



PART 2A OF FORM ADV: FIRM BROCHURE

Revised as of January 31, 2017

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This brochure provides information about the qualifications and business practices of Segal Advisors, Inc., doing business as Segal Marco Advisors and Rogerscasey, a division of Segal Advisors (collectively, "Segal Marco Advisors"). If you have any questions about the contents of this brochure, please contact Steven Greenspan at 212-251-5126 or by e-mail at sgreenspan@segalmarco.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.

Additional information about Segal Marco Advisors is available on the SEC's website at www.adviserinfo.sec.gov. You can search this site by a unique identifying number, known as a CRD number. Our firm's CRD number is 114687.

Item 2—Material Changes

This brochure, revised as of January 31, 2017, contains the following changes from the prior version, dated November 15, 2016:

This brochure has been revised in its entirety to include disclosure regarding Segal Advisors, Inc.'s acquisition of certain business assets of the Marco Consulting Group. The advisory services previously provided by Marco Consulting Group will be provided by Segal Advisors, Inc. which will primarily do business as Segal Marco Advisors going forward. This brochure has been revised in its entirety to change references from Segal Rogerscasey to Segal Marco Advisors. In addition, Items 4, 5, 8, 10, 12, and 17 have been modified to include a description of additional services that will now be offered by Segal Marco Advisors as the result of this transaction, including proxy voting and corporate governance services.

The following additional changes were made to this brochure since our last annual amendment filed on March 30, 2016:

November 15, 2016 Update -

(a) Updated to reflect both (i) non-discretionary assets and (ii) discretionary assets consulted to as of August 31, 2016 (see Item 4 – Advisory Business, page 10); and

(b) There are no material changes from the previous changes to the brochure dated March 30, 2016.

At any time, you may view Segal Marco Advisors' current ADV Part 2A brochure on-line at the SEC'S Investment Advisor Public Disclosure website at www.advisorinfo.sec.gov.

To review the firm information for Segal Marco Advisors:

- Click "**Investment Advisor Search**" in the left navigation menu and enter.
- Select the option for Investment Advisor Firm and enter **114687** (Segal Marco Advisors' CRD number) in the field labeled "**Firm IARD/CRD Number**".
- ADV Part 1 will be displayed.
- On the left navigation menu, ADV Part 2A is located near the bottom.

You also may request a copy of our current brochure at any time by contacting Weslee Damiano at 212-251-5226 or wdamiano@segalmarco.com.

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Item 4—Advisory Business

Segal Marco Advisors is a SEC-registered investment adviser with its principal place of business located in New York. Segal Marco Advisors began conducting business in 1969 and is registered as an investment adviser with the Securities and Exchange Commission (“SEC”). The firm is wholly owned by The Segal Group, Inc.

On January 3, 2017, Segal Advisors, Inc. acquired substantially all the business assets of Marco Consulting Group, Inc. (“MCG”). The services historically provided by MCG will be provided by Segal Advisors, Inc. going forward as part of one consolidated investment adviser, which will do business primarily under the d/b/a Segal Marco Advisors. With respect to Segal Advisors’ financial intermediary practice, the firm does business under the name of Rogerscasey, a division of Segal Advisors.

Overview of Advisory Business

Segal Marco Advisors offers a range of consulting, investment advisory and investment management services, which include:

- Non-Discretionary Investment Consulting Services
- Discretionary Investment Consulting Services
- MasterManagerSM Program Services
- Management Services for High Net-Worth Individuals

The primary clients for these services will be private sector pension, welfare, profit sharing, 401(k), Taft Hartley and other plans that are subject to the Employee Retirement Income Security Act of 1974, as amended (“ERISA”), state and municipal governmental pension and welfare plans, and charitable and tax-exempt organizations. We also offer services to some high net worth individuals, trusts and estates, banks and thrifts, corporations and other business entities.

In addition, Segal Advisors, Inc., d/b/a Rogerscasey, a division of Segal Advisors, provides financial intermediary clients with investment solutions for institutional investors and high net worth individuals. These services include:

- Model Portfolio Services
- Research and Investment Manager Due Diligence

Segal Marco Advisors also provides proxy voting and corporate governance services either in conjunction with its non-discretionary and discretionary investment consulting services provided to clients or on a standalone basis.

- More information about each of these services is provided below.

Non-Discretionary Investment Consulting Services

Segal Marco Advisors' non-discretionary consulting services are primarily offered to private sector and governmental pension and welfare plans, and charitable and tax-exempt organizations. In general, these services include formulating investment policies, developing appropriate asset allocation, recommending investment vehicles and managers, measuring and evaluating investment performance, conducting asset liability modeling, preparing defined contribution, including 401(k), 457 and 403(b) plan assessment, and conducting defined contribution, including 401(k), 457 and 403(b) plan vendor searches. We may provide these services alone or in combination, and clients may choose to use any or all of these non-discretionary consulting services. We earn fixed fees or asset-based fees for these services as described in Item 5 below. In certain instances, when requested by a client and pursuant to an agreement with the client, we also provide administrative services to our non-discretionary consulting client accounts.

Formulating Investment Policies and Developing Appropriate Asset Allocation: Segal Marco Advisors will meet with the client to determine an appropriate investment strategy that reflects the client's stated investment objectives for management of the overall portfolio. We then prepare (or assist the client in preparing) a written Investment Policy Statement ("IPS") (or modify the client's existing IPS) detailing those needs and goals, including an encompassing policy under which these goals are to be achieved. The IPS also lists criteria for selection of investment managers and procedures and timing intervals for monitoring investment performance. We conduct an initial asset allocation to assist in this process.

Recommending Investment Vehicles and Managers: Segal Marco Advisors may assist a client in constructing an appropriate asset allocation for its overall portfolio. We will review the client's current investment program and recommend additional or alternative investment strategies and styles, and investment managers that we believe are appropriate to implement the IPS. Clients retain sole and absolute discretion to decide what actions to take with respect to our recommendations.

In addition we recommend investment managers and investment products which could include, but are not limited to, any of the following: a registered investment adviser, bank or insurance company selected to manage a separate portfolio on behalf of the fund, mutual funds (both index and managed), exchange-traded funds, common or collective trust funds, group trusts, insurance company pooled separate accounts, and interests in private placement investment vehicles such as limited partnerships, limited liability companies, trusts and similar pooled investment structures. In this brochure, references to an "investment manager" generally will include reference to an investment vehicle managed by an investment manager for purposes of providing investment management services as well as to an investment manager engaged to manage a separate portfolio and may or may not include an "investment manager" as that term is defined under ERISA.

In addition to traditional equity and fixed income investments, we may recommend the use of alternative investments—including equity real estate, private equity, hedge funds of funds, infrastructure funds and inflation hedging strategies. Because alternative investments involve certain additional or different risks as compared to more traditional equity and fixed income investments, they are recommended when consistent with the client's tolerance for risk and stated investment objectives. Our advice, insofar as it pertains to the evaluation or selection of investment managers of alternative investments, may include recommendations of investment

vehicles managed by us or by other managers. For more information about investment vehicles that are managed by us, please see discussions under “Master Manager Program” and “Group Trust” which can be found below under “Advisory Business” (this Item 4).

Please refer to the discussion of “Methods of Analysis, Investment Strategies and Risk of Loss” (Item 8) in this brochure for additional information about our process for reviewing and recommending investment managers and investments, including alternative investments.

