

# Form ADV Part 2A Brochure

Bukaty Companies O'Renck Wealth Management  
(Retirement Plan Services Division)

11221 Roe Avenue, Suite 200

Leawood, KS 66211

913-345-0440

[www.BuildABetterRetirement.com](http://www.BuildABetterRetirement.com)

March 31, 2012

This Brochure provides information about the qualifications and business practices of Bukaty Companies Retirement Plan Services (BCRPS). If you have any questions about the contents of this Brochure, please contact us at 913-345-0440. The information in this Brochure has not been approved or verified by the United States Securities and Exchange Commission or any state securities authority.

BCRPS is a registered investment adviser. Registration as an investment adviser does not imply any level of skill or training. The oral and written communications of an adviser provide you with information from which you can determine whether to hire or retain an adviser.

Additional information about BCRPS is also available via the SEC's web site [www.adviserinfo.sec.gov](http://www.adviserinfo.sec.gov).

## **Item 2 – Material Changes**

This Brochure, dated March 31, 2012, represents Bukaty Companies O’Renick Wealth Management’s annual updating amendment to its previously published annual update Brochure for the Retirement Plan Division.

Since the filing of the firm’s last annual update Brochure for the Retirement Plan Division on March 31, 2011, subsequently amended April 18, 2011 and August 31, 2011, we have made various minor updates and other changes to our Brochure, but no material changes were made.

Pursuant to SEC Rules, we will deliver to you a summary of any materials 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. All such information will be provided to you free of charge.

Currently, our Brochure may be requested by contacting us at (913) 345-0440.

Additional information about BCRPS is also available via the SEC’s web site [www.adviserinfo.sec.gov](http://www.adviserinfo.sec.gov). The SEC’s web site also provides information about any persons affiliated with BCRPS who are registered as investment adviser representatives of the firm.

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#### **Item 4 – Advisory Business**

Bukaty Companies Retirement Plan Services (BCRPS) is a division of Bukaty Companies O'Renck Wealth Management (CRD # 106766) (BCOWM). BCOWM is registered as an investment adviser with the United States Securities and Exchange Commission and is based in and organized as a corporation under the laws of the State of Missouri and the United States of America. The firm has been in business since 1968 and currently has 20 affiliated employees.

BCOWM's principal office and place of business is located at 11221 Roe Avenue, Suite 200, Leawood, Kansas 66211. Regular business hours are from 8:00am to 5:00pm Monday through Friday. The firm can be contacted by phone at (913) 345-0440 and by fax at (913) 345-2608. (BCRPS also has a satellite office in Spokane, WA.)

Kenneth M. O'Renck is a co-owner of the firm and currently serves as President. Michael J. Bukaty is a co-owner of the firm but is not an active participant in the daily management of the firm. Vincent L. Morris is a Vice President and the firm's Chief Compliance Officer.

BCOWM is as an independent, fee-only service provider which focuses on financial security and the accumulation of wealth for individual and institutional clients. The firm provides investment management services on both a discretionary and nondiscretionary basis, investment advisory services, financial planning services, and consulting services.

BCRPS provides retirement plan consulting services on either a discretionary or non-discretionary basis. We provide services such as fiduciary support and audits, fee analysis and cost benchmarking, provider search, investment policy statement support and monitoring, communication and education, non qualified plans/executive benefits, IRS testing, DOL reporting, ERISA consulting, industry benchmarking, and general consulting.

As of December 31, 2011, BCOWM managed approximately \$1,197,200,000 in assets, of which \$201,400,000 was managed on a discretionary basis and \$995,800,000 was managed on a non-discretionary basis.

## **Item 5 – Fees and Compensation**

### **Retirement Plan Consulting Services**

BCOWM generally charges asset based fees for retirement plan consulting services. Clients are typically charged an annual asset based fee up to 1.0% of the plan's value. Fees are negotiable based on plan size and the level of service provided.

Clients are generally charged quarterly in advance based on the prior quarter's ending balance, and have the option of paying by check or by having the fee paid directly from the plan.

Clients may terminate a service agreement upon 30 days' prior written notice. Any unearned management fees paid in advance will be prorated and refunded.

### **General Consulting**

BCRPS may also provide retirement plan advice through ongoing fixed fee general consulting arrangements, or as one time projects. These services are offered to plans with more limited needs, and are negotiated on a case by case basis.

Clients are generally charged quarterly in advance and have the option of paying by check or by having the fee paid directly from the plan.

Clients may terminate a service agreement upon 30 days' prior written notice. Any unearned management fees paid in advance will be prorated and refunded.

All fees paid to BCRPS for retirement plan services are separate from other fees clients may incur, such as transaction fees, custodial fees, and fees and expenses charged by mutual funds to their shareholders.

