

# BARTLETT

OUR GOAL IS REACHING YOURS.

Investment Management. Financial Planning.  
Since 1898.

600 Vine Street, Suite 2100  
Cincinnati, OH 45202  
(513) 621-4612  
[www.bartlett1898.com](http://www.bartlett1898.com)

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

February 29, 2012

### **Bartlett Investment Advisors (Supervised Persons)**

Michael S. Cambron, Kelley J. Downing, David P. Francis, William A. Friedlander, James B. Hagerty, Smith Hickenlooper III, Laura L. Humphrey, Terrence T. Kelly, James A. Miller, Marilyn J. Osborn, Kyle W. Pohlman, James B. Reynolds, Kenneth L. Schlachter, Troy R. Snider and Woodrow H. Uible.

**This brochure supplement provides information about the above named individual Investment Advisors that supplements the Bartlett & Co. brochure. You should receive a copy of that brochure as well. Please contact Jared Calvert, Compliance Associate, if you desire a copy of that brochure or if you have any questions about the contents of this supplement.**

**Additional information about Bartlett & Co. also is available on the SEC's website at [www.adviserinfo.sec.gov](http://www.adviserinfo.sec.gov).**

## Education and Business Standards

Bartlett requires individuals making decisions on client assets or giving investment advice to have, at a minimum, an undergraduate college degree, prior experience in investment advisory services of at least three years, and hold (or be pursuing) one of the following designations: Certified Financial Analyst (CFA), Certified Financial Planner (CFP) or Masters of Business Administration (MBA).

---

Information regarding the Professional designations mentioned in this Brochure:

The **Chartered Financial Analyst (CFA)** charter is a professional designation first introduced in 1963, that has become the most respected and recognized investment credential in the world. To earn the CFA charter you must have four years of qualified investment work experience; you must become a member of CFA Institute (the global association of investment professionals that administers the CFA charter), pledging to adhere to the CFA Institute Code of Ethics and Standards of Professional Conduct on an annual basis; you must apply for membership to a local CFA member society; and you must complete the CFA Program.

The **Certified Financial Planner (CFP®)** certification process, administered by CFP Board, identifies to the public that those individuals who have been authorized to use the CFP® certification marks in the U.S. have met rigorous professional standards and have agreed to adhere to the principles of integrity, objectivity, competence, fairness, confidentiality, professionalism and diligence when dealing with clients.

CFP® certificants must pass the comprehensive CFP® Certification Examination, pass CFP Board's *Fitness Standards for Candidates and Registrants*, agree to abide by CFP Board's *Code of Ethics and Professional Responsibility* which puts clients' interests first and comply with the *Financial Planning Practice Standards* which spell out what clients should be able to reasonably expect from the financial planning engagement. These are just some of the reasons why the CFP® certification is becoming increasingly recognized.

The **Masters of Business Administration (MBA)** is a post graduate degree in business communication. It is also one of the most sought after degrees in the world because of its value to people in business and administration. An MBA degree can benefit those in positions in business and management, especially those in executive and managerial positions.

The **Chartered Alternative Investment Analyst (CAIA)** program provides individuals with the core competencies required to create, manage, and monitor an institutional-quality portfolio consisting of both traditional and alternative investments.

The CAIA program is designed to facilitate self-directed learning for today's busy professionals through a comprehensive set of readings on risk-return attributes of

institutional quality alternative assets. Candidates' knowledge is assessed through exams, administered globally at computerized testing centers. The program is organized into two levels of study; the Level I and Level II exams are offered twice each year, in March and September, giving candidates the opportunity to earn the CAIA designation within a single year. Once a qualified candidate completes the CAIA program, he or she is eligible for CAIA membership.

---

Full Legal Name: **Michael S. Cambron**

Born: 1943

Education: Miami University, BS

Business Experience: Bartlett & Co.; Investment Advisor; 1969

Designations: CFA

Disciplinary Information: None.

Other Professional Activities: Mike is not engaged in any other business or occupation that provides meaningful compensation or requires a substantial amount of time. He may receive fees of a nonmaterial amount when he acts as Trustee of a Trust.