Measuring and Evaluating Investment Performance: Segal Marco Advisors monitors the performance of the client's total portfolio and investment managers based on procedures described in the client's IPS (including evaluation criteria and timing intervals) or based upon generally accepted industry practices. We will make recommendations as market factors and the client's investment objectives dictate, including, when appropriate, recommendations for new or replacement investment managers. In connection with our non-discretionary consulting services, clients retain sole and absolute discretion to decide what actions to take with respect to our recommendations.

Additional information about our manager performance monitoring processes is described in “Methods of Analysis, Investment Strategies and Risk of Loss” (Item 8) of this brochure.

Conducting Asset Liability Modeling (“ALM”): Segal Marco Advisors offers clients ALM studies that provide projections of benefit plan funding under various sets of assumptions about future conditions, such as demographic trends, the effects of inflation, and the performance of capital markets. Each Client may consider these results in developing its IPS with our assistance.

Preparing Defined Contribution, including 401(k), 457 and 403(b) Plan Assessment, and Conducting Defined Contribution, including 401(k), 457 and 403(b) Plan Vendor Searches: Segal Marco Advisors assists sponsors and fiduciaries of participant-directed pension and profit-sharing plans with their selection of investment offerings to plan participants and their compliance with applicable regulations. We also assist plan sponsors and fiduciaries by providing assistance with vendor selection and plan services implementation. In this role, we may assist in the selection of bank custodians, record-keepers and other service providers.

Discretionary Investment Consulting Services

If Segal Marco Advisors is engaged to provide discretionary investment consulting services for some or all of the assets of a client, we will undertake discretionary responsibility for selecting, monitoring and removing investment managers as appropriate to implement the client's investment objectives and asset allocation policies, as described by the IPS. When consistent with the client's IPS and our advisory agreement with the client, we may implement and monitor a portfolio of alternative investments on behalf of the client.

When providing discretionary investment consulting services, we may negotiate appropriate investment management agreements with third-party investment managers, or, where a mutual fund or other pooled investment vehicle is selected, assist the client with respect to the purchase and sale of interests in such pooled investment vehicle. We do not recommend or effect purchases or sales of individual securities, such as stocks and bonds, for clients.

On a regular basis, we monitor the performance of investment managers in a client's discretionary account. If we deem it appropriate, we may terminate an investment manager or add new investment managers to a client's account from time to time. Additional information about our manager performance monitoring and manager search and selection processes is described in "Methods of Analysis, Investment Strategies and Risk of Loss" (Item 8) of this brochure.

Where it is part of our agreement with the client, we will also periodically rebalance the investment of the client's assets among asset classes and investment managers in accordance with the client's IPS. In certain instances, when requested by a client and included in our agreement with the client, we also provide administrative services to our discretionary consulting client accounts.

Our fees for discretionary consulting services may include fixed fees and/or asset-based fees, as negotiated.

MasterManagerSM Program

Segal Marco Advisors serves as an investment adviser for a consultative multi-manager investment platform for institutional clients meeting required regulatory qualifications, such as pension plans, endowments, foundations, and health care organizations. These relationships take the form of a consulting relationship in which Segal Marco Advisors initially advises clients on asset allocation and investment structure. From there, based on each client's specific asset allocation and investment structure choice, clients invest among a series of commingled investment funds maintained by Segal Marco Advisors.

Segal Marco Advisors maintains Rogerscasey Target Solutions, LLC ("RCTS") as a platform for a series of institutional commingled investment funds that are available in the MasterManager Program (the "RCTS Funds"). Segal Marco Advisors may add or remove funds in accordance with the terms of the documents governing operation of the RCTS Funds. Each of the RCTS Funds is managed by one or more sub-advisers, which Segal Marco Advisors selects in its role as the investment manager. As investment manager, we are responsible for identifying, monitoring, and, if required, replacing sub-advisers in each RCTS Fund. Segal Marco Advisors' fees are earned through a separate advisory and consulting services agreement (see Item 5 – Fees and Compensation) with the investors.

RCTS is a Delaware limited liability company and is exempt from registration as an investment company under the Investment Company Act. Each of the funds in the series of RCTS Funds represents a distinct investment style that forms a building block of a broadly diversified investment program.¹ A client's portfolio may include many, or even all of the RCTS Funds, with weightings based on the client's particular investment objectives. RCTS Management, LLC is the Managing Member of RCTS. Segal Marco Advisors is the sole member of RCTS Management, LLC.

¹ There are a number of portfolios within RCTS ("SP Funds") that were established solely to permit The Segal Group, Inc. (the parent company of Segal Marco Advisors), as sponsor of The Pension Plan of the Segal Company (the "Segal Plan"), to invest Segal Plan assets in the Master Manager Program and to avoid any conflict of interest between the Segal Plan and Segal Marco Advisors' other clients. Whenever possible, the SP Funds were set up to mirror their non-SP fund equivalents in terms of sub-advisor and account type. Segal Marco Advisors takes care to ensure that the Segal Plan is treated in the very same manner as Segal Marco Advisors' other clients when making investments.

Group Trust

Segal Marco Advisors also services and is the Sponsor of a Group Trust for certain of its discretionary investment consulting clients that are qualified pension or profit-sharing plans under I.R.C Section 401(a). The Group Trust was formed under the authority of Internal Revenue Ruling 81-100 and is fully exempt from taxation pursuant to I.R.C. Section 501(a). The Group Trust enables Segal Marco Advisors' discretionary investment consulting clients to invest in comingled vehicles which affords them such benefits as efficient management of assets, increased diversification, potentially lower investment management fees than accessing the same or similar investments through a non-Group Trust allocation with similar objectives, timely implementation of new managers/strategies, and simplified audit and Form 5500 reporting. Segal Marco Advisors receives no compensation for serving as the sponsor of the Group Trust.

Management Services for High-Net-Worth Individuals

On a limited basis, Segal Marco Advisors offers certain advisory services to high net worth individuals, including consulting with respect to investment objectives and portfolio construction. In such circumstances, based on the client's stated investment objectives and strategy, we recommend investment managers and investment vehicles (such as mutual funds, exchange-traded funds, and limited partnerships or other private placement funds) to implement the client's investment objectives. Our investment recommendations are not limited to specific types of investments, except that we will not recommend or provide advice with respect to purchases and sales of individual securities, such as stocks and bonds. Some high net worth clients may also participate in our MasterManagerSM Program.

High net worth clients may implement recommendations through custodians and brokers selected by the client, or we may agree to implement the client's investment strategy on a discretionary basis through custodians and brokers selected by the client. Clients retain individual ownership of all account assets. The specific services provided to a high net worth client will be described in more detail in our investment advisory agreement with the client. Our fees for services to high net worth clients may include fixed fees and/or asset-based fees.

Model Portfolio Services for Financial Intermediaries

Model Portfolios: Segal Marco Advisors provides multi-manager model portfolios available through third-party financial intermediary advisory and brokerage platforms. Segal Marco Advisors serves as a sub-adviser to its financial intermediary clients. As sub-adviser, we recommend asset allocation and mutual fund selections in the form of model portfolios to the financial intermediary client, and the financial intermediary clients offer and implement these model portfolios on their technology platforms that are offered to their retail advisory clients. Segal Marco Advisors monitors the asset allocations and mutual funds within each model portfolio, and provides performance information to our client (i.e., the financial intermediary itself and not the financial intermediary's end-user client). We earn an asset-based fee from the financial intermediary clients for these sub-advisory services.

