

Form ADV Part 2B Disclosure Brochure Supplement

Sikich Financial

www.sikich.com/wealth-management

R. Andrew Paoni

3201 West White Oaks Drive, Suite 102
Springfield, IL 62704
217-862-1843

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This brochure supplement provides information about R. Andrew Paoni that supplements the Sikich Financial brochure. You should have received a copy of that brochure. Please contact Barry Stark at 630-566-8571 if you did not receive the Sikich Financial brochure or if you have any questions about the contents of this supplement. Additional information about Andrew Paoni is available on the SEC's website at www.adviserinfo.sec.gov.

Item 2 – Educational Background and Business Experience

Born 1979

Educational Background:

- University of Illinois – Springfield - 2002, B.S., Business Administration
- Southern Illinois University – Edwardsville– 2004, MBA

Business Experience:

- Sikich Financial, Chief Executive Officer: June 2015 – Present; Investment Advisor Representative: January 2010 – Present; Interim Chief Compliance Officer: July 2015 –October 2015 and September 2016 – November 2016
- Sikich LLP, Partner: January 2014 - Present
- Triad Advisors, LLC, Registered Representative: June 2009 – Present
- Sikich Cozad Asset Management, LLC, Financial Advisor: January 2007 – September 2009
- FSC Securities Corporation, Registered Representative: January 2007 – April 2009
- Morgan Stanley DW, Inc., Financial Advisor: June 2004 – January 2007

Professional Designation:

- CHARTERED FINANCIAL ANALYST (CFA) professional designation

Chartered Financial Analyst™ and CFA® trademarks owned by CFA Institute. CFA® designates an international professional certificate that is offered by the CFA Institute.

The Chartered Financial Analyst (CFA) charter is a globally respected, graduate-level investment credential established in 1962 and awarded by CFA Institute — the largest global association of investment professionals.

There are currently more than 90,000 CFA charterholders working in 134 countries. To earn the CFA charter, candidates must: 1) pass three sequential, six-hour examinations; 2) have at least four years of qualified professional investment experience; 3) join CFA Institute as members; and 4) commit to abide by, and annually reaffirm, their adherence to the CFA Institute Code of Ethics and Standards of Professional Conduct.

High Ethical Standards

The CFA Institute Code of Ethics and Standards of Professional Conduct, enforced through an active professional conduct program, require CFA charterholders to:

- Place their clients' interests ahead of their own
- Maintain independence and objectivity
- Act with integrity
- Maintain and improve their professional competence
- Disclose conflicts of interest and legal matters

Global Recognition

Passing the three CFA exams is a difficult feat that requires extensive study (successful candidates report spending an average of 300 hours of study per level). Earning the CFA charter demonstrates mastery of many of the advanced skills needed for investment analysis and decision making in today's quickly evolving global financial industry. As a result, employers and clients are increasingly seeking CFA charterholders—often making the charter a prerequisite for employment.

Additionally, regulatory bodies in 22 countries and territories recognize the CFA charter as a proxy for meeting certain licensing requirements, and more than 125 colleges and universities around the world have incorporated a majority of the CFA Program curriculum into their own finance courses.

Comprehensive and Current Knowledge

The CFA Program curriculum provides a comprehensive framework of knowledge for investment decision making and is firmly grounded in the knowledge and skills used every day in the investment profession. The three levels of the CFA Program test a proficiency with a wide range of fundamental and advanced investment topics, including ethical and professional standards, fixed-income and equity analysis, alternative and derivative investments, economics, financial reporting standards, portfolio management, and wealth planning.

The CFA Program curriculum is updated every year by experts from around the world to ensure that candidates learn the most relevant and practical new tools, ideas, and investment and wealth management skills to reflect the dynamic and complex nature of the profession. To learn more about the CFA charter, visit www.cfainstitute.org.

