

# **Firm Brochure**

(Part 2 of Form ADV)

## **Papamarkou Wellner Asset Management, Inc.**

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This brochure provides information about the qualifications and business practices of Papamarkou Wellner Asset Management, Inc. If you have any questions about the contents of this brochure, please contact us at: 212-223-2020, or by email at: [Info@papamarkou.com](mailto:Info@papamarkou.com). The information in this brochure has not been approved or verified by the United States Securities and Exchange Commission ("SEC"), or by any state securities authority.

Additional information about Papamarkou Wellner Asset Management, Inc. is available on the SEC's website at [www.adviserinfo.sec.gov](http://www.adviserinfo.sec.gov).

**January 9, 2014**

### **New Narrative Form ADV Part 2 Filing History**

Annual Updating Amendment	March 28, 2013
Revision	November 22, 2013
Revision	January 9, 2014

## Material Changes

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### Annual Update

This *Material Changes* section of the Brochure will be updated annually and whenever material changes occur subsequent to the previous release of this Brochure.

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### Material Changes since the Last Update

The SEC issued a final rule in July 2010 requiring investment advisers to provide a Firm Brochure in narrative “plain English” format. The final rule specifies mandatory sections and organization. This Brochure is based on that guidance and includes all of the relevant specified mandatory sections and organization.

This is the January 9, 2014 Revision of the Form ADV Part 2. Updates have been made to:

- *The Brochure Supplement (Form ADV Part 2B).*

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### Full Brochure Available

Whenever you would like to receive a current complete copy of the Papamarkou Wellner Asset Management, Inc. Firm Brochure, please contact us by telephone at: 212-223-2020; or, by email at: [Info@papamarkou.com](mailto:Info@papamarkou.com).

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## Advisory Business

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### Firm Description

Papamarkou Wellner Asset Management Incorporated (“PAMI;” the “Firm”) was founded in its original form in 1982 by Alexander P. Papamarkou. The Firm became registered with the Securities and Exchange Commission (“SEC”) in July 2004.

PAMI offers consulting services with respect to asset allocation and asset management to private clients, including High Net-Worth Individuals, Family Offices, Endowments and Foundations. The Firm advises clients regarding the allocation of assets to different forms of investments and investment managers. PAMI may give advice as to investments in asset classes, such as equities, fixed income, and alternative investments, including hedge funds, private equity and real estate. Subject to the needs and desires of a client, the Firm would prepare an Asset Allocation Plan and assist the client to implement that Plan. PAMI monitors the performance of a client’s allocated assets, and, recommends modifications from time to time as may be appropriate to the individual client. PAMI’s investment professionals take great pride in the discreet and highly personalized service the Firm offers.

With regard to the direct asset management of client portfolios, PAMI offers to high net worth individuals, family offices, endowments, and foundations, discretionary separate account management services. The Firm’s portfolio managers research, select, and invest in high quality global equities with the long term goal of capital appreciation coupled with dividend income. Customized balanced portfolios catering to specific requirements are also available.

PAMI writes and distributes free of charge to its clients a monthly commentary on the economy, capital markets and specific industries.

PAMI is also the investment manager to the PW Portfolio, LLC (“PW Portfolio”) a multi-manager, multi-strategy private fund of funds, which is based upon the proprietary research conducted by the Firm’s analysts intent on discovering “best of breed” managers across the various asset classes that can provide both performance and low volatility. The Fund is open to investors that meet its suitability requirements.

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### Principal Owners

PAMI is wholly owned by its CEO, CCO and Sole Director, Mr. Karl Wellner.

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### Types of Advisory Services

1. As stated in the *Firm Description* (above) PAMI offers consulting services to private clients with respect to asset allocation and asset management. PAMI will advise its clients as to the optimal allocation of their assets (defined in the advisory agreement as the client’s account) across different forms of investments and investment managers, including, without limitation, the designation of other investment advisers, who will actually invest and reinvest

assets on behalf of the client. The Firm may give advice as to investment in categories of securities, such as corporate securities, government securities, municipal securities, alternative investments, real estate, etc.

2. PAMI may solicit for other investment advisors, as it identifies through due diligence what it believes to be “best of breed” managers in the various asset classes.
3. PAMI offers separate accounts to its high net worth and institutional clients that are managed on a discretionary basis by the Firm’s portfolio managers. PAMI’s investment philosophy is based on the premise that superior long term investment returns can be achieved by investing in high quality U.S. and overseas companies of sizeable market capitalizations that are financially sound industry leaders, whose earnings are expected to increase at above average rates over time. The hallmark of the strategy is buying leading growth stocks at reasonable valuations. Customized balanced portfolios catering to specific requirements are also available.
4. The PW Portfolio is a fund of funds managed by PAMI. The fund is a diversified multi-manager platform providing access to best-of breed traditional and alternative investment managers. Its objective is to generate for investors absolute returns with low correlation to equity and fixed-income markets. Through a multi-manager strategy the portfolio is diversified across several uncorrelated investment strategies designed for U.S. taxable investors.

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### **Tailored Relationships**

The nature of PAMI’s primary advisory business is that it tailors its advisory services to the specific needs of the client. Based on suitability information gathered for a particular client, including financial condition, investment objectives, investment risk profile and other factors that may be relevant to the proposed investments by a client, PAMI will advise the client about the allocation of their assets across different forms of investments and investment managers, including, without limitation, designation of other portfolio managers, who will actually invest and reinvest within specified asset classes on behalf of the client.

Where a client asks the Firm to do so, PAMI will prepare an Asset Allocation Plan subject to the written approval of the client. PAMI would then assist the client in the implementation of the Asset Allocation Plan and the reinvestment of cash and securities. On an ongoing basis, the Firm will monitor the performance in a client’s portfolio after the initial Asset Allocation Plan is implemented and report that performance to the client, whether monthly, quarterly, or at intervals requested by the client. PAMI would also recommend from time to time modifications to the Plan.

In the context of this asset allocation approach, PAMI will tailor its services to the needs and desires of the individual client.

