

Part 2B of Form ADV: *Brochure Supplement*

Bahl & Gaynor

255 East Fifth Street
Suite 2700
Cincinnati, OH 45202

Telephone: 513-287-6100
Email: info@bahl-gaynor.com
Web Address: www.bahl-gaynor.com

2/29/2024

This brochure supplement provides information about investment management personnel of Bahl & Gaynor, Inc. that supplements the Bahl & Gaynor Investment Counsel brochure. You should have received a copy of that brochure. Please contact Bahl & Gaynor if you have not received the Bahl & Gaynor brochure or if you have any questions about the contents of the supplement.

Bahl & Gaynor, Inc is a registered investment adviser. Registration of an Investment Adviser does not imply any level of skill or training. The oral and written communications of an Adviser provide you with the information about which you determine to hire or retain an Adviser.

Additional information about Bahl & Gaynor, Inc. also 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 106139.

Full Legal Name:

Vere W. Gaynor

Born: 1947

Education

Columbia University; BS, Political Science; 1970

Columbia University; MBA, Finance; 1971

Business Experience

Bahl & Gaynor, Inc.; Director Emeritus; from 4/2022 to current

Bahl & Gaynor, Inc.; Chairman of the Board/President; from 7/2/1990 to 4/2022

Disciplinary Information

Vere W. Gaynor has no reportable disciplinary history.

Other Business Activities**A. Investment Related Activities**

1. Vere W. Gaynor is not engaged in any other investment related activities.
2. Vere W. Gaynor does not receive commissions, bonuses or other compensation on the sale of securities or other investment products.

B. Non-Investment Related Activities

1. Vere W. Gaynor is not engaged in any other business or occupation that provides substantial compensation or involves a substantial amount of his time.

Additional Compensation

Vere W. Gaynor does not receive any economic benefit from a non-advisory client for the provision of advisory services.

All Bahl & Gaynor financial professionals who meet their goals are eligible to participate in an equity program.

Full Legal Name:

Charles A. Pettengill

Born: 1961

Education

Colgate University; BA, Economics; 1984
University of Chicago; MBA; Finance; 1986

Business Experience

Bahl & Gaynor, Inc.; Chairman of the Board; from 4/2022 to current
Bahl & Gaynor, Inc.; Vice President, Senior Wealth Advisor; from 5/1/1997 to 4/2022

Designations

Charles A. Pettengill has earned the following designation and is in good standing with the granting authority.

CFA®; Institute of Chartered Financial Analyst; 9/1996

** Please see Minimum Qualifications Required below*

Disciplinary Information

Charles A. Pettengill has no reportable disciplinary history.

Other Business Activities**A. Investment Related Activities**

1. Charles A. Pettengill is not engaged in any other investment related activities.
2. Charles A. Pettengill does not receive commissions, bonuses or other compensation on the sale of securities or other investment products.

B. Non-Investment Related Activities

1. Charles A. Pettengill is not engaged in any other business or occupation that provides substantial compensation or involves a substantial amount of his time.

Additional Compensation

Charles A. Pettengill does not receive any economic benefit from a non-advisory client for the provision of advisory services.

All Bahl & Gaynor financial professionals who meet their goals are eligible to participate in an equity program.

Full Legal Name:

Eleanor K. Moffat

Born: 1956

Education

Princeton University; AB, History; 1978

John Hopkins University; MAS; Administrative Science; 1983

Business Experience

Bahl & Gaynor, Inc.; Senior Wealth Advisor; from 1/1/1999 to current

Designations

Eleanor K. Moffat has earned the following designation and is in good standing with the granting authority.

CFA®; Institute of Chartered Financial Analyst; 9/1988

** Please see Minimum Qualifications Required below*

Disciplinary Information

Eleanor K. Moffat has no reportable disciplinary history.

Other Business Activities**A. Investment Related Activities**

1. Eleanor K. Moffat is not engaged in any other investment related activities.
2. Eleanor K. Moffat does not receive commissions, bonuses or other compensation on the sale of securities or other investment products.