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

BCOR does not charge performance-based fees (fees based on a share of capital gains on or capital appreciation of the assets of a client), and consequently does not simultaneously manage performance based and non performance based accounts.

## **Item 7 – Types of Clients**

BCRPS provides retirement advisory and consulting services to individuals, corporate pension and profit sharing trusts, and business entities.

The minimum plan size is generally \$1,000,000 and is subject to waiver in certain limited circumstances.

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

Many of BCRPS's services are more administrative in nature, rather than investment oriented. For example, we provide services such as fiduciary support and audits, fee analysis and cost benchmarking, provider search, investment policy statement support and monitoring, communication and education, non qualified plans/executive benefits, IRS testing, DOL reporting, ERISA consulting, industry benchmarking, and general consulting.

However, we do provide important input related to a plan's investment strategy. BCRPS's general investment strategy is to reduce risk and volatility through diversification. The strategy involves an analysis of historic returns, portfolio volatility, correlations of different asset classes, market value levels and subsequent returns, returns based style analysis and other techniques of modern portfolio theory. Portfolio allocation strategies are developed to fit a particular client's tolerance for risk and investment return goals and, if applicable, their tax situation. Recommended allocation of assets among asset classes are generally strategic (long term) in nature. Portfolio diversification and optimal portfolio structure is sought through a strategy of using multiple managers (or mutual funds) in each asset class.

BCRPS is not however involved in the selection or review of individual securities held by investment managers or held in mutual funds.

To implement these strategies, BCRPS employs various methods of analysis. For example, BCRPS has affiliations/agreements in place with several providers of investment manager/mutual fund data base resources, analytic systems, and managed account programs.

Investing in securities however involves risk of loss that clients should be prepared to bear. These risks include market risk, interest rate risk, currency risk, and political risk, among others.

No investment strategy can assure a profit or avoid a loss.

### **Item 9 – Disciplinary Information**

Registered investment advisers are required to disclose all material facts regarding any legal or disciplinary events that would be material to the evaluation of the firm or the integrity of its management. BCRPS is currently not subject to, nor has ever been subject to, any legal or disciplinary events of a material nature.

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

BCRPS also provides wealth management services to individuals and companies under the business name “Bukaty Companies O’Renick Wealth Management,” as mentioned above in Item 4.

Some employees of BCRPS are also Registered Representatives of LPL Financial, Inc. (LPL), a FINRA registered securities broker-dealer. In this capacity, these individuals may effect securities transactions for individuals and entities who may be clients of BCRPS.

If securities transactions are effected, these individuals may receive the customary commissions paid in connection with the securities transactions effected. Such commissions will be paid directly to the individual by LPL.

The receipt of these commissions of course may create an incentive to recommend that you purchase certain securities based on our interests rather than yours, which is a potential conflict of interest. However, our clients are under no obligation to purchase products

recommended by our associated persons or to purchase products through our associated persons. We believe, however, that our recommendations are in the best interests of our clients, and are consistent with our clients' needs.

Some other employees also provide insurance product through either the O'Renck Companies, Inc. (OCI) or through Bukaty Companies, both of which share some common ownership with BCRPS. In this capacity, these employees may recommend insurance products, and receive transaction compensation if products are purchased. Thus, a conflict of interest may exist between the interests of the employee and those of the advisory clients. However, clients are under no obligation to act upon any insurance recommendations or to effect any insurance transactions.

## **Item 11 – Code of Ethics**

### **Code of Ethics**

BCRPS has adopted a Code of Ethics expressing the firm's commitment to ethical conduct. BCRPS's Code of Ethics describes the firm's fiduciary duties and responsibilities to clients, and details practices for reviewing the personal securities transactions of supervised persons with access to client information. The Code also requires compliance with applicable securities laws, addresses insider trading, and details possible disciplinary measures for violations. BCRPS will provide a complete copy of its Code of Ethics to any client upon request to the Chief Compliance Officer.

### **Trading Conflicts of Interest**

Individuals associated with BCRPS are permitted to buy or sell securities for their personal accounts identical to or different than those recommended to clients. However, no person employed by BCRPS is allowed to favor his or her own interest over that of a client or make personal investment decisions based on the investment decisions of advisory clients.

In order to address potential conflicts of interest, BCRPS requires that associated persons with access to advisory recommendations provide annual securities holdings reports and quarterly transaction reports to the firm's Chief Compliance Officer. BCRPS also requires prior approval from the Chief Compliance Officer for investing in any IPOs or private placements (limited offerings).



## **Item 12 – Brokerage Practices**

### **The Custodians and Brokers We Use**

BCRPS does not maintain custody of client assets. Instead, we require all client assets be maintained on a retirement plan platform at a non affiliated “qualified custodian,” (a broker-dealer, bank, etc.) We currently recommend different custodial platforms to our clients.

