

# Bridgewater Wealth & Financial Management, LLC Part 2A of Form ADV The Brochure

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This brochure provides information about the qualifications and business practices of Bridgewater Wealth & Financial Management, LLC (“BWFM”). If you have any questions about the contents of this brochure, please contact us at 301-656-1200. 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.

BWFM is a registered investment adviser. Registration as an investment adviser does not imply any level of skill or training.

Additional information about BWFM is also available on the SEC’s website at: [www.adviserinfo.sec.gov](http://www.adviserinfo.sec.gov).

## Item 2. Material Changes

Effective January 2, 2015, Ms. Nina Mitchell was named a principal of BWFM.

This Brochure has been updated since its last annual amendment with the SEC in March 2014 with respect to the following item:

Item 15. Custody	In addition to BWFM's current means of having custody of certain client assets, effective January 2, 2015 BWFM certain clients have granted BWFM custody via a power of attorney.
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A copy of BWFM's complete Form ADV Brochure and Brochure Supplement is available without charge by contacting BWFM at 301-656-1200. Additional information about BWFM is also available on the SEC's website at: [www.adviserinfo.sec.gov](http://www.adviserinfo.sec.gov).

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## Item 4. Advisory Business

### Firm History and Principal Owners

BWFM was founded in January 2010 and is part of the Focus Financial Partners, LLC (“Focus”) network. As such, BWFM is a wholly-owned subsidiary of Focus Operating, LLC (“Focus Operating”), which is a wholly-owned subsidiary of Focus. Information about these entities is contained below in Item 10, *Other Financial Industry Activities and Affiliations*. BWFM is managed on a day-to-day basis by Ronald Rubin, BWFM’s Managing Principal and Chief Compliance Officer.

Ronald Rubin created the entities that merged to form BWFM, Bridgewater Wealth Management and Rubin, Kasnett & Associates, in 1996.

As of February 28, 2015, BWFM had \$702,936,171 in regulatory assets under management, and managed \$662,557,852 on a discretionary basis and \$40,378,319 on a non-discretionary basis on behalf of approximately 256 clients

### Services Provided

#### *General*

BWFM provides investment management services on a discretionary and non-discretionary basis to clients. BWFM will assist a client in determining the client’s needs and risk tolerance through the use of an Asset Optimization Model for asset allocation. BWFM Model Portfolios will be based upon this determination, BWFM will then implement appropriate mutual funds, ETFs, private investment funds, and/or investment managers (collectively, “Investment Managers”) within each asset class that meet the client’s individual requirements. Once implemented, the portfolio will be monitored by BWFM and when necessary and appropriate, subsequent modifications to a client’s asset allocation or the specific Investment Managers will be implemented by BWFM in accordance with the investment goals and objectives established by the client. Each client will be provided the opportunity to place reasonable restrictions on the types of investments that may be recommended by BWFM.

For a number of clients, BWFM has executed discretionary agreements. These agreements are intended to facilitate the engagement/disengagement of third party managers on behalf of clients.

When the services provided are non-discretionary in nature, clients must approve the initial implementation and all subsequent changes to the asset allocation.

Additional information about Investment Managers, investment strategies, advisory fees and other pertinent information is available and provided in the Form ADV Part 2 or other disclosure brochure of the Investment Managers.

BWFM also manages clients in a growth equity, a balanced, and a fixed income strategy (collectively, “Equity/Income Strategies”). Clients may determine which strategy they would like

to invest in based on their individual risk tolerance and investment goals. The Equity/Income Strategies will invest directly in US public equity, ETFs and fixed income securities.

Within its non-discretionary capacity, BWFM may, without specific approval by the client, purchase or sell securities to meet the cash needs of the client. These purchases and sales will be executed in a manner such that the resulting allocations will generally match the allocation in the account prior to the purchase or sale.

In addition to investment advisory services, BWFM also provides tax advisory and financial management services for individuals and organizations, as further discussed below in Item 10, *Other Financial Industry Activities and Affiliations*.

#### *Services Provided to 401(k) and Deferred Compensation Plan Advisory Service*

BWFM offers advisory services to qualified and non-qualified deferred compensation plans, including 401(k)s (“Retirement Plans”). Our services include recommendations on the selection of investment options, portfolio construction, annual investment performance review and reporting, and assistance with enrollment and the education of plan participants.

## **Item 5. Fees and Compensation**

### Information on Fees

The highest annual fee for BWFM’s investment management services, based on the market value of the client’s account at the end of the previous calendar quarter, is as follows:

Size	Fees (basis points)
First \$5,000,000	100 b.p.
Next \$5 Million	75 b.p.
Next \$15 Million	50 b.p.
Next \$25 Million	40 b.p.
Thereafter	30 b.p.

There is a minimum advisory fee of \$1,250 per quarter for services rendered by BWFM. The minimum advisory fee may be waived, and fees may be lower at the discretion of BWFM.

Clients are invoiced in advance (at the beginning) of each calendar quarter based upon the quarter-end values of the clients’ account during the previous quarter. BWFM does not charge performance based fees on client accounts. (Related clients’ accounts may be aggregated for purposes of calculating fees.

The fee for the calendar quarter in which the investment advisory agreement becomes effective (as of the date the contract was signed) will be prorated for the number of days remaining in the quarter.

For purposes of calculating fees, the assets of each client will be aggregated to determine the

overall fee percentage. On an exception basis, BWFM may not charge fees on a portion of a client's cash balance held in an investment portfolio.

BWFM may charge accounts that do not allow for electronic downloading of information a nominal fee of \$157.50 per quarter.

Fees are negotiable. Some clients pay a fixed fee for investment management services.

If clients make a single contribution greater than \$150,000 during the quarter, BWFM reserves the right to bill the client for a pro-rata portion of the contributed assets to the investment account. Clients will be provided with a pro-rata refund when clients withdraw funds greater than \$150,000 in a single instance from the investment account during a calendar quarter.

In some instances, precise account balances are unavailable to BWFM on a timely basis. BWFM's billing in those situations is therefore based on the most current information available when fees are calculated.

The fees charged by BWFM are separate and distinct from the fees charged by recommended Investment Managers. A description of these Investment Manager fees is available in each mutual fund's prospectus and private investment fund's and investment manager's disclosure documents. Similarly, BWFM's fees are separate and distinct from the fees and expenses charged by mutual funds and private investment funds which may be purchased by a recommended Investment Manager. These fees are also separate from any custodial fees. A description of these fees and expenses is available in each fund's prospectus and disclosure document.

Investments recommended or utilized as part of the 401(k) and deferred compensation plan advisory services described above (e.g., mutual funds or similar vehicles) are often subject to initial and on-going expenses and fees which are usually set forth in the applicable offering document for any such investment. Any such expenses and fees would be in addition to BWFM's fees.

