

**Glading Group, LLC
7 North Willow Street
Suite 5
Montclair, NJ 07042**

**Phone: 973-509-7778
Fax: 973-509-0203
Website: www.gladinggroup.com**

January 28, 2017

**Form ADV Part 2A
Brochure**

This brochure provides information about the qualifications and business practices of Glading Group, LLC. If you have any questions about the contents of this brochure, please contact us at 973-509-7778 and/or jglading@gladinggroup.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 Glading Group, LLC also is available on the SEC's website at www.adviserinfo.sec.gov. The searchable IARD/CRD number for Glading Group, LLC is 140480.

Any references to Glading Group, LLC as a registered investment adviser or its related persons as registered Advisory Representatives does not imply a certain level of skill or training.

MATERIAL CHANGES

Item 2

When we amend our Glading Group, LLC brochure for the annual update and it contains material changes from our last annual update, we will provide you with a summary of such changes. We will discuss only specific material changes that are made to the brochure since the last annual update of the brochure and we will reference the date of the last annual update to this brochure.

Our last annual updating amendment occurred on March 3, 2016. Since that date, no material changes have been made to our brochure.

Copies of our updated brochure and brochure supplements are available to you free of charge and may be requested by contacting us at 973-509-7778 and/or jglading@gladinggroup.com.

Additional information about Glading Group is also available via the SEC's website www.adviserinfo.sec.gov. The IARD number is 140480. The SEC's website also provides information about any persons affiliated with Glading Group who are registered, or are required to be registered, as Advisory Representatives of Glading Group.

TABLE OF CONTENTS
Item 3

COVER PAGE	Item 1	1
MATERIAL CHANGES	Item 2	2
TABLE OF CONTENTS	Item 3	3
ADVISORY BUSINESS	Item 4	4
FEES AND COMPENSATION	Item 5	5
PERFORMANCE-BASED FEES AND SIDE BY SIDE MANAGEMENT	Item 6	6
TYPES OF CLIENTS	Item 7	6
METHODS of ANALYSIS, INVESTMENT STRATEGIES and RISK of LOSS	Item 8	6
DISCIPLINARY INFORMATION	Item 9	6
OTHER FINANCIAL INDUSTRY ACTIVITIES and AFFILIATIONS	Item 10	7
CODE of ETHICS, PARTICIPATION or INTEREST in CLIENT TRANSACTIONS and PERSONAL TRADING	Item 11	7
BROKERAGE PRACTICES	Item 12	8
REVIEW of ACCOUNTS	Item 13	8
CLIENT REFERRALS and OTHER COMPENSATION	Item 14	8
CUSTODY	Item 15	8
INVESTMENT DISCRETION	Item 16	8
VOTING CLIENT SECURITIES	Item 17	9
FINANCIAL INFORMATION	Item 18	9
REQUIREMENTS for STATE REGISTERED ADVISERS	Item 19	9
Brochure Supplements		

ADVISORY BUSINESS

Item 4

Glading Group, LLC (hereinafter referred to as “Glading Group”) was formed for the express purpose of providing a retirement plan evaluation service.

A. Glading Group is a limited liability company formed under the laws of the State of Delaware and filed for investment adviser registration with the State of New Jersey in November 2006. In March 2013, Glading Group filed for registration with the U.S. Securities and Exchange Commission.

Brent Glading, CRD number 1506471, is the sole owner and Managing Partner of the Glading Group. Brent has been in the financial services industry since 1990. Additional business information about Brent is disclosed on the Supplemental Brochures attached to this Brochure.

B. Glading Group offers the following advisory services, with each service more fully described below:

- Retirement Plan Fee & Service Evaluation
- Retirement Plan Investment Consulting and Oversight.

RETIREMENT PLAN FEE & SERVICE EVALUATION

Glading Group evaluates the cost effectiveness of your Retirement Plan. In doing so, we gather information from you regarding the Plan’s Administrator and the costs and fees the Administrator assesses the Plan on an annual basis.

Our goal is to enhance the services being delivered to the Plan and its participants, and reduce the overall costs of the Plan. Glading Group tracks the revenue sharing between the Administrator and the Plan. We will propose methods to you by which you can reduce overall Retirement Plan costs, some of which may include a reimbursement of excess Administrator profits or reducing the expense ratios of the underlying investments in which the Plan is invested. We will also assess the services being delivered to the Plan and its participants to determine if the services are current with industry best practices and if your incumbent service provider is offering you the same services they are providing to their new clients.

RETIREMENT PLAN INVESTMENT CONSULTING AND OVERSIGHT

Glading Group will review the current investment holdings in your Retirement Plan. After thorough research based on the goals of the Plan, we will opine as to the suitability of each investment option. Additionally, you may engage us to assist in the communication of Plan provisions to your employees and to assist with the transition of assets to a new retirement Plan, if applicable.

C. We tailor the advisory services we offer to your individual needs. We evaluate the cost effectiveness of your Retirement Plan and/or review the current investment holdings to make certain they meet the goals and objectives you have determined.

