
ABG Investment Services, Inc.

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March 1, 2015

This Brochure provides information about the qualifications and business practices of ABG INVESTMENT SERVICES, INC. If you have any questions about the contents of this Brochure, please contact us at 507-377-2919 or LearnMore@abg-mn.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.

ABG INVESTMENT SERVICES, INC. is a registered Investment Advisor. Registration of an Investment Advisor does not imply any level of skill or training.

Additional information about ABG INVESTMENT SERVICES, INC. is also available on the SEC's website at www.adviserinfo.sec.gov.

Item 2 – Material Changes

ABG INVESTMENT SERVICES, INC will provide you with a new Brochure, at any time upon request without charge. ABG INVESTMENT SERVICES, INC's Brochure may be requested by contacting the VP of Client Relations at 507-377-2919 or mlynn@abg-mn.com. ABG INVESTMENT SERVICES, INC's Brochure is also available at the following website www.abgfs.com, free of charge.

Summary of Material Changes Since Brochure Dated 3/31/2013:

- October 1, 2013: Change of Broker/Dealer from NFP Securities, Inc. to LPL Financial.
- March 1, 2015: Language was added to clarify affirmatively that ABGIS participates in revenue sharing with a number of account custodians.

Item 3 -Table of Contents

Item 1 – Cover Page	i
Item 2 – Material Changes	ii
Item 3 – Table of Contents	iii
Item 4 – Advisory Business	1
Item 5 – Fees and Compensation	4
Item 6 – Performance-Based Fees and Side-By-Side Management	6
Item 7 – Types of Clients	7
Item 8 – Methods of Analysis, Investment Strategies, and Risk of Loss	7
Item 9 – Disciplinary Information	7
Item 10 – Other Financial Industry Activities and Affiliations	7
Item 11 – Code of Ethics	9
Item 12 – Brokerage Practices	10
Item 13 – Review of Accounts	12
Item 14 – Client Referrals and Other Compensation	12
Item 15 – Custody	13
Item 16 – Investment Discretion	13
Item 17 – Voting Client Securities	14
Item 18 – Financial Information	14
Brochure Supplement(s)	

Item 4 – Advisory Business

ABG Investment Services, Inc. (“ABGIS”) is an Investment Advisor registered with the Securities and Exchange Commission (SEC) under the Investment Advisors Act of 1940. ABGIS, formed in 1996, focuses primarily on retirement plan business in the States of Minnesota, Iowa, Missouri, Kansas, Wisconsin and South Dakota. The owners of the company and their ownership interests are Bradley K. Arends, CEO (45%), Grant S. Arends, President (45%) and Alan B. Arends, Chairman (10%). As of December 31, 2014, total assets under management (AUM) for ABGIS were \$2,365,415,000.

ABGIS offers various investment advisory services including, but not limited to, the following:

I. Retirement Plan Consulting Services

ABGIS provides investment advice to retirement plans on non-discretionary and discretionary bases, as described further below. In both cases, ABGIS recommends investment choices for the Plan Sponsor to consider for inclusion in the investment alternatives available to participants in the qualified retirement plans (“Plans”). In both cases, an important part of ABGIS’s service is participant education, which can be included as part of the bundled service. Education services are also available as an optional service for the Plan Sponsor. Participant education services include:

- Review of Plan benefits,
- Assistance with retirement planning and goal setting,
- Review of investment principles, and
- Development of an appropriate investment strategy.

Also, in all cases, ABGIS does not place any trades for participant accounts and does not have authority to do so for Plan Sponsors. Plan participants provide direction to the third-party administrator (TPA) or record keeper regarding their investment choices relative to their personal investment objectives. The TPA then places trade orders with the Plan’s custodian.

Non-Discretionary Investment Advice. ABGIS provides non-discretionary (ERISA 3(21)) investment advisory service to qualified retirement plans (“Plans”) and Plan Sponsors. ABGIS participates as a co-fiduciary to the Plan in providing a number of different services that can be bundled (full service) or unbundled. The Plan Sponsor has the option to select specific services.

