

Item 1 – Cover Page



INTEGRIS
WEALTH MANAGEMENT

FORM ADV PART 2A FIRM BROCHURE

December 31, 2014

This brochure provides information about the qualifications and business practices of Integrus Wealth Management, LLC (“Integrus”), an SEC Registered Investment Adviser.

If you have any questions about the contents of this brochure, please contact us at 831-333-1717, info@integruswealth.com, or 456 Washington St. Monterey, CA 93940. Additional information about Integrus is also available on the SEC’s website at www.adviserinfo.sec.gov.

Registration with the United States Securities and Exchange Commission does not imply a certain level of skill or training. 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.

Item 2 – Material Changes

Since Integris' last Form ADV Part 2A Firm Brochure filing effective December 31, 2013, the sole material change is having added the service of providing corporate 401(k) solutions.

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Item 4 - Advisory Business

A. Integris was founded in 1997, is a California limited liability company and SEC registered investment adviser, and the primary owners are Gifford Lehman and Michael Leavy.

B. Integris is independent, fee-only, team-based, conducts comprehensive financial planning and investment management in a fiduciary capacity, and maintains the mission statement: “Be the firm we would hire for ourselves.”

Clients retain Integris to advise on most if not all aspects of their financial lives. Integris may elect to handle just the investment management for clients on a case by case basis. It is understood that Integris and each client will work together in a partnership-like relationship. Clients are responsible for articulating their life priorities, concerns, needs, and other personal financial information. Clients retain control over all decisions, while Integris performs all analysis, articulates recommendations and implements decisions made. Additionally, Integris will endeavor to coordinate with clients’ other advisors, such as tax professionals, attorneys, and insurance professionals to present clients with coordinated advice.

Integris’ services include:

Investment Management:

- Assessment of Client’s goals and risk tolerance.
- Development of an Investment Policy Statement.
- Making investment recommendations.
- Implementation, ongoing management, and periodic reporting of Client portfolio.

Financial Sustainability:

- Assessment of Client’s goals and financial profile.
- Analysis of the adequacy of Client’s financial resources to satisfy goals.
- Interpretation of the data and recommendations for action.

Legacy and Incapacity:

- Verification of the existence, date and location of legacy and incapacity planning documents.
- Detailing of dispositive terms of will and trust(s), IRAs, 401(k)s, annuities, and life insurance.
- Identification of trustees, executors, guardians, powers of attorney and other “key people”.
- Verification of titling of significant assets.
- Discussion of findings, and verification that the documents achieve Client’s intent.

Integris is not an attorney and cannot provide legal advice. Integris' primary intent with Legacy Planning is to facilitate Client's own understanding of his/her goals and needs so that Client can more effectively communicate with Client's legal advisor.

Risk Management:

- Assess adequacy of existing insurance coverage for catastrophic loss or other financially devastating event.
- Highlight areas of exposure.
- Propose recommended solutions for exposure areas.

Integris is not insurance licensed, does not sell insurance products, and is not allowed, by statute, to provide advice for a fee on existing insurance contracts.

Other Financial Planning:

- Integris provides unlimited consultation on any other aspect of client's financial life that the client or Integris may identify as needing attention. Such areas may include real estate, philanthropy, social security, college funding, and financing.
- To the extent Integris determines that such issues are outside its expertise, then Integris will endeavor to identify, introduce to client, and coordinate on behalf of client with another advisor or advisors who do possess such expertise. Said other advisors may charge fees which would be the responsibility of the client. Integris will not incur such fees without client's prior approval.

C. Integris' advice is fully customized for each client. Investment holdings can be similar from client to client; however investment proportions will be specific to the client, accounting for such aspects as client mandates, pre-existing investments, tax status, risk tolerance, retirement needs and resources, insurance policies, and estate plans.