D. Glading Group does not participate in any wrap fee programs.

Glading Group, LLC

E. Glading Group does not manage any assets on behalf of a Retirement Plan nor will we execute securities transactions. Glading Group's function is to assist the Plan in reviewing and monitoring the investments offered to plan participants.

General Information

The investment advice offered by Glading Group is not legal advice or accounting advice. You should coordinate and discuss the impact of financial advice with your attorney and/or accountant.

FEES AND COMPENSATION

Item 5

Retirement Plan Fee & Service Evaluation Services

A. Our fees are negotiable and are not based on a share of capital gains upon or capital appreciation of the funds or any portion of the funds in the Retirement Plan. The Fee Schedule is as follows:

Retirement Plan Savings	Maximum Fee
First \$200,000	50%
Next \$200,000	40%
Next \$200,000	30%
Above \$600,000	25%

Retirement Plan Investment Consulting and Oversight Services

You will be assessed an asset-based fee ranging from 0.02% to 0.15% of the assets in the Retirement Plan.

In addition, we offer investment consulting/oversight services on both a fixed fee and hourly fee basis. Our standard fee is \$400 per hour. Fixed fees will vary based on the number of current holdings in the Retirement Plan and the anticipated amount of research that will be required. The negotiated fee will be determined prior to the commencement of the research and outlined in the Engagement Letter. Fees will generally range from \$25,000 to \$120,000.

B. All fees are payable as invoiced by Glading Group.

C. Because we do not manage any assets nor execute any trades, there are no other fees in addition to the advisory fees outlined above. As previously indicated, Glading Group's function is to assist the Plan in and monitoring the investments offered to plan participants. All fees paid to us for advisory services are separate from the fees and expenses charged to the Plan by the Administrator and to shareholders of mutual fund shares by the mutual funds or by the investment adviser managing the portfolios. A complete explanation of the expenses charged by the mutual funds is contained in each mutual fund's prospectus. You are encouraged to read the fund prospectus. A complete explanation of the Plan Administrator's fees is contained in the agreement(s) executed between the Administrator and the Plan.

D. Fixed investment consulting/oversight service fees are payable quarterly in advance unless otherwise negotiated. All other fees are payable as invoiced by Glading Group.

Glading Group may change the above fee schedule upon 30-days prior written notice to you.

E. Neither Glading Group nor any Advisory Representative of Glading Group accepts compensation for the sale of securities or other investment products, including asset-based sales charges or service fees from the sale of mutual funds.

Termination Provisions

You may terminate services obtained from Glading Group, without penalty, upon written notice within five (5) business days after entering into the Engagement Letter. After five (5) business days of entering into the Engagement Letter, you may terminate upon our receipt of your written notice to terminate. Client will be responsible for any time spent by Glading Group in providing advisory services or analyzing the Retirement Plan holdings. Any unearned pre-paid fees will be returned within 30 days of terminating our services.

PERFORMANCE-BASED FEES AND SIDE-BY-SIDE MANAGEMENT Item 6

This section is not applicable to Glading Group because we do not charge performance-based fees.

TYPES OF CLIENTS Item 7

Glading Group's services are geared toward pension and profit sharing plans and state or municipal government entities.

METHODS of ANALYSIS, INVESTMENT STRATEGIES and RISK of LOSS Item 8

A. Glading Group does not manage assets. We evaluate the cost effectiveness of retirement plans. Additionally, we opine as to the suitability of each existing investment option in the Plan.

B. Investing in securities involves risk of loss, including the potential loss of the principal money you are investing. Market values of investments will always fluctuate based on market conditions. We do not represent, warrant or imply that the services or methods of analysis we use can or will predict future results, successfully identify market tops or bottoms or insulate you from losses due to major market corrections or crashes. We evaluate the suitability of the existing investment options in the retirement plan. Past performance is no indication of future performance. No guarantees can be offered that your goals or objectives will be achieved. Further, no promises or assumptions can be made that the advisory services offered by Glading Group or our Advisory Representatives will provide a better return than other investment strategies.

C. The investment portfolios that Glading Group opines upon primarily contain mutual funds. The risks with mutual funds include the costs and expenses within the fund that can impact performance, change of managers and/or the fund straying from its stated investment objective. Open-ended mutual funds do not typically have a liquidity issue and the price does not fluctuate throughout the trading day. Mutual fund fees are described in the fund's prospectus, which the custodian mails or emails directly you following any purchase of a mutual fund that is new to the client's account. We will not execute securities transactions on behalf of the entity. Our sole function is to assist the Plan in the overall reduction of its administration expenses.

DISCIPLINARY INFORMATION Item 9

There is no reportable disciplinary information for Glading Group or its management persons.

OTHER FINANCIAL INDUSTRY ACTIVITIES and AFFILIATIONS **Item 10**

A. , B. Glading Group does not have a related person who is a: broker/dealer or other similar type of broker or dealer; investment company or other pooled investment vehicle, other investment adviser or financial planner; futures commission merchant or commodity pool operator; banking or thrift institution; accountant or accounting firm; lawyer or law firm; insurance company or agency; pension consultant; real estate broker or dealer; or sponsor or syndicator of a limited partnership.