Supervision: Kelley J. Downing supervises the annual performance review for Bartlett investment advisers. Thomas A. Steele, Chief Compliance Officer supervises the compliance related activities of Bartlett investment advisers through frequent office interaction, daily review of trading blotters and in his role on the Bartlett Investment Oversight Committee. Tom Steele can be reached at (513) 621-4612 x253 or [tsteele@bartlett1898.com](mailto:tsteele@bartlett1898.com).

Full Legal Name: **Kelley J. Downing**

Born: 1954

Education: Miami University, BS

American Graduate School of International Management, MBA

Business Experience: Bartlett & Co.; President, CEO, Investment Advisor; 1996

Disciplinary Information: None.

Other Professional Activities: Kelley is not engaged in any other business or occupation that provides meaningful compensation or requires a substantial amount of time.

Supervision: Kelley J. Downing supervises the annual performance review for Bartlett investment advisers. Thomas A. Steele, Chief Compliance Officer supervises the compliance related activities of Bartlett investment advisers through frequent office interaction, daily review of trading blotters and in his role on the Bartlett Investment Oversight Committee. Tom Steele can be reached at (513) 621-4612 x253 or [tsteele@bartlett1898.com](mailto:tsteele@bartlett1898.com).

Full Legal Name: **David P. Francis**

Born: 1965

Education: Ball State University, BS

Xavier University, MBA

Business Experience: Bartlett & Co.; Portfolio Manager; 1989

Disciplinary Information: None.

Other Professional Activities: Dave is not engaged in any other business or occupation that provides meaningful compensation or requires a substantial amount of time.

Supervision: Kelley J. Downing supervises the annual performance review for Bartlett investment advisers. Thomas A. Steele, Chief Compliance Officer supervises the compliance related activities of Bartlett investment advisers through frequent office interaction, daily review of trading blotters and in his role on the Bartlett Investment Oversight Committee. Tom Steele can be reached at (513) 621-4612 x253 or [tsteele@bartlett1898.com](mailto:tsteele@bartlett1898.com).

Full Legal Name: **William A. Friedlander**

Born: 1932

Education: Amherst College, BA

Harvard Graduate School of Business Administration

Business Experience: Bartlett & Co.; Chairman Emeritus, Investment Advisor; 1957

Designations: CFA

Disciplinary Information: None.

Other Professional Activities: Bill is not engaged in any other business or occupation that provides meaningful compensation or requires a substantial amount of time. He may receive fees of a nonmaterial amount when he acts as Trustee of a Trust.

Supervision: Kelley J. Downing supervises the annual performance review for Bartlett investment advisers. Thomas A. Steele, Chief Compliance Officer supervises the compliance related activities of Bartlett investment advisers through frequent office interaction, daily review of trading blotters and in his role on the Bartlett Investment Oversight Committee. Tom Steele can be reached at (513) 621-4612 x253 or [tsteele@bartlett1898.com](mailto:tsteele@bartlett1898.com).

Full Legal Name: **James B. Hagerty**

Born: 1967

Education: University of Dayton, BS

Business Experience: Bartlett & Co.; Executive Committee, Investment Advisor; 1994

Designations: CFA

Disciplinary Information: None.

Other Professional Activities: Jim is not engaged in any other business or occupation that provides meaningful compensation or requires a substantial amount of time.

Supervision: Kelley J. Downing supervises the annual performance review for Bartlett investment advisers. Thomas A. Steele, Chief Compliance Officer supervises the compliance related activities of Bartlett investment advisers through frequent office interaction, daily review of trading blotters and in his role on the Bartlett Investment Oversight Committee. Tom Steele can be reached at (513) 621-4612 x253 or [tsteele@bartlett1898.com](mailto:tsteele@bartlett1898.com).

Full Legal Name: **Smith Hickenlooper III** Born: 1941

Education: Washington and Lee University, BS  
Rochester Institute of Technology, MBA

Business Experience: Bartlett & Co.; Investment Advisor; 1975

Designations: CFA

Disciplinary Information: None.