- CERTIFIED FINANCIAL PLANNER™ professional or CFP® professional

The CERTIFIED FINANCIAL PLANNER™, CFP® and federally registered CFP (with flame design) marks (collectively, the “CFP® marks”) are professional certification marks granted in the United States by Certified Financial Planner Board of Standards, Inc. (“CFP Board”).

The CFP® certification is a voluntary certification; no federal or state law or regulation requires financial planners to hold CFP® certification. It is recognized in the United States and a number of other countries for its (1) high standard of professional education; (2) stringent code of conduct and standards of practice; and (3) ethical requirements that govern professional engagements with clients. Currently, more than

62,000 individuals have obtained CFP® certification in the United States. To attain the right to use the CFP® marks, an individual must satisfactorily fulfill the following requirements:

- Education – Complete an advanced college-level course of study addressing the financial planning subject areas that CFP Board's studies have determined as necessary for the competent and professional delivery of financial planning services, and attain a Bachelor's Degree from a regionally accredited United States college or university (or its equivalent from a foreign university). CFP Board's financial planning subject areas include insurance planning and risk management, employee benefits planning, investment planning, income tax planning, retirement planning, and estate planning;
- Examination – Pass the comprehensive CFP® Certification Examination. The examination, administered in 10 hours over a two-day period, includes case studies and client scenarios designed to test one's ability to correctly diagnose financial planning issues and apply one's knowledge of financial planning to real world circumstances;
- Experience – Complete at least three years of full-time financial planning-related experience (or the equivalent, measured as 2,000 hours per year); and
- Ethics – Agree to be bound by CFP Board's *Standards of Professional Conduct*, a set of documents outlining the ethical and practice standards for CFP® professionals.

Individuals who become certified must complete the following ongoing education and ethics requirements in order to maintain the right to continue to use the CFP® marks:

- Continuing Education – Complete 30 hours of continuing education hours every two years, including two hours on the *Code of Ethics* and other parts of the *Standards of Professional Conduct*, to maintain competence and keep up with developments in the financial planning field; and
- Ethics – Renew an agreement to be bound by the *Standards of Professional Conduct*. The Standards prominently require that CFP® professionals provide financial planning services at a fiduciary standard of care. This means CFP® professionals must provide financial planning services in the best interests of their clients.

CFP® professionals who fail to comply with the above standards and requirements may be subject to CFP Board's enforcement process, which could result in suspension or permanent revocation of their CFP® certification.

CFP Acknowledgment: Andrew Paoni acknowledges his responsibility as a CFP® certificant to adhere to the standards that have been established in the CFP Board's Standards of Professional Conduct. If you become aware that Mr. Paoni conduct may violate the Standards of Professional Conduct, you may file a complaint with the CFP Board at www.CFP.net/complaint.

- Accredited Investment Fiduciary Analyst (AIFA®)

The AIFA Designation certifies that the recipient has advanced knowledge of fiduciary standards of care, their application to the investment management process, and procedures for assessing conformance by third parties to fiduciary standards. To receive the AIFA Designation, the individual must hold the AIF Designation, meet prerequisite criteria based on a combination of education, relevant industry experience, auditing experience, and/or ongoing professional development, complete a training program, successfully

pass a comprehensive, closed-book final examination under the supervision of a proctor and agree to abide by the Code of Ethics and Conduct Standards. In order to maintain the AIFA Designation, the individual must annually attest to the Code of Ethics and Conduct Standards, and accrue and report a minimum of ten hours of continuing education. The Designation is administered by the Center for Fiduciary Studies, the standards-setting body of fi360.

Item 3 – Disciplinary Information

Andrew Paoni has no legal or disciplinary events to report.

Item 4 – Other Business Activities

Registered Representative of Triad Advisors

Andrew Paoni is separately licensed as a registered representative with Triad Advisors, LLC (“Triad”), a full service broker/dealer, member Financial Industry Regulatory Authority (FINRA) and Securities Investor Protection Corporation (SIPC). When acting in his separate capacity as a registered representative of Triad, he may sell, for commissions, general securities products such as stocks, bonds, mutual funds, exchange-traded funds, and variable annuity and variable life products to advisory clients. As such, he may suggest that advisory clients implement investment advice by purchasing securities products through a commission-based Triad account in addition to a Sikich Financial advisory account.