While we may recommend that you use a particular custodian/broker, you will ultimately decide whether to do so. You will open your account on their platform by entering into an account agreement directly with them.

### **How We Select Custodians and Brokers**

When recommending a custodian or broker for our clients, we consider many different factors including quality of service, types of services offered, overall capability, execution quality, competitiveness of transaction costs, availability of investment research, reputation and stability of the firm, financial resources, and stability, among other things. In determining the reasonableness of a broker’s compensation, we consider the overall cost to you relative to the benefits you receive, both directly and indirectly, from the broker.

### **Your Brokerage and Custody Costs**

Our clients receive various services directly from our custodians and consequently incur varying costs. Fees applicable to our client accounts may be treated favorably based on our volume of business. We feel that this benefits you because the overall rates you pay may be lower than they might be otherwise.

We have determined that using our brokers and custodians to execute your transactions is consistent with our duty to seek “best execution” of your trades. Best execution means seeking the most favorable terms for a transaction based on all relevant factors, including those listed above.

### **Products and Services Available to Us From Brokers/Custodians**

Our custodians and brokers may provide us and our clients with access to services which may not typically be available to retail customers. They may also makes available various

support services, some of which may help us manage or administer our clients' accounts, while others may not directly benefit you or your account. Although receiving these services may give us an incentive to make a recommendation based on our interests rather than yours, we believe that our recommendations are in the best interests of our clients, and that our recommendations are supported by the scope, quality, and price of their services to you.

### **Item 13 – Review of Accounts**

#### Review of Accounts

Retirement plans are monitored on an ongoing basis by the BCRPS Investment Committee. In addition, BCRPS conducts a more formal quarterly review for each plan, which includes investments, performance returns, portfolio objectives and transactions. Additional client reviews may be triggered by a specific client request, or by a change in market or economic conditions.

Reviews may also vary depending on the scope of the relationship, and are determined contractually.

All clients are advised that it remains their responsibility to advise of any changes in their investment objectives and or financial situation.

#### Reports Provided to Clients

BCRPS will provide quarterly written reports to clients and other special reports as requested. The written quarterly reports generally include a Performance Review, Portfolio Allocation Chart, and a Portfolio Statement, among others.

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

BCRPS receives economic benefits from retirement plan service providers in the form of the support products and services that are made available to us and to other independent investment advisors. These products and services, how they benefit us, and the related conflicts of interest are described in Item 12 above. The availability to us of these products and services is not based on us giving particular investment advice.

BCRPS may also pay individuals or other professional entities to refer clients to us via a Solicitor's Agreement. Such agreements are structured to be in compliance with applicable securities laws. Each client is provided a disclosure statement prior to or at the time of entering into any advisory contract which describe the specific compensation arrangement. The advisory fee charged to clients will not increase as a result of the referral arrangement.

### **Item 15 – Custody**

As mentioned above, we do not hold client assets but instead require that they be held by a third party “qualified custodian.” We may, however have limited control in some instances to trade on your behalf, to deduct our advisory fees from your account with your authorization, or to request disbursement to you.

You will receive account statements directly from your custodian at least quarterly, which will be sent to the email or postal mailing address you provided. We urge you to carefully review these custodial statements when you receive them and to compare them to reports you receive from us.

### **Item 16 – Investment Discretion**

BCRPS generally does not accept discretionary authority related to retirement plans or retirement plan accounts, although BCRPS may do so in limited instances.

When granted plan authority, BCRPS customarily has the authority to manage plan assets on a discretionary basis at the plan level, including select investment options, etc. Any discretionary authority accepted by BCRPS however is subject to limitations provided by the client in writing.

When granted retirement plan account authority, BCRPS customarily has the authority to determine which securities and the amounts that are bought or sold, when they are to be bought or sold, etc., without prior consultation with the client. Any discretionary authority accepted by BCRPS however is subject to the client’s risk profile and investment objectives, and may be limited by any other limitations provided by the client in writing.

BCRPS will not exercise any discretionary authority until it has been given authority to do so in writing. Such authority is granted in the written agreement between BCRPS and the

client, and in the written agreement with the third party custodian, trustee, or other applicable party.

### **Item 17 – Voting Client Securities**

BCRPS does not vote proxies on behalf of clients. We may provide advice and answer questions related to the proxies, but the ultimate decisions on how to vote proxies are left to the client.

### **Item 18 – Financial Information**

Registered investment advisers are required in some cases to provide certain financial information and or disclosures about financial condition. For example, if the firm requires prepayment of fees for six months in advance, has custody of client funds, or has a condition that is reasonably likely to impair its ability to meet its contractual commitments to its clients, it must make provide financial information and make disclosures.

BCRPS has no financial or operating conditions which trigger such additional reporting requirements.

### **Item 19 – Requirements for State-Registered Advisers**

As an SEC registered firm, this Item is not applicable.