of the Code of Ethics to any client or prospective client upon request.

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## Participation or Interest in Client Transactions

Johnson Wealth Management, LLC and its employees may buy or sell securities that are also held by clients. Employees may not trade their own securities ahead of client trades. Employees comply with the provisions of the Johnson Wealth Management, LLC *Compliance Manual*.

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## Personal Trading

The Chief Compliance Officer of Johnson Wealth Management, LLC is Derrick Johnson. He reviews all employee trades each quarter. The personal trading reviews ensure that the personal trading of employees does not affect the markets, and that clients of the firm receive preferential treatment. Since most employee trades are small mutual fund trades or exchange-traded fund trades, the trades do not affect the securities markets.

# Brokerage Practices

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## Selecting Brokerage Firms

Johnson Wealth Management, LLC does not have any affiliation with product sales firms. Specific custodian recommendations are made to clients based on their need for such services. Johnson Wealth Management, LLC recommends custodians based on the proven integrity and financial responsibility of the firm and the best execution of orders at reasonable commission rates.

Johnson Wealth Management, LLC recommends discount brokerage firms and trust companies (qualified custodians), such as TD Ameritrade, TIAA-CREF, Vanguard and MG Trust. Johnson Wealth Management, LLC does not receive fees or commissions from any of these arrangements.

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## Best Execution

Johnson Wealth Management, LLC reviews the execution of trades at each custodian each quarter. The review is documented in the Johnson Wealth Management, LLC *Compliance Manual*. Trading fees charged by the custodians is also reviewed on a quarterly basis. Johnson Wealth Management, LLC does not receive any portion of the trading fees.

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**Soft Dollars**

Johnson Wealth Management, LLC does not accept soft dollars from the custodians that it recommends to clients.

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**Order Aggregation**

Most trades are mutual funds or exchange-traded funds where trade aggregation does not garner any client benefit.

## **Review of Accounts**

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**Periodic Reviews**

Account reviews are performed quarterly by Derrick Johnson. Account reviews are performed more frequently when market conditions dictate.

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**Review Triggers**

Other conditions that may trigger a review are changes in the tax laws, new investment information, and changes in a client's own situation.

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**Regular Reports**

Clients receive periodic communications on at least an annual basis. Investment Management clients receive written quarterly updates. The written updates may include a net worth statement, portfolio statement, and a summary of objectives and progress towards meeting those objectives.

## **Client Referrals and Other Compensation**

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**Incoming Referrals**

Johnson Wealth Management, LLC has been fortunate to receive many client referrals over the years. The referrals came from current clients, estate planning attorneys, accountants, employees, personal friends of employees and other similar sources. The firm does not compensate referring parties for these referrals.

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**Referrals Out**

Johnson Wealth Management, LLC does not accept referral fees or any form of remuneration from other professionals when a prospect or client is referred to them.

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**Other Compensation**

Johnson Wealth Management, LLC will occasionally use its securities price database to verify historical pricing for third parties. It charges an hourly fee for this service.

# Custody

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## Account Statements

All assets are held at qualified custodians. At least quarterly these custodians provide account statements directly to clients at their address of record.

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## Performance Reports

Clients are urged to compare the account statements received directly from their custodians to the performance report statements provided by Johnson Wealth Management, LLC.

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## Net Worth Statements

Clients are frequently provided net worth statements and net worth graphs that are generated from our client relationship management system. Net worth statements contain approximations of bank account balances provided by the client, as well as the value of land and hard-to-price real estate. The net worth statements are used for long-term financial planning where the exact values of assets are not material to the financial planning tasks.

# Investment Discretion

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## Discretionary Authority for Trading

Johnson Wealth Management, LLC accepts discretionary authority to manage securities accounts on behalf of clients. Johnson Wealth Management, LLC has the authority to determine, without obtaining specific client consent, the securities to be bought or sold, and the amount of the securities to be bought or sold. However, Johnson Wealth Management, LLC consults with the client prior to each trade to obtain concurrence if a blanket trading authorization has not been given.

The client approves the custodian to be used and the commission rates paid to the custodian. Johnson Wealth Management, LLC does not receive any portion of the transaction fees or commissions paid by the client to the custodian on certain trades.

Discretionary trading authority facilitates placing trades in client accounts on their behalf so that Johnson Wealth Management, LLC may promptly implement the investment policy that the client has approved in writing.

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## Limited Power of Attorney

A limited power of attorney is a trading authorization for this purpose. The client signs a limited power of attorney so that Johnson Wealth Management, LLC may view account information, execute the trades and deduct its quarterly fees from the account.



## Voting Client Securities

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### Proxy Votes

Johnson Wealth Management, LLC does not vote proxies on securities. Clients are expected to vote their own proxies.

When assistance on voting proxies is requested, Johnson Wealth Management, LLC will provide recommendations to the client. If a conflict of interest exists, it will be disclosed to the client.

## Financial Information

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### Financial Condition

Johnson Wealth Management, LLC does not have any financial impairment that will preclude the firm from meeting contractual commitments to clients.