In response to client requests and in addition to the private fund, the PW Portfolio, PAMI now offers separately managed account services whereby the Firm’s portfolio managers will manage on a discretionary basis a client’s account in accordance either

with the Firm's established investment philosophy of investing for the long term in superior growth stocks, or according to the requirements and restrictions of the client after consultation with a PAMI adviser.

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## **Types of Agreements**

PAMI does not conduct Financial Planning; Hourly Planning; or Tax Preparation services. PAMI's traditional business model is to offer clients access to some of the top performing investment managers available across the various asset classes, including equities, fixed income and alternative investments such as hedge funds, private equity funds and real estate.

The Firm also offers to clients the opportunity to invest in the Firm's private fund, the PW Portfolio, a multi-manager, multi-strategy private fund of funds, which is based upon the proprietary research conducted by the Firm's analysts intent on discovering "best of breed" managers across the various asset classes that can provide both performance and low volatility.

In addition, PAMI has embarked in 2013 on applying its fundamental bottom-up research driven investment process to the direct management on a discretionary basis of separate account equity portfolios.

The types of agreements currently employed by the Firm include:

- the Advisory Agreement for asset allocation advisory services described above, which do not include discretionary accounts or individual stock or bond selections;
- the Advisory Agreement for separate accounts, which include primarily individual equity portfolios based on the Firm's investment philosophy or customized to the requirements and restrictions of the client; and,
- the Offering Memorandum and Subscription Documents relating to the PW Portfolio, a proprietary private fund-of-funds managed by PAMI that involves the Firm directly managing on a discretionary basis the selection of investment advisors across the various asset classes targeted by the Fund.

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## **Investment Advisory Agreements**

An advisory client's investable assets as to which PAMI gives advice are referred to in the Investment Advisory Agreements as the client's "Account." To clarify, if the client has more than one account with PAMI for which an investment advisory fee is charged, then the fees computed, including fees charged on new assets and refunds given on withdrawn assets will be based on the combined value of all of the client's accounts. Accordingly, the group of accounts, for which the advisory agreement is made and the fee is calculated, are referred to as the "Account."

Whenever PAMI receives a referral fee from an investment adviser or portfolio manager for referral of the client to that investment manager, the advisory fee charged to the client by PAMI for those referred assets will be reduced by the amount of the referral fee to the extent that it does not exceed the advisory fee charged by PAMI.



There is no minimum account balance for new advisory or existing clients. Each advisory agreement is entered into by the volition of each party and able to be terminated by either party (see the *Termination of Agreement* section below). In terms of the Firm's advisory fee schedule, current client relationships may exist where the fees are higher or lower than the fee schedule below due to a negotiated rate.

Advisory fees are NEGOTIABLE.

a) **The current PAMI investment advisory fee for asset allocation advisory services is computed as follows:**

- 0.25% of assets per quarter (approximately 1.00% per annum) on assets up to and including \$5 million;
- 0.1875% of assets per quarter (approximately 0.75% per annum) on assets over \$5 million and up to and including \$10 million;
- 0.15% of assets per quarter (approximately 0.60% per annum) on assets over \$10 million and up to and including \$15 million; and
- 0.1375% of assets per quarter (approximately 0.55% per annum) on assets over \$15 million and up to and including \$20 million
- Fees on assets over \$20 million are negotiable.

The investment advisory fee for asset allocation advisory services is payable in advance, at the inception of the Investment Advisory Agreement and on the first day of each subsequent calendar quarter (January 1, April 1, July 1 and October 1).

**For Traditional and Marketable Alternative Assets**

The investment advisory fee for each calendar quarter is based on the market value of the client Account, as determined by PAMI in good faith, including cash, as of the preceding business day (the end of the preceding calendar quarter). The fee for the initial quarter shall be based on the market value of the initial and any subsequent investments in the initial quarter and shall be prorated for any applicable period of less than a full calendar quarter from the commencement of the Investment Advisory Agreement.

**For Private Equity and other Non-Marketable Alternative Assets**

The investment advisory fee for the period from the date of the initial capital commitment to the end of the commitment period (as defined by the applicable documents of the specific fund in which the Client is investing) are based on the advisory client's total capital commitment. The investment advisory fee shall be payable to PAMI in quarterly installments in advance of each January 1, April 1, July 1 and October 1, and shall be prorated for any applicable period of less than a full calendar quarter. From the end of the commitment period (as defined in the applicable documents of the fund in which the Client is investing) until the dissolution of the investment vehicle,

the investment advisory fee shall be based on the client's actively invested capital contribution.

**b) The current PAMI investment advisory fee for separate account services is computed as follows:**

- 0.1875% of assets per quarter (approximately .75% per annum) on assets up to and including \$5 million;
- 0.125% of assets per quarter (approximately 0.50% per annum) on assets over \$5 million and up to and including \$10 million;
- Fees on assets over \$10 million are negotiable.

The investment advisory fee for separate account management is payable in arrears (after the end of each calendar quarter) based on the market value of the Assets managed by the Adviser, as of the close of business on the last business day of each calendar quarter that the New York Stock Exchange is open.

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### **Asset Management**

As described above, the PW Portfolio is managed by PAMI. The PW Portfolio is a proprietary private fund of funds employing a multi-manager strategy diversified across several uncorrelated investment styles and asset classes designed for U.S. taxable investors. The Fund is open to investors that meet its suitability requirements. The fund can only be sold by means of the Offering Memorandum and Subscription Documents provided to suitable high net worth investors.

To find out more about the fund, its suitability requirements, fees, expenses, and other relevant information, please contact PAMI by telephone at: 212-223-2020; or, by email at: [Info@papamarkou.com](mailto:Info@papamarkou.com).

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### **Termination of Agreement**

PAMI's Investment Advisory Agreements can be terminated by either the client or the Firm, upon written notice of termination from either party to the other, or as otherwise agreed between the client and PAMI. If termination occurs other than at the end of a quarter, PAMI will be entitled to its investment advisory fee for the portion of the quarter elapsed prior to termination, pro-rated based on the actual number of calendar days in that specific calendar quarter and the actual number of calendar days elapsed in that calendar quarter.