Services ABGIS provides to these Plan Sponsors include:

- Conducting a Plan and Plan Sponsor “needs analysis”,
- Development of a Plan Investment Policy Statement (IPS),
- Searches for investment managers and other service providers,
- Recommendation of investment options,

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- Conducting vendor searches,
 - Benchmarking of service fees,
 - Development of risk-based and/or target date asset allocation strategies, and
 - Monitoring Plan investments on a quarterly basis..

Plans selecting this service are generally defined contribution Plans such as 401(k), profit sharing, money purchase, 403(b) or 457 Plans, in which participants may choose among designated investment alternatives selected by the Plan Sponsor.

ABGIS contracts with the Plan Sponsor to evaluate and recommend no-load mutual funds (including money market funds and stable value funds) for each investment objective and for use in asset allocation strategies. ABGIS provides Plan Sponsors with periodic research reports on funds held by the Plan, and on additional funds ABGIS believes should be under consideration. Since ABGIS investment advisory services are non-discretionary, the Plan Sponsor makes the final decision as to which investments are offered to participants in the Plan. Each participant then makes the final decision as to which of those investments, and how much of each, is held in his/her account.

ABGIS meets with Plan Sponsors at least annually to review the quality of the service provided and to review investment objectives of the Plan. As of December 31, 2014, the amount of Plan assets for which ABGIS provided investment-consulting services on a non-discretionary basis was \$1,833,462,000.

Discretionary Investment Advice. ABGIS provides discretionary (ERISA 3(38)) investment advisory service to qualified retirement Plans and Plan Sponsors. ABGIS is an ERISA fiduciary to the Plan and as a fiduciary, ABGIS supervises and directs the selection, removal and replacement of the investment options offered under the Plan. ABGIS is charged with providing investments that are consistent with the authorized investment objectives stated in a formal, written Investment Policy Statement (IPS).

The services include development of risk-based and/or target date asset allocation strategies and quarterly monitoring of the Plan investments. The services may be tailored to the Plan Sponsor's desire for its level of involvement in the selection of investment options, either selecting from the entire universe of available funds or only from an ABG selected group of funds in categories such as: ETF's, Index Funds, Low Cost Funds, Sector Funds, Actively Managed Funds, etc. Plans selecting this service are generally defined contribution Plans such as 401(k), profit sharing, money purchase, 403(b) or 457 Plans in which participants may choose among the investment alternatives selected by ABGIS. ABGIS does not place any trades for participant accounts and does not have authority to do so for Plan Sponsors, however, ABGIS may have the discretion to select the investments available to participants.

ABGIS meets with Plan Sponsors at least annually to review the quality of the service provided by ABGIS and to review investment objectives of the Plan. As of December 31, 2014, the amount of Plan assets for which ABGIS provided Plan-level investment consulting services on a discretionary basis was \$531,953,000.

II. HSA and VEBA Consulting Services.

ABGIS provides discretionary advisory services to third-party administrators of Health Saving Accounts (HSA) and to Voluntary Employees' Beneficiary Association (VEBA) trust accounts. ABGIS supervises and directs the selection, removal, and replacement of the investment options available to HSA and VEBA accounts, consistent with the authorized investment objectives stated in a formal, written Investment Policy Statement (IPS). The services may also include development of risk-based and/or target date asset allocation strategies and quarterly monitoring of the Plan investments. For participants in HSA or VEBA accounts, the final decision for investment is participant-directed, and discretionary investment services are not offered at the participant level. As of December 31, 2013, the amount of Plan assets for which ABGIS provided Plan-level investment consulting services on a discretionary basis was \$89,852,935.

III. Sub-Advisory Services.

ABGIS can offer sub-advisory services to other advisors, trust companies, banks and/or brokers. These services may include a client needs analysis, a Plan Investment Policy Statement (IPS), an investment manager search, recommendation of investment options, development of risk-based and/or target date asset allocation strategies and quarterly monitoring of the Plan investments. ABGIS may also, as a sub-advisor, act as a fiduciary in the selection and over-sight of investment options, including risk-based and/or target date asset allocation strategies, for defined contribution Plans. As of December 31, 2013, the amount of client assets for these services was \$2,496,314.