A client could invest with independent investment managers directly, without the services of BWFM. In that case, the client would not receive the services provided by BWFM which are designed, among other things, to assist the client in determining which investments are most appropriate to each client's financial condition and objectives. Accordingly, the client should review both the total expenses to invest with the investment managers and the fees charged by BWFM to fully understand the total amount of fees to be paid by the client and to thereby evaluate the advisory services being provided.

Clients will also incur brokerage and other transaction costs, as further described in Item 12 - *Brokerage Practices* below.

BWFM does not independently value any private securities held in client accounts. The quarterly

financial information provided by the private funds themselves will be used as the basis for client reporting and fee billing (where a client pays an asset-based fee). This valuation is determined independently of BWFM.

For marketable securities, the prices provided by custodians are used for client reporting and fee billing.

#### Termination

A client's agreement may be terminated at the end of any month following thirty days' prior written notice from the terminating party to the other party. Upon termination of any account, any prepaid, unearned fees will be promptly refunded.

### **Item 6. Performance Based Fees and Side-by-Side Management**

BWFM does not charge any performance fees.

As further discussed below in Item 10, *Other Financial Industry Activities and Affiliations*, Larkmeade Strategies, LLC allocates to Larkmeade Management, LLC ("LMM") at the end of each fiscal year 10% of its net profits for the fiscal year, subject to a high water mark. The net profits are measured on each individual investor's capital account. LMM is owned and controlled by Ronald Rubin, its Managing Member.

This allocation, which is deemed to be a performance based fee, may create an incentive to favor Larkmeade Strategies, LLC over BWFM accounts in the allocation of investment opportunities. BWFM and LMM have procedures designed and implemented to ensure that all clients are treated fairly and equally, and to prevent this conflict from influencing the allocation of investment opportunities among clients.

Larkmeade Strategies, LLC is currently closed and not accepting new investors.

### **Item 7. Types of Clients**

BWFM offers its investment management services to individuals, corporations, pension and profit sharing plans, non-profit organizations, and trusts and estates.

BWFM recommends a minimum account size of \$1 million for advisory clients. There is no mandated minimum account size.

## **Item 8. Methods of Analysis, Investment Strategies and Risk of Loss**

### Methods of Analysis and Investment Strategy

#### *General*

BWFM recommends various investment strategies when providing asset allocation recommendations to clients. The recommended strategies are based upon a client's goals and objectives. BWFM will evaluate various investment alternatives, (e.g., various asset allocations for investment with Investment Managers) to form a basis for the client in determining the strategies needed to achieve the client's investment goals and objectives.

BWFM uses asset optimization models to determine appropriate asset classes for client investment. Based on the determination of the model, BWFM will recommend Investment Managers selected according to the investment objectives and risk tolerance level of the client. Specific securities analysis methods are determined by the recommended Investment Managers.

In analyzing Investment Managers, BWFM may use various sources of information, including data provided by Morningstar, Inc. and other online and subscription resources, as needed. BWFM does not independently audit or verify the performance figures reported by Investment Managers that appear in these databases.

Equity/Income Strategies may include a strategic allocation to large/mid/small cap, value/growth, domestic, and sectors. BWFM will make tactical over/underweights to these strategic allocations based on our outlook for each asset class, geographic region or sector as the case may be.

BWFM's Equity/Income Strategies generally seek maximum long-term capital appreciation. We focus on high quality companies in growing industry groups. Our portfolio management team employs a mix of quantitative screens with fundamental, bottom-up company analysis to identify quality, growth prospects. The foundation of our Equity/Income Strategies are constructed of the following criteria:

- Maintain a holding list of 22-25 companies that represent BWFM's best investment ideas.
- Evaluate individual investments over a 3-5 year time horizon.
- Maintain low annual portfolio turnover.

Tactical shifts to the portfolio will be based on analyzing macroeconomic factors such as GDP, inflation, employment, financial condition and other factors like politics, tax and regulatory policy. We will also consider quantitative measures such as absolute and relative valuation, growth rates, and debt levels. Technical analysis including momentum, price, breadth and liquidity will also be considered in investment decisions.

BWFM's growth equity strategy provides exposure to domestic equities and liquid alternative investments. BWFM's strategy is to invest in companies with favorable revenue growth, earnings



growth, and strong returns on equity. The primary investment objective is long term capital growth, with current income a secondary consideration.

BWFM's balanced strategy provides a balanced exposure to both the growth equity and fixed income strategies.

BWFM's fixed income strategy (intermediate taxable fixed or intermediate tax-exempt) provides exposure to domestic corporate bonds and/or government bonds for taxable portfolios, and domestic municipal bonds for tax-exempt portfolios.

#### *LVW Advisors*

BWFM has formed a strategic alliance with LVW Advisors ("LVW"), an SEC registered investment adviser unaffiliated with BWFM, for purposes of obtaining LVW's investment research. LVW provides access to its list of approved Investment Managers, investment allocations, research reports, and model portfolios. LVW also provides access to BWFM to the enhanced reporting capabilities of LVW. In addition, a BWFM representative maintains a non-voting seat on LVW's Investment Committee

BWFM clients do not receive any services directly from LVW nor are they assessed a fee by LVW.

#### Risk of Loss - General

All investing involves a risk of loss and the investment strategies offered by BWFM could lose money over short or even long periods. Performance could be negatively impacted by a number of different market risks including, but not limited to, that portfolio management techniques used by BWFM may not produce the desired results. This could cause accounts to decline in value. In addition, BWFM may rely on information that turns out to be wrong. BWFM selects investments based, in part, on information provided by issuers to regulators or made directly available to BWFM by the issuers or other sources. BWFM is not always able to confirm the completeness or accuracy of such information, and in some cases, complete and accurate information is not available. Incorrect or incomplete information increases risk and may result in losses.

#### Potential Risks of Investing in Securities Purchased in Mutual Funds, ETFs, and by Investment Managers:

**Stock Market Risk** - Stock market risk is the possibility that stock prices overall will decline over short or extended periods. Markets tend to move in cycles, with periods of rising prices and periods of falling prices.

Investing in small- and medium-sized companies involves greater risk than is customarily associated with more established companies. Stocks of such companies may be subject to more volatility in price than larger company securities.

**Foreign Securities Risk** - Foreign securities are subject to the same market risks as U.S. securities, such as general economic conditions and company and industry prospects. However, foreign securities involve the additional risk of loss due to political, economic, legal, regulatory, and operational uncertainties; differing accounting and financial reporting standards; limited availability of information; currency conversion; and pricing factors affecting investment in the securities of foreign businesses or governments.

**Interest Rate Risk** - Bonds also experience market risk as a result of changes in interest rates. The general rule is that if interest rates rise, bond prices will fall. The reverse is also true: if interest rates fall, bond prices will generally rise. A bond with a longer maturity (or a bond fund with a longer average maturity) will typically fluctuate more in price than a shorter term bond. Because of their very short-term nature, money market instruments carry less interest rate risk.