## **Fees and Compensation**

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### **Description**

- a) The investment advisory fee for asset allocation services is payable in advance at the inception of the Investment Advisory Agreement and on the first day of

each subsequent calendar quarter (January 1, April 1, July 1 and October 1). Investment advisory fees are NEGOTIABLE.

The current PAMI investment advisory fee schedule for asset allocation services is described above in the *Investment Advisory Agreements* section, which includes specific additional information regarding the calculation of the advisory fee with respect to *Traditional or Marketable Alternative Assets* or *Private Equity and Other Non-Marketable Alternative Assets*.

- b) The investment advisory fee for separate account management is payable in arrears (after the end of each calendar quarter) based on the market value of the Assets managed by the Adviser, as of the close of business on the last business day of each calendar quarter that the New York Stock Exchange is open. The current PAMI investment advisory fee schedule for separate account management is described above in the *Investment Advisory Agreements* section.

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### **Fee Billing**

- a) As stated above, the investment advisory fee for asset allocation services is payable in advance, at the inception of the Investment Advisory Agreement and on the first day of each subsequent calendar quarter (January 1, April 1, July 1 and October 1). PAMI sends to each investment advisory client a quarterly invoice of advisory fees due.
- b) By the same token, the investment advisory fee for separate account management is payable in arrears (after the end of each calendar quarter) based on the market value of the Assets managed by the Adviser, as of the close of business on the last business day of each calendar quarter that the New York Stock Exchange is open. PAMI sends to each investment advisory client a quarterly invoice of advisory fees due.

### **Credit for Referral Fees**

When and if PAMI receives a referral fee from any portfolio manager or investment adviser on account of the referral of a PAMI advisory client to that manager or adviser, the advisory fees payable under the Investment Advisory Agreement will be reduced by the amount of the referral fee paid to PAMI by the manager or adviser to the extent that it does not exceed the advisory fee paid to PAMI by the client.

### **Direct Payment of Fees**

PAMI's advisory clients may elect to expressly authorize the "qualified custodian" of their assets, as defined in Rule 206(4)-2 under the Investment Advisers Act of 1940, as amended, to pay any and all fees due to PAMI under the PAMI Investment Advisory Agreement directly from the client's assets without prior notice to the client, subject to satisfaction of all relevant conditions of Rule 206(4)-2.

### **Additions or Withdrawals of Assets after the Beginning of a Quarter**

If a client places additional securities or cash in the PAMI Account after the beginning of a quarter, an additional advisory fee will be charged on the new assets, on a pro-rata basis, for the remaining days in the quarter. The fee will be calculated based on the market value of the client's Account on the day of, and giving effect to, the additional contribution. It will reflect any breakpoints applicable to the new aggregate market value as described in the PAMI Fee calculation schedules (in the *Investment Advisory Agreements* section above), and will be payable on the day the additional assets are added to the Account for asset allocation clients and in the subsequent quarter for separate account clients. If the PAMI asset allocation client withdraws more than 10% of the market value of the Account after the beginning of a quarter, the Firm will refund a pro-rated portion of the prepaid fee based on the number of days remaining in the quarter and the percentage of the withdrawal to the value of the Account as of the close of business on the business day prior to the withdrawal. Refunds less than \$500 may be credited to the next quarter's advisory fee.

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### **Other Fees**

PAMI does not charge any fees to client Accounts other than the Investment Advisory Fee. 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.

PAMI, 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, Management and Performance Fees**

Alternative asset managers, mutual funds, and investment advisors generally charge a management fee for their services as investment managers of pooled investment vehicles. In the case of some investment managers, especially hedge fund managers, they may also charge a performance fee annually in addition to management fees, which are typically charged to the fund's assets quarterly. The management fee is typically called an expense ratio in a mutual fund and a management fee in a private fund. Private fund managers may also charge a performance fee in certain fund portfolios. For example, an expense ratio of 0.50 means that the mutual fund company charges 0.5% for their services. In the case of a hedge fund, an investment manager may charge a quarterly management fee of 1% to 2% of assets under management in addition to an annual performance fee of as much as 20% to 30% of the annual capital appreciation in the fund. These fees are in addition to the fees paid by you to PAMI for advisory services. A mutual fund's Prospectus and Statement of

Additional Information and a private fund's Offering Memorandum describe in detail all of a fund's suitability requirements, risks, investment practices, and fees charged. No investment in a fund should be made without a complete reading and understanding of the risks. Performance figures quoted by mutual fund companies in various publications are after their fees have been deducted.

## Performance-Based Fees

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### Sharing of Capital Gains

PAMI does not charge performance fees of any kind. Its investment advisory fees are NOT based on a share of the capital gains or capital appreciation of client assets that it advises. PAMI 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.

In the case of private equity investments recommended to PAMI advisory clients, the PAMI advisory fee is charged based on the capital account balance of the client with the private equity fund from the end of the investment period until the client assets are returned. Accordingly, the PAMI advisory fee would be subject to the appreciation and depreciation of the capital account. This is not necessarily seen as a performance fee. But in the case of positive returns it would have a similar effect. In the case of negative returns the PAMI advisory fee would accordingly be less.

Regarding the PW Portfolio, please see the Offering Memorandum for information related to PAMI's investment management of that portfolio.

## Types of Clients

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### Description

PAMI generally provides investment advice to High Net-Worth Individuals, Family Offices, Endowments and Foundations, Pensions and Profit Sharing Plans, and Trusts, Estates, and other Charitable Organizations.

Client relationships vary in scope and length of service.

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### Account Minimums

There is no minimum account balance for new advisory or existing clients. Each advisory agreement is entered into by the volition of each party and can be terminated by either party (see the *Termination of Agreement* section above). In terms of the Firm's advisory fee schedule, current client relationships may exist where the fees are higher or lower than the current fee schedule.

Advisory fees are NEGOTIABLE.

# Methods of Analysis, Investment Strategies and Risk of Loss

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## Methods of Analysis, Sources of Information, and Investment Strategies

By using fundamental and cyclical analyses, PAMI prepares monthly commentaries on the economy, capital markets, and specific industries, which it sends to its clients free of charge.