IV. Individual Consulting Services – Personal Portfolio Management

Financial Planning. ABGIS provides financial plans for individual clients as requested, charging hourly fees for plan development. See the Item 5 below for particulars.

Investment Advice. ABGIS provides investment planning, information and advice for its individual clients as desired, charging a fee based on a percent of assets under management. Such investment advisory services include setting investment objectives with clients, determining appropriate asset allocation, conducting manager searches, recommending investment managers, discussing suggested trades with clients, placing approved trades on the client's behalf using a limited Power of Attorney, and monitoring existing and prospective investments in light of the client's objectives and risk tolerance on a continuous basis. Clients receive annual statements from ABGIS including a portfolio statement and performance.

The personal portfolio management services that are available to individuals include investment advice provided on a non-discretionary basis. Final decisions on investment selection and allocation remain with the individual. As of December 31, 2014, the amount of individual Plan assets for which ABGIS provided investment-consulting services was \$2,091,000.

Item 5 – Fees and Compensation

A client's written agreement with ABGIS establishes the specific manner in which fees are charged. ABGIS charges all new relationships quarterly and in arrears. (A few legacy accounts pay in advance.) Clients may elect direct billing of fees or they may authorize ABGIS to directly debit fees from their investment accounts. Management fees are not

prorated for each capital contribution and withdrawal made during the applicable calendar quarter. Accounts initiated or terminated during a calendar quarter will be charged a prorated fee at the end of the initial quarter or upon termination. Generally, fees will be calculated on period end assets as valued by the custodian, if based on assets. For those few accounts paying in advance, upon termination of an account, any prepaid, unearned fees will be refunded promptly. Otherwise, any unpaid earned fees will be due and payable upon termination. All fees are reviewed annually and are subject to negotiation.

ABGIS's fees are exclusive of brokerage commissions, transaction fees, and other related costs and expenses that may be incurred by the client. Clients may incur certain charges imposed by custodians, brokers, third-party investment companies and other third-parties, such as fees charged by managers, custodial fees, deferred sales charges, odd-lot differentials, transfer taxes, wire transfer and electronic fund fees, and other fees and taxes on brokerage accounts and securities transactions. Mutual funds and exchange-traded funds charge internal fund management fees, which are disclosed to the investor in the fund's prospectus. Such charges, fees and commissions are exclusive of and in addition to ABGIS's fee, and ABGIS shall not retain any portion of these commissions, fees, and costs as compensation. Any such fees received are made available to the client to be applied as directed by them. Please see Item 14 below for more discussion of ABGIS' revenue sharing practices.

ABGIS considers the reasonableness of the fund's expenses in selecting or recommending custodians and/or broker-dealers for client's transactions. Item 12 further describes the factors that ABGIS considers in the selection process.

Fees are negotiable, so clients receiving the same service may be paying different fees.

Fees for services described in Item 4 are as follows:

I. Retirement Plan Consulting Services

Non-Discretionary and Discretionary Investment Advice Fees. Fees for investment advice are typically charged as an annual asset based fee, unless otherwise agreed to by the parties, and are billed quarterly and in arrears. The fee schedule, subject to negotiation, for non-discretionary and discretionary investment advice, is provided in the table that follows below. The fees represent fully bundled advisory services as described in Item 4.

Fees for unbundled services may be charged in the form of a flat fee, hourly fee, or asset-based fee. Unbundled service fees are, likewise, negotiable, and may take the following forms:

- A flat fee for selected services will generally be client specific and based on factors such as: (1) amount of Plan assets, (2) number of investment options, (3) number of participants, (4) number of client locations, (5) use of asset allocation strategies, and (6) extent of travel. Flat fees are subject to a minimum rate of \$20,000.
- An hourly fee for selected services will generally correlate with the specific employee resources utilized and will range from \$100 to \$450 per hour.
- An asset-based fee for selected services will be less than the fully bundled service fees reflected on the following schedule.