**Credit Risk** - Bonds and bond mutual funds are also exposed to credit risk, which is the possibility that the issuer of a bond will default on its obligation to pay interest and/or principal. U.S. Treasury securities, which are backed by the full faith and credit of the U.S. Government, have limited credit risk, while securities issued or guaranteed by U.S. Government agencies or government-sponsored enterprises that are not backed by the full faith and credit of the U.S. Government may be subject to varying degrees of credit risk. Corporate bonds rated BBB or above by Standard & Poor's are generally considered to carry moderate credit risk. Corporate bonds rated lower than BBB are considered to have significant credit risk. Of course, bonds with lower credit ratings generally pay a higher level of income to investors.

**Liquidity Risk** - Liquidity risk exists when a particular security is difficult to trade. A mutual fund's investment in illiquid securities may reduce the returns of the mutual fund because the mutual fund may not be able to sell the assets at the time desired for an acceptable price, or might not be able to sell the assets at all.

**Call Risk** - Many fixed income securities have a provision allowing the issuer to repay the debt early, otherwise known as a "call feature." Issuers often exercise this right when interest rates are low. Accordingly, holders of such callable securities may not benefit fully from the increase in value that other fixed income securities experience when rates decline. Furthermore, after a callable security is repaid early, a mutual fund would reinvest the proceeds of the payoff at current interest rates, which would likely be lower than those paid on the security that was called.

**Objective/Style Risk** - All of the mutual funds and investment managers are subject, in varying degrees, to objective/style risk, which is the possibility that returns from a specific type of security in which a mutual fund or manager invests will trail the returns of the overall market.

**U.S. Government Agency Securities Risk** - Securities issued by U.S. Government agencies or government-sponsored entities may not be guaranteed by the U.S. Treasury. If a government-sponsored entity is unable to meet its obligations, the securities of the entity will be adversely impacted.

### Potential Risks of Investing in Private Investment Funds:

Private investment funds generally involve various risk factors and liquidity constraints, a complete discussion of which is set forth in each fund's offering documents, which will be provided to each client for review and consideration. Investing in private investment funds is intended for experienced and sophisticated investors only who are willing to bear the high economic risks of the investment. Investors should carefully review and consider potential risks before investing. Certain of these risks may include loss of all or a substantial portion of the investment due to leveraging, short-selling, or other speculative practices, lack of liquidity because of redemption terms and conditions and that there may not and will not be a secondary market for the fund, volatility of returns, restrictions on transferring interests in the fund, a potential lack of diversification, higher fees than mutual funds, lack of information regarding valuations and pricing, and advisor risk. Each prospective client investor will be required to complete a subscription agreement with the private investment fund itself, pursuant to which the client investor shall establish that he/she/it is qualified for investment in the fund, and acknowledges and accepts the various risk factors that are associated with such an investment. Private investment funds have liquidity risk and investors may not be able to redeem their investment per the offering document's disclosures. In addition, BWFM may recommend a particular fund to many clients and a subsequent recommendation to terminate that fund from client portfolios may result in liquidity constraints impacting the redemptions from the fund.

## **Item 9. Disciplinary Information**

BWFM and its employees have not been involved in any legal or disciplinary events in the past 10 years that would be material to a client's evaluation of the company or its personnel.

## **Item 10. Other Financial Industry Activities and Affiliations**

### General

Neither BWFM nor any of its related persons receive any form of compensation from any recommended Investment Manager.

Personnel of BWFM may be investors and/or partners/members in private investment partnerships, limited liability companies, or corporations that invest in securities or private equity opportunities. Certain investors in the private investment partnerships, limited liability companies or corporations may also independently be clients of BWFM. BWFM does not act as an adviser, sponsor or placement agent for these private investment partnerships, limited liability companies or corporation. Additionally, all BWFM personnel invest in private funds with the same terms as BWFM clients.

### Focus

BWFM is part of the Focus network. As such, BWFM is a wholly-owned subsidiary of Focus Operating which is a wholly-owned subsidiary of Focus. Focus also owns other registered investment advisers, broker-dealers, pension consultants, insurance firms, and other financial

service firms (the “Focus Partners”). The Focus Partners provide wealth management, benefit and investment consulting services, serving individuals, families, employers, and institutions. Some Focus Partners also manage or advise limited partnerships, private funds or limited liability companies as disclosed on their respective Schedules D of Part 1A of Form ADV.

BWFM’s clients generally are not solicited to invest in any other Focus Partners’ advisory services, and generally Focus Partners do not recommend securities, services, or other investment products of other Focus Partner firms (unless so disclosed on their respective Forms ADV and with the clients’ informed consent), nor are any transactions executed through another Focus Partner’s affiliated broker-dealer. Further, the Focus Partners do not market their services or share client information amongst each other without prior client consent, and management of the other Focus Partners is not involved in the management of BWFM.

A list of the related person investment advisers and broker dealers can be found on BWFM’s Schedule D of Part 1 of Form ADV and additional information about Focus can be found at [www.focusfinancialpartners.com](http://www.focusfinancialpartners.com).

Notwithstanding the above, BWFM has formed a strategic alliance with one of the Focus Partners, LVW, in order to gain access to the advisory research resources utilized by LVW, as well as provide access to the enhanced reporting capabilities of LVW. In addition, a BWFM representative will maintain a non-voting seat on LVW’s Investment Committee. Clients of LVW may be referred to BWFM for certain advisory/non-advisory services and vice versa. Clients of LVW may be referred to BWFM for certain advisory/non-advisory services and vice versa. Pursuant to this relationship, LVW and BWFM will receive a fee for such referrals. As disclosed in Item 14, *Client Referrals and Other Compensation*, this solicitor relationship was established and is maintained in accordance with the requirements of Rule 206(4)-3 under the Advisers Act.

#### Other Services Provided by BWFM

In addition to investment advisory services, BWFM also provides tax advisory and financial management services for individuals and organizations

##### *Tax Advisory Services for Individuals and Organizations*

- Comprehensive federal and state tax planning
- Tax events strategies
- State and federal tax preparation, including multi-state returns
- Yearly and quarterly household employee and other payroll compliance
- Representation before the IRS and other authorities
- Tax consulting

##### *Financial Management Services for Individuals*

- Personal CFO
- Cash flow and spending budgets
- Cash management, including bill paying
- Monthly, quarterly and annual financial reports

- Second career and retirement planning
- Review of potential business opportunities
- Concierge services including car leases, mortgages and insurance coverage
- Coordination of all banking relationships
- Coordination of all necessary business and financial matters
- Estate Planning

#### *Financial Management Services for Organizations*

- Cash management, budgeting and financial analysis
- Monthly bookkeeping, general accounting
- Monthly, quarterly and annual financial reports
- Accounts receivable/payable and monthly bank reconciliation
- Payroll and Human Resource Administration
- Employee retirement plan administration
- Merger, acquisition and ad hoc business analysis
- Contract management and business insurance
- Establishment and ongoing administration of charitable foundations

Ronald Rubin and Nina Mitchell will spend approximately 25% to 35% of their time on activities related to the tax advisory and financial management services provided by BWFM. Mr. Rubin and Ms. Mitchell may recommend the investment advisory services of BWFM to tax advisory and financial management clients; conversely, the tax advisory and financial management services of BWFM may be recommended to investment advisory clients. As such, clients should be aware that a conflict of interest is inherent in such cross-promotion.