Other Professional Activities: Skip is not engaged in any other business or occupation that provides meaningful compensation or requires a substantial amount of time. He may receive fees of a nonmaterial amount when he acts as Trustee of a Trust.

Supervision: Kelley J. Downing supervises the annual performance review for Bartlett investment advisers. Thomas A. Steele, Chief Compliance Officer supervises the compliance related activities of Bartlett investment advisers through frequent office interaction, daily review of trading blotters and in his role on the Bartlett Investment Oversight Committee. Tom Steele can be reached at (513) 621-4612 x253 or [tsteele@bartlett1898.com](mailto:tsteele@bartlett1898.com).

Full Legal Name: **Laura L. Humphrey** Born: 1957

Education: Xavier University, BSBA

Business Experience: Bartlett & Co.; Investment Advisor, Director of Marketing; 2004

Disciplinary Information: None.

Other Professional Activities: Laura is not engaged in any other business or occupation that provides meaningful compensation or requires a substantial amount of time.

Supervision: Kelley J. Downing supervises the annual performance review for Bartlett investment advisers. Thomas A. Steele, Chief Compliance Officer supervises the compliance related activities of Bartlett investment advisers through frequent office interaction, daily review of trading blotters and in his role on the Bartlett Investment Oversight Committee. Tom Steele can be reached at (513) 621-4612 x253 or [tsteele@bartlett1898.com](mailto:tsteele@bartlett1898.com).

Full Legal Name: **Terrence T. Kelly**

Born: 1955

Education: University of Kentucky, BS

Business Experience: Bartlett & Co.; Executive Committee, Investment Advisor; 2001

Designations: CFA

Disciplinary Information: None.

Other Professional Activities: Terry is not engaged in any other business or occupation that provides meaningful compensation or requires a substantial amount of time.

Supervision: Kelley J. Downing supervises the annual performance review for Bartlett investment advisers. Thomas A. Steele, Chief Compliance Officer supervises the compliance related activities of Bartlett investment advisers through frequent office interaction, daily review of trading blotters and in his role on the Bartlett Investment Oversight Committee. Tom Steele can be reached at (513) 621-4612 x253 or [tsteele@bartlett1898.com](mailto:tsteele@bartlett1898.com).

Full Legal Name: **James A. Miller**

Born: 1949

Education: University of Michigan, BA  
Harvard Business School, MBA

Business Experience: Bartlett & Co.; Chairman, Investment Advisor; 1977

Designations: CFA

Disciplinary Information: None.

Other Professional Activities: James is not engaged in any other business or occupation that provides meaningful compensation or requires a substantial amount of time.

Supervision: Kelley J. Downing supervises the annual performance review for Bartlett investment advisers. Thomas A. Steele, Chief Compliance Officer supervises the compliance related activities of Bartlett investment advisers through frequent office interaction, daily review of trading blotters and in his role on the Bartlett Investment Oversight Committee. Tom Steele can be reached at (513) 621-4612 x253 or [tsteele@bartlett1898.com](mailto:tsteele@bartlett1898.com).

Full Legal Name: **Marilyn J. Osborn** Born: 1942

Education: Penn State University, BA  
University of Michigan, MA  
University of Cincinnati College of Law, JD

Business Experience: Bartlett & Co.; Investment Advisor; 2001

Designations: CFA

Disciplinary Information: None.

Other Professional Activities: Marilyn is not engaged in any other business or occupation that provides meaningful compensation or requires a substantial amount of time.

Supervision: Kelley J. Downing supervises the annual performance review for Bartlett investment advisers. Thomas A. Steele, Chief Compliance Officer supervises the compliance related activities of Bartlett investment advisers through frequent office interaction, daily review of trading blotters and in his role on the Bartlett Investment Oversight Committee. Tom Steele can be reached at (513) 621-4612 x253 or [tsteele@bartlett1898.com](mailto:tsteele@bartlett1898.com).