The Fees Schedule for fully bundled advisory services follows:

FULLY BUNDLED SERVICE FEE SCHEDULE (as % of Plan Assets Annual Rates)

Total Plan Assets		ERISA 3(21) Non-Discretionary Services Fees	ERISA 3(38) Discretionary Services Fees
\$ 0	- 399,999	0.85%	1.20%
\$ 400,000	- 599,999	0.80%	1.12%
\$ 600,000	- 799,999	0.75%	1.05%
\$ 800,000	- 999,999	0.70%	0.98%
\$ 1,000,000	- 1,249,999	0.65%	0.91%
\$ 1,250,000	- 1,499,999	0.61%	0.85%
\$ 1,500,000	- 1,749,999	0.59%	0.83%
\$ 1,750,000	- 1,999,999	0.57%	0.80%
\$ 2,000,000	- 2,249,999	0.54%	0.76%
\$ 2,250,000	- 2,499,999	0.52%	0.73%
\$ 2,500,000	- 2,749,999	0.50%	0.69%
\$ 2,750,000	- 3,124,999	0.48%	0.66%
\$ 3,125,000	- 3,499,999	0.46%	0.63%
\$ 3,500,000	- 4,124,999	0.44%	0.60%
\$ 4,125,000	- 4,874,999	0.42%	0.58%
\$ 4,875,000	- 5,749,999	0.40%	0.54%
\$ 5,750,000	- 6,999,999	0.38%	0.51%
\$ 7,000,000	- 8,499,999	0.36%	0.49%
\$ 8,500,000	- 9,999,999	0.34%	0.46%
\$ 10,000,000	- 11,499,999	0.32%	0.43%
\$ 11,500,000	- 12,999,999	0.30%	0.41%
\$ 13,000,000	- 14,999,999	0.28%	0.38%
\$ 15,000,000	- 16,999,999	0.26%	0.35%
\$ 17,000,000	- 18,999,999	0.25%	0.33%
\$ 19,000,000	- 21,999,999	0.24%	0.32%
\$ 22,000,000	- 24,999,999	0.23%	0.31%
\$ 25,000,000	- 28,999,999	0.22%	0.29%
\$ 29,000,000	- 32,999,999	0.21%	0.28%
\$ 33,000,000	- 37,999,999	0.20%	0.27%
\$ 38,000,000	- 42,999,999	0.19%	0.25%
\$ 43,000,000	- 48,999,999	0.18%	0.24%
\$ 49,000,000	- 54,999,999	0.17%	0.23%
\$ 55,000,000	- 62,999,999	0.16%	0.21%
\$ 63,000,000	-	0.15%	0.20%
Minimum Fee		\$5,000	

II. HSA and VEBA Consulting Services

Fees for investment advisory services for HSA and VEBA services are typically charged as an annual asset-based fee, unless otherwise agreed to by the parties, and are billed quarterly and in arrears. The fee for HSA investment

advisory services is 0.35% of assets under management with \$8,000 minimum. Similarly, the fee for VEBA investment advisory services is 0.35% of assets under management with \$8,000 minimum. Additional services may be contracted for additional fees.

III. Individual Consulting Services

Financial Planning Fees. Clients of financial planning services are charged hourly fees for plan development. The hourly fees are negotiable and depend upon the complexity of the plan and its requirements. Fees are payable upon completion of the plan. The hourly fee will range from \$100 to \$450 per hour, depending upon the level of the persons completing the plan.

Investment Advice Fees. Fees for investment advice are typically charged as an annual asset-based fee, unless otherwise agreed to by the parties, and are billed quarterly and in arrears. The fee schedule for investment advice is:

Assets under Management	Annual Percent Fee
\$0 to \$500,000	1.25%
\$500,000 to \$1.5 million	1.10%
\$1.5 million to \$3 million	1.00%
\$3 million to \$5 million	0.90%
\$5 million and above	0.80%

IV. Sub-Advisory Services.

Fees for sub-advisory services are typically charged as an annual asset-based fee, unless otherwise agreed by the parties, and are billed quarterly and in arrears. The fee for sub-advisory services will be a portion of the advisor's fees based on the services ABGIS is contracted to provide.

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

ABGIS does not charge any performance-based fees (fees based on a share of capital gains on or capital appreciation of the assets of a client).