B. Non-Investment Related Activities

1. Eleanor K. Moffat is not engaged in any other business or occupation that provides substantial compensation or involves a substantial amount of his time.

Additional Compensation

Eleanor K. Moffat does not receive any economic benefit from a non-advisory client for the provision of advisory services.

All Bahl & Gaynor financial professionals who meet their goals are eligible to participate in an equity program.

Full Legal Name:

Scott D. Rodes

Born: 1962

Education

Vanderbilt University; BE, Mechanical Engineering; 1985

Xavier University; MBA; Business; 1987

Business Experience

Bahl & Gaynor, Inc.; Senior Wealth Advisor; from 6/1/2001 to current

Designations

Scott D. Rodes has earned the following designation and is in good standing with the granting authority.

CFA®; Institute of Chartered Financial Analyst; 9/1993

** Please see Minimum Qualifications Required below*

Disciplinary Information

Scott D. Rodes has no reportable disciplinary history.

Other Business Activities**A. Investment Related Activities**

1. Scott D. Rodes is not engaged in any other investment related activities.
2. Scott D. Rodes does not receive commissions, bonuses or other compensation on the sale of securities or other investment products.

B. Non-Investment Related Activities

1. Scott D. Rodes is not engaged in any other business or occupation that provides substantial compensation or involves a substantial amount of his time.

Additional Compensation

Scott D. Rodes does not receive any economic benefit from a non-advisory client for the provision of advisory services.

All Bahl & Gaynor financial professionals who meet their goals are eligible to participate in an equity program.

Full Legal Name:

Edward A. Woods

Born: 1966

Education

Wittenberg University; BA, Business Administration; 1989

University of Cincinnati, MBA, Finance; 1996

Business Experience

Bahl & Gaynor, Inc.; Director, Senior Wealth Advisor; from 9/1/2004 to current

Designations

Edward A. Woods has earned the following designation and is in good standing with the granting authority.

CFA®; Institute of Chartered Financial Analyst; 9/1996

** Please see Minimum Qualifications Required below*

Disciplinary Information

Edward A. Woods has no reportable disciplinary history.

Other Business Activities**A. Investment Related Activities**

1. Edward A. Woods is not engaged in any other investment related activities.
2. Edward A. Woods does not receive commissions, bonuses or other compensation on the sale of securities or other investment products.

B. Non-Investment Related Activities

1. Edward A. Woods is not engaged in any other business or occupation that provides substantial compensation or involves a substantial amount of his time.

Additional Compensation

Edward A. Woods does not receive any economic benefit from a non-advisory client for the provision of advisory services.

All Bahl & Gaynor financial professionals who meet their goals are eligible to participate in an equity program.

Full Legal Name:

John B. Schmitz

Born: 1960

Education

University of Cincinnati, BA, Finance and Real Estate; 1982

Business Experience

Bahl & Gaynor, Inc.; Director, Portfolio Manager; from 12/1/2005 to current

Designations

John B. Schmitz has earned the following designation and is in good standing with the granting authority.

CFA®; Institute of Chartered Financial Analyst; 9/1992

** Please see Minimum Qualifications Required below*

Disciplinary Information

John B. Schmitz has no reportable disciplinary history.

Other Business Activities**A. Investment Related Activities**

1. John B. Schmitz is not engaged in any other investment related activities.
2. John B. Schmitz does not receive commissions, bonuses or other compensation on the sale of securities or other investment products.

B. Non-Investment Related Activities

1. John B. Schmitz is not engaged in any other business or occupation that provides substantial compensation or involves a substantial amount of his time.

Additional Compensation

John B. Schmitz does not receive any economic benefit from a non-advisory client for the provision of advisory services.

All Bahl & Gaynor financial professionals who meet their goals are eligible to participate in an equity program.

Full Legal Name:

Ellis D. Hummel

Born: 1968

Education

Skidmore College, BA, Government; 1990

Business Experience

Bahl & Gaynor, Inc.; Director, Senior Wealth Advisor; from 2/1/2008 to current

Designations

Ellis D. Hummel has earned the following designation and is in good standing with the granting authority.