D. Integris does not participate in wrap fee programs.

E. As of December 31, 2014 Integris manages

Asset Type	Assets
Discretionary	\$184,974,368
Non-discretionary	\$12,955,586
Total	\$197,929,954

Item 5 – Fees and Compensation

A. Integris is fee-only receiving 100% of its compensation directly from client payments, and therefore receives no commissions, kick-backs, or referral fees of any kind. There is a single fee for services, which is a percentage of the assets under management per below.

Standard Fee	
One-time start-up fee	\$1,500
Assets	Annual Fee
First \$2 million	Greater of 1% or \$2,500/quarter
\$2,000,001 to \$5,000,000	0.75%
\$5,000,001 to \$10,000,000	0.50%
Above \$10 million	0.25%

Non-profit Organization Fee	
One-time start-up fee	\$1,500
Assets	Annual Fee
First \$10 million	Greater of 0.50% or \$5,000/quarter
Above \$10 million	0.25%

Sub-advisory Relationship Fee	
One-time start-up fee	\$750
Assets	Annual Fee
First \$5 million	Greater of 0.75% or \$1,250/quarter
\$5,000,001 to \$10,000,000	0.50%
Above \$10 million	0.25%

Corporate Retirement Plans	
One-time start-up fee	\$1,000
Assets	Annual Fee
First \$5 million	Greater of 0.50% or \$1,250/quarter
\$5,000,001 to \$10,000,000	0.40%
\$10,000,001 to \$15,000,000	0.30%
Above \$15 million	0.20%

In some circumstances fees may be negotiable.

B. Integris fees are billed quarterly in arrears, and are generally deducted from client accounts, but clients have the option of paying by invoice.

C. Fees paid to Integris are separate and distinct from the fees and expenses charged by mutual funds, exchange traded funds, annuities, or other managed investments. These fees and expenses are described in each investment's prospectus. In addition, brokerage firms charge transaction fees and occasionally other ancillary fees such as wired funds fees or account fees. Integris receives no portion of any fees mentioned in this section.

D. Integris does not accept fees in advance.

E. Integris does not receive compensation for the sale of any securities.

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

Integris does not charge performance based fees, and the only fees charged by Integris are reflected in Item 5.

Item 7 – Types of Clients

Integris may provide services to individuals, families, trusts, pension and profit sharing plans, charitable organizations, and corporations seeking comprehensive financial planning and investment management. Occasionally clients may be provided investment management only if financial planning does not apply such as a corporate portfolio, or in a sub-advisory relationship by which financial planning is otherwise being satisfied.

Integris does not impose a minimum account size, but does have a minimum fee as reflected in Item 5. As a result, services are best suited for those with near \$1 million in investable assets or more (\$4 million for non-profit organizations and \$675,000 for sub-advisory relationships).

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

A. In addition to the financial press and ratings prepared by others, Integris utilizes software and data developed by well-respected firms such as Morningstar for analysis. Though investing involves the risk of loss, Integris believes optimal portfolio results are obtained by:

- a. Understanding a client's goals and life priorities.
- b. Determining the most appropriate asset allocation (e.g. growth vs. preservation).
- c. Applying Modern Portfolio Theory to determine the combination of asset classes (e.g. large cap US equities, foreign equities, real estate equities, bonds, high yield bonds, etc.) that offers the best risk and return balance.
- d. Deploying the above decisions using mutual funds and exchange traded funds in order to gain exposure to virtually any asset class, obtain broad diversification, and hire the best management.
- e. Focusing on the elements within our control such as proper diversification, disciplined rebalancing, advantageous asset locations, and investments with appealing characteristics such as low fees, tax efficiency, and style consistency.

B. Integris is primarily oriented toward long-term investing in order to remain disciplined, and to minimize client transaction costs and taxable events. Integris will generally not recommend trading, short-selling, margin transactions, or options trading except in very rare circumstances with very sophisticated clients.

C. While Integris aims to mitigate the risk of loss of investing by diversifying portfolios, investing only in liquid and non-exotic investments, risk is inherent, and Integris believes that assets allocated to growth can decline roughly 50% at their worst and that assets allocated to preservation can decline roughly 10% at their worst.