Item 7 – Types of Clients

ABGIS provides investment services mainly to retirement Plan Sponsors of qualified retirement Plans, TPAs or Sponsors of HSA/VEBA accounts, and to a lesser extent to Plan Sponsors of non-qualified retirement benefit Plans. In addition, ABGIS provides services to individuals, Taft-Hartley Plans, charitable institutions, foundations, endowments and municipalities.

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

ABGIS consults with clients (individuals and Plan Sponsors) to develop an appropriate investment strategy or retirement Plan portfolio design that includes the client's investment objectives, recommended investments, an appropriate asset allocation strategy, and proper education on the risk/return characteristics of available investments. For all clients, investing in securities involves risk of loss that they should be prepared to bear. Recommended investment strategies center on long-term investing that will generally follow a buy and hold strategy, updated periodically to reflect changes in the client's or participant's financial objectives and/or risk tolerance.

The investment analysis, strategies and risk of loss are all processes managed by ABGIS's Chief Investment Officer (CIO). The CIO is a Chartered Financial Analyst (CFA) and provides oversight of the investment process. Recommended investments for an investment strategy or retirement Plan are mainly no-load mutual funds, but also include money market funds, stable value funds, collective investment trusts and real estate investment trusts (REITS). ABGIS recommends investments based upon performance, management style, price, risk, manager tenure, and alignment with investment objectives as defined by the Plan Sponsor or client and the Investment Policy Statement. ABGIS uses any sources of financial or other relevant information available in determining investment advice or recommendations; including brokerage research, prospectuses, press releases, etc. ABGIS's analyses incorporate databases and/or analytical software of firms such as Morningstar, Ibbotson, Mesirow, Zephyr and those made available by large investment bankers and/or investment managers.

Item 9 – Disciplinary Information

Registered Investment Advisors are required to disclose all material facts regarding any legal or disciplinary events that would be material to the evaluation of ABGIS or the integrity of ABGIS's management. ABGIS has had no legal or disciplinary events to report.

Item 10 – Other Financial Industry Activities and Affiliations

ABGIS is affiliated with a group of companies focused on providing employee benefit services to employers of all sizes. Clients, mainly employers, may work with the Alliance Benefit Group of companies to obtain services tailored to meet their specific employee benefit needs, which include investment advisory services provided through ABGIS, and through its affiliated companies: third-party administrative and record keeping services, payroll services, life, disability and health insurance services, billing and eligibility services, and benefits consulting services that range from defined contribution retirement Plans to employee wellness programs to HSA/HRA accounts to COBRA administration and deferred compensation Plans.

ABGIS usually recommends the use of services from its affiliates; however, it is not mandatory to utilize affiliate services. When ABGIS personnel work with Plan Sponsors of Retirement Plans, the services provided by the related

Alliance Benefit Group entities may be presented as an integrated whole. Services may include, but are not limited to:

- Plan design
- Retirement Plan administration and record keeping services
- Participant education and communication services
- Investment advising

The group of affiliated companies include the following members:

ABG Investment Services, Inc. (ABGIS)

- Advisory Services

**Alliance Benefit Group Financial Services, Corp. (ABGFSC)
DBA "ABG Advisors"**

- Benefits Consulting (ABGFSC) and Brokerage Services (ABG Advisors)

Alliance Benefit Group of Kansas City, Inc. (ABGKC)

- Benefits Consulting Services

Alliance Benefit Group North Central States, Inc. (ABGNCS)

- Retirement Plan Administration, Flexible Benefits Plan Administration, HSA/HRA Benefits Plan Administration Cobra Administration, and Payroll Services Administration

The above companies have common, but not identical ownership.

ABG Advisors. and Alliance Benefit Group of Kansas City, Inc. or their employees receive consulting fees and/or commissions on sales of any investment and insurance product sold to clients, creating a potential conflict of interest with ABGIS clients. Clients of any of the above groups may elect to purchase investments or insurance products elsewhere. ABGIS may provide investment advisory services to the clients of all of the above companies; however, ABGIS never receives commissions on any assets under management for which ABGIS receives any advisory fees.