As part of BWFM's agreement with LVW, BWFM provides tax advisory services to LVW and certain LVW clients as an offset to a portion of LVW's fee payable by BWFM.

#### Other Financial Industry Activities of Ronald Rubin

In his separate capacity as a CPA, Mr. Rubin may provide advice about securities which is incidental to his CPA practice. However, the offering of investment advice by BWFM is entirely separate and distinct from any recommendations made by Mr. Rubin in his separate capacity as a CPA.

Mr. Rubin is a Board Member of Monument Bank, of which he has a non-material percentage of ownership and spends a non-material amount of time. Mr. Rubin participates in an incentive plan that rewards him with a nominal number of options in exchange for the referral of the bank's services and products, which include services and products that may be recommended to BWFM clients.

#### LMM

Founded in 2006, LMM is a Maryland limited liability company that is owned and controlled by Ronald Rubin, its Managing Member. LMM is registered as an investment adviser with the State of Maryland. As of December 31, 2013, LMM managed approximately \$4 million on a

discretionary basis on behalf of a private pooled investment fund. LMM also serves as the managing member to the private pooled investment fund. Mr. Rubin spends approximately 5% of his time on matters related to LMM.

LMM serves as the managing member and investment adviser to Larkmeade Strategies, LLC. LMM manages Larkmeade Strategies, LLC on a discretionary basis and is authorized to enter into any type of investment transaction that it deems appropriate under the terms of the operating agreement.

Larkmeade Strategies, LLC pays a 1% management fee to LMM, billed quarterly in advance. The fund also allocates to LMM at the end of each fiscal year 10% of the vehicle's net profits for the fiscal year, subject to a high water mark. The net profits are measured on each individual investor's capital account.

Additionally, Larkmeade Strategies, LLC bears its own operating expenses, including, but not limited to, fees and expenses associated with its investment program (e.g., for all costs, fees and expenses incurred in connection with the purchase, sale or carrying of any security or investment, including, but not limited to transaction costs). Larkmeade Strategies, LLC will bear additional expenses such as the fees and expenses of professionals retained by Larkmeade Strategies, LLC to advise it in connection with its investment activities, legal expenses, internal and external accounting, audit and tax preparation expenses, administrative expenses, interest, taxes, costs and other expenses associated with the operation of Larkmeade Strategies, LLC, as applicable.

BWFM currently provides the accounting and consulting services to Larkmeade Strategies, LLC. These services are provided at or below BWFM's customary rates.

Only persons with whom BWFM, LMM, or Mr. Rubin have substantial preexisting business relationships have been permitted to invest in Larkmeade Strategies, LLC. Certain of the investors in Larkmeade Strategies, LLC are also clients of BWFM. BWFM did not exercise investment discretion on behalf of any client to invest in Larkmeade Strategies, LLC and does not charge an investment advisory fee on the value of clients' interests in Larkmeade Strategies, LLC. Also, BWFM, LMM, or Mr. Rubin or their related entities do not receive placement fees with respect to investments in Larkmeade Strategies, LLC.

As noted above, Larkmeade Strategies, LLC is currently closed and not accepting new investors.

## **Item 11. Code of Ethics, Participation or Interest in Client Transactions and Personal Trading**

Mr. Rubin and Ms. Mitchell manages their own personal investments and in that capacity is an investor, partner or member in various pooled investment vehicles that invest in securities, other pooled investment vehicles, or real estate. Certain of the investors in the private investment partnerships, limited liability companies, or corporations may also independently be clients of BWFM.

BWFM and its employees may also buy and sell the same securities that may be recommended to

clients. If the possibility of a conflict of interest occurs, the client's interest will prevail. It is the policy of BWFM that priority will always be given to the client's orders over the orders of an employee of BWFM.

To avoid any potential conflicts of interest involving personal trades, BWFM has adopted a Code of Ethics (“COE”), which includes personal trading reporting and review policies and procedures and insider trading policies and procedures. BWFM’s COE requires, among other things, that employees:

- Act with integrity, competence, diligence, respect, and in an ethical manner with the public, clients, prospective clients, employers, employees, colleagues in the investment profession, and other participants in the global capital markets;
- Place the integrity of the investment profession, the interests of clients, and the interests of BWFM above one’s own personal interests;
- Adhere to the fundamental standard that one should not take inappropriate advantage of his or her position;
- Avoid any actual or potential conflict of interest wherever possible;
- Conduct all personal securities transactions in a manner consistent with the COE;
- Use reasonable care and exercise independent professional judgment when conducting investment analysis, making investment recommendations, taking investment actions, and engaging in other professional activities;
- Practice and encourage others to practice in a professional and ethical manner that will reflect credit on oneself and the profession;
- Promote the integrity of, and uphold the rules governing, capital markets;
- Maintain and improve one’s professional competence and strive to maintain and improve the competence of other investment professionals; and
- Comply with applicable provisions of the federal securities laws.

BWFM’s COE also requires employees to: 1) pre-clear certain personal securities transactions; 2) report personal securities transactions on at least a quarterly basis; and 3) provide BWFM with a detailed summary of certain holdings and securities accounts (both initially upon commencement of employment and annually thereafter) over which such employees have a direct or indirect beneficial interest.

A copy of BWFM’s COE is available to any client or prospective client by contacting BWFM’s Chief Compliance Officer at 301-656-1200.

In the normal course of business, managers, members and/or associated persons of BWFM may provide gifts to various clients and other persons. These gifts are not premised upon any specific client referrals or any expectation of any other type of benefit to BWFM.

## **Item 12. Brokerage Practices**

### General

While BWFM generally does not have brokerage discretion over client accounts, with respect to those portions of portfolios managed on a discretionary basis, BWFM will normally have the authority to determine which securities are to be bought and sold, the amount of the securities to be bought and sold, and the timing of such transactions.