Item 9 – Disciplinary Information

A. Integris, nor any of its staff have been involved in any criminal or civil action in a domestic, foreign, or military court of competent jurisdiction.

B. Integris, nor any of its staff have been involved in any administrative proceeding before the SEC, any other federal regulatory agency, any state regulatory agency, or any foreign financial regulatory authority.

C. Integris, nor any of its staff have been involved in any proceeding before any self-regulatory organization.

Item 10 – Other Financial Industry Activities and Affiliations

Integris has no other financial industry activity and has no financial industry affiliations including, but not limited to:

- a. Broker-deal
- b. Futures commission merchant
- c. Commodity pool operator
- d. Commodity trading advisor

- e. Municipal securities dealer
- f. Government securities dealer or broker
- g. Investment company or other pooled investment vehicle
- h. Other investment adviser or financial planner
- i. Banking or thrift institution
- j. Account or accounting firm
- k. Lawyer or law firm
- l. Insurance company or agency
- m. Pension consultant real estate broker or dealer
- n. Sponsor or syndicator of limited partnerships

Item 11 – Code of Ethics, Participation or Interest in Client Transactions and Personal Trading

Integris' Code of Ethics, which has been adopted from the Certified Financial Planner Board of Standards is below, a copy of which is available to any client or prospective client upon request.

Integrity – Provide professional services with integrity.

Integrity demands honesty and candor which must not be subordinated to personal gain or advantage. Integris is placed in positions of trust by clients, and the ultimate source of that trust is personal integrity. Allowance can be made for innocent error and legitimate differences of opinion, but integrity cannot co-exist with deceit or subordination of one's principles.

Objectivity – Provide professional services objectively.

Objectivity requires intellectual honesty and impartiality. Regardless of the particular service rendered or the capacity in which Integris functions, Integris should protect the integrity of its work, maintain objectivity and avoid subordination of its judgment.

Competence – Maintain the knowledge and skill necessary to provide professional services competently.

Competence means attaining and maintaining an adequate level of knowledge and skills, and application of that knowledge and skill in providing services to clients. Competence also includes the wisdom to recognize the limitations of that knowledge and when consultation with other professionals is appropriate or referral to other professionals necessary. Integris makes a continuing commitment to learning and professional improvement.

Fairness – Be fair and reasonable in all professional relationships. Disclose conflicts of interest.

Fairness requires impartiality, intellectual honesty and disclosure of material conflicts of interest. It involves a subordination of one's own feelings, prejudices and desires so as to achieve a proper balance of conflicting interests. Fairness is treating others in the same fashion that you would want to be treated.

Confidentiality – Protect the confidentiality of all client information.

Confidentiality means ensuring that information is accessible only to those authorized to have access. A relationship of trust and confidence with the client can only be built upon the understanding that the client's information will remain confidential.

Professionalism – Act in a manner that demonstrates exemplary professional conduct. Professionalism requires behaving with dignity and courtesy to clients, fellow professionals, and others in business-related activities.

Diligence – Provide professional services diligently.

Diligence is the provision of services in a reasonably prompt and thorough manner, including the proper planning for, and supervision of the rendering of professional services.

Staff members' personal investments are generally consistent with those of Integris clients, which ensures staff member and client interests are aligned. Conflicts are further mitigated by avoiding active trading for staff members and clients, and the usage of mutual funds and exchange traded funds, both of which are large and diversified asset pools that experience little to no impact by single trades.

Item 12 – Brokerage Practices

Integris predominantly uses the brokerage services of Charles Schwab & Co., Inc. (Schwab). Schwab was decided upon through Integris' search for a broker-dealer to recommend that was financially sound, offered competitive client trading costs, had an institutional service platform to accommodate client and Integris needs, and had high-end client reporting and online capabilities.

Integris does not participate in soft dollar programs, which are arrangements whereby firms receive benefits such as research from broker-dealers to which they direct trades. Additionally, Integris does not receive compensation, referrals or any benefit economic or otherwise for recommending any broker-dealer to clients. Integris does benefit by using Schwab for a client custodian by way of educational conferences and consultant guidance.