Segal Marco Advisors also provides our financial intermediary clients with customized model portfolios and asset allocation guidance. Based on our proprietary capital market assumptions,

Segal Marco Advisors provides financial intermediary clients with model portfolios that include an array of asset classes that span the expected risk and return spectrum. Each financial intermediary client implements our asset allocation guidance at its sole and absolute discretion with its retail advisory clients. We earn an annual retainer fee from the financial intermediary clients for these advisory services.

Target Date Retirement Funds: Segal Marco Advisors serves as the sub-adviser to a suite of multi-manager lifecycle funds (target date funds) offered to defined contribution plans as diversified, actively-managed portfolios whose asset allocation is geared towards a specific target retirement date. The asset allocation in each target date fund changes as the retirement date approaches. Segal Marco Advisors serves as a sub-adviser to a trust company that sponsors these target date funds as collective investment funds. In this relationship, Segal Marco Advisors monitors the asset allocation and selected managers with respect to the target date funds. We typically earn an asset-based fee charged to the target date funds for these sub-advisory services.

Research and Due Diligence

Segal Marco Advisors provides our financial intermediary clients with investment manager due diligence, investment program design and performance monitoring services. Based on each client's unique requirements, Segal Marco Advisors designs an investment program of diversified investment strategies based on our firm's proprietary research opinions. Each client implements our recommendations at its sole and absolute discretion with its retail advisory clients. Segal Marco Advisors monitors the recommended investment strategies and provides ongoing performance information, updated research opinions and recommendations. We earn an annual retainer fee for these advisory services.

Proxy Voting and Corporate Governance Services

Segal Marco Advisors also provides proxy voting and corporate governance services either in conjunction with its non-discretionary and discretionary investment consulting services provided to clients or on a standalone basis. Segal Marco Advisors also provides proxy voting services for certain commingled index funds that are sponsored, owned, affiliated or used by its benefit fund clients, with the approval of those benefit fund clients. Please refer to Item 10 for a discussion of the conflicts of interest associated with such services and refer to Item 17 "Voting Client Securities" for additional information regarding the proxy voting services we provide.

Other Services

Upon request by our parent company, The Segal Group, Inc. ("The Segal Group"), or from the administrator of a plan client of the Segal Group, Segal Marco Advisors assists in the placement of individual annuities. Please refer to the discussion of "Other Information" under "fees and Compensation" (Item 5) in this brochure for additional information about Segal Marco Advisors' role in the placement of individual annuities.

Wrap Fee Programs

Segal Marco Advisors does not participate in any wrap fee programs.

Client Assets

Although the acquisition of MCG took place on January 3, 2017, for purposes of responding to this Item, we have combined the assets under management information for MCG and Segal Advisors as of September 30, 2016. As of September 30, 2016, Segal Marco Advisors provided (i) discretionary consulting services with respect to approximately \$8.8 billion in assets, (ii) non-discretionary consulting services to clients with approximately \$275 billion in total assets and (iii) proxy voting only services with respect to approximately \$38 billion in assets. In addition, as of September 30, 2016, Segal Marco Advisors also provided model portfolio, manager research and due diligence services to financial intermediary clients that consult to \$225 billion in total assets.

Related Entities

Segal Marco Advisors owns 100% of the stock of Rogerscasey Canada, Inc. (“RCC”). RCC is registered as an investment counselor and portfolio manager in each province of Canada and provides investment consulting services, including but not limited to program design, portfolio construction and performance evaluation services for institutional investment program sponsors and retail investment program sponsors in Canada. RCC is located in Toronto. In addition, as noted above, Segal Marco Advisors is the sole member of RCTS Management, LLC, which is the managing member of the RCTS Funds.

Item 5—Fees and Compensation

General Information

Our fees for services are negotiable and the specific manner in which fees are charged by Segal Marco Advisors is established in each client's written agreement with us. In general, we offer our services for fixed annual or per service fees, asset-based fees, or hourly time-charges based on time spent at our hourly rates, as amended from time-to-time. Expenses, such as travel, may be billed separately to clients at cost, unless otherwise agreed to in the client agreement.

In connection with its proxy voting and corporate governance activities, Segal Marco Advisors charges its clients a flat annual fee per equity portfolio over which Segal Marco Advisors is directed to act as proxy voting agent, provided that such fee may be adjusted dependent upon the number of portfolios maintained by the client and the number of equity investments within each such portfolio.

We typically bill clients directly for our fees either monthly or quarterly in advance or in arrears as agreed in each client's agreement. In addition, a limited number of clients that receive only proxy voting services are billed annually in advance. Such clients were legacy MCG client relationships. Segal Marco Advisors intends to modify the frequency of such payments, going forward. Fees are not prorated for the individual capital contributions and withdrawals made during a particular calendar quarter, unless otherwise agreed.

Client agreements may be canceled at any time, by either party, for any reason upon receipt of 30 days' written notice, unless otherwise agreed. Clients will be billed directly for fees. Client relationships initiated or terminated during a calendar quarter will be charged a pro-rated fee. Upon termination of our agreement, any prepaid, unearned fees will be promptly refunded. We will pro rate the reimbursement according to the number of days remaining in the billing period, and any earned, unpaid fees will be due and payable.

Additional Fees and Expenses Paid by Clients to Third Parties

In addition to the consulting (discretionary or non-discretionary) and/or proxy voting fees paid to Segal Marco Advisors, clients will be responsible for paying other fees and expenses to third parties in connection with the management and administration of the investments on the client's behalf.

These include, but are not limited to, brokerage commissions, transaction fees, and other related costs and expenses that may be incurred with respect to the client's investments and payable by a client. Clients will also incur charges imposed by custodians, brokers, and other third parties, including third-party managers we recommend. Such fees may include management fees charged by third-party managers, stock distribution management fees, 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. Please refer to Item 12 for additional information on brokerage practices. Mutual funds and exchange-traded funds also charge internal management fees that are borne by shareholders. Such fees and expenses are described in each

fund's prospectus. Segal Marco Advisors does not receive any portion of these commissions, fees, and costs.

Clients should review all of the fees, charges, and expenses associated with the management and administration of their investments, including our advisory and consulting fees and expenses as well as fees, charges and expenses payable to third parties, to fully understand the total amount of fees and other charges that will apply.

Other Compensation

It is our policy that we do not accept any compensation from third parties in connection with purchases or sales of securities or other investments made by our clients. Specifically, we do not receive any sales charges, service or other fees, or any finders or placement fees in connection with sales of mutual funds or any other securities or investment products.

As noted, Segal Marco Advisors plays a limited role in the placement of individual annuities. Other subsidiaries of The Segal Group, occasionally receive a request from a client to obtain an annuity quote for an individual annuity for a plan participant. Given that there is an investment related component to such request, the other subsidiary of The Segal Group asks Segal Marco Advisors for its assistance in such placements. Segal Marco Advisors requests quotes from one insurance company, Metropolitan Life, through a master contract between Metropolitan Life and the Segal Company and Segal Marco Advisors relays the quotes to the client which, in turn, communicates the quotes to the individual. Segal Marco Advisors does not receive commissions directly from the insurer for its sole function of obtaining quotes and providing them to the client. Any commissions are paid to The Segal Company and Segal Marco Advisors is in turn, paid the same amount as the commission paid to The Segal Company by The Segal Company. Segal Marco Advisors' compensation for this limited annuity placement service has been at the most, one-half of one percent of Segal Marco Advisors' annual revenue.