A balance sheet is not required to be provided because Johnson Wealth Management, LLC does not serve as a custodian for client funds or securities, and does not require prepayment of fees of more than \$600 per client, and six months or more in advance.

## Business Continuity Plan

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### General

Johnson Wealth Management, LLC has a Business Continuity Plan in place that provides detailed steps to mitigate and recover from the loss of office space, communications, services or key people.

### Disasters

The Business Continuity Plan covers natural disasters such as snow storms, hurricanes, tornados, and flooding. The Plan covers man-made disasters such as loss of electrical power, loss of water pressure, fire, bomb threat, nuclear emergency, chemical event, biological event, communications line outage, Internet outage, railway accident and aircraft accident. Electronic files are backed up daily and archived offsite.

### Alternate Offices

Alternate offices are identified to support ongoing operations in the event the main office is unavailable. It is our intention to contact all clients within five days of a disaster that dictates moving our office to an alternate location.

### Loss of Key Personnel

Johnson Wealth Management, LLC has signed a Business Continuation Agreement with an individual who would purchase Johnson Wealth Management, LLC in the event of Derrick Johnson's serious disability or death.

# Information Security Program

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## Information Security

Johnson Wealth Management, LLC maintains an information security program to reduce the risk that personal and confidential information may be breached.

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## Privacy Notice

Johnson Wealth Management, LLC is committed to maintaining the confidentiality, integrity and security of the personal information that is entrusted to it.

The categories of nonpublic information collected from clients may include information about the client's personal finances, health to the extent that it is needed for the financial planning process, information about transactions between the client and third parties, and information from consumer reporting agencies, e.g., credit reports. Johnson Wealth Management, LLC use this information to help the client meet their personal financial goals.

With the client's permission, Johnson Wealth Management, LLC discloses limited information to attorneys, accountants, and mortgage lenders with whom the client has established a relationship. The client may opt out from information sharing with these nonaffiliated third parties by notifying Johnson Wealth Management, LLC at any time by telephone, mail, fax, email or in person. With client permission, Johnson Wealth Management, LLC may share a limited amount of information about the client with their brokerage firm in order to execute securities transactions on their behalf.

Johnson Wealth Management, LLC maintains a secure office to ensure that client information is not placed at unreasonable risk. Johnson Wealth Management, LLC employs a firewall barrier, secure data encryption techniques and authentication procedures in our computer environment.

Johnson Wealth Management, LLC does not provide any client information to mailing list vendors or solicitors. Strict confidentiality is required in our agreements with unaffiliated third parties that require access to your personal information, including financial service companies, consultants, and auditors. Federal and state securities regulators may review Johnson Wealth Management, LLC records and client records as permitted by law.

Personally identifiable information about the client is maintained while they are a client. Information about former clients is maintained for the required period mandated by federal and state securities laws. After that time, information may be destroyed.

Johnson Wealth Management, LLC will notify clients in advance if this privacy policy is expected to change. Johnson Wealth Management, LLC is required by law to deliver this *Privacy Notice* to you annually, in writing.

## Brochure Supplement (Part 2B of Form ADV)

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### Education and Business Standards

Johnson Wealth Management, LLC requires that advisors in its employ have a Bachelor's degree and further coursework demonstrating knowledge of financial planning and tax planning. Examples of acceptable coursework include: an MBA, a CFP®, a CFA, JD, or CPA. Additionally, advisors must have work experience that demonstrates their aptitude for financial planning and investment management.

### Professional Certifications

Employees have earned certifications and credentials that are required to be explained in further detail.

Certified Financial Planner (CFP): Certified Financial Planners are licensed by the CFP Board to use the CFP mark. CFP certification requirements:

- Bachelor's degree from an accredited college or university.
- Completion of the financial planning education requirements set by the CFP Board ([www.cfp.net](http://www.cfp.net)).
- Successful completion of the 10-hour CFP® Certification Exam.
- Three-year qualifying full-time work experience.
- Successfully pass the Candidate Fitness Standards and background check.

### Derrick P. Johnson, CFP®

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Educational Background:

- Date of birth: 07/05/1970
- University of North Dakota, B.A., Business Administration, 1992

Business Experience:

- Johnson Wealth Management, LLC – Financial Planner (September 2002 to present)
- Thrivent Financial for Lutherans – District Representative (July 1990 – August 2002)

Disciplinary Information: None

Other Business Activities: Derrick Johnson is a member of D's Development, LLC. This is a company that owns and operates real estate properties. This company is not affiliated with Johnson Wealth Management, LLC and creates no conflict of interests. Derrick serves in various board positions for a number of non-profit organizations. These positions are held on a voluntary basis and are closely monitored to assure that they don't create any conflict of interests.

Additional Compensation: None

Supervision: As a sole practitioner Derrick Johnson oversees and is responsible for all aspects of the business.

Arbitration Claims: None

Self-Regulatory Organization or Administrative Proceeding: None

Bankruptcy Petition: None