At the client's request, BWFM may recommend broker-dealers to execute transactions for the client's account. BWFM, in recommending broker-dealers to execute portfolio transactions for the client's account, may consider the quality and reliability of the brokerage services, as well as research and investment information and other services provided by the brokers or dealers. Commission rates, being a component of price, are one factor considered by BWFM together with other factors. In making broker-dealer recommendations, BWFM is not obligated to seek in advance competitive bidding for the most favorable commission rate applicable to any particular transaction for the client's account or recommend any broker or dealer on the basis of its purported posted commission rate. Accordingly, recommended brokers or dealers may charge commission rates in excess of the amounts another broker or dealer would have charged for effecting transactions when BWFM has determined in good faith that the broker's or dealer's commission rates generally are reasonable in relation to the value of the brokerage and/or research provided by the broker or dealer. If the client selects its own broker or dealer to execute transactions for the client's account, the client may forfeit more favorable commission rates and execution rates and execution than would be the case if it utilized the broker dealer or dealer recommended by BWFM. BWFM's recommendation of broker-dealers will be consistent with its obligation to seek best execution.

Clients may have a pre-established relationship with a broker and they will instruct BWFM to execute all transactions through that broker. In directing the use of a particular broker or dealer, clients may lose out on a certain benefits that may otherwise be obtained and it should be understood that BWFM will not have authority to obtain volume discounts. Consequently, clients directing the use of a particular broker may not receive best execution.

BWFM attempts to negotiate the commission rate that a client is to pay to the broker-dealer that he or she has directed BWFM to use. The client either approves the commission rate negotiated by BWFM or separately determines the commission rate pursuant to his or her own efforts. In either procedure, the authority to negotiate and establish the rate is solely maintained by the client. A disparity in commission charges may exist between the commissions charged to a broker's clients.

Each Investment Manager that BWFM recommends to its clients generally will have investment discretion over that portion of the client's accounts managed by the particular Investment Manager. The client will have a direct contractual relationship with each such Investment Manager and should receive disclosures from each such Investment Manager of its practices, including brokerage, aggregation of orders, and use by the Investment Manager of "soft dollars" to obtain research products and services from broker-dealers based on customer orders placed through the brokers. The designation by a client of a particular broker for execution of client account transactions (particularly if it differs from the brokers used by that Investment Manager for execution of most of the Investment Manager's other clients' accounts) may affect the commission rates and the method and pricing of execution of the client's account transactions for the portion of the client's portfolio managed by a particular Investment Manager. The client is urged to review each Investment Manager's disclosures on brokerage practices in deciding



whether to direct the Investment Manager to use a particular broker-dealer for execution of the client's portfolio transactions.

Any trade errors will be rectified to make the client whole as if the error did not occur.

### Order of Trading

Because BWFM provides investment advice to both discretionary and non-discretionary clients, there exists a potential conflict of interest between the timing of trades for discretionary clients and the seeking of approval for such trades from non-discretionary clients. As such, BWFM has adopted the following procedure that will apply when global trades/allocation occur:

1. Non-discretionary clients will be notified of the prospective trade.
2. After this notification is issued to all non-discretionary clients, discretionary clients will be traded.
3. Contemporaneous with or subsequent to the discretionary clients, non-discretionary clients will be traded as their approvals are received by BWFM.

### Trade Aggregation

BWFM will aggregate where possible (primarily in ETFs and in the Equity/Income Strategies) and when advantageous to clients for which it has discretionary trading authority. This blocking of trades permits the trading of aggregate blocks of securities composed of assets from multiple clients' accounts. Block trading may allow BWFM to execute trades in a more timely and equitable manner. Clients that restrict BWFM to using a particular broker-dealer (or direct BWFM to use a particular broker-dealer) for executing their transactions generally will be unable to participate in aggregated orders and will be precluded from receiving the benefits, if any, of an aggregation which other clients may receive. Also, BWFM will generally execute aggregated orders for non-directed clients before executing orders for clients that direct brokerage.

BWFM generally does not aggregate orders for non-discretionary clients, which could potentially achieve a better average price on ETF transactions for these clients.

### Schwab Advisor Services

For most clients, BWFM recommends the establishment of brokerage accounts with Charles Schwab & Co., Inc., a registered broker-dealer, to maintain custody of clients' assets and to effect trades for their accounts.

#### *Products and Services Available to BWFM from Schwab*

Schwab Advisor Services™ (formerly called Schwab Institutional®) is Schwab's business serving independent investment advisory firms like BWFM. They provide BWFM and its clients with access to its institutional brokerage—trading, custody, reporting, and related services—many of which are not typically available to Schwab retail customers. Schwab also makes available various support services. Some of those services help BWFM manage or administer clients'

accounts, while others help BWFM manage and grow its business. Schwab's support services generally are available on an unsolicited basis (BWFM does not have to request them) and at no charge as long as BWFM's clients collectively maintain a total of at least \$10 million of their assets in accounts at Schwab. If BWFM's clients collectively have less than \$10 million in assets at Schwab, Schwab may charge BWFM quarterly service fees of \$1,200. Following is a more detailed description of Schwab's support services:

#### *Services that Benefit Clients*

Schwab's institutional brokerage services include access to a broad range of investment products, execution of securities transactions, and custody of client assets. The investment products available through Schwab include some to which BWFM might not otherwise have access or that would require a significantly higher minimum initial investment by BWFM's clients.

#### *Services that May Not Directly Benefit Clients*

Schwab also makes available other products and services that benefit BWFM but may not directly benefit clients. These products and services assist BWFM in managing and administering BWFM's clients' accounts. They include investment research, both Schwab's own and that of third parties. BWFM's may use this research to service all or a substantial number of its clients' accounts, including accounts not maintained at Schwab. In addition to investment research, Schwab also makes available software and other technology that:

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

#### *Services That Generally Benefit Only BWFM*

Schwab also offers other services intended to help BWFM manage and further develop its business enterprise. These services include:

- Educational conferences and events
- Consulting on technology, compliance, legal, and business needs
- Publications and conferences on practice management and business succession
- Access to employee benefits providers, human capital consultants, and insurance providers

Schwab may provide some of these services itself. In other cases, it will arrange for third-party vendors to provide the services to BWFM. Schwab may also discount or waive its fees for some of these services or pay all or a part of a third party's fees. Schwab may also provide BWFM with other benefits, such as occasional business entertainment of BWFM personnel.

#### *BWFM's Interest in Schwab's Services*

The availability of these services from Schwab benefits BWFM because BWFM does not have to produce or purchase them. BWFM does not have to pay for Schwab's services so long as BWFM's clients collectively keep a total of at least \$10 million of their assets in accounts at Schwab. Beyond that, these services are not contingent upon BWFM committing any specific amount of business to Schwab in trading commissions or assets in custody. The \$10 million minimum may give BWFM an incentive to recommend that clients maintain accounts with Schwab, based on BWFM's interest in receiving Schwab's services that benefit BWFM's business rather than based on clients' interests in receiving the best value in custody services and the most favorable execution of transactions. This is a potential conflict of interest. BWFM believes, however, that its recommendation of Schwab as custodian and broker is in the best interests of clients. BWFM's selection is primarily supported by the scope, quality, and price of Schwab's services. BWFM has over \$430 million in client assets under management, and it does not believe that recommending clients to collectively maintain at least \$10 million of those assets at Schwab in order to avoid paying Schwab quarterly service fees presents a material conflict of interest.

## **Item 13. Review of Accounts**

### General

Client accounts generally are reviewed quarterly. The performance of Investment Managers is generally reviewed on a monthly basis. The timeliness of these reviews is based upon the accessibility of client information from selected investment Managers. All accounts are reviewed by Principals, Senior Advisors, and other personnel of BWFM. Triggering factors include material changes in a client's financial situation, changes in an Investment Manager's management team or advisory fee, as well as political and economic events.

All clients receive a report on a quarterly basis. These reports detail the client's positions, gains and losses, income and expenses, and the performance of all Investment Managers.

### Services Provided to 401(k) and Deferred Compensation Plan Advisory Service

BWFM provides ongoing comprehensive performance analyses to ensure that each investment continues to demonstrate the performance and asset class characteristics that it was selected to provide. BWFM also adds or replaces investments in models available to plan participants, pursuant to its proprietary range-based rebalancing system.

BWFM provides quarterly performance reporting for the models it develops. On a quarterly basis, BWFM reports on the plan in its entirety, including identifying where investment options may be candidates for replacement. As requested by the plan, BWFM will provide employee group communication services to plan participants.

## **Item 14. Client Referrals and Other Compensation**

BWFM has a client referral fee program whereby a payment, based on a percentage of the investment management fee received by BWFM, is paid to employees, consultants, investment

advisor representatives, and/or unaffiliated persons of BWFM. Referral fees are paid in strict accordance with Rule 206(4)-3 under the Advisers Act. BWFM does not charge clients referred by a solicitor a fee higher or lower than it charges to other similarly situated clients who were not referred by a solicitor.

Clients of LVW may be referred to BWFM for certain advisory/non-advisory services and vice versa. Pursuant to this relationship, LVW and BWFM will receive a fee for such referrals. This solicitor relationship was established and is maintained in accordance with the requirements of Rule 206(4)-3 under the Advisers Act.

An inherent conflict of interest arises on behalf of the solicitor because it is receiving an economic benefit for the referral or recommendation of BWFM's services. In all cases, BWFM will provide clients subject to a solicitation or referral fee a disclosure which they will be required to sign.

## **Item 15. Custody**

All clients' accounts are held in custody by unaffiliated broker/dealers or banks, but BWFM can access many clients' accounts through its ability to debit advisory fees. BWFM also provides a service to certain clients where it will receive bills and invoices payable by clients (e.g., utility bills, invoices for personal and domestic services) and pay such bills using BWFM's access to the clients' bank accounts. This access may be through online banking tools or signature authority over client checking accounts. In addition, BWFM does have power of attorney for certain client accounts and also serve as trustee for certain client accounts. For these reasons BWFM is considered to have custody of client assets. Accounts for which BWFM and/or its employees have custody, other than accounts for which they have direct debiting authority, are subject to an annual surprise verification audit performed by an independent accounting firm. Account custodians send statements directly to the account owners on at least a quarterly basis. Clients should carefully review these statements, and should compare these statements to any account information provided by BWFM.

BWFM is also deemed to have custody over the assets of clients invested in Larkmeade Strategies, LLC. All funds and securities of Larkmeade Strategies, LLC, other than interests in underlying private funds, are held in custody by unaffiliated broker/dealers or banks.

Investors in Larkmeade Strategies, LLC do not receive statements from the custodian of the activity within Larkmeade Strategies, LLC. Instead Larkmeade Strategies, LLC is subject to an annual audit and the audited financial statements are distributed to each investor. The audited financial statements are prepared in accordance with generally accepted accounting principles and distributed within 180 days of the end of Larkmeade Strategies, LLC's fiscal year.

## **Item 16. Investment Discretion**

BWFM offers clients investment management services as covered in the Investment Advisory Agreement where each client's investment portfolio is managed on a regular and continuous basis. BWFM may assist clients in determining, among other things, suitability, investment objectives,

goals, time horizons, and risk tolerances. BWFM will manage advisory accounts on a discretionary and/or a non-discretionary basis.

Clients must also execute a limited power of attorney to permit BWFM to trade their accounts.

For non-discretionary clients, BWFM may not make investment decisions, including buying or selling securities, for the client without prior consultation with and consent of client. The client understands that they may forego a particular transaction if BWFM cannot obtain that consent.

Each client is advised that it remains his/her/its responsibility to promptly notify BWFM if there is ever any change in his/her/its financial situation or investment objectives for the purpose of reviewing/evaluating/revising BWFM's previous recommendations and/or services.

For 401(k) and deferred compensation plans where models for use by participants are developed, BWFM will use its discretion to add or replace investments in the models using investment options that are either already offered in the plan or not currently offered in the plan.

Among the assets to which BWFM provides its investment management services are assets held by clients in their 401K accounts with various mutual fund companies. Because BWFM will be responsible for effecting the transactions in these accounts, it will request the client's user name and password that permits online access to the account. Appropriate physical and procedural safeguards have been adopted by BWFM to control access to the user names and passwords obtained by BWFM.

Clients can place reasonable restrictions on BWFM's investment management. For example, some clients have asked BWFM not to sell certain securities where the client has a particularly low tax basis.

In performing any of its services, BWFM shall not be required to verify any information received from the client or from the client's other professionals, and is expressly authorized to rely thereon. If requested by the client, BWFM may recommend the services of other professionals for implementation purposes. The client is under no obligation to engage the services of any such recommended professional. The client retains absolute discretion over all such implementation decisions and is free to accept or reject any recommendation from BWFM.

## **Item 17. Voting Client Securities**

BWFM will not exercise proxy voting authority over client securities that are in the BWFM Model Portfolios. The obligation to vote client proxies shall rest with the client. Client shall in no way be precluded from contacting BWFM for advice or information about a particular proxy vote. However, BWFM shall not be deemed to have proxy voting authority solely as a result of providing such advice to the client.

Should BWFM inadvertently receive proxy information for a security held in the client's account, then BWFM will immediately forward such information on to the Client, but will not take any further action with respect to the voting of such proxy. Upon termination of its Agreement with

the client, BWFM shall make a good faith and reasonable attempt to forward proxy information inadvertently received by BWFM on behalf of the client to the forwarding address provided by the client to BWFM.

BWFM will exercise proxy voting authority over client securities that are in the Equity/Income Strategies; however certain clients may retain full proxy voting authority upon their own discretion. Proxy voting authority is assigned in the Investment Management Agreement between the client and BWFM. In cases where BWFM retains full responsibility over the proxy voting activities of an account, BWFM shall vote client proxies in a way that it believes will cause securities to increase the most or decline the least in value in order to maximize shareholder value. Consideration will be given to both the short- and long-term implications of the proposal to be voted on when considering the optimal vote. Conflicts of interest will be identified and addressed in such a manner as to benefit the majority of clients and shareholders.

With regard to all matters (other than proxies) for which shareholder action is required or solicited with respect to securities beneficially held by the client's account, such as (i) all matters relating to class actions, including without limitation, matters relating to opting in or opting out of a class and approval of class settlements and (ii) bankruptcies or reorganizations, BWFM affirmatively disclaims responsibility for voting (by proxies or otherwise) on such matters and will not take any action with regard to such matters.

## **Item 18. Financial Information**

BWFM has never filed for bankruptcy and is not aware of any financial condition that is expected to affect its ability to manage client accounts.

# Bridgewater Wealth & Financial Management, LLC Part 2B of Form ADV The Brochure Supplement

7475 Wisconsin Avenue, Suite 600  
Bethesda, MD 20814  
[www.bridgewaterwealth.com](http://www.bridgewaterwealth.com)

March 31, 2015

This brochure supplement provides information about Ronald Rubin, Steve Schuler, Nina Mitchell, Shellie Peters, Christopher Johnson, Jessica Jarosik, and Jeffery Rubin. It supplements BWFM's accompanying Form ADV brochure. Please contact BWFM's Chief Compliance Officer at 301-656-1200 if you have any questions about the Form ADV brochure or this supplement, or if you would like to request additional or updated copies of either document.

Additional information about Ronald Rubin, Steve Schuler, Nina Mitchell, Shellie Peters, Christopher Johnson, Jessica Jarosik, and Jeffery Rubin is available on the SEC's website at [www.adviserinfo.sec.gov](http://www.adviserinfo.sec.gov).

## **Ronald J. Rubin's Biographical Information**

### **Item 2. Educational Background and Experience**

Born 1959

#### Formal Education after High School

Graduated from the University of Maryland in 1981 with a B.S. in Accounting.

#### Business Background for Past 5 Years

Managing Principal, Chief Compliance Officer, and Senior Member of the Investment Committee of Bridgewater Wealth & Financial Management, LLC from January 2010 to Present.

President of Bridgewater Wealth Management, LLC from March 2005 to December 2009.

Managing Member and Chief Compliance Officer of Larkmeade Management, LLC from January 2006 to Present.

President of Rubin, Kasnett & Associates PC from January 2000 to December 2009.

Chief Financial Officer, National Fluid Milk Processor's "Got Milk" Campaign from 1995 to Present.

Board Member of Monument Bank from 2005 to Present.

### **Item 3. Disciplinary Information**

Mr. Rubin has not been involved in any legal or disciplinary events that would be material to a client's evaluation of Mr. Rubin or of BWFM.

### **Item 4. Other Business Activities**

Mr. Rubin serves as Chief Financial Officer of the National Fluid Milk Processor's "Got Milk" Campaign. Mr. Rubin will spend approximately 20% of his time on activities related to such role.

Founded in 2006, Larkmeade Management, LLC ("LMM") is a Maryland limited liability company that is owned and controlled by Ronald Rubin, its Managing Member. LMM is registered as an investment adviser with the State of Maryland. As of December 31, 2012 LMM managed approximately \$4 million on a discretionary basis on behalf a private pooled investment fund. Mr. Rubin spends approximately 5% of his time on matters related to LMM.



LMM serves as the managing member and investment adviser to Larkmeade Strategies, LLC. LMM manages Larkmeade Strategies, LLC on a discretionary basis and is authorized to enter into any type of investment transaction that it deems appropriate under the terms of the operating agreement.

Larkmeade Strategies, LLC pays a 1% management fee to LMM, billed quarterly in advance. The fund also allocates to LMM at the end of each fiscal year 10% of the vehicle's net profits for the fiscal year, subject to a high water mark. The net profits are measured on each individual investor's capital account.

Certain of the investors in Larkmeade Strategies, LLC are also clients of BWFM. BWFM did not exercise investment discretion on behalf of any client to invest in Larkmeade Strategies, LLC and does not charge an investment advisory fee on the value of clients' interests in Larkmeade Strategies, LLC. Also, BWFM, LMM, or Mr. Rubin or their related entities do not receive placement fees with respect to investments in Larkmeade Strategies, LLC.

#### **Item 5. Additional Compensation**

Mr. Rubin is a Board Member of Monument Bank, of which he has a non-material percentage of ownership and spends a non-material amount of time. Mr. Rubin participates in an incentive plan that rewards him with a nominal number of options in exchange for the referral of the bank's services and products, which include services and products that may be recommended to BWFM clients.

Mr. Rubin may directly or indirectly receive earn-out or other compensation from Focus Financial Partners, LLC, the parent company of BWFM.

#### **Item 6. Supervision**

As BWFM's Managing Principal and Chief Compliance Officer, Ronald Rubin maintains ultimate responsibility for BWFM's operations and investment management activities. Ronald Rubin can be reached directly by calling the telephone number on the cover of this brochure supplement.

## **Steve Schuler's Biographical Information**

### **Item 2. Educational Background and Experience**

Born, 1960

#### Formal Education after High School

Graduated from Hobart College in 1982 with a Bachelor of Arts Degree

Graduated from the Securities Industry Institute at the Wharton School of the University of Pennsylvania in 1994

#### Business Background for Past 5 Years

Principal, Chief Investment Officer, and Senior Member of the Investment Committee of Bridgewater Wealth & Financial Management, LLC from 2013 to Present.

President, Principal and Portfolio Manager of Maryland Capital Management, LLC from 1999 to 2013.

Principal and Director of the Private Client Group of Deutsche Bank Alex. Brown from 1988 to 1999.

### **Item 3. Disciplinary Information**

Mr. Schuler has not been involved in any legal or disciplinary events that would be material to a client's evaluation of Mr. Schuler or of BWFM.

### **Item 4. Other Business Activities**

Mr. Schuler does not engage in any other business activities.

### **Item 5. Additional Compensation**

Mr. Schuler does not receive economic benefits from any person or entity other than BWFM in connection with the provision of investment advice to clients.

### **Item 6. Supervision**

Mr. Schuler is a Senior Member of the BWFM Investment Committee and his investment recommendations are supervised by the Investment Committee. Mr. Schuler's activities are also overseen by BWFM's Managing Principal and Chief Compliance Officer, Ronald Rubin. Either of these individuals can be reached directly by calling the telephone number on the cover of this brochure supplement.

## **Nina R. Mitchell's Biographical Information**

### **Item 2. Educational Background and Experience**

Born, 1959

#### Formal Education after High School

Graduated from University of Maryland College Park in 1981 with a Bachelor of Science Degree in Accounting

#### Business Background for Past 5 Years

Principal and Senior Member of the Investment Committee of Bridgewater Wealth & Financial Management, LLC from January 2015 to Present.

Principal, Chief Compliance Officer and Senior Member Investment Committee with MTX Wealth Management January 2007 to December 2014

President/VP/Sec/Director with SFX Financial Advisory Management Enterprises, Inc. October 1983 to January 2007.

### **Item 3. Disciplinary Information**

Ms. Mitchell has not been involved in any legal or disciplinary events that would be material to a client's evaluation of Ms. Mitchell or of BWFM.

### **Item 4. Other Business Activities**

Ms. Mitchell does not engage in any other business activities.

### **Item 5. Additional Compensation**

Ms. Mitchell does not receive economic benefits from any person or entity other than BWFM in connection with the provision of investment advice to clients.

### **Item 6. Supervision**

Ms. Mitchell is a Senior Member of the BWFM Investment Committee and her investment recommendations are supervised by the Investment Committee. Ms. Mitchell's activities are also overseen by BWFM's Managing Principal and Chief Compliance Officer, Ronald Rubin. Either of these individuals can be reached directly by calling the telephone number on the cover of this brochure supplement.

## **Shellie Kurek Peters' Biographical Information**

### **Item 2. Educational Background and Experience**

Born 1971

#### Formal Education after High School

Graduated from Saint John Fisher College in 1993 with a B.A. Degree in International Relations and History.

#### Business Background for Past 5 Years

Senior Investment Advisor and Director of Financial Planning at Bridgewater Wealth & Financial Management from April 2013 until present.

Assistant Vice-President, Financial Planning at Wilmington Trust, a division of M&T Bank from July 2010 until January 2013.

Manager, Family Wealth Management at Deloitte Investment Advisors from September 2005 until April 2009.

### **Item 3. Disciplinary Information**

Ms. Peters has not been involved in any legal or disciplinary events that would be material to a client's evaluation of Ms. Peters or of BWFM.

### **Item 4. Other Business Activities**

Ms. Peters does not engage in any other business activities.

### **Item 5. Additional Compensation**

Ms. Peters does not receive economic benefits from any person or entity other than BWFM in connection with the provision of investment advice to clients. BWFM sponsors an incentive plan whereby Ms. Peters is eligible to receive payments over a three-year period for new client referrals or relationships introduced to BWFM.

### **Item 6. Supervision**

Ms. Peters is a member of the BWFM Investment Committee and her investment recommendations are supervised by the Investment Committee. Ms. Peters' activities are also overseen by BWFM's Managing Principal and Chief Compliance Officer, Ronald Rubin. Either of these individuals can be reached directly by calling the telephone number on the cover of this brochure supplement.

## **Christopher P. Johnson's Biographical Information**

### **Item 2. Educational Background and Experience**

Born 1984

#### Formal Education after High School

Graduated from Georgetown University in 2006 with a B.A. Degree in Economics.

Earned an MBA in Finance in 2012 from the University of Maryland.

#### Business Background for Past 5 Years

Senior Investment Advisor and Senior Member of the Investment Committee at Bridgewater Wealth & Financial Management from July 2012 until present.

Graduate student at the University of Maryland in College Park, MD from August 2010 until May 2012.

Investment Analyst at Cambridge Associates from June 2006 until July 2010

### **Item 3. Disciplinary Information**

Mr. Johnson has not been involved in any legal or disciplinary events that would be material to a client's evaluation of Mr. Johnson or of BWFM.

### **Item 4. Other Business Activities**

Mr. Johnson does not engage in any other business activities.

### **Item 5. Additional Compensation**

Mr. Johnson does not receive economic benefits from any person or entity other than BWFM in connection with the provision of investment advice to clients. BWFM sponsors an incentive plan whereby Mr. Johnson is eligible to receive payments over a three-year period for new client referrals or relationships introduced to BWFM.

### **Item 6. Supervision**

Mr. Johnson is a Senior Member of the BWFM Investment Committee and his investment recommendations are supervised by the Investment Committee. Mr. Johnson's activities are also overseen by BWFM's Managing Principal and Chief Compliance Officer, Ronald Rubin. Either of these individuals can be reached directly by calling the telephone number on the cover of this brochure supplement.

## **Jessica Jarosik's Biographical Information**

### **Item 2. Educational Background and Experience**

Born 1989

#### Formal Education after High School

Graduated from University of Maryland in 2011 with a B.A. Degree in Economics & Government and Politics.

#### Business Background for Past 5 Years

Investment Associate at Bridgewater Wealth & Financial Management from April 2012 until present.

Economist at the Bureau of Economic Analysis from January 2012 until April 2012.

Economics Student Trainee at the Bureau of Economic Analysis from October 2010 until January 2012.

Grants Management Specialist at the National Cancer Institute from May 2009 until October 2010.

### **Item 3. Disciplinary Information**

Ms. Jarosik has not been involved in any legal or disciplinary events that would be material to a client's evaluation of Ms. Jarosik or of BWFM.

### **Item 4. Other Business Activities**

Ms. Jarosik does not engage in any other business activities.

### **Item 5. Additional Compensation**

Ms. Jarosik does not receive economic benefits from any person or entity other than BWFM in connection with the provision of investment advice to clients. BWFM sponsors an incentive plan whereby Ms. Jarosik is eligible to receive payments over a three-year period for new client referrals or relationships introduced to BWFM.

### **Item 6. Supervision**

Ms. Jarosik is a member of the BWFM Investment Team. Ms. Jarosik's activities are also overseen by BWFM's Managing Principal and Chief Compliance Officer, Ronald Rubin. Either of these individuals can be reached directly by calling the telephone number on the cover of this brochure supplement.

## **Jeffery Rubin's Biographical Information**

### **Item 2. Educational Background and Experience**

Born 1990

#### Formal Education after High School

Graduated from University of Arizona in 2012 with a B.S. Degree in Finance.

#### Business Background for Past 5 Years

Investment Associate at Bridgewater Wealth & Financial Management from March 2013 until present.

### **Item 3. Disciplinary Information**

Mr. Rubin has not been involved in any legal or disciplinary events that would be material to a client's evaluation of Mr. Rubin or of BWFM.

### **Item 4. Other Business Activities**

Mr. Rubin does not engage in any other business activities.

### **Item 5. Additional Compensation**

Mr. Rubin does not receive economic benefits from any person or entity other than BWFM in connection with the provision of investment advice to clients. BWFM sponsors an incentive plan whereby Mr. Rubin is eligible to receive payments over a three-year period for new client referrals or relationships introduced to BWFM.

### **Item 6. Supervision**

Mr. Rubin is a member of the BWFM Investment Team. Mr. Rubin's activities are also overseen by BWFM's Managing Principal and Chief Compliance Officer, Ronald Rubin. Either of these individuals can be reached directly by calling the telephone number on the cover of this brochure supplement.