In their capacity as employees of ABG Advisors. or Alliance Benefit Group of Kansas City, Inc., representatives of ABGIS are also registered representatives of LPL Financial and receive brokerage commissions from LPL Financial as appropriate. ABG Advisors and Alliance Benefit Group of Kansas City, Inc., and their employees, only represent LPL Financial in the sale of securities and are not acting on behalf of LPL Financial in the operation of the investment

advisory business. LPL Financial has no responsibility for any investment advice that is given, or for any securities transaction effected, other than those through LPL Financial.

Item 11 – Code of Ethics

ABGIS has adopted a Code of Ethics for all supervised persons of the firm, describing its high standard of business conduct and fiduciary duty to its clients. The Code of Ethics includes provisions relating to the confidentiality of client information, a prohibition on insider trading, a prohibition of rumormongering, restrictions on the acceptance of significant gifts, and personal securities trading procedures. All supervised persons at ABGIS must acknowledge the terms of the Code of Ethics annually.

ABGIS anticipates that, in appropriate circumstances which are consistent with clients' investment objectives, ABGIS will recommend to investment advisory clients or prospective clients the purchase or sale of securities in which its related persons, and/or clients, directly or indirectly, has a position of interest. ABGIS's supervised persons are required to follow ABGIS's Code of Ethics. Subject to satisfying this policy and applicable laws, officers, directors and associated persons of ABGIS and its affiliates may trade for their own accounts in securities that are recommended to and/or purchased for ABGIS's clients. The Code of Ethics is designed to ensure that the personal securities transactions, activities and interests of the supervised persons of ABGIS will not interfere with:

- (i) making decisions in the best interest of advisory clients, and
- (ii) implementing such decisions while, at the same time, allowing employees to invest for their own accounts.

Because the Code of Ethics in some circumstances would permit employees to invest in the same securities as clients, there is a possibility that employees might benefit from market activity by a client in a security held by an employee. Employee trading is monitored on a quarterly basis under the Code of Ethics to reasonably prevent conflicts of interest between ABGIS and its clients.

ABGIS does not buy or sell securities for itself that are recommended to clients. ABGIS has no trading account and does no trading on its own behalf. The firm's Code of Ethics outlines the following policy for personal trades by individuals who also know the trades that are occurring in client accounts:

- Supervised persons may trade in mutual funds recommended for clients at any time.
- Personal trades for supervised persons in individual securities (other than mutual funds) must be placed at least the trade day after such trades have been placed for clients..
- Supervised persons are never to place trades in their own account as a result of knowledge they have regarding pending recommendations or trades for clients of the firm.
- Supervised persons are always to put the interests of the clients before their personal interests or the interest of the firm where trades or pending trades are concerned.
- Failure to abide by the Code of Ethics may result in sanctions including return of profits, cancellation of trades, fines, suspension, or termination of employment.

Clients are free to request and review copies of the firm's Code of Ethics by contacting the ABGIS VP of Client Relations at 507-377-2919. This Code is enforced by the Chief Compliance Officer of ABGIS who is also the firm's CEO.

Item 12 – Brokerage Practices

Recommendation of Custodian and/or Broker Dealer to Clients:

ABGIS has arrangements with Fidelity Investments, Charles Schwab Trust Company, TD Ameritrade Trust Company, and Matrix/MG Trust through which the custodians provide ABGIS with "institutional platform services." The institutional platform services include brokerage, custody, paying agent and other related services. These institutional platform services assist ABGIS in managing and administering clients' accounts. Services include software and other technology that:

- Provide access to client account data (such as trade confirmations and account statements),
- Facilitate trade execution and allocate aggregated trade orders for multiple client accounts,
- Provide research, pricing and other market data,
- Facilitate payment of fees from its clients' accounts, and
- Assist with back-office functions, recordkeeping and client reporting.

These custodians also offer other services intended to help ABGIS manage and further develop its advisory practice. Such services include, but are not limited to:

- Performance reporting,
- Financial planning,
- Consulting,
- Contact management systems,
- Third party research,
- Publications,
- Access to educational conferences,
- Roundtables and webinars,
- Practice management resources, and
- Access to consultants and other third-party service providers who provide a wide array of business related services and technology with whom ABGIS may contract directly.