General Note on Advisory Fees—Clients should note that similar advisory services may (or may not) be available from other investment advisers for similar or lower fees.

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

Segal Marco Advisors does not currently charge performance fees (fees based on a share of capital gains or an appreciation of the assets of a client).

Item 7—Types of Clients

Our firm provides services to private sector pension, welfare, profit sharing, annuity, 401(k), Taft Hartley and other plans that are subject to ERISA, as well as to state and municipal governmental pension, defined contribution and welfare plans, and charitable and tax-exempt organizations. We also provide services to high net worth individuals, trusts and estates, banks and thrift institutions, corporations and other business entities. Finally, we provide proxy voting services to certain commingled index funds.

All clients are required to execute a written agreement for services in order to establish a client relationship with our firm.

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

Segal Marco Advisors uses the methods of analysis and investment strategy described below in formulating investment advice for our clients and for managing client assets. We caution our clients that investing in securities involves risk of loss that they should be prepared to bear.

Investment Strategies and Analysis

Segal Marco Advisors uses the following strategies and methods when providing non-discretionary consulting services and discretionary investment consulting services.

Establishing Investment Objectives: An initial goal in consulting with a client is to establish an investment policy reflecting the client's stated investment objectives. We also may study the client's cash flow, liquidity needs and expense characteristics, including annual cash flow requirements and projections of annual contributions vs. spending and expense disbursements, if we are engaged to perform this analysis in connection with a review of the client's investment program.

Asset Allocation Strategy: We believe that ultimate investment success derives primarily from a solid strategic plan for allocating assets. Accordingly, in connection with the establishment of the client's investment policy, we assist with defining asset allocation guidelines for the client's portfolio. Our goal is to make sure that the real impact of future investment possibilities is sufficiently understood so that there will be confidence in the asset allocation policy.

If an asset/liability study has been undertaken, we will begin with the client's existing strategic asset allocation policy designed to satisfy the investment objectives detailed in the investment policy statement. Otherwise we will begin with the existing asset allocation, which typically sets the starting point for discussions concerning optimal investment structure. Our approach is centered on the allocation of risk across asset classes. Assets are allocated in terms of expected returns and risks, across the broad asset classes and different strategies, including active and passive.

In our analysis, we recommend an approach that encompasses both a view of the long-term and the need for management over shorter periods. We suggest a time horizon of 10 to 20 years for the long-term view and include strategic asset classes that have a long-term risk premium relative to other classes and do not have high past correlations with other classes. For example, equities and bonds would be considered strategic asset classes, but management styles such as growth and value and sub-segments of the equity market such as large cap and small cap would not. The long-term view would be used to develop an appropriate strategic allocation. We then focus on a shorter time horizon (five to seven years) to discuss the allocation within the broad classes; for instance, how much of the equity allocation should be invested in large cap versus small cap, and how much international exposure should be in international small cap. Clients may use these perspectives to improve their rebalancing or allocation of cash flows at their discretion. Given the volatility in today's markets, we also go over the client's primary objectives to ensure a balance between medium and long-term cash flow needs.

Investment Program Review: Following establishment of investment policy and asset allocation guidelines, we review with the client the current structure of the client's investment program for consistency with investment policy and asset allocation guidelines, highlight any observed strengths or weaknesses, and if appropriate, suggest alternative investment styles and/or strategies to fill any gaps in the investment program. The principals underlying our investment structure analysis may include:

- Defining the benchmark for each asset class as well as the total fund
- Taking on active risk when the portfolio has a high probability of being rewarded for that risk after all fees
- Structuring each asset class to help avoid unintended style biases
- Exploring a range of implementation options within each asset class
- Considering a client's ability to monitor multiple managers and fees

In reviewing a client's investment program, we may also:

- Describe the risk and return characteristics of various categories of investments based on actual experience of professionally managed portfolios and representative market indices;
- Review the client's ability to bear the risk associated with portfolios comprising various combinations of asset categories and/or strategies;
- Address the advantages and disadvantages of alternative ways to divide responsibilities among investment managers in order to effectively control decision regarding asset allocation, encourage efficient trading and minimize costs; and
- Comment on the advantages and disadvantages of alternative asset classes and specialty managers.

Selecting Investment Managers: Another objective for clients is to implement procedures for identifying and selecting new investment managers. For this purpose, references to investment managers include managers who may be engaged to manage separately managed accounts, and also investment vehicles, such as mutual funds, exchange-traded funds, common or collective trust funds, group trusts, private placement investments, and other pooled vehicles through which investment managers may provide their management services. We conduct due diligence reviews of candidate investment managers, including meetings with representatives of candidate firms, applying both qualitative and quantitative factors, and performing proprietary analysis. We maintain individual profiles of management firms and subscribe to various independent services, which provide computerized data with regard to management firms' activities, resources and results.

Generally, our reviews of investment managers include the following areas:

- Stability and size of organization, client retention, asset growth, ownership, business affiliations, and types of accounts managed;
- Depth and experience of investment staff, roles of investment professionals in the decision-making process and compensation, operational protocols/compliance;
- Historical investment performance, including variability and dispersion of investment results among accounts with similar objectives;
- Implementation of and adherence to investment policy and process; and
- Internal control procedures to monitor conformity with firm wide and/or client guidelines, and usefulness of reports and communications.

In assisting the client in the selection process, our goal is to develop systematic procedures to make the investment manager selection process as objective as possible and provide a foundation for a successful ongoing relationship between the manager and client. We will generally:

- Designate a list of investment management candidates based on our internal and external investment managers' database files; candidates considered may include existing managers consistent with the client's investment policy guidelines;
- Prepare requests for proposals and other questionnaires as needed for the candidate managers requesting information concerning their capabilities and services, including matters such as qualifications of personnel, fees, prior investment performance, operational protocols/compliance and suggested investment practices and policies;
- Prepare a summary report for review with the client;
- Arrange and participate with the client in interviews of finalist candidates;
- Assist in manager selection, by summarizing the key features of both the written and oral presentations; and
- Assist the client in the engagement of the new manager, including matters such as negotiating fees, reviewing product/fund offering terms for market reasonableness, and working with the manager to develop appropriate ongoing reporting procedures.

In providing discretionary consulting services, where appropriate, we will undertake to implement the client's investment program including engaging and replacing investment managers from time to time.

Interviews and Due Diligence: Segal Marco Advisors does not rely solely on quantitative screens to narrow the universe of investment strategies; instead, our team conducts bottom-up research to construct a universe of investment strategies that are recommended to clients. We typically begin this process with a face-to-face meeting with asset managers in conjunction with the information provided by the asset managers to form the base of information that we rely on in our evaluation of asset managers. We supplement manager-provided information with other

publically available information, commercial databases, historical portfolio holdings, historical return strings, back-tested data, and other information provided by the manager such as SSAE16 (formerly known as SAS 70) reports, audited financial statements, GIPS compliance verification letters, and recent SEC audit letters. Initial face-to-face meetings in our office are typically followed by onsite due diligence meetings in the asset manager's office. During onsite due diligence meetings, our team conducts an in-depth review of the investment processes through interviews with portfolio managers, research analysts, and traders. We may also conduct an operational review by interviewing compliance officers and middle and back office personnel. Additionally, we generally meet with senior management to assess the overall investment and firm culture at asset management organizations. Onsite due diligence analyses are generally conducted only on those firms that look promising and have passed our initial qualitative review. We may conduct multiple onsite due diligence meetings before forming an opinion on an asset manager and its investment strategy. We do not mandate the length of time necessary to complete the manager evaluation process.

Manager Research & Ranking (MR2) Process: Segal Marco Advisors relies on its proprietary MR2 process to ensure consistency in the research and evaluation of investment strategies. MR2 encompasses Seven Principals and Thirty-Four Elements of qualitative and quantitative success and risk factors. Assignment of a final rating begins with the lead analyst who is responsible for the due diligence and evaluation process, but does not become final until reviewed and corroborated by the specific asset class research unit leader. As a result of having been evaluated in accordance with Segal Marco Advisors' proprietary MR2 process, investment strategies are assigned a rating. Actionable ratings include "Recommended," "Not Recommended" and "Sell". "Under Consideration" and "Hold" are temporary ratings that require further action by the research department. Manager candidates that are selected are rated Recommended. Before such a rating is given, there is a final senior research leadership review of all potentially Recommended-rated managers. Our Alpha Manager Review Committee reviews the appropriateness of ratings based on documentation of investment thesis and supporting analyses. The review committee is responsible for ratification of the proposed rating action by the asset class specialists.

Reviewing Client Account and Manager Performance—In General: We review client accounts and manager performance periodically, as specified by our management agreement with each client (typically, quarterly). The objective of our account review and performance measurement services is to assist clients in evaluating the strengths and weaknesses of their investment program and individual managers.

Our performance presentation typically includes overall results, results for each major asset class, and, in the case of multiple managers, results for each investment manager over various time periods. The performance in each of these areas is compared to relevant benchmark portfolios including market indices and universes of other similar professionally managed institutional accounts. We also present sources of growth or decline in total assets arising from contributions, investment income, and capital appreciation/depreciation for each investment manager on an annual and quarterly basis.

We generally monitor our clients' portfolios in terms of the individual sub-portfolios (which may be separate asset classes or separate investment managers that exist as underlying components of the total portfolio). Each sub-portfolio is monitored against benchmarks established for the particular management relationship. For each portfolio managed by a separate investment

manager, we may include a detail of the commitment to the major asset categories, and shifts in those commitments, for the overall investment program.

We may include performance attribution analysis to measure the components of the portfolio return that are attributable to the portfolio managers and active management decisions, as compared to the relevant market indices and asset mix policy. This analysis measures the returns due to total active management, timing relative to asset allocation or sector allocation, and security selection. When appropriate, attribution analysis also seeks to attribute a manager's performance to other risk factors such as stock selection, country and currency weights, investment style, and risk exposure. For bond managers, this analysis also may include duration, credit quality, and industry/sector/country allocation, all compared to appropriate indices. For each manager, we may calculate rates of turnover in both the equity and fixed income portions of their portfolios as indicators of trading activity and management style. Additionally, we may review brokerage commission costs and expenses to determine their reasonableness.

We use various risk measures in analyzing a manager's performance. Standard deviation, a measure of variability, is used to determine the volatility of returns. These risk measures are compared to those of the client's designated benchmarks in order to assess the risk assumed by the investment manager. We also assess whether the manager's performance is consistent with the manager's stated style and expertise and test a manager's performance over time to assess whether the manager's investment process has historically generated value through the risks it has taken. The combination of risk characterization and attribution analysis gives us, for each manager in the portfolio, a clear picture of what types of risks are normal, desirable, and likely to represent value creation opportunities. We can evaluate a product's performance, during any time period, against any of the benchmarks we track as well as against standard peer groups derived from our proprietary database of investment management firms, institutional products, and investment products. This form of returns-based analysis helps in our understanding of how well a manager performs relative to the market and its peers.

In providing evaluations of portfolio and investment manager performance, we rely on information—including valuations of assets—provided by the client's custodian and investment managers. We do not independently verify the value of client assets as reported to us by a client's custodian. We provide evaluations and make recommendations based on a wide variety of private and public information sources and services, including publicly available data on mutual funds and accounts or funds managed by banks, insurance companies, and other investment managers, various stock and bond market indices, and commercially marketed research services to which we subscribe. Although the information we collect is believed to be reliable, we cannot verify or guarantee the accuracy and reliability of this information or the manner in which it was prepared.

Unless otherwise expressly agreed in writing with our clients, we do not monitor the securities lending arrangements of our clients or their investment managers (including securities lending arrangements of mutual funds, common or collective trust funds or other pooled investments in which clients may invest). We also do not evaluate the performance, credit ratings or propriety of individual stocks, bonds or other investments selected by the client's investment managers. We also do not evaluate the performance, credit ratings or propriety of investments where information is not available to us or has been excluded from evaluation through agreement with the client.

Manager Monitoring—Manager of Manager Programs: Segal Marco Advisors selects investment managers for the MasterManager program based on its proprietary research approach, which is referred to as MR2. Specifically, investment managers being considered as potential sub-advisors must first be rated Recommended by Segal Marco Advisors. The next objective is to identify investment managers with differentiated strategies that are deemed to be complementary to the other existing managers in the MasterManager program. In addition to reviewing Segal Marco Advisors’ manager research reports and historical meeting notes on these investment strategies (qualitative analysis), a significant amount of returns and holdings-based analysis is conducted (quantitative analysis); both of these approaches are supplemented by meetings with the investment managers in an effort to form an opinion and judgment. After additional analysis and modeling, a selection is made.

After a manager is selected, that strategy is monitored on an ongoing basis to ensure that it is appropriately fulfilling the role for which it was hired. This exercise includes a monthly review of investment performance, positioning, characteristics, and investment manager commentary. This could trigger a call or meeting to discuss anything of interest. In addition, a quarterly review is conducted and this includes a more detailed attribution analysis and deeper evaluation, and also frequently includes a meeting or conference call with the portfolio manager of the sub-advisor. There is a continuous dialogue with Segal Marco Advisors’ Alpha Investment Research Group as it pertains to the sub-advisors’ ratings status, schedule for meetings and onsite visits, and also general discussion around best ideas. Investment manager changes occur when a strategy is downgraded or when a higher conviction recommendation emerges.

Alternative Investments: Where appropriate, we consider and may recommend the use of alternative investments, including, but not limited to, private equity (all segments), hedge funds, hedge fund of funds (i.e., multi-strategy), multi-asset class solutions, equity real estate (core, value add and opportunistic, closed and open ended), infrastructure, natural resources and inflation hedging strategies, including TIPs, GTAA and commodities.

It is our view that in most cases, the unique characteristics of alternative investments require case-by-case due diligence and analysis to determine the extent to which they may be appropriate for the client's investment program. We organize our customized analysis as follows:

- Determining the role the asset class is expected to play in meeting the program's objectives;
- Assisting in identifying and evaluating the various risks involved;
- Serving as a fact-finding resource including the development of appropriate yardsticks for ongoing performance evaluation; and
- Coordinating the management of the alternatives program with a client's internal staff and other professionals serving the client (*i.e.*, actuaries, attorneys, accountants, etc.)

Certain clients may engage us to provide discretionary consulting services with respect to a portfolio of alternative investments. Where we are engaged on this basis, it is our goal to seek superior long-term, risk-adjusted returns and provide diversified exposure among managers, strategy (such as venture capital, growth capital, buyouts, private equity real estate, infrastructure, and private equity energy and natural resources), geography, sectors, industries, and vintage years or pursue a more opportunistic or “best ideas” approach.

Because alternative investments generally will be made through investments in closed-end funds or private placement investment vehicles that impose “lock-up” provisions, they provide limited liquidity for investors. Accordingly, many alternative investments are appropriate only for clients able to commit to the long-term investment horizon of this asset class.

Risk Measurement and Management

We seek to counsel every client concerning the inherent risk in public and private investing, and we actively seek to manage risk. We generally employ a multi-faceted approach to risk management. The risk characteristics of a client are based on various factors, including the client's expected future liabilities and/or cash flows. Market, asset class specific, absolute (i.e., standard deviation) and relative (i.e., tracking error) risks are considered when recommending an asset allocation and subsequent investment structure. Portfolio risk as measured by standard deviation. Risk is controlled by diversifying the investment of assets both by asset class and investment style. In addition, additional risk considerations include liquidity, inflation, interest rate, credit and equity risk, among others. Asset class targets and ranges are typically identified within the IPS. Standard deviation and tracking error risk is monitored on a portfolio and individual manager level respectively, and is reviewed on an ongoing basis. As noted, however, we generally do not monitor the risk of investments in individual stocks, bonds or other securities by an investment manager.

We will generally examine the risk traits of a client's entire portfolio through a graphic representation of portfolio returns and their standard deviation or variability. The risk and return characteristics of each sub-portfolio are also examined and graphed to provide a comparison of each manager with its individual benchmarks and to illustrate the client's total level of diversification.

We calculate risk associated with a particular investment manager in terms of return volatility, as measured by standard deviation (a statistical measure of variance from the mean) of the manager's portfolio by major asset class and total. We compare the risk characteristics to relevant market indices and a universe of similar managers. We evaluate the extent to which investment policies and objectives have been carried out and how they have affected the actual results. We may employ other risk statistics in addition to standard deviation.

Our system calculates return and risk statistics (time weighted and internal rate of return calculations along with all risk and risk-adjusted measures) over rolling, annualized and year-by-year time periods.

Material Risks of Investment Strategies and Methods of Analysis

Overall Market Risk: The direction of the stock market is difficult to predict and is dependent upon changes in interest rates, inflation, and a host of additional economic and political factors. There is always a risk that the stock market as a whole will decline, bringing down the values of individual securities regardless of their fundamental characteristics. The same is true for the markets for other asset classes.

Investment Manager Selection Risk: The investment performance of a client's investment program will also vary with the success and failure of investment managers that are selected to manage the assets of the client's portfolio. An investment manager's past performance is not indicative of future results. Current and prospective clients may not assume that the future performance of any specific investment manager, investment strategy or investment will be profitable.

Company Specific Risks: These relate to a firm's business plans, stock valuation profitability, accounting practices, growth strategy, and other factors particular to a company rather than to the overall market.

Product Specific Risks: These relate to the unique risks that relate to different investment products. For example, the value of sovereign bonds may vary depending on a country's debt to GDP ratio, where it is in an economic cycle, the perception of its ability to cut spending or raise tax revenue, and other factors particular to that country rather than to the overall market.

Selection Risk: The risk that an investor chooses a security that underperforms the market for unanticipated reasons.

Timing Risk: The risk that an investment performs poorly after its purchase or better after its sale.

Material Risks of Specific Types of Securities and Investments

Investing in stocks, bonds and other investments (including alternative investments) involves risk of loss that all clients should be prepared to bear. Clients and prospective clients may have investment losses, including loss of original principal. Clients should refer to the offering documents associated with the investments within their accounts, including private placement memoranda for private funds and prospectuses for mutual funds, as well as the Form ADV Part 2A associated with any third party manager through whom the client invests, for additional disclosure regarding the risks associated with those particular investments or the strategies employed by a particular manager. While each client's portfolio will have different characteristics impacting specifics regarding implementation, the following risks are considered.

- **Equity, Debt and Options:** Segal Marco Advisors implements investment strategies for clients by recommending that clients invest across a wide range of investments, including in equities, preferred equities, options and debt instruments, and in foreign as well as domestic markets, all of which involve varying degrees of risk and may involve different types of risk.
- **Equity Securities:** Equity instruments are subject to equity market risk, which is subject to the possibility that common stock prices will fluctuate over short or even extended periods. Equity securities generally have greater price volatility than fixed income securities. The market price of equity securities may rise or decrease, sometimes rapidly or unpredictably. Equity securities may decline in value to factors affecting markets generally, particular industries, sectors or geographic regions represented in those markets, or individual issues.

- **Options:** Options are complicated and risky investments because they require an investor not only to predict whether the price of a security is going up or down, but also predict the amount and timing of that movement. This requires a sophisticated understanding of the underlying security itself, as well as the particular options strategy being used to speculate or hedge the security. Ongoing research on the price and market movements for the underlying security is necessary in order to accurately determine the potential gains or losses from the use of options.
- **Preferred Equity:** Holders of preferred equity sit between the bondholders and common stockholders within the capital structure. Preferred equity is subordinate to various levels of debt, so if a company declares bankruptcy, the holders of preferred equity do not receive payment until all of the company's secured creditors and bondholders have received payment. Also, like debt securities, the values of preferred equities are closely tied to interest rates. Typically, the longer the maturity, the more the preferred equity is affected by changes in interest rates.
- **Debt Securities:** Among other factors, debt securities are affected by changes in interest rates. When interest rates rise, the values of debt securities are likely to decrease. Conversely, when interest rates fall, the values of debt securities are like to increase. The values of debt securities may also be affected by changes in the credit rating or financial condition of the issuing entities.
- **Foreign Markets:** Investments in foreign companies and overseas markets may involve special risks, including risks relating to changes in currency exchange rates, political, economic and social events, different market operations and less information.
- **Alternative Investments:** Alternative investments generally involve certain different and additional risks that clients must consider. Lock-up periods and other terms may obligate investors to commit their capital investment for a minimum period of time, typically no less than one or two years and sometimes for up to 10 or more years. Illiquidity and lack of readily available market to trade is considered to be the most common risk and may eliminate the ability of an investor to end an investment early regardless of its success and to determine a marketable value for an alternative investment. There may be limited availability of suitable benchmarks for comparison of performance; historical return data also may be limited. In some cases, there may be a lack of transparency and regulation providing an additional layer of risk. Some alternative investments may involve use of leverage and other speculative techniques. As a result, some alternative investments may carry substantial, additional risk, which may result in the loss of some or all of the investment. For tax-exempt investors, use of leverage and certain other strategies may involve certain tax consequences, such as the possibility of “unrelated business taxable income” (or UBTI) as defined under the Internal Revenue Code.

Item 9—Disciplinary Information

We are required to disclose any legal or disciplinary events that are material to a client's or prospective client's evaluation of our advisory business or the integrity of our management.

Our firm and our management personnel have no reportable disciplinary events to disclose.

Item 10—Other Financial Industry Activities and Affiliations

The Segal Group Inc. or its affiliates (other than Segal Marco Advisors) (“The Segal Group”) may from time-to-time provide consulting services (not relating to investment advisory matters) to financial institutions that provide investment management services or offer investment vehicles for investors including employee benefit plans. The Segal Group provides consulting services on a project by project basis for fixed or hourly fees, over a limited time frame. Segal Marco Advisors operates separately from The Segal Group as a separate profit center. Segal Marco Advisors maintains policies and procedures to ensure our employees are not aware of the nature, scope or timing of consulting projects performed by The Segal Group on behalf of clients in the financial services industry. These Procedures include maintaining, where possible, physical separation between our advisory employees and employees of The Segal Group, and maintaining books and records of Segal Marco Advisors separate from those maintained by The Segal Group.

Segal Marco Advisors owns Rogerscasey Canada, Inc. (“RCC”). For further discussion of RCC, please refer to Item 4, “Related Entities”.

Segal Marco Advisors is the manager of certain pooled investment vehicles, known as the RCTS Funds and is the managing member of RCTS Management LLC, which is the managing member of the RCTS Funds. For further discussion of the RCTS Funds, please refer to Item 4, “MasterManager Program”.

Segal Marco Advisors has certain business relationships and programs that may present conflicts of interest. These relationships and programs, the potential conflicts of interest, and our policies and procedures to address such conflicts are described below.

Educational Summits: Segal Marco Advisors hosts education research conferences (called summits) twice each year, which offer education and updates on timely and important investment topics. One summit is targeted to the investment management community and the other summit is primarily targeted to our private sector retirement and welfare plan clients, and also to our charitable and tax-exempt organization clients. Investment managers may participate in the summits for a flat fee amount that reflects whether they attend one or both summits. These fees defray Segal Marco Advisors’ costs associated with putting on the summits and permit Segal Marco Advisors to invite retainer clients to attend at no cost to the client. Segal Marco Advisors has mechanisms to ensure that investment managers are recommended without regard to whether they attend any summits. In addition, Segal Marco Advisors requires that client manager search books provided to its clients disclose that an investment manager(s) included in the search book paid to participate in the summits, if applicable.

Provision of Consulting Services to Clients with Investment Management Subsidiaries:

Segal Marco Advisors has a number of financial service clients for whom we provide our traditional investment consulting services, where the financial service client or an affiliate may provide investment management services that we might recommend in manager searches on behalf of our other clients. Procedures are in place designed to ensure that investment managers that are our clients or affiliates of our financial service clients do not receive different consideration in our process for reviewing and recommending managers. We will disclose to the client any situation where we may recommend an investment manager and where we have also provided consulting services to the investment manager or any affiliate of that investment manager.

Fund Management Services: RCTS Management, LLC, whose sole member is Segal Marco Advisors serves as the Managing Member of certain limited liability companies formed for the purpose of managing and investing in private equity funds, separate accounts, and portfolio companies (e.g., the RCTS Funds, see Item 4) (the “Funds”). Segal Marco Advisors serves as a discretionary investment manager to the Funds. Segal Marco Advisors has specific practices, policies, and procedures in place to manage potential conflicts of interest relating to these limited liability companies. These include (1) structuring compensation directly with clients to create an economic indifference in terms of compensation to Segal Marco Advisors between the choice of these Funds or a client separate account, and (2) maintaining policies and procedures intended to preclude investment management teams from acting in advance of clients when replacing investment managers. In addition, there are policies and procedures in place intended to ensure that these Funds stand in the same line as clients in terms of access to investment managers and access to investment manager capacity.

Proxy Voting and Corporate Governance Services: Segal Marco Advisors also provides proxy voting and corporate governance services for certain commingled index funds that are sponsored, owned, affiliated or used by its benefit fund clients, with the approval of those benefit fund clients. The commingled index funds are the AFL-CIO Equity Index Fund (managed by ASB Capital), the IBEW-NECA S&P 500 Index Fund (managed by ASB Capital), the Trowel Trades S&P 500 Index Fund (managed by Comerica Bank), and the Longview Collective Investment Fund (managed by Amalgamated Bank, which is owned in part by Workers United, an affiliate of SEIU). In addition to the foregoing, Segal Marco Advisors also provides proxy voting and corporate governance services for portfolios managed by Union Labor Life Insurance Company and ULLICO Investment Advisors. Segal Marco Advisors receives an annual hard dollar fee from the managers per the explanation above for Item 5. The fee is disclosed to Segal Marco Advisors clients who consider investing in these funds. Segal Marco Advisors’ fee (independent fiduciary services, full service consulting and proxy voting) is not affected by whatever decision is made on investing in those funds.

Group Trust: Segal Marco Advisors also serves as the Sponsor of a Group Trust for certain of its discretionary consulting clients that are qualified pension or profit-sharing plans under I.R.C. Section 401(a). Segal Marco Advisors has specific practices, policies and procedures in place to manage potential conflicts of interest relating to the management and recommendation of the Group Trust. Segal Marco Advisors receives no compensation for serving as the sponsor of the Group Trust.

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

Our firm has adopted a Code of Ethics which sets forth high ethical standards of business conduct that we require of our officers, directors, employees and others over whom we exercise supervision and control (collectively, “Supervised Persons”), including compliance with applicable federal securities laws.

Segal Marco Advisors and our personnel owe a duty of loyalty, fairness and good faith towards our clients, and have an obligation to adhere not only to the specific provisions of the Code of Ethics but to the general principles that guide the Code.

The Code of Ethics is intended to ensure that the personal securities transactions, activities, and interests of our employees and other individuals identified by the Firm’s Chief Compliance Officer (collectively, “Reporting Persons,” 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 Reporting Persons to invest for their own accounts. Under the Code of Ethics, certain classes of securities have been designated as exempt from personal trading restrictions, based upon a determination that these would not interfere materially with the best interests of our clients. Reporting Persons’ trading is monitored under our Code of Ethics, in order to reasonably prevent conflicts of interest between Segal Marco Advisors and our clients. However, there is a possibility that our Reporting Persons might benefit from market activity by a client in a security held by Reporting persons because, in some circumstances, our Code of Ethics would permit our Reporting Persons to invest in the same securities as our clients.

Our Code of Ethics includes policies and procedures for the review of quarterly securities transactions reports as well as initial and annual securities holdings reports that must be submitted by the firm's Reporting Persons. Our code also provides for oversight, enforcement and recordkeeping provisions.

Our Code of Ethics further includes the firm's policy prohibiting the use of material non-public information. While we do not believe that we have any particular access to non-public information, all Supervised Persons are reminded that such information may not be used in a personal or professional capacity.

A copy of our Code of Ethics is available to our advisory clients and prospective clients. You may request a copy by email sent to wdamiano@segalrc.com, or by calling her at 212-251-5226.

Segal Marco Advisors and individuals associated with our firm are prohibited from engaging in principal transactions.

Segal Marco Advisors and individuals associated with our firm are prohibited from engaging in agency cross transactions.

Segal Marco Advisors provides discretionary consulting services to the pension plan of its corporate parent, The Segal Group, Inc. (“The Segal Pension Plan”). The Segal Pension Plan may select investment managers that Segal Marco Advisors recommends for other clients, in the same manner as any two or more Segal Marco Advisors clients may invest with the same investment managers. All clients have the same access to investment managers, and fees are set by each manager, not by Segal Marco Advisors.

Item 12—Brokerage Practices

Broker-Dealer Recommendations; Research and Other Soft Dollar Benefits

Segal Marco Advisors generally does not directly place orders for client portfolio transactions as part of our services. When we have full discretionary authority regarding a client's investments, we may, on a limited basis, assist the client in making investments in certain types of investment vehicles, such as mutual funds, group trusts, exchange-traded funds, or private placement investments. Such transactions are generally effected directly with the investment issuer or underwriter and not through a broker-dealer.

Where a discretionary client is invested with a third party manager, such client's investment advisory agreement with that manager may give the investment manager recommended by us the full authority to determine, without obtaining client consent or consulting with the client on a transaction-by-transaction basis, the broker-dealers through whom transactions for the client's account will be executed. Where a client authorizes a third-party investment manager to select the broker-dealers through whom transactions for the client's account are executed, the authority to select such broker-dealers is exercised by the investment manager. For a description of a particular investment manager's brokerage practices, clients should refer to the disclosures in the investment manager's Form ADV or other disclosure documents.

Segal Marco Advisors does not have any soft dollar arrangements with broker dealers. However, third-party investment managers through which clients invest, may have soft dollar arrangements with one or more broker-dealers. For more information, clients should refer to the particular investment manager's Form ADV and other relevant soft dollar disclosures.

From time to time, clients may ask us to assist in choosing broker-dealers to provide brokerage services. We maintain information on broker-dealers who provide brokerage services and will, at the client's request, assist the client in choosing a provider, usually in a competitive process that would typically be based upon a combination of pricing, best execution, capabilities, and the quality of services being provided. Final selection of the broker-dealer would be at the sole and absolute discretion of the client. Segal Marco Advisors does not receive compensation from any broker-dealer based on a client selecting that particular broker-dealer.

Additionally, when a client transfers securities into their account, pursuant to the authority granted to us in our agreement with the client, we typically engage a third-party broker-dealer to act as transition manager. The transition manager will work to liquidate existing securities positions held in a client's portfolio in order to fund the investments recommended by Segal Marco Advisors. Clients will incur any transaction costs, including commission, associated with transactions made by the transition manager for the client's account. These costs are generally deducted from the assets within a client's account.

Directed Brokerage

Segal Marco Advisors has discretionary and non-discretionary clients who participate in directed brokerage programs. The purpose of client participation in these programs is to, if appropriate, recapture operating costs through reimbursement of a portion of brokerage commissions. In executing directed brokerage programs or assisting clients with the execution of those programs, Segal Marco Advisors does not place any fixed target amounts of trading on managers who trade securities for clients. Rather, Segal Marco Advisors requests, on behalf of its client, that a manager consider participating in the brokerage program to the extent that the manager first meets its performance and trading execution responsibilities according to a best execution standard. In practice, managers of client programs tend to direct low amounts of trades into commission recapture programs, focusing primarily on performance of client portfolios.

Item 13—Review of Accounts

Review of IPS

Segal Marco Advisors reviews a client's IPS whenever the client advises of a change of circumstances regarding its needs, and periodically as set forth in its client agreement (typically, annually).

Periodic Review of Client Accounts

As described above under Methods of Analysis (Item 8) of this brochure, our firm reviews the client's investment portfolio periodically as specified by our agreement with each client (typically, quarterly). The review typically includes overall results, results for each major asset class, and results for each investment manager on a quarterly and annual basis. The review includes comparison of portfolio composition and performance to the client's investment guidelines. These reviews are performed by one or more officers of Segal Marco Advisors.

Other than Periodic Review of Client Accounts

Certain factors and the occurrence of certain events may require that we review client accounts on an other than periodic basis. Among the factors and events that may trigger a review are:

- Changes in financial markets as a result of economic, political or international developments;
- Changes in a client's financial condition; or
- Changes in a client's investment objectives.

When conducting such reviews, we focus on the issue of whether the current situation is consistent with the objectives of the client.

Reports

Clients receive reports as set forth by the client agreement between Segal Marco Advisors and the client, or in accordance with the client's IPS.

Item 14—Client Referrals and Other Compensation

Client Referrals

Segal Marco Advisors does not directly compensate any persons (either individuals or entities) for the referral of advisory clients to the Firm. However, Segal Marco Advisors is party to a “Intercompany Services and Referral Agreement” (the Agreement”) between it, its parent The Segal Group, Inc. (“Group”) and its affiliate the Segal Company (Eastern States), Inc. (“Segal”). Pursuant to the Agreement, Group may, in its discretion, take into account successful client referrals from Segal and other Group affiliates to Segal Marco Advisors when determining a business unit’s bonus pool. Segal Marco Advisors has no influence or control over such determinations or payments.

Other Non-Client Compensation

Please see Item 10 “Other Financial Industry Activities and Affiliations” for a complete discussion of the Education Summits hosted by Segal Marco Advisors.

For additional information about financial industry activities and affiliations that may present certain conflicts, please see Item 10 “Other Financial Industry Activities and Affiliations”.

Item 15—Custody

As required by SEC rules, clients with funds or securities over which Segal Marco Advisors is deemed to have custody will receive at least quarterly account statements directly from their respective qualified custodians. We urge clients to carefully review such statements and compare them to the reports that we may provide to them. Our statements or reports may vary from custodial statements based on accounting procedures, reporting dates, or valuation methodologies of certain securities and should not be relied upon by the client for audit and valuation confirmation. For those accounts over which Segal Marco Advisors is deemed to have custody (other than in the case of the RCTS Funds and the Group Trust discussed on page 5 of this brochure), Segal Marco Advisors is required to obtain an annual surprise custody examination of the assets. With regard to RCTS and the Group Trust, each of the portfolios within the RCTS fund and the Group Trust undergoes an annual audit conducted by an independent accounting firm and audited financial statements are distributed to investors.

Item 16—Investment Discretion

Segal Marco Advisors may accept discretionary authority to select investment managers and certain investment vehicles for discretionary consulting clients and certain high net worth individual clients. We also exercise discretionary investment authority as investment manager to the RCTS Funds and the Group Trust and certain other Funds as described in Item 4. Please see a discussion of these services under the discussion of our Advisory Business (Item 4) of this brochure.

Clients may place reasonable restrictions on the discretionary powers granted to our firm in their written advisory agreement or in another written document that is acknowledged by our firm.

Item 17—Voting Client Securities

Segal Marco Advisors' proxy voting policy is designed to reflect the fiduciary duty to vote proxies in favor of shareholder interests. In determining our vote, Segal Marco Advisors will not subordinate the economic interest of our clients and their plan participants to any other entity or interested party. Clients typically grant authority and discretion to Segal Marco Advisors to vote their proxies. Except in limited circumstances as provided in our agreement with the client, clients cannot direct Segal Marco Advisor's vote in a particular solicitation.

Where granted the authority to vote proxies on behalf of clients, per the terms of ERISA, Segal Marco Advisors will "cast the (client's) proxies in a timely manner solely in the interests of the participants and beneficiaries of (client's) Plan for the exclusive purpose for providing benefits to participants and their beneficiaries and defraying the reasonable expenses of administering the Plan with care, skill, prudence and diligence under the circumstances then prevailing that a prudent man acting in like capacity familiar with such matters would use in the conduct of an enterprise of like character and with like aims in accordance with the documents and instruments governing the Plan in accord with the provisions of ERISA."

Clients may obtain a copy of Segal Marco Advisors' complete proxy voting policies and procedures upon request. Clients receive regular reporting on all proxy votes casts on their behalf.

Unless Segal Marco Advisors is provided the authority to vote proxies as described above, 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 type events pertaining to the client's investment assets. Clients are responsible for instructing 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

It is the policy of Segal Marco Advisors not to solicit or require prepayment of fees of \$1,200 or more, six months in advance.

There are no circumstances that could adversely impact the firm's ability to meet its contractual obligations.

Segal Marco Advisors has not been the subject of a bankruptcy protection proceeding during the preceding ten years.