PAMI offers consulting services with respect to asset allocation and asset management to its clients. In addition, the Firm also offers interested clients the opportunity to have PAMI manage directly their equity portfolios on a discretionary basis.

PAMI leverages the experience of its analysts and advisory personnel to create proprietary analytical modeling, in order to create efficient client portfolios designed to achieve both short and long-term investment goals through the asset allocation of a client's Account across either a) "best-of-breed" managers selected for each major asset class recommended to an advisory client; or, b) a customized portfolio in step with the wishes of the client; or, c) a balanced portfolio based on the Papamarkou Wellner equity portfolio philosophy consisting of high quality U.S. and overseas mid to large capitalization companies that are financially sound industry leaders, whose earnings are expected to increase at above average rates over time.

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## Investment Philosophy

### Asset Allocation Advisory Services

The primary investment strategy used on client accounts is strategic asset allocation utilizing a core and satellite approach. 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. The client may change these objectives at any time. Each client seeking one executes an Asset Allocation Plan that documents their objectives and their desired investment strategy.

The core processes supporting the PAMI Investment Philosophy are:

### **Manager Sourcing**

- Database with access to 1,500 managers with over 5,000 products including balanced, commingled, separate and mutual fund accounts
- Extensive network of advisory, asset management, and industry contacts

### **Quantitative Research**

- Screen 1000+ manager universe to 1-200 managers by analyzing performance statistics, risk analysis, style analysis, market cycle analysis, and attribution statistics
- Present performance statistics measured to index benchmarks and peer universe using rolling timeframes

- Aggregate each universe to find top decile, and when appropriate, top quartile managers over relevant time periods

### **Qualitative Research**

- Review manager narratives and firm/fund information to understand manager investment philosophy
- Conduct due diligence to evaluate experience, strategy, portfolio construction, and risk culture and guidelines
- Thoroughly review offering documentation, back office, independent administration, pricing, and legal counsel

### **Portfolio Construction**

- Focus on “Best-of-Breed” managers within each major asset class
- Design manager allocation to achieve investment goals
- Monitoring
- Ongoing monitoring includes Monthly Updates, Quarterly Conference Calls and Semi-Annual visits, with the goal of at least one that is on-site
- Continuously update pool of approved managers for additional funds and/or changes in manager structure

### **Separate Account Management Services**

### **Philosophy**

The PAMI investment philosophy is based on the premise that superior long term investment returns can be achieved by investing in high quality U.S. and overseas companies of sizeable market capitalizations that are financially sound industry leaders, whose earnings are expected to increase at above average rates over time.

### **Strategy**

Buying leading growth stocks at reasonable valuations is the hallmark of the strategy. PAMI seeks strong and transparent management teams, whose interests are aligned with shareholders, with a prowess for redeploying retained earnings into high return projects. In addition, we look for excess capital to be returned to investors via dividends and share buybacks. A longer-term ownership perspective leads to relatively low turnover and high tax efficiency. Our goal is the compounded growth of investor capital.

### **Research**

PAMI employs a fundamental bottom-up research driven investment process. A focus on high quality, understandable businesses allows us to narrow down the available investment universe to an optimal size. Our primary research process enables us to gain a deep level of insight into the underlying businesses of portfolio companies. In

addition, we pay careful attention to corporate operational capabilities and performance. A thorough income statement and balance sheet analysis is central to our valuation methodology and the process of de-risking of the portfolio.

## **Portfolio Management**

Portfolio composition is a byproduct of our research effort. Paying close attention to the fundamentals of securities analysis allows for the evolution of portfolios, with a bias towards owning the best positioned and most undervalued stocks. Well diversified portfolios are crafted and monitored over time, recycling capital from stocks that exceed fair value into stocks that are undervalued.

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## **Risk of Loss**

All investment programs, however they may be designed to mitigate volatility and risk of loss, have certain risks that are borne by the investor. PAMI's investment approach constantly keeps the risk of loss in mind. Asset Allocation Plans developed by PAMI for a client and the asset managers recommended to execute that Plan in a specific asset class are chosen with the intention to reduce the volatility of a portfolio and the risk of loss to the client. Separately managed accounts are managed with a long-term perspective in mind where the growth stocks of superior companies bought at reasonable valuations will compound the growth of investor capital over time. High tax efficiency and low turnover in client accounts are also a goal. Shorter-term volatility even in the highest quality equity portfolio is to be expected, however.

Investors in securities, whether public or private, 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, equity, 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

PAMI and its employees have not been involved in legal or disciplinary events, whether relating to the Firm's operations or to past or present investment client relationships.

## Other Financial Industry Activities and Affiliations

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### Financial Industry Activities

PAMI, in certain select instances, will enter into an agreement with other asset managers and investment advisors to solicit on their behalf.

As stated throughout this Brochure, based on information about a client's financial condition, investment objectives, investment risk profile and other factors that may be relevant to proposed investments by a client, PAMI will advise the client about the efficient allocation of assets in the client's Account to different forms of investments and investment management, including, without limitation, designation of other investment advisers, who will actually invest and reinvest assets on behalf of the client. Among the investment advisors to which the Firm may refer a client account is Fayed Sarofim & Co., Inc. ("Sarofim").

PAMI has agreements with Sarofim and several other investment advisors under which the Firm is paid a referral fee when a client is referred to, and becomes a client of, that investment advisor. The Firm's subsidiary, Papamarkou Wellner & Company, Inc. ("PCI"), has similar arrangements with one or more investment advisors or portfolio managers (as described immediately below). All of these arrangements are

fully disclosed in the investment advisory agreement between the specific investment advisor or portfolio manager and the referred PAMI client.

### **Other Financial Industry Activities or Affiliations**

PAMI monitors the performance of its advisory client's Asset Allocation Account after the initial Asset Allocation Plan is implemented and, if deemed appropriate, recommends modifications to the Plan. To provide immediate and thorough oversight of a client's portfolio of investments, the Firm considers it essential to have access to the client's Account on a regular basis. Accordingly, PAMI encourages its clients to be customers of PCI, the Firm's wholly owned subsidiary. PCI has adopted a commission schedule that is competitive with the commission schedules of other broker-dealers providing the same or similar services to their customers. PAMI does not, however, require that its advisory clients have PCI be their broker of choice and PCI's clearing agent, JP Morgan Clearing Corp., be their custodian. The advisory client is free to choose. The Firm's separate account clients are also given the option of opening their custody account with PCI and JP Morgan Clearing Corp.