Full Legal Name: **Kyle W. Pohlman** Born: 1983

Education: University of Cincinnati, BBA

Business Experience: Bartlett & Co.; Assistant Investment Advisor; 2003

Designations: CFA; CAIA

Disciplinary Information: None.

Other Professional Activities: Kyle is not engaged in any other business or occupation that provides meaningful compensation or requires a substantial amount of time.

Supervision: Kelley J. Downing supervises the annual performance review for Bartlett investment advisers. Thomas A. Steele, Chief Compliance Officer supervises the compliance related activities of Bartlett investment advisers through frequent office interaction, daily review of trading blotters and in his role on the Bartlett Investment Oversight Committee. Tom Steele can be reached at (513) 621-4612 x253 or [tsteele@bartlett1898.com](mailto:tsteele@bartlett1898.com).

Full Legal Name: **James B. Reynolds**

Born: 1943

Education: Georgetown University, BS  
Xavier University, MBA

Business Experience: Bartlett & Co.; Investment Advisor; 1967

Designations: CFA

Disciplinary Information: None.

Other Professional Activities: Rick is not engaged in any other business or occupation that provides meaningful compensation or requires a substantial amount of time. He may receive fees of a nonmaterial amount when he acts as Trustee of a Trust.

Supervision: Kelley J. Downing supervises the annual performance review for Bartlett investment advisers. Thomas A. Steele, Chief Compliance Officer supervises the compliance related activities of Bartlett investment advisers through frequent office interaction, daily review of trading blotters and in his role on the Bartlett Investment Oversight Committee. Tom Steele can be reached at (513) 621-4612 x253 or [tsteele@bartlett1898.com](mailto:tsteele@bartlett1898.com).

Full Legal Name: **Kenneth L. Schlachter**

Born: 1962

Education: University of Cincinnati, BBA  
Xavier University, MBA

Business Experience: Bartlett & Co.; Investment Advisor; 1982

Designations: CFA

Disciplinary Information: None.

Other Professional Activities: Ken is not engaged in any other business or occupation that provides meaningful compensation or requires a substantial amount of time.

Supervision: Kelley J. Downing supervises the annual performance review for Bartlett investment advisers. Thomas A. Steele, Chief Compliance Officer supervises the compliance related activities of Bartlett investment advisers through frequent office interaction, daily review of trading blotters and in his role on the Bartlett Investment Oversight Committee. Tom Steele can be reached at (513) 621-4612 x253 or [tsteele@bartlett1898.com](mailto:tsteele@bartlett1898.com).

Full Legal Name: **Troy R. Snider**

Born: 1960

Education: Rose Hulman Institute of Technology, BSME  
Indiana University, MBA

Business Experience: Bartlett & Co.; Portfolio Manager; 1991

Designations: CFA

Disciplinary Information: None.

Other Professional Activities: Troy is not engaged in any other business or occupation that provides meaningful compensation or requires a substantial amount of time.

Supervision: Kelley J. Downing supervises the annual performance review for Bartlett investment advisers. Thomas A. Steele, Chief Compliance Officer supervises the compliance related activities of Bartlett investment advisers through frequent office interaction, daily review of trading blotters and in his role on the Bartlett Investment Oversight Committee. Tom Steele can be reached at (513) 621-4612 x253 or [tsteele@bartlett1898.com](mailto:tsteele@bartlett1898.com).

Full Legal Name: **Woodrow H. Uible**

Born: 1953

Education: University of Cincinnati, BS

Business Experience: Bartlett & Co.; Investment Advisor; 1980

Designations: CFA

Disciplinary Information: None.

Other Professional Activities: Woody is not engaged in any other business or occupation that provides meaningful compensation or requires a substantial amount of time.

Supervision: Kelley J. Downing supervises the annual performance review for Bartlett investment advisers. Thomas A. Steele, Chief Compliance Officer supervises the compliance related activities of Bartlett investment advisers through frequent office interaction, daily review of trading blotters and in his role on the Bartlett Investment Oversight Committee. Tom Steele can be reached at (513) 621-4612 x253 or [tsteele@bartlett1898.com](mailto:tsteele@bartlett1898.com).