ABGIS is independently operated and owned and is not affiliated with any custodian. For retirement Plan clients, these custodians generally charge an asset-based custody fee, which may also include trustee services. For individual advisory clients, these custodians generally do not charge separately for custody services, but are compensated by account holders through commissions and other transaction-related or asset-based fees for securities trades that are executed through the custodial account (i.e., transactions fees are charged for certain no-load mutual funds, commissions are charged for individual equity and debt securities transactions). The custodians provide access to many no-load mutual funds without transaction charges and other no-load funds at nominal transaction charges.

The custodians provide ABGIS with certain brokerage and research products and services that qualify as "brokerage or research services" under Section 28(e) of the Securities Exchange Act of 1934 ("Exchange Act").

ABGIS clients benefit from these custodian relationships through the custodian's negotiation of revenue sharing from the mutual funds, as well as access to the custodian investment research. See Item 14 for discussion of revenue sharing with custodians.

ABGIS uses any soft dollar benefits received from custodians to service clients' accounts; however, the overall application of soft dollars may not be proportionately divided among clients. For example, when a custodian provides proprietary research to ABGIS at no hard dollar cost, ABGIS may not apply the knowledge gained from the research to all clients equally.

Periodically, ABGIS prepares a custodian price/benefit comparison as a basis for its recommendation of custodians to clients. ABGIS selects custodians because of their competitive pricing structures, ease in trading mutual funds, timeliness and accuracy of reporting to the firm and its clients.

Custodian and/or Broker Dealer Discretion:

For clients of Retirement Plan Consulting Services. Plan Sponsors that have selected non-discretionary investment advice services do not provide ABGIS with the authority to select securities or to determine the amounts to be invested. ABGIS recommends mutual funds or other investment options consistent with the authorized investment objectives stated in a formal written Investment Policy Statement (IPS) for inclusion in the Sponsor's Plan, which the Plan Sponsor can accept or reject.

Plan Sponsors that have selected discretionary investment advice services provide ABGIS with the full authority to select, remove and replace investment options offered in the Plan, consistent with the authorized investment objectives stated in a formal written Investment Policy Statement (IPS).

For clients of Individual Consulting Services. Individual clients grant ABGIS trading authority, but only in order to place trades after receiving permission from the individual client to do so. This trading authority is granted through a Limited Power of Attorney.

Item 13 – Review of Accounts

Each client account is generally reviewed quarterly, but no less often than annually, by the investment consultant responsible for the client relationship. The process includes an investment-by-investment review for performance, appropriate allocation, alignment with objectives and risk tolerance, and total portfolio value. Factors within the quarter that may trigger additional review include unusual market activity or a change in the client's investment objective or financial status.

All clients of ABGIS receive statements from their custodian at least quarterly and usually monthly. Plan administration reports are provided to all ABGIS clients as contracted on a plan-by-plan or individual basis. When clients receive ABGIS statements, clients are encouraged to compare them with their custodial statements. ABGIS statements may vary from custodial statements based on accounting procedures, reporting dates, or valuation methodologies of certain securities.

Item 14 – Client Referrals and Other Compensation

Referrals:

ABGIS anticipates using individuals outside the firm's employment to solicit new business (clients) for the firm. Solicitors will receive a portion of the investment management fee billed to the client. All arrangements between such solicitors and ABGIS will be fully disclosed to any solicited client as required by the Investment Advisors' Act of 1940. Some custodians refer clients to ABGIS, providing an additional benefit to ABGIS.

Other Compensation:

ABGIS recommends custodians that pay revenue sharing. Because of the nature and extent of the business ABGIS provides to Fidelity Investments (Fidelity), Charles Schwab Trust Company (Schwab), TD Ameritrade Trust Company (TD Ameritrade), Matrix/MG Trust (Matrix) and to many mutual funds, Alliance Benefit Group North Central States, Inc. and its affiliated companies receive moneys from Fidelity, Schwab, TD Ameritrade, Matrix or the mutual fund companies. These moneys are known as "revenue sharing" and may be in the form of shareholder servicing fees, sub-transfer agency fees, 12b-1 fees and finder's fees. *These fees are fully disclosed to Plan Sponsors and participants, and are passed on to the Plan Sponsor or the Plan to offset Plan related fees*

Example: 12b-1 fees are received from underlying mutual funds within a 401(k) Plan. These fees are a form of revenue sharing. The revenue sharing is used to offset fees for custody, trustee, administration, investment advising, education, legal, audit, or communication, which may be charged by ABGIS, the Plan's custodian, or by other third party service providers to the 401(k) Plan. They are applied as a credit to Plan expenses.