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### **Affiliations and the Mitigation of Potential Conflicts of Interest**

PCI is a securities broker-dealer and Member of the Financial Industry Regulatory Authority ("FINRA") and the Securities Investors Protection Corporation ("SIPC").

A client may be, or elect to become, a customer of PCI. PCI may receive orders for transactions for a client's Account from one or more investment advisers or portfolio managers, whether the adviser or manager is designated in the Asset Allocation Plan of an asset allocation client, or PAMI, as it manages the separate account of a client, in which case PCI will earn commissions and/or mark-ups/mark-downs for effecting those transactions. Any such compensation of PCI will be in addition to the advisory fees payable for investment advisory services.

PCI also has non-exclusive distribution agreements with several other managers of hedge funds, private equity firms, and traditional asset portfolios, under which PCI acts as placement agent for the funds and receives remuneration for placing investors in those funds.

If PAMI receives a referral fee from an investment manager or portfolio manager based on the referral of a client to that investment manager or portfolio manager, PAMI's advisory fee for that client will be reduced by the amount of such referral fee to the extent that it does not exceed the Firm's advisory fee.

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

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### **Code of Ethics**

PAMI has adopted a Code of Ethics, pursuant to Rule 204A-1 under the Investment Advisers Act of 1940, as amended, that reflects the Firm's high standards and

commercial honor for the conduct of its business and for the proper performance of its duties with respect to its clients. PAMI's Code of Ethics requires its personnel to conduct themselves at all times in compliance with the following standards of business conduct:

- The Firm has a strict policy of complying with all applicable laws, rules and regulations, including but not limited to Federal Securities Laws.
- As a fiduciary for its Clients, it is the Firm's policy to act in the interests of its Clients and adhere to the highest ethical standards in its dealings with Clients.
- The Firm and its Supervised Persons shall deal with all Clients in the utmost good faith and shall disclose to Clients all material facts relating to the advisory relationship.

PAMI will provide a copy of the Code of Ethics to a client or prospective client upon request.

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### **Participation or Interest in Client Transactions**

PAMI and its employees may buy or sell securities in their personal accounts that are also held by clients in their Account. Employees may not trade their own securities ahead of client trades. Employees comply with the provisions of the PAMI *Compliance Manual* and *Code of Ethics*.

In terms of PAMI and PCI (PAMI's wholly owned broker dealer affiliate) facilitating securities transactions in a client's Account, whether by

- placing the client in an affiliated private fund (the PW Portfolio);
- placing the client in a fund managed by another unaffiliated investment advisor; or by
- executing client Account transactions in a brokerage account held at PCI,

please review the PAMI's policy regarding revenue generated by PAMI or PCI for any such transactions as described above in the *Affiliations and the Mitigation of Potential Conflicts of Interest* section.

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### **Personal Trading**

The Chief Compliance Officer ("CCO") of PAMI is Mr. Karl G. Wellner. He or his designee reviews all employee trades no less than quarterly in accordance with the Firm's Code of Ethics; and his own securities transactions are reviewed by another senior compliance manager. 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 employee personal trades are traditionally small trades, the trades do not affect the securities markets.

## Brokerage Practices

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### Selecting Brokerage Firms

In terms of PAMI's affiliations and arrangements with other industry participants, please refer to the Firm's disclosure information regarding its wholly owned broker dealer subsidiary, PCI and the fact that PAMI encourages its clients to become customers of PCI, a situation that facilitates PAMI's ability to have immediate and thorough oversight of a client's portfolio of investments and access to a client's Account on a regular basis. Clients are free to choose, however, whether they would like to open an account at PCI or another broker dealer.

PAMI has stated (above in the *Affiliations and the Mitigation of Potential Conflicts of Interest* section) its policy regarding revenue generated by PAMI or PCI for any transactions conducted on behalf of advisory clients by outside investment advisors or portfolio managers that provide additional revenue to either Firm above and beyond the PAMI advisory fee or the PCI brokerage fees. PAMI believes these policies support the best interests of its advisory clients.

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### Best Execution and Order Aggregation

PAMI maintains written policies and procedures regarding the Aggregation of client orders and the Best Execution it receives from the broker to which it submits client orders.

PCI, the broker dealer subsidiary of PAMI, also conducts best execution review of its customer transactions in accordance with regulatory requirements and its own internal written supervisory procedures. In addition, whenever PCI may aggregate multiple customer orders or may provide an average price to a client or clients for multiple transactions conducted in the same security in order to fill a client order or client orders, such activities will be conducted in accordance with FINRA and SEC regulations and the PCI written supervisory procedures.

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### Soft Dollars

Neither PAMI nor PCI conduct soft dollar business activities.

## Review of Accounts

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### Periodic Reviews

PAMI provides Account review services to its clients in the form of

- portfolio manager and investment advisor evaluation and selection
- portfolio manager monitoring; and
- portfolio monitoring

Under the direction of PAMI's CCO, Chairman and CEO, Mr. Wellner, the Firm selects and monitors its portfolio manager universe through regular, ongoing contact with each portfolio manager regarding portfolio composition and risk levels. Monthly

analysis of actual returns versus expectations, peer group and benchmark comparisons, and changes in assets under management by the portfolio managers are all considered. A quarterly conference call is conducted with each portfolio manager in addition to semi-annual and periodic in-person meetings.

PAMI also endeavors to conduct an annual full-scale on-site due diligence meeting at each portfolio manager's office where at all possible. Also under the direction of the Firm's senior management, the Firm provides to clients regular monthly or quarterly portfolio monitoring (depending on the client's needs and preferences). The Firm provides each client with a specific breakdown of assets under management in the form of a regular statement (at whatever frequency desired by the client, but no less than quarterly) that contains both combined asset monitoring of positions held at multiple portfolio managers and performance monitoring that includes the benchmarking of each individual portfolio manager's performance relative to market indices, with portfolio holdings detail.