CFP®; College of Financial Planning™; 6/2002

** Please see Minimum Qualifications Required below*

Disciplinary Information

Ellis D. Hummel has no reportable disciplinary history.

Other Business Activities**A. Investment Related Activities**

1. Ellis D. Hummel is not engaged in any other investment related activities.
2. Ellis D. Hummel does not receive commissions, bonuses or other compensation on the sale of securities or other investment products.

B. Non-Investment Related Activities

1. Ellis D. Hummel is not engaged in any other business or occupation that provides substantial compensation or involves a substantial amount of his time.

Additional Compensation

Ellis D. Hummel does not receive any economic benefit from a non-advisory client for the provision of advisory services.

All Bahl & Gaynor financial professionals who meet their goals are eligible to participate in an equity program.

Full Legal Name:

Stephanie S. Thomas

Born: 1967

Education

Wittenberg University, BA, Economics; 1989

University of Notre Dame, MBA 1996

Business Experience

Bahl & Gaynor, Inc.; Institutional Client Managing Director, Portfolio Manager;
from 7/2/2012 to current

Designations

Stephanie S. Thomas has earned the following designation and is in good standing with the granting authority.

CFA®; Institute of Chartered Financial Analyst; 9/2001

** Please see Minimum Qualifications Required below*

Disciplinary Information

Stephanie S. Thomas has no reportable disciplinary history.

Other Business Activities**A. Investment Related Activities**

1. Stephanie S. Thomas is not engaged in any other investment related activities.
2. Stephanie S. Thomas does not receive commissions, bonuses or other compensation on the sale of securities or other investment products.

B. Non-Investment Related Activities

1. Stephanie S. Thomas is not engaged in any other business or occupation that provides substantial compensation or involves a substantial amount of his time.

Additional Compensation

Stephanie S. Thomas does not receive any economic benefit from a non-advisory client for the provision of advisory services.

All Bahl & Gaynor financial professionals who meet their goals are eligible to participate in an equity program.

Full Legal Name:

W. Jeff Bahl

Born: 1979

Education

Washington & Lee University, BSBA, Commerce; 2002

Business Experience

Bahl & Gaynor, Inc.; Director, Senior Wealth Advisor; from 5/1/2014 to current
Goldman Sachs, High Yield Trading; from 2008 to December 2013

Disciplinary Information

W. Jeff Bahl has no reportable disciplinary history.

Other Business Activities

A. Investment Related Activities

1. W. Jeff Bahl is not engaged in any other investment related activities.
2. W. Jeff Bahl does not receive commissions, bonuses or other compensation on the sale of securities or other investment products.

B. Non-Investment Related Activities

1. W. Jeff Bahl is not engaged in any other business or occupation that provides substantial compensation or involves a substantial amount of his time.

Additional Compensation

W. Jeff Bahl does not receive any economic benefit from a non-advisory client for the provision of advisory services.

All Bahl & Gaynor financial professionals who meet their goals are eligible to participate in an equity program.

Full Legal Name:

Christopher M. Rowane

Born: 1960

Education

Gannon University, BSBA, Finance; 1983

Gannon University, MBA, Finance; 1988

Business Experience

Bahl & Gaynor, Inc.; Senior Wealth Advisor; from 5/1/2014 to current

Designations

Christopher M. Rowane has earned the following designation and is in good standing with the granting authority.

CFA®; Institute of Chartered Financial Analyst; 9/1998

** Please see Minimum Qualifications Required below*

Disciplinary Information

Christopher M. Rowane has no reportable disciplinary history.

Other Business Activities**A. Investment Related Activities**

1. Christopher M. Rowane is not engaged in any other investment related activities.
2. Christopher M. Rowane does not receive commissions, bonuses or other compensation on the sale of securities or other investment products.

B. Non-Investment Related Activities

1. Christopher M. Rowane is not engaged in any other business or occupation that provides substantial compensation or involves a substantial amount of his time.

Additional Compensation

Christopher M. Rowane does not receive any economic benefit from a non-advisory client for the provision of advisory services.

All Bahl & Gaynor financial professionals who meet their goals are eligible to participate in an equity program.

Full Legal Name:

Nicholas W. Puncer

Born: 1987

Education

University of Cincinnati; BBA, Finance and Business Economics; 2010

Business Experience

Bahl & Gaynor, Inc.; Institutional Product Managing Director, Portfolio Manager;
from 5/1/2014 to current

Bahl & Gaynor, Inc.; Analyst; from 2010 to April 2014

Designations

Nicholas W. Puncer has earned the following designation and is in good standing with the granting authority.

CFA®; Institute of Chartered Financial Analyst; 9/2014

** Please see Minimum Qualifications Required below*

CFP®; College of Financial Planning™; 6/2014

** Please see Minimum Qualifications Required below*

Disciplinary Information

Nicholas W. Puncer has no reportable disciplinary history.

Other Business Activities**A. Investment Related Activities**

1. Nicholas W. Puncer is not engaged in any other investment related activities.
2. Nicholas W. Puncer does not receive commissions, bonuses or other compensation on the sale of securities or other investment products.

B. Non-Investment Related Activities

1. Nicholas W. Puncer is not engaged in any other business or occupation that provides substantial compensation or involves a substantial amount of his time.

Additional Compensation

Nicholas W. Puncer does not receive any economic benefit from a non-advisory client for the provision of advisory services.

All Bahl & Gaynor financial professionals who meet their goals are eligible to participate in an equity program.

Full Legal Name:

James E. Russell

Born: 1961

Education

Centre College of Kentucky, BS, Chemistry; 1983

Emory University, MBA, Finance; 1986

Business Experience

Bahl & Gaynor, Inc.; Portfolio Manager; from 10/27/2014 to current

Designations

James E. Russell has earned the following designation and is in good standing with the granting authority.

CFA®; Institute of Chartered Financial Analyst; 9/1992

** Please see Minimum Qualifications Required below*

Disciplinary Information

James E. Russell has no reportable disciplinary history.

Other Business Activities**A. Investment Related Activities**

1. James E. Russell is not engaged in any other investment related activities.
2. James E. Russell does not receive commissions, bonuses or other compensation on the sale of securities or other investment products.

B. Non-Investment Related Activities

1. James E. Russell is not engaged in any other business or occupation that provides substantial compensation or involves a substantial amount of his time.

Additional Compensation

James E. Russell does not receive any economic benefit from a non-advisory client for the provision of advisory services.

All Bahl & Gaynor financial professionals who meet their goals are eligible to participate in an equity program.

Full Legal Name:

Christopher J. Heekin

Born: 1970

Education

Duke University, BA, Economics; 1992

Darden School at University of Virginia, MBA, 1999

Business Experience

Bahl & Gaynor, Inc.; Wealth Management Managing Director, Senior Wealth Advisor; from 10/17/2016 to current

Designations

Christopher J. Heekin has earned the following designation and is in good standing with the granting authority.

CFP®; College of Financial Planning™; 7/2017

** Please see Minimum Qualifications Required below*

Disciplinary Information

Christopher J. Heekin has no reportable disciplinary history.

Other Business Activities**A. Investment Related Activities**

1. Christopher J. Heekin is not engaged in any other investment related activities.
2. Christopher J. Heekin does not receive commissions, bonuses or other compensation on the sale of securities or other investment products.

B. Non-Investment Related Activities

1. Christopher J. Heekin is not engaged in any other business or occupation that provides substantial compensation or involves a substantial amount of his time.

Additional Compensation

Christopher J. Heekin does not receive any economic benefit from a non-advisory client for the provision of advisory services.

All Bahl & Gaynor financial professionals who meet their goals are eligible to participate in an equity program.

Full Legal Name:

Steven N. Brown

Born: 1981

Education

University of Cincinnati; BA, Finance; 2004

Business Experience

Bahl & Gaynor, Inc.; Financial Planning Specialist; from 1/8/2018 to current
Huntington National Bank; Vice President and Wealth Advisor; from August 2011
to January 2018

Designations

Steven N. Brown has earned the following designation and is in good standing
with the granting authority.

CFP®; College of Financial Planning™; 3/2008

** Please see Minimum Qualifications Required below*

Disciplinary Information

Steven N. Brown has no reportable disciplinary history.

Other Business Activities**A. Investment Related Activities**

1. Steven N. Brown is not engaged in any other investment related activities.
2. Steven N. Brown does not receive commissions, bonuses or other compensation on the sale of securities or other investment products.

B. Non-Investment Related Activities

1. Steven N. Brown is not engaged in any other business or occupation that provides substantial compensation or involves a substantial amount of his time.

Additional Compensation

Steven N. Brown does not receive any economic benefit from a non-advisory client for the provision of advisory services.

All Bahl & Gaynor financial professionals who meet their goals are eligible to participate in an equity program.

Full Legal Name:

Samuel L. Koopman

Born: 1988

Education

Xavier University, BSBA, Finance; 2010

Business Experience

Bahl & Gaynor, Inc.; Senior Wealth Advisor; from 7/1/2018 to current
Bahl & Gaynor, Inc.; Wealth Advisor Analyst; from 6/15/2015 to 6/30/2018
United States Army, Company Executive Officer; from 1/1/2014 to 6/1/2015
United States Army, Brigade Medical Operations Officer; from 1/1/2013 –
12/31/2014

Designations

Samuel L. Koopman has earned the following designation and is in good standing with the granting authority.

CFP®; College of Financial Planning™; 5/2017

** **Please see Minimum Qualifications Required below*

Disciplinary Information

Samuel L. Koopman has no reportable disciplinary history.

Other Business Activities**A. Investment Related Activities**

1. Samuel L. Koopman is not engaged in any other investment related activities.
2. Samuel L. Koopman does not receive commissions, bonuses or other compensation on the sale of securities or other investment products.

B. Non-Investment Related Activities

1. Samuel L. Koopman is not engaged in any other business or occupation that provides substantial compensation or involves a substantial amount of his time.

Additional Compensation

Samuel L. Koopman does not receive any economic benefit from a non-advisory client for the provision of advisory services.

All Bahl & Gaynor financial professionals who meet their goals are eligible to participate in an equity program.

Full Legal Name:

Kevin T. Gade

Born: 1991

Education

University of Cincinnati; BBA, Finance & Business Economics; 2014

Business Experience

Bahl & Gaynor, Inc.; Chief Operating Officer & Portfolio Manager, from 4/2022 to current

Bahl & Gaynor, Inc.; Portfolio Manager, from 7/17/2018 to 4/2022

Bahl & Gaynor, Inc.; Portfolio Analyst, from 9/1/2016 to 7/11/2018

Designations

Kevin T. Gade has earned the following designation and is in good standing with the granting authority.

CFA®; Institute of Chartered Financial Analyst, 8/2017

** Please see Minimum Qualifications Required below*

CFP®; College of Financial Planning™; 3/2018

***Please see Minimum Qualifications Required below*

Disciplinary Information

Kevin T. Gade has no reportable disciplinary history.

Other Business Activities**A. Investment Related Activities**

1. Kevin T. Gade is not engaged in any other investment related activities.
2. Kevin T. Gade does not receive commissions, bonuses or other compensation on the sale of securities or other investment products.

B. Non-Investment Related Activities

1. Kevin T. Gade is not engaged in any other business or occupation that provides substantial compensation or involves a substantial amount of his time.

Additional Compensation

Kevin T. Gade does not receive any economic benefit from a non-advisory client for the provision of advisory services.

All Bahl & Gaynor financial professionals who meet their goals are eligible to participate in an equity program.

Full Legal Name:

Keith Herbert Rennekamp

Born: 1980

Education

The Ohio State University Fisher College of Business BSBA, Finance, 2002
Xavier University Williams College of Business MBA, Finance, 2007

Business Experience

Bahl & Gaynor, Inc.; Senior Wealth Advisor; from 5/29/2018 to current
Huntington Bank; Vice President, Senior Portfolio Manager; from September 2013 to May 2018

Designations

Keith Herbert Rennekamp has earned the following designation and is in good standing with the granting authority.

CFA®; Institute of Chartered Financial Analyst, 9/2009

** Please see Minimum Qualifications Required below*

CFP®; College of Financial Planning™; 4/2012

***Please see Minimum Qualifications Required below*

Disciplinary Information

Keith Herbert Rennekamp has no reportable disciplinary history.

Other Business Activities**A. Investment Related Activities**

1. Keith Herbert Rennekamp is not engaged in any other investment related activities.
2. Keith Herbert Rennekamp does not receive commissions, bonuses or other compensation on the sale of securities or other investment products.

B. Non-Investment Related Activities

1. Keith Herbert Rennekamp consults with the CFA Institute that results in approximately 120 hours of his time in a one-year cycle. The majority of that time is outside of normal business hours, and Mr. Rennekamp is paid a stipend for his consultation.

Additional Compensation

Keith Herbert Rennekamp does not receive any economic benefit from a non-advisory client for the provision of advisory services.

All Bahl & Gaynor financial professionals who meet their goals are eligible to participate in an equity program.

Full Legal Name:

Peter Michael Kwiatkowski

Born: 1969

Education

California State University at Long Beach BS, Finance, Real Estate, & Law 1999

Business Experience

Bahl & Gaynor, Inc.; Chief Investment Officer, Portfolio Manager; from 4/2022 to current

Bahl & Gaynor, Inc.; Portfolio Manager; from 1/14/2019 to 4/2022

ClearArc Capital, in multiple positions most recently as Director, Growth & Income Strategies from 11/2002 to 12/2018

Designations

Peter Michael Kwiatkowski has earned the following designation and is in good standing with the granting authority.

CFA®; Institute of Chartered Financial Analyst, 9/2002

** Please see Minimum Qualifications Required below*

Disciplinary Information

Peter Michael Kwiatkowski has no reportable disciplinary history.

Other Business Activities**A. Investment Related Activities**

1. Peter Michael Kwiatkowski is not engaged in any other investment related activities.
2. Peter Michael Kwiatkowski does not receive commissions, bonuses or other compensation on the sale of securities or other investment products.

B. Non-Investment Related Activities

1. Peter Michael Kwiatkowski is not engaged in any other business or occupation that provides substantial compensation or involves a substantial amount of his time.

Additional Compensation

Peter Michael Kwiatkowski does not receive any economic benefit from a non-advisory client for the provision of advisory services.

All Bahl & Gaynor financial professionals who meet their goals are eligible to participate in an equity program.

Full Legal Name:

John Eric Strange

Born: 1973

Education

Georgetown College, BS, Accounting, 1996

Business Experience

Bahl & Gaynor, Inc.; Senior Wealth Advisor; from 4/15/2019 to current
Fifth Third Private Bank; Vice President, Senior Portfolio Manager; from July 2016 to February 2019

Designations

John Eric Strange has earned the following designation and is in good standing with the granting authority.

CFA®; Institute of Chartered Financial Analyst, 9/2002

** Please see Minimum Qualifications Required below*

Disciplinary Information

John Eric Strange has no reportable disciplinary history.

Other Business Activities**A. Investment Related Activities**

1. John Eric Strange is not engaged in any other investment related activities.
2. John Eric Strange does not receive commissions, bonuses or other compensation on the sale of securities or other investment products.

B. Non-Investment Related Activities

1. John Eric Strange is not engaged in any other business or occupation that provides substantial compensation or involves a substantial amount of his time.

Additional Compensation

John Eric Strange does not receive any economic benefit from a non-advisory client for the provision of advisory services.

All Bahl & Gaynor financial professionals who meet their goals are eligible to participate in an equity program.

Full Legal Name:

Robert Scott Groenke

Born: 1983

Education

University of Michigan, BA, Economics, 2005

University of Chicago, MBA, 2012

Business Experience

Bahl & Gaynor, Inc.; Chief Executive Officer & President, Portfolio Manager; from 4/2022 to current

Bahl & Gaynor, Inc.; Portfolio Manager; from 12/16/2019 to 4/2022

Franklin Templeton, Vice President & Research Analyst; from 2018 to December 2019

Franklin Templeton, Research Analyst; from August 2012 to 2018

Disciplinary Information

Robert Scott Groenke has no reportable disciplinary history.

Other Business Activities**A. Investment Related Activities**

1. Robert Scott Groenke is not engaged in any other investment related activities.
2. Robert Scott Groenke does not receive commissions, bonuses or other compensation on the sale of securities or other investment products.

B. Non-Investment Related Activities

1. Robert Scott Groenke is not engaged in any other business or occupation that provides substantial compensation or involves a substantial amount of his time.

Additional Compensation

Robert Scott Groenke does not receive any economic benefit from a non-advisory client for the provision of advisory services.

All Bahl & Gaynor financial professionals who meet their goals are eligible to participate in an equity program.

Full Legal Name:

Maura Anne Kelly

Born: 1980

Education

University of Dayton, BSBA, Finance (major) & Accounting (minor), 2002

Business Experience

Bahl & Gaynor, Inc.; Senior Wealth Advisor; from 3/30/2020 to current
US Bank; Senior Vice President, Senior Portfolio Manager; from May 2017 to
March 2020

Fifth Third Bank; Vice President, Senior Portfolio Manager; from December 2012
to May 2017

Designations

Maura Anne Kelly has earned the following designation and is in good standing
with the granting authority.

CFP®; College of Financial Planning™; Xavier University, 2/2008

**Please see Minimum Qualifications Required below*

Disciplinary Information

Maura Anne Kelly has no reportable disciplinary history.

Other Business Activities**A. Investment Related Activities**

1. Maura Anne Kelly is not engaged in any other investment related activities.
2. Maura Anne Kelly does not receive commissions, bonuses or other compensation on the sale of securities or other investment products.

B. Non-Investment Related Activities

1. Maura Anne Kelly is not engaged in any other business or occupation that provides substantial compensation or involves a substantial amount of his time.

Additional Compensation

Maura Anne Kelly does not receive any economic benefit from a non-advisory client for the provision of advisory services.

All Bahl & Gaynor financial professionals who meet their goals are eligible to participate in an equity program.

Full Legal Name:

Andrew Hagedorn

Born: 1976

Education

University of Kentucky BSBA, Management and Economics, 1998

Business Experience

Bahl & Gaynor, Inc.; Senior Wealth Advisor; from 10/4/2021 to current
Huntington Bank; Senior Vice President & National Portfolio Manager Executive;
from 12/2001 to 9/2021

Disciplinary Information

Andrew Hagedorn has no reportable disciplinary history.

Other Business Activities**A. Investment Related Activities**

1. Andrew Hagedorn is not engaged in any other investment related activities.
2. Andrew Hagedorn does not receive commissions, bonuses or other compensation on the sale of securities or other investment products.

B. Non-Investment Related Activities

1. Andrew Hagedorn is not engaged in any other business or occupation that provides substantial compensation or involves a substantial amount of his time.

Additional Compensation

Andrew Hagedorn does not receive any economic benefit from a non-advisory client for the provision of advisory services.

All Bahl & Gaynor financial professionals who meet their goals are eligible to participate in an equity program.

Full Legal Name:

Ian Thomas Owens

Born: 1993

Education

University of Cincinnati, BBA, Finance; 2017

Business Experience

Bahl & Gaynor, Inc.; Associate Portfolio Manager, from 5/2023 to current

Bahl & Gaynor, Inc.; Portfolio Analyst, from 8/14/2017 to 5/2023

Designations

Ian Thomas Owens has earned the following designation and is in good standing with the granting authority.

Chartered Financial Analyst®, CFA Institute, 11/2021

** Please see Minimum Qualifications Required below*

Disciplinary Information

Ian Thomas Owens has no reportable disciplinary history.

Other Business Activities**A. Investment Related Activities**

1. Ian Thomas Owens is not engaged in any other investment related activities.
2. Ian Thomas Owens does not receive commissions, