



**Firm Brochure**  
(Part 2A of Form ADV)

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This brochure provides information about the qualifications and business practices of Mason & Associates. If you have any questions about the contents of this brochure, please contact us at: (888) 988-401K, or by email at: [info@cwmmason.com](mailto:info@cwmmason.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 Mason & Associates is available on the SEC's website at [www.adviserinfo.sec.gov](http://www.adviserinfo.sec.gov).

March 8, 2012

# Material Changes

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## **Annual Update**

The Material Changes section of this brochure will be updated annually when material changes occur since the previous release of the Firm Brochure.

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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: (888) 988-401K or by email at: [info@cwmason.com](mailto:info@cwmason.com).

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# Advisory Business

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## **Firm Description**

Mason & Associates was founded in 2006.

Mason & Associates provides personalized confidential financial planning and investment management to individuals, pension and profit sharing plans, trusts, estates, charitable organizations and small businesses. 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.

Mason & Associates 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 affiliated with an insurance agency, C.W. Mason, Inc. No commissions in any form are accepted.

Investment advice is an integral part of financial planning. In addition, Mason & Associates advises clients regarding cash flow, college planning, retirement planning, tax planning and estate planning.

Investment advice is provided, with the client making the final decision on investment selection. Mason & Associates does not act as a custodian of client assets. The client always maintains asset control. Mason & Associates generally consults with clients before placing a trade.

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 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. 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**

Charles W. Mason is a 60% stockholder. Brent Mason is a 40% stockholder.

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### **Types of Advisory Services**

Mason & Associates, Inc. ("Mason") provides Investment Supervisory Services, also known as Asset Management Services. An initial interview and data gathering questionnaire is undertaken to determine the client's financial circumstances and investment objectives and to give the client the opportunity to impose reasonable restrictions on the management of the account. Clients have the ability to leave standing instructions with the advisory affiliate to refrain from investing in particular securities or types of securities, or invest in limited amounts of securities.

Mason selects a portfolio blend (asset allocation or programmed diversification) of securities. This is done in concert with the clients emphasizing the volatility (risk) of the portfolio. The client reviews the portfolio proposal before initial implementation.

On more than an occasional basis, Mason & Associates 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 December 31, 2011, Mason & Associates manages approximately \$104 Million in assets for approximately 125 clients. Client assets are generally 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 that reflect the stated goals and objectives. Clients may impose restrictions on investing in certain securities or types of securities.

Agreements may not be assigned without written consent from the client.

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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 predicated upon the facts known at the start of the engagement. The minimum fee is generally \$1,000.00 and is negotiable. Since financial planning is a discovery process, situations occur wherein the client is unaware of certain financial exposures or predicaments. The financial planning fee may be waived if the client decides to have firm manage its investment portfolio.

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 for up to one month. Follow-on implementation work is billed separately at the rate of \$250 per hour.

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### **Investment Management Agreement**

An *Investment Management Agreement* may be executed when clients decide that they wish Mason & Associates to implement their financial plan.

Annual investment management fees will apply to total assets under management not including commissioned brokerage business through Cambridge, according to the following general schedule:

<b><u>Total Asset Range</u></b>	<b><u>Fee Rate</u></b>
First \$50,000 to \$500,000	1.25%
Next \$500,001 to \$1,000,000	1.15 %
Next \$1,000,001 to \$5,000,000	1.00 %
Over \$5,000,001	Negotiable %

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### **Hourly Planning Engagements**

Mason & Associates provides hourly planning services for clients who need advice on a limited scope of work. The hourly rate for limited scope engagements is \$250/hour.

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### **Asset Management**

Assets are invested primarily in no-load or low-load mutual funds and exchange-traded funds. Fund companies charge each fund shareholder an investment



management fee that is disclosed in the fund prospectus. Custodians of the client accounts may charge a transaction fee for the purchase of some funds.

Investments may also include: equities (stocks), warrants, corporate debt securities, commercial paper, certificates of deposit, municipal securities, investment company securities (variable life insurance, variable annuities, and mutual funds shares), U. S. government securities, options contracts, and interests in partnerships. Mason & Associates does not receive any compensation, in any form, from fund companies.

Initial public offerings (IPOs) may on rare occasions be available through Mason & Associates.

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**Termination of Agreement**

A client may terminate any of the aforementioned agreements at any time by notifying Mason & Associates 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, Mason & Associates will refund any unearned portion of the advance payment.

Mason & Associates may terminate any of the aforementioned agreements at any time by notifying the client in writing. If the client made an advance payment, Mason & Associates will refund any unearned portion of the advance payment in 30 days

## **Fees and Compensation**

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**Description**

Mason & Associates bases its fees on a percentage of assets under management, hourly charges and fixed fees (not including subscription fees).

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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 begun. Billing notices are sent quarterly and concurrently with the quarterly report. Payment in full is expected upon billing notice 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 in arrears, with the balance due upon delivery of the financial plan.

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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.

Mason & Associates, 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 Mason & Associates.

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**

Mason & Associates reserves the right to stop work on any account that is more than 30 days overdue. In addition, Mason & Associates 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 our 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 never based on a share of the capital gains or capital appreciation of managed securities.

Mason & Associates 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

Mason & Associates generally provides investment advice to individuals, pension and profit sharing plans, trusts, estates, or charitable organizations, corporations or 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 \$3,125.00.

When an account falls below \$100,000 in value, the minimum annual fee of \$3,125 may be charged. Depending upon circumstances, Mason & Associates may sign an *Hourly Agreement* with the client if assets have diminished significantly below \$100,000.

Mason & Associates has the discretion to waive the account minimum. Accounts of less than \$250,000 may be set up when the client and the advisor anticipate the client will add additional funds to the accounts bringing the total to \$250,000 within a reasonable time. Other exceptions will apply to employees of Mason & Associates and their relatives, or relatives of existing clients.

Clients receiving ongoing asset management services may be assessed a \$3,125 minimum annual fee. Clients with assets below the minimum account size may pay a higher percentage rate on their annual fees than the fees paid by clients with greater assets under management.

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

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### Methods of Analysis

The main sources of information include financial newspapers and magazines, 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 Mason & Associates may use include Morningstar, Charles Schwab & Company's "SchwabLink" service and the World Wide Web.

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### Investment Strategies

Mason & Associates Inc. has an investment philosophy which is grounded in Modern Portfolio Theory which, in turn, is backed by Nobel Prize winning research and expertise. We use this theory of market returns and risk to develop

a Life Plan with asset allocations that fits each client's current situation and future goals. We also generate a customized IPS (Investment Policy Statement) tailored to each client's specific objective.

We utilize a four part process in our investment approach:

**Part I: Identifying objectives** - Identifying a client's needs and objectives is central to developing sound investment strategies as part of a Life Plan. This process begins with understanding their goals, risk tolerance, need for income, income tax situation, and time horizon.

**Part II: Developing a sound investment strategy** - After analyzing the current situation and objectives, we work with our clients to identify the most appropriate asset allocation to achieve their investment objectives. Asset allocation is the most critical investment decision and thus at the center of our investment process.

**Part III: Implementing the investment strategy** - As an independent investment advisor, we have an open architecture investment platform that enables us to select different investment solutions. As part of your Life Plan, we take our fiduciary duty seriously throughout the rigorous investment selection process.

**Part IV: On-going review of clients' investments and objectives** - Our utmost concern is customer service. We meet with our clients regularly to review their portfolio, and when needed, may suggest reallocating to maintain alignment to a client's investment goals as they correspond to their Life Plan.

A strategy consisting of a combination of strategic and tactical asset allocation and/or sector rotation is employed in the management of all models.

The primary investment strategy we use for client accounts is a combination of strategic and tactical asset allocation and/or sector rotation. We need to expand the strategy explanation. Portfolios are globally diversified to control the risk associated with traditional markets.

The investment strategy for a specific client is based upon the objectives stated by the client during consultations and in the client's initial questionnaire. The client may change these objectives at any time. Each client executes an Investment Policy Statement that documents their objectives and their desired investment strategy.

Other strategies may include long-term purchases, short-term purchases, margin transactions, and option writing (covered options, or spreading strategies).

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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.

## Other Financial Industry Activities and Affiliations

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### Financial Industry Activities

Advisory Affiliates of Mason & Associates are also registered principals or registered representatives of Cambridge Investment Research, a registered Broker/Dealer, member FINRA/SIPC. In this capacity the advisory affiliate buys and sells securities for brokerage clients on a commission basis. An advisory client may occasionally have both a commission based brokerage account and a fee-based advisory account. A client of Mason & Associates is not obligated to engage with an advisory affiliate in one of the other registered or licensed capacities of an advisory affiliate, nor is a client obligated to implement recommendations by an advisory affiliate of Mason & Associates through that advisory affiliate. If a client elects to use an advisory affiliate of Mason & Associates in other registered or licensed capacities the affiliate may receive additional compensation. As such, a conflict of interest exists. Securities offered through this arrangement are offered on the same basis as those offered by other brokerage firms, and such compensation is comparable to what is common in the industry, as disclosed by prospectus, trade confirmation or offering memorandum.

In addition, advisory affiliates of Mason & Associates are licensed insurance agents and, in this capacity, they sell insurance products to advisory clients for which they may also receive a commission.

Advisory affiliates of Mason & Associates will spend approximately 75% of their time on investment advisory services, 20% on securities brokerage services, and 5% on insurance services.

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### Affiliations

Mason & Associates has arrangements that are material to its advisory business or its clients with a related company which is an insurance agency.

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

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### **Code of Ethics**

The employees of Mason & Associates have committed to a Code of Ethics that is available for review by clients and prospective clients upon request. 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**

Mason & Associates 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 Mason & Associates *Compliance Manual*.

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### **Personal Trading**

Employees of Mason & Associates are also registered representatives of Cambridge Investment Research ("CIR"), member FINRA/SIPC. Pursuant to FINRA Rules and Regulations, CIR is required to review trading activities of all of its registered representatives, including employees of Mason & Associates. 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**

Mason & Associates does not have any affiliation with product sales firms. Specific custodian recommendations are made to Clients based on their need for such services. Mason & Associates recommends custodians based on the proven integrity and financial responsibility of the firm and the best execution of orders at reasonable commission rates. All of the custodians recommended by Mason & Associates have been approved by Cambridge Investment Research ("CIR").

Mason & Associates does not receive fees or commissions from any of these arrangements.

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### **Best Execution**

Mason & Associates reviews the execution of trades at each custodian as they occur, usually on the day after execution. Trading fees charged by the custodians are also reviewed. Mason & Associates does not receive any portion of the trading fees.

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**Soft Dollars**

Mason & Associates receives no soft dollars.

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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 at least quarterly by Charles W. Mason, Brent Mason and Naomi Nagy. 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 a quarterly 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**

Mason & Associates 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**

Mason & Associates 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**

Mason & Associates does not receive any other compensation.



## Custody

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### Account Statements

All assets are held at qualified custodians, which means the custodians provide account statements directly to clients at their address of record at least quarterly.

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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 Mason & Associates. If there is a discrepancy between the firm's performance reports and the custodial statements, clients are requested to immediately contact us at (888)-988-401K. The client should at all times assume that custodial statements are correct unless otherwise informed by the custodian.

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### Net Worth Statements

Upon request, clients are provided with net worth statements and/or 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

Mason & Associates may accept discretionary authority to manage securities accounts on behalf of clients. Mason & Associates 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, Mason & Associates consults with the client prior to each trade to obtain concurrence if a blanket discretionary trading authorization has not been given.

The client approves the custodian to be used and the commission rates paid to the custodian. Mason & Associates 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 your accounts on your behalf so that we may promptly implement the investment policy that you have approved in writing.

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**Limited Power of Attorney**

A limited power of attorney is a trading authorization for this purpose. You sign a limited power of attorney so that we may execute the trades that you have approved.

## Voting Client Securities

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**Proxy Votes**

Mason & Associates does not vote proxies on securities. Clients are expected to vote their own proxies.

When assistance on voting proxies is requested, Mason & Associates 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**

Mason & Associates 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 Mason & Associates does not serve as a custodian for client funds or securities, and does not require prepayment of fees of more than \$1,200 per client, and six months or more in advance.

## Business Continuity Plan

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**General**

Mason & Associates 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.

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**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, T-1 communications line outage, Internet outage, railway accident and aircraft accident. Electronic files are backed up daily and archived offsite.

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**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.

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**Loss of Key Personnel**

Mason & Associates has a sufficient number of qualified employees so that services to clients will not be interrupted, in the event of serious disability or death of Charles W. Mason or Brent M. Mason.

## **Information Security Program**

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**Information Security**

Mason & Associates maintains an information security program to reduce the risk that your personal and confidential information may be breached.

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**Privacy Notice**

Mason & Associates is committed to maintaining the confidentiality, integrity and security of the personal information that is entrusted to us.

The categories of nonpublic information that we collect from you may include information about your personal finances, information about your health to the extent that it is needed for the financial planning process, information about transactions between you and third parties, and information from consumer reporting agencies, e.g., credit reports. We use this information to help you meet your personal financial goals.

With your permission, we disclose limited information to attorneys, accountants, and mortgage lenders with whom you have established a relationship. You may opt out from our sharing information with these nonaffiliated third parties by notifying us at any time by telephone, mail, fax, email, or in person. With your permission, we share a limited amount of information about you with your brokerage firm in order to execute securities transactions on your behalf.

We maintain a secure office to ensure that your information is not placed at unreasonable risk. We employ a firewall barrier, secure data encryption techniques and authentication procedures in our computer environment.

We do not provide your personal information to mailing list vendors or solicitors. We require strict confidentiality 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 our Company records and your personal records as permitted by law.

Personally identifiable information about you will be maintained while you are a client, and for the required period thereafter that records are required to be maintained by federal and state securities laws. After that time, information may be destroyed.

We will notify you in advance if our privacy policy is expected to change. We are required by law to deliver this *Privacy Notice* to you annually, in writing.



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This brochure supplement provides information about all Employees of Mason & Associates which supplements the Mason & Associates brochure. You should have received a copy of that brochure. Please contact us if you did not receive the brochure of Mason & Associates or if you have any questions about the contents of this supplement.

Additional information about our employees is available on the SEC's website at [www.adviserinfo.sec.gov](http://www.adviserinfo.sec.gov).

March 8, 2012

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

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### Education and Business Standards

Mason & Associates 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, a ChFC, JD, CTFA, EA or CPA. Additionally, advisors must have work experience that demonstrates their aptitude for financial planning and investment management.

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### 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.

Chartered Financial Analyst (CFA): Chartered Financial Analysts are licensed by the CFA Institute to use the CFA mark. CFA certification requirements:

- Hold a bachelor's degree from an accredited institution or have equivalent education or work experience.
- Successful completion of all three exam levels of the CFA Program.
- Have 48 months of acceptable professional work experience in the investment decision-making process.
- Fulfill society requirements, which vary by society. Unless you are upgrading from affiliate membership, all societies require two sponsor statements as part of each application; these are submitted online by your sponsors.
- Agree to adhere to and sign the Member's Agreement, a Professional Conduct Statement, and any additional documentation requested by CFA Institute.

Enrolled Agent (EA): Enrolled Agents are enrolled by the Internal Revenue Service and authorized to use the EA designation. EA enrollment requirements:

- Successful completion of the three-part IRS Special Enrollment Examination (SEE), or completion of five years of employment by the IRS in a position which regularly interpreted and applied the tax code and its regulations.
- Successfully pass the background check conducted by the IRS.

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**Charles William Mason, CFP®, CLU (Born 1944)**

Educational Background:

- University of Maryland, 1968
- Certified Financial Planner (CFP®) 1980
- Chartered Life Underwriter (CLU) 1983

Business Experience:

- Cambridge Investment Research, Fairfield, IA – Nov. 2006 to Present
- Mason & Associates, Inc., Los Angeles, CA - Dec. 1980 to Present

Other Business Activities:

- Registered Representative for Cambridge Investment Research
- Independent Insurance Agent, CA Insurance License # 0566817
- Board of Directors of Verdugo Hills Hospital (Non-paid) since 2003

Additional Compensation:

- Brokerage commissions
- Insurance commissions

Supervision: Charles W. Mason is an officer of the firm and is not supervised.

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**Brent Markey Mason (Born 1977)**

Educational Background:

- Southern Methodist University, 1999, BBA

Business Experience:

- Cambridge Investment Research, Fairfield, IA – Nov. 2006 to Present
- Mason & Associates, Inc., Los Angeles, CA - March 2003 to Present

Other Business Activities:

- Registered Representative for Cambridge Investment Research
- Independent Insurance Agent, CA Insurance License # 0355313

Additional Compensation:

- Brokerage commissions
- Insurance commissions

Supervision: Brent M. Mason is an officer of the firm and is not supervised.

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**Sun Mi "Anne" Shim, CFP®, EA (Born 1973)**

Educational Background:

- University of Phoenix, 2005, BS
- Certified Financial Planner (CFP®) 2006
- IRS Enrolled Agent (EA) 2011

Business Experience:

- Cambridge Investment Research, Fairfield, IA – Nov. 2006 to Present
- Mason & Associates, Inc., Los Angeles, CA - March 2002 to Present

Other Business Activities:

- Registered Principal for Cambridge Investment Research
- Independent Insurance Agent, CA Insurance License # 0D70949

Additional Compensation:

- Brokerage commissions
- Insurance commissions

Supervision:

Anne Shim is supervised by Brent Mason, Vice President. He reviews Anne Shim's work through frequent office interactions as well as remote interactions. He also reviews Anne Shim's activities through our client relationship management system.

Brent Mason's contact information:

PHONE: 888.988.401K - EMAIL: [BrentMason@CWMason.com](mailto:BrentMason@CWMason.com)



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**Eunice Eunyoung Kim (Born 1974)****Educational Background:**

- University of California, Irvine, BA 1998
- University of Southern California, MBA 2005

**Business Experience:**

- Cambridge Investment Research, Fairfield, IA – August 2007 to Present
- Mason & Associates, Inc., Los Angeles, CA - August 2007 to Present
- Korean Air – October 2005 to July 2007

**Other Business Activities:**

- Registered Principal for Cambridge Investment Research
- Independent Insurance Agent, CA Insurance License # 0G02406

**Additional Compensation:**

- Brokerage commissions
- Insurance commissions

**Supervision:**

Eunice Kim is supervised by Brent Mason, Vice President. He reviews Eunice Kim's work through frequent office interactions as well as remote interactions. He also reviews Eunice Kim's activities through our client relationship management system.

Brent Mason's contact information:

PHONE: 888.988.401K - EMAIL: [BrentMason@CWMason.com](mailto:BrentMason@CWMason.com)

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**Naomi Nagy (Born 1954)****Educational Background:**

- University at Albany, B.S Cum Laude 1975

**Business Experience:**

- Mason & Associates, Inc., Los Angeles, CA - November 2011 to Present
- Cambridge Investment Research, Fairfield, IA – November 2011 to Present
- Discipline Advisors, Mankato, MN – December 2005 – May 2011

**Other Business Activities:**

- Registered Principal for Cambridge Investment Research

Additional Compensation:

- Brokerage commissions

Supervision:

Naomi Nagy is supervised by Brent Mason, Vice President. He reviews Naomi Nagy's work through frequent office interactions as well as remote interactions. He also reviews Naomi Nagy's activities through our client relationship management system.

Brent Mason's contact information:

PHONE: 888.988.401K - EMAIL: [BrentMason@CWMason.com](mailto:BrentMason@CWMason.com)

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**Ani Ordookhanian (Born 1972)**

Educational Background:

- Glendale Community College

Business Experience:

- Mason & Associates, Inc., Los Angeles, CA - November 2011 to Present
- Morgan Stanley Smith Barney, Inc. – November 2002 - November 2011

Other Business Activities:

- Registered Representative for Cambridge Investment Research
- Independent Insurance Agent, CA License # 0E58748

Additional Compensation:

- Brokerage commissions
- Insurance Commissions

Supervision:

Ani Ordookhanian is supervised by Brent Mason, Vice President. He reviews Ani Ordookhanian's work through frequent office interactions as well as remote interactions. He also reviews Ani Ordookhanian's activities through our client relationship management system.

Brent. Mason's contact information:

PHONE: 888.988.401K - EMAIL: [BrentMason@CWMason.com](mailto:BrentMason@CWMason.com)