Any receipt of funds and deduction from ABGIS fees is fully disclosed on each invoice to the Plan Sponsor and is represented on the invoice as “revenue sharing.” To the extent that the revenue sharing moneys exceed Plan expenses, the Plan Sponsor may elect to retain the moneys or contribute them to the Plan. ABGIS (and affiliates) do not benefit from any portion of the revenue sharing as result of the investment advice provided by ABGIS, mitigating its potential conflict of interest with its clients.

ABGIS and its affiliates receive research, invitations to seminars and conferences, and newsletters from these custodians. Custodians provide these services to ABGIS and other advisers to keep them updated on services beneficial to mutual and prospective clients. While Fidelity Investments provides its electronic or web-based download capability to all of its investment advisory clients at no charge, Charles Schwab charges a fee for this service to firms holding less than \$10 million with Schwab. ABGIS managed assets at Schwab exceed that threshold which provides ABGIS with a financial benefit which is not material.

Item 15 – Custody

Custody is defined as an investment advisory firm having access to client funds or securities. ABGIS and its affiliates require that outside custodians hold all client assets. ABGIS prohibits its supervised persons from acting as trustee for any client account.

ABGIS may deduct fees from client accounts (both retirement Plans and individuals) for clients using ABGIS’ investment services. This deduction for ABGIS fees is granted with a Withdrawal Power of Attorney, wherein the client provides written authority to the custodian to accept and act upon the instructions of ABGIS to deduct fees each quarter. Clients are advised to review their fees as reported on their custodial statements and to respond immediately to ABGIS with any questions. The Securities and Exchange Commission (SEC) has deemed this deduction of fees from clients’ accounts as a form of custody, although ABGIS has no other access to clients’ funds or securities.

All clients of ABGIS receive statements at least quarterly and usually monthly from the broker-dealer, bank, or other qualified custodian that holds and maintains the client’s investment assets.

Item 16 – Investment Discretion

ABGIS provides discretionary investment advisory services to qualified retirement Plans and Plan Sponsors; third-party administrators of Health Savings Accounts (HSA); and to Voluntary Employees’ Beneficiary Association (VEBA) trust accounts. ABGIS supervises and directs the selection, removal, and replacement of the investment options offered under the Plan, consistent with the authorized investment objectives stated in a formal, written Investment Policy Statement (IPS). The services may also include development of risk-based and/or target date asset allocation strategies and quarterly monitoring of the Plan investments. The limitations and restrictions applicable to the discretionary authority received by ABGIS are described in the advisory agreement executed with the client at the beginning of the advisory relationship.

For participants in qualified retirement, HSA or VEBA Plan (if funded), the final decision for investments is participant-directed and discretionary investment services are not offered at the participant level. ABGIS does not select the identity and amount of securities bought or sold in any circumstance. The investment decision remains with the individual participant.

Item 17 – Voting Client Securities

For relationships where ABGIS has non-discretionary authority, ABGIS does not have any authority to, and does not, vote proxies. These clients retain the responsibility for receiving and voting proxies for any and all securities maintained in client portfolios. ABGIS may provide information to these clients regarding the clients' voting of proxies.

For clients of ABGIS's discretionary investment advisory services, the Plan Sponsor is a named fiduciary for the Plan and, among other things, is responsible for proxy voting of funds. The Plan Sponsor may select and delegate to a service provider the proxy voting responsibility, which may include ABGIS. This authority is negotiated on a case-by-case basis. If ABGIS has proxy voting responsibility for a particular Plan, the proxy voting policy will be determined in conjunction with the Plan Sponsor.

Item 18 – Financial Information

Registered Investment Advisors are required to provide certain financial information or disclosures about ABGIS's financial condition. ABGIS has no financial commitment that impairs its ability to meet contractual and fiduciary commitments to clients, and has not been the subject of a bankruptcy proceeding.