While Integris does not have discretionary authority to select the broker-dealer used, Integris does recommend Schwab for eligible assets. Not all firms recommend a broker-dealer, but Integris finds that using Schwab provides a cost effective and seamless client experience, though guarantees cannot be made that this will result in the most favorable execution of client transactions. Integris may approve the use of another broker-dealer at a client's request, but this may also not result in the most favorable execution of client transactions.

Integris does not aggregate orders (block trade), which is a process by which the trading of the same security across numerous clients occurs in bulk such that all clients receive the same transaction price. Although Integris trading is highly unique to each client and not appropriate for block trading, if Integris had planned trades affecting numerous clients, block trading would be considered.

Item 13 – Review of Accounts

Client portfolios are reviewed at least monthly to ensure they remain consistent with stated goals and objectives and the client's Investment Policy Statement. Additionally, client needs, goals, risk profile, and Investment Policy Statements are reviewed with clients annually. Those conducting reviews are Advisors or Partners.

The broker-dealer provides trade confirmations, monthly statements, proxy material, and 1099s. Integris provides a quarterly packet, which includes an invoice, a market commentary, a performance report, an asset allocation report, and a holdings report. Additionally, Integris provides other reports such as a Financial Sustainability Review, Risk Management, and Legacy & Incapacity on an as needed basis, but generally annually.

Item 14 – Client Referrals and Other Compensation

A. Integris is a fee-only advisor, and therefore is solely compensated by its clients. Integris does not receive commissions, kick-backs, referral fees, or any other compensation from product sponsors, broker dealers, or any unrelated third party.

B. Integris may refer clients to various professional providers necessary to meet client goals, and Integris may receive referrals, but there is no compensation exchanged in any instance, and all referrals are a professional courtesy and in the interest of the client.

Item 15 – Custody

Integris does not accept custody of client accounts, and client accounts must always be maintained at a qualified custodian. Most clients provide written authorization for Integris to deduct fees from client accounts, but Integris does not otherwise take possession of client funds. Additionally, Integris typically has client written authorization to distribute funds to the client, but to third parties only on a case by case basis with written authorization.

Integris clients are encouraged to compare Integris' quarterly statements with those provided by the custodian to ensure accuracy, and are further encouraged to bring any discrepancies to Integris' attention.

Item 16 – Investment Discretion

Integris generally has discretion over the selection and amount of securities to be bought or sold in client accounts without obtaining prior approval from the client. However, these purchases or sales are generally made within the guidelines set forth in the client's Investment Policy Statement, which includes limitations and is previously agreed to by client and Integris. Integris offers clients the service of obtaining prior approval from the client, however in such instances, Integris reserves the right to buy or sell securities without prior approval in the event Integris considers such trades time sensitive and it is not practicable to contact the client.

Regardless, Integris aims to obtain prior approval from the client in the event intended trades would result in a significant portfolio change or tax liability.

Item 17 – Voting Client Securities

Integris does not accept proxy voting for clients. Therefore, although Integris may provide investment advisory services relative to client investment assets, clients maintain exclusive responsibility for: (1) directing the manner in which proxies solicited by issuers of securities beneficially owned by the client shall be voted; and (2) making all elections relative to any mergers, acquisitions, tender offers, bankruptcy proceedings or other events pertaining to the client's investment assets. Integris and/or the client shall correspondingly instruct each custodian of the assets to forward to the client copies of all proxies and shareholder communications relating to the client's investment assets.

Item 18 – Financial Information

Integris has not been subject to a bankruptcy or financial compromise, and has no financial condition that would reasonably impair its ability to meet its contractual commitments to clients. A balance sheet, which is required to be accompanied herein for firms that bill clients in advance by \$1,200 or six months or more, is not included as Integris only bills in arrears.

Item 19 – Requirements for State-Registered Advisers

This section is not applicable as Integris is nationally registered with the SEC.