PAMI's separate account review process is also an exhaustive process driven by the Firm's Investment Committee, which approves all new portfolio positions and reviews the results of the Firm's quarterly review of Best Execution, Order Aggregation, and Performance.

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### **Nature and Frequency of Regular Reports to Clients**

The nature and frequency of regular reports to clients is highly flexible and tailored to each client's needs and wishes. At least once each calendar quarter PAMI will review either the client's Asset Allocation Plan and the results of investments pursuant to that Plan or the performance of the separate account, in the form of a statement, which will entail PowerPoint charting and graphic demonstrations of portfolio asset allocations, asset and portfolio performance, and benchmark comparisons.

Performance will be revealed in terms of

- the performance of assets since the last statement
- performance since the opening of the Account as well as on a current year-to-date basis

PAMI will request from each client in the monthly or quarterly review (and on an annual basis) any changes in the client's personal investment information. Based on this review and all information supplied by the client, the Firm may recommend changes (or continuation) of the Asset Allocation Plan. Subject to the written instructions of the client, the Firm will assist each advisory client with the implementation of any changes in the Plan.

## **Client Referrals and Other Compensation**

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### **Soliciting on Behalf of Other Investment Advisors**

As stated above in the section entitled, *Other Financial Industry Activities and Affiliations*, PAMI has entered into Solicitation Agreements with other investment advisors and portfolio managers, and, PCI has also entered into selling agreements with

private managers to act as agent to private placements of securities. Accordingly, PAMI and PCI would receive solicitation fees from those investment advisors and portfolio managers for such referrals and placements.

PAMI believes that it satisfies its obligations to its clients through the implementation of its policy to reduce the advisory fee charged to the client by the amount of any remuneration PAMI receives from an outside advisor or manager, on a dollar for dollar basis, by the amount of the referral fees or other compensation received, to the extent that the reduction does not exceed the Firm's advisory fee charged to the client.

## **Custody**

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### **Account Statements**

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

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### **Performance Reports and Net Worth or Value Statements**

Clients are urged to compare the account statements received directly from their custodians to the report statements provided to them by PAMI.

## **Investment Discretion**

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### **Discretionary Authority for Trading**

PAMI does not accept discretionary authority to manage securities accounts on behalf of its individual asset allocation plan clients. The Firm does, however, accept discretion over its separately managed equity account portfolios.

For separate accounts PAMI reserves the authority to determine, without obtaining the client's specific consent, the securities to be bought or sold, and the amount of the securities to be bought or sold, in a client separate Account.

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### **The PW Portfolio**

PAMI is the investment manager for the PW Portfolio, a multi-manager, multi-strategy private fund of funds, which is based upon the proprietary research conducted by the Firm's analysts intent on discovering "best of breed" managers across the various asset classes that can provide both performance and low volatility. As such, PAMI manages the pooled investment vehicle on a discretionary basis. Whether the investors in the PW Portfolio are advisory clients, their purchase of private placement interests in that portfolio is not necessarily linked to their status as advisory clients of PAMI. In other words, there are advisory clients of PAMI invested in the PW Portfolio as well as non-clients of PAMI. The PW Portfolio is open to investors that meet its suitability requirements as stated in the offering memorandum. Being an advisory client of PAMI is not a requirement for investment into the fund.

The advisory client's consent to investments in affiliated investment vehicles may be revoked at any time.

## Voting Client Securities

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### Proxy Votes

An investment adviser, who exercises proxy voting authority with respect to client securities must comply with the requirements of Rule 206(4)-6 under the Investment Advisers Act of 1940 as amended from time to time (the “Advisers Act”), including adopting written proxy voting policies and procedures, and disclosing to clients information about its proxy voting and its related policies and procedures.

PAMI has adopted the policy of voting all proxies relating to securities held in the separately managed accounts of its clients. The Firm does not exercise any such discretionary authority over any asset allocation plan client Account. By adopting such a policy, the Firm is required by Rule 206(4)-6 (the “Proxy Voting Rule”) to adopt written policies and procedures that:

- i. are reasonably designed to ensure that PAMI votes proxies in the best interest of its clients; and
- ii. address how the adviser resolves any material conflicts of interest that may arise when voting client proxies.

PAMI will vote proxies related to securities held by its separate account clients in a manner solely in the best interests of the client. PAMI shall consider only those factors that relate to the client's investment, including how its vote will economically impact and affect the value of the client's investment. Proxy votes will be cast in favor of proposals that maintain or strengthen the shared interests of shareholders and management, increase shareholder value, and maintain or increase the rights of shareholders. Proxy votes will be cast against proposals having the opposite effect. In voting on each and every issue, PAMI shall vote in a prudent and diligent fashion and only after a careful evaluation of the issue presented on the ballot.

Unless exceptional circumstances exist, PAMI will usually vote in line with the recommendations of the issuer's management and board of directors. Such recommendations should align with the best interests of the issuer and its shareholders in order to produce superior long term investment returns. PAMI believes that it is precisely for this reason that the issuer is in the client portfolio. If, however, after careful consideration of a proxy ballot and the recommendation(s) of the issuer's management, the Firm believes that it is in the best interest of its clients to vote against management, PAMI will do so. The Firm will maintain in its books and records a written document describing the rationale for each proxy vote cast in regard to an issuer ballot that will be made available upon request to any client beneficial holder of that security at the time of the vote.

### **Proxy Voting Conflicts of Interest**

PAMI recognizes that conflicts between itself and clients may arise in voting the proxies of public companies and that these conflicts must be addressed.

In terms of the outside business activities and associations of PAMI's advisory personnel and their immediate family members, no officer, director, shareholder or employee of PAMI is permitted to participate in the proxy voting process of an issuer of a security held in a client separate account if that person is (i) an officer or director of the issuer of that security; (ii) a shareholder beneficially owning 5% or more of the outstanding securities of any class of the issuer; or, (iii) otherwise interested in any way (other than beneficial ownership of less than 5% of the outstanding securities of any class of the issuer) in the outcome of the vote to be held with respect to that security.

Prior to electing to follow any specific course when voting a proxy ballot, PAMI will:

- i. Determine the impact of following such guidelines on all affected clients, including whether the guidelines would be more appropriate for one group of clients and not for others;
- ii. Identify any direct or indirect benefits that might flow to PAMI or an individual associated with the Firm as a result of choosing one course over another;
- iii. Address any conflicts of interest raised by the selection of such course; and
- iv. Refrain from casting a vote if it provides an advantage to one group of clients while disadvantaging or otherwise not being in the best interest of any of the remaining clients.

Although the Firm's analysts prepare the initial PAMI position memo on each proxy ballot vote, the actual final proxy vote approval is determined by an internal majority vote of the PAMI Investment Committee comprised of five committee members. If it is determined in the opinion of the PAMI CCO that a conflict of interest exists for one or more members of the committee at the time of the Committee vote, such person(s) will not be permitted to vote on that ballot. As noted above, PAMI will maintain in its files a written document describing each proxy vote and the Firm's position for each proxy vote cast. Such documentation will include a description of the composition of the Investment Committee for each ballot and the reasoning supporting the disqualification from voting of any committee member for the specific issuer and vote. Such books and records of the Firm will be made available upon request to any client beneficial holder of that security at the time of the vote.

In other instances of conflicts of interest in voting the proxies of public companies that may arise between PAMI and its separate account holders, the CCO in consultation with the Investment Committee and/or the Firm's legal counsel is responsible for determining the best course of action for fully identifying, in some cases disclosing to clients, and further mitigating any specific conflict(s). Where appropriate, PAMI may use one of the following methods to resolve such conflicts,



provided such method results in a decision to vote the proxies that is based on the clients' best interest and is not the product of the conflict:

1. PAMI will provide the client with sufficient information regarding the shareholder vote and PAMI's potential conflict so as to allow the client to make an informed decision as to whether the client will provide consent to PAMI before voting; or,
2. PAMI will request the client(s) to either vote the proxy themselves or engage another party to determine how the proxy(ies) should be voted.

### **Proxy Voting Disclosures**

As an adviser that exercises proxy voting authority, PAMI must:

- i. Disclose to clients how they can obtain information about how the adviser voted their securities;
- ii. Disclose to clients how they can obtain a copy of the adviser's proxy voting policies and procedures; and
- iii. Describe in the adviser's Form ADV Part 2 (Brochure) the adviser's proxy voting policies and procedures.

A copy of the separate PAMI Policies and Procedures disclosure document will be provided to every separate account holder at the time of account opening and upon request. You can request the PAMI Proxy Voting Policies and Procedures and/or the specific proxy voting history for your account by contacting:

Ms. Joanne Zerillo  
Papamarkou Wellner Asset Management, Inc.  
399 Park Avenue 38th Floor  
New York, NY 10022  
t - 212-223-2020

## **Financial Information**

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### **Financial Condition**

PAMI does not have any financial impairment that will preclude the Firm from meeting contractual commitments to its clients or other business parties.

A balance sheet is not required to be provided because PAMI 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 six months or more in advance.

# Business Continuity Plan

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## General

PAMI has a Business Continuity Plan (“BCP”) 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 BCP considers significant business disruptions (“SBDs”) such as snow storms, hurricanes, tornados, and flooding, as well as man-made disasters, anywhere from a loss of electrical power or use of its office space, to more wide-spread SBDs such as block, neighborhood, city or regional disasters. The Firm maintains backup procedures for its financial and other electronic files, which are backed up daily and archived offsite.

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## Alternate Offices

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

# Information Security Program

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## Information Security

PAMI’s BCP and Compliance Manual include an information security program to reduce the risk that your personal and confidential information may be breached. The Firm’s offices, files, and computing networks, including its backup capabilities are password protected and permission to access them is granted by the Firm’s CEO and CCO on a need-to-know basis.

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## Privacy Notice

SEC Regulation S-P requires PAMI to provide a statement to its clients at the beginning of the advisory relationship and once each year regarding the use of client nonpublic financial information.

PAMI and its employees strongly believe in protecting the confidentiality and security of personal information the Firm collects from you.

PAMI may collect nonpublic personal information about you from the following sources:

- Information we receive from you on engagements, applications, and other forms
- Information about your transactions with us, our affiliates, or others; and
- Information we may receive from a consumer reporting agency.

PCI, PAMI's broker dealer affiliate, may disclose nonpublic information about you

- in order to process transactions in any account you may open with PCI
- to respond to inquiries from you or your representative; or,
- to fulfill legal and regulatory requirements

PAMI does not make any disclosures of information to other companies, which may want to sell their products or services to you.

Our employees are instructed to protect the confidentiality of information in the Firm's possession and are required to comply with our established policies.

PAMI and PCI are firmly committed to protecting your privacy. We will continue to safeguard your privacy and the confidentiality of the information you provide to us.

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

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

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### Education and Business Standards

PAMI normally requires that persons associated with it whose functions or duties are related to providing investment advice to clients have university training and/or suitable professional experience in investments, economics, or entrepreneurial business activities.

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### Karl G. Wellner, Chairman, CEO and CCO

Karl Wellner joined PAMI in 2003 as President and CEO. Mr. Wellner was previously President and CEO of Key Asset Management (USA) Inc. Mr. Wellner is also Founder, partner/shareholder of KAWE Kapital, one of the first members of the Tallinn Stock Exchange in Estonia and largest independent investment management firms in the country. He was previously Director of Business Development at Bank Julius Baer in New York and CEO of JS Products, the U.S. subsidiary of an investment firm within the Volvo Group. Mr. Wellner also served as CEO of Habsburg, Feldman, the U.S. affiliate of the Geneva based fine art auctioneer. Mr. Wellner is a native of Sweden and a graduate of the Stockholm School of Economics. He is fluent in English, Swedish, German, French, Estonian and is proficient in Italian and Russian. Mr. Wellner is Director and Trustee of several philanthropic organizations.

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### Thorne L. Perkin, President

Thorne Perkin joined PAMI in 2005 where he served as Managing Director until appointed President in 2014. Previously, Mr. Perkin spent five years as a Vice President and Portfolio Manager in the Private Client Group at Credit Suisse (formerly Donaldson, Lufkin, Jenrette) specializing in business development, asset allocation and portfolio construction for high net worth clients, foundations and institutions. Prior to joining DLJ, Thorne was an Associate for Needham & Co, working in Equity Research covering Semiconductor Capital Equipment. He also worked as an Analyst for The Bank of New York in Middle Markets/Small Business Lending. Mr. Perkin is a Trustee of several private philanthropic organizations with a focus on development and finance. Mr. Perkin received his B.A. from Colgate University with honors, focusing on Economics and History.

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### Joanne Zerillo, President and CCO of PCI

Joanne Zerillo joined PCI, a wholly owned subsidiary of PAMI in 1998, where she serves as President and CCO. Ms. Zerillo brings over 20 years of advisory and trading experience having begun her career in estate planning with L.F. Rothschild (1986-1988) and Kidder Peabody (1988-1990). She then continued at D.H. Blair (1990-1998) as a senior trader. Ms. Zerillo is Series 7, 63, 24, 3, 4, 53, and 55 registered with FINRA.

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**Scott D. Daniels, CFO and FINOP of PCI**

Scott Daniels is the Financial and Operations Principal of Papamarkou Wellner & Co. Inc. With more than 30 years of industry experience, Mr. Daniels supervises the daily operations and financial and regulatory compliance activities. Mr. Daniels draws upon twenty years experience as President and owner of S.D. Daniels and Company, P.C., a Certified Public Accounting firm specializing in the brokerage and investment banking industries. In addition to his status as a Certified Public Accountant, Mr. Daniels is registered as a Series 27 Financial and Operations Principal. Mr. Daniels graduated cum laude from the University of Hartford with a degree in accounting.

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**Bryon H. Lyons, Compliance Officer**

Bryon Lyons coordinates the overall compliance programs of PCI and PAMI. With more than 17 years of industry experience, Mr. Lyons works with the Firms' principals and personnel to ensure the overall effectiveness of the regulatory compliance programs. Mr. Lyons is a Series 7, 24, 55, and 27 registered Principal. Mr. Lyons began his career at Dreyfus Service Corp. and Wit Capital Corp. where he supervised representatives, developed procedures, and instituted training programs. He later served as President of a New York brokerage firm dedicated to hedge funds and proprietary trading. Mr. Lyons graduated with a Bachelor of Arts degree from the University of Virginia.

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**Lorenzo Lorenzotti, Director**

Lorenzo Lorenzotti joined PAMI in 2011 where he serves as Director. For the last six years Mr. Lorenzotti was a Managing Director and Partner of ACG Private Equity, a Paris based asset manager where he was responsible for primary investments, developing relationships with GPs, and overseeing Institutional and Family Office capital raising. Prior, Mr. Lorenzotti was a Senior Vice President of Rolaco Services Inc., where he actively managed a portfolio comprised of direct alternative investments across the U.S., Europe and Asia. Previously, Mr. Lorenzotti was Vice President for Lazard Frères & Co. in principal investments responsible for marketing and capital raising. Mr. Lorenzotti began his career as an attorney practicing corporate and securities law in New York. Mr. Lorenzotti was admitted to the New York Bar in 1991, received his JD from Pace Law School, and his BA from Boston University. Mr. Lorenzotti maintains dual Italian and US citizenship and he is fluent in English, Italian, French, and proficient in Spanish.

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**Nicolas E. Sitinas, Director – Investment Research**

Nicolas Sitinas joined PAMI in 2012 where he serves as Director of Investment Research. Mr. Sitinas has been working on Wall Street since 1996, starting out as an Associate Equity Analyst with Lazard Frères & Co. LLC, covering shipping, transportation, cruise and defense companies. Mr. Sitinas then joined Shikar Asset Management as an equity research analyst and assistant portfolio manager. While there, Mr. Sitinas covered a wide variety of sectors and companies, with a concentration on media and entertainment. In 2001, Mr. Sitinas founded NES Capital Management LLC which successfully managed two equity oriented hedge funds,

compounding capital at 8.9% annually since inception. Mr. Sitinas graduated from Tufts University, with a BSc in Computer Science, in 1990 and from Columbia Business School, with an MBA in Finance, in 1996.

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**James A. Figg, III, Vice President**

Jamie Figg recently joined PAMI as a Vice President. Mr. Figg's primary focus is to develop new client business. Mr. Figg began his career in the field of Wealth Management, Sales and Marketing in 1982, having spent 20 years developing Private Banking and Asset Management business for Schroders, Wertheim & Co., Rockefeller & Co. and Mellon Bank. Mr. Figg transferred those skills to another successful 10 year career in high-end Manhattan real estate sales and luxury condominium development with Stribling & Associates, Corcoran Sunshine, Elad Properties, and Brown Harris Stevens. Mr. Figg graduated from the Hotchkiss School and holds a Bachelor of Arts degree from Lake Forest College in Lake Forest, Illinois. Mr. Figg has served as Trustee on several not-for-profit foundations involved in the arts, as well as, land and architectural preservation in New York State.

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**Brendan Hurley, Associate**

Brendan Hurley joined PAMI in 2011 where he serves as Associate. Previously, Mr. Hurley was a financial advisor at Olympia Capital Markets Group where he managed equity portfolios for high-net worth individuals. Mr. Hurley was responsible for market evaluation, trading strategy development, and capital introduction. Mr. Hurley is Series 7 and 63 registered. Mr. Hurley graduated with a Bachelor of Arts degree from Colgate University.

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**Brad Welch, Associate**

Brad Welch joined PAMI in 2013 where he serves as Associate of Investment Research. Previously, Mr. Welch was a Capital Markets Analyst for Morgan Stanley where he concentrated on Equities, Derivatives and Portfolio Construction. He also focused early on in his career on Commodity, Interest Rate and Currency Linked Structured Investments to hedge client positions and is trained in Advanced Technical Analysis. He is registered as a Series 7 and 63 Representative. Mr. Welch graduated from Choate Rosemary Hall and holds a Bachelor of Arts degree from Duke University with a focus in Economics and History.