The receipt of commissions creates an incentive for Andrew Paoni to recommend those products for which a commission will be earned. Consequently, the objectivity of the advice rendered to clients could be biased. We control for this potential conflict of interest by discussing with clients the advantages and disadvantages of establishing fee-based accounts through Sikich Financial versus establishing commission-based accounts through Triad.

Andrew Paoni will receive 12b-1 fees from certain mutual fund companies as outlined in the fund’s prospectus. 12b-1 fees come from fund assets, therefore, indirectly from client assets. The receipt of such fees could represent an incentive for him to recommend funds with 12b-1 fees over funds that have no fees or lower fees. Typically, he will receive 12b-1 fees only in commission-based brokerage accounts. However, such fees can be earned in fee-based accounts managed by Sikich Financial if 12b-1 fee paying mutual funds are held in the managed account. For ERISA accounts, there is an offset for any amount of 12b-1 fees. It is our policy to discuss with clients the selection of a 12b-1 paying mutual fund or other trail paying mutual funds.

Clients are never obligated or required to establish accounts through Sikich Financial or Triad. However, if a client chooses not to accept Andrew Paoni’s advice or decides not to establish an account through Triad or a Triad-approved custodian, he may not be able to implement transactions for the client. Clients should understand that, due to certain regulatory constraints, Andrew Paoni in his capacity as a Triad registered representative must place all purchases and sales of securities products in commission-based brokerage accounts through Triad or its other approved institutions.

Insurance Agent

Andrew Paoni is independently licensed to sell insurance and annuity products through various insurance companies. Furthermore, we are under common control with Sikich Insurance Group LLC, a duly licensed insurance agency. When acting in his capacity as an insurance agent, Andrew Paoni will receive commissions for selling insurance and annuity products.

Andrew Paoni may also receive other incentive awards for the recommendation/sale of annuities and other insurance products. The receipt of compensation and other incentive benefits may affect his decision-making process when recommending insurance products to clients. While we endeavor at all times to put the interest of our clients first as a part of our overall fiduciary duty to clients, clients should be aware that the receipt of commissions and additional compensation itself creates a conflict of interest, and may impact our investment advisor representatives' decision-making process when making insurance recommendations.

Clients are never obligated or required to purchase insurance products from or through Andrew Paoni and may choose any independent insurance agent and insurance company to purchase insurance products. Regardless of the insurance agent selected, the insurance agent or agency will receive normal commissions from the sale.

Item 5 – Additional Compensation

As detailed in Item 5 of the Sikich Financial disclosure brochure, we charge clients direct fees for our advisory services. Our investment advisor representatives are paid a salary from the fees we charge clients. In addition, Andrew Paoni may receive additional compensation from Triad, as detailed in Item 4 above. Andrew Paoni may receive additional compensation when selling insurance products, also detailed above in Item 4.

Certain product sponsors may also provide Andrew Paoni with other economic benefits as a result of his recommendation or purchase of the product sponsors' investments. The economic benefits received by Andrew Paoni from product sponsors can include but are not limited to, financial assistance or the sponsorship of conferences and educational sessions, marketing support, incentive awards, payment of travel expenses, and tools to assist Sikich Financial in providing various services to clients. Although we endeavor at all times to put the interest of our clients ahead of our own interests, these arrangements could present a conflict of interest that may affect the judgment of our investment advisor representatives.

Item 6 – Supervision

Barry Stark is the Chief Compliance Officer of Sikich Financial. He is responsible for developing, overseeing and enforcing the firm's compliance programs that have been established to monitor and supervise the activities and services provided by the firm and its representatives, including Andrew Paoni. Mr. Stark can be contacted at 630-566-8571.