C. Glading Group nor its management persons has a relationship with any of the following entities: broker/dealer, municipal securities dealer, or government securities broker/dealer, investment company or other pooled investment vehicle, other investment adviser or financial planner, futures commission merchant, commodity pool operator or commodity trading advisor, banking or thrift institution, accountant or accounting firm, lawyer or law firm, insurance company or agency, pension consultant, real estate broker or dealer or sponsor syndicator of limited partnerships.

Glading Group and its management persons are not actively engaged in any other business.

D. Glading Group does not recommend the services of Third-Party Managers; however, we may opine about the suitability of a Third-Party Manager if requested.

CODE of ETHICS, PARTICIPATION or INTEREST in CLIENT TRANSACTIONS and PERSONAL TRADING **Item 11**

Code of Ethics

A. Glading Group has a fiduciary duty to you to act in your best interest and always place your interests first and foremost. Glading Group takes seriously its compliance and regulatory obligations and requires all staff to comply with such rules and regulations as well as our policies and procedures. Further, we strive to handle your non-public information in such a way to protect information from falling into the hands of anyone who has business reason to know such information. We provide you with our Privacy Policy that details our procedures for handling your personal information. Glading Group maintains a Code of Ethics for its Advisory Representatives, supervised persons and office staff. The Code of Ethics contains provisions for standards of business conduct in order to comply with federal securities laws, personal securities reporting requirements, pre-approval procedures for certain transactions, code violations reporting requirements, and safeguarding of material non-public information about your transactions. Further, our Code of Ethics establishes our firm's expectation for business conduct. A copy of our Code of Ethics will be provided to you upon request.

B. Neither Glading Group nor its associated persons recommends to clients or buys or sells for client accounts any securities in which we have a material financial interest.

C. Glading Group and its associated persons may buy or sell securities identical to those securities recommended to you. Therefore, Glading Group and/or its associated persons may have an interest or position in certain securities that are also recommended and bought or sold to you. They will not put their interests before your interest. Neither Glading Group nor any associated person may trade ahead of you or trade in such a way to obtain a better price for themselves than for you or other clients.

D. Glading Group is required to maintain a list of all securities holdings for its associated persons and develop procedures to supervise the trading activities of associated persons who have knowledge of your transactions and their related family accounts at least quarterly. Further, associated persons are prohibited from trading on non-public information or sharing such information.

Glading Group and its associated persons are required to conduct their investment advisory business in accordance with all applicable Federal and State securities regulations.

BROKERAGE PRACTICES

Item 12

A. Glading Group reviews existing retirement plans and their investment options. We do not select or recommend any broker/dealers.

B. Glading Group does not manage client assets.

REVIEW of ACCOUNTS

Item 13

A. Reviews are conducted on your retirement account each quarter, followed by a meeting to discuss the findings. You may request more frequent reviews and may set thresholds for triggering events that would cause a review to take place. Levels of reviews will vary depending on your portfolio at the time of review as well as changes in the financial status or position (tax status or otherwise), financial goals, current market conditions and/or performance standards. All reviews are conducted by our Advisory Representatives.

B. We will monitor for changes or shifts in the economy, changes to the management and structure of a mutual fund or company in which your assets are invested, and market shifts and corrections.

C. If requested, we may provide you a quarterly report detailing the performance of the products offered in your Retirement Plan.

CLIENT REFERRALS and OTHER COMPENSATION

Item 14

A. Glading Group does not receive any economic benefit or compensation from outside sources.

B. Glading Group does not directly or indirectly compensate any person who is not a supervised person of our firm for referrals. Further, we do not receive an economic benefit from a non-client for providing investment advice or advisory services to you.

Lastly, we do not compensate any person or entity for referring business to Glading Group.

CUSTODY

Item 15

Glading Group does not have custody of your funds or securities.

INVESTMENT DISCRETION

Item 16

Glading Group does not provide discretionary asset management services.

VOTING CLIENT SECURITIES

Item 17

Glading Group does not vote your securities. You may contact your Advisory Representative about questions you may have and opinions on how to vote the proxies. However, the voting and how you vote the proxies is solely your decision.

FINANCIAL INFORMATION

Item 18

A. Glading Group will not require you to prepay more than \$1,200 and 6 or more months in advance of receiving the advisory service; therefore, a balance sheet is not required to be attached.

B. Glading Group does not have discretionary authority over client accounts. We are financially stable. There is no financial condition that is likely to impair our ability to meet our contract actual commitment to you or any other client.

C. Neither Glading Group nor any of its Advisory Representatives has ever been the subject of a bankruptcy petition.

REQUIREMENTS for STATE-REGISTERED ADVISERS

Item 19

This section is not applicable to Glading Group since it is not state registered. Glading Group is registered with the Securities and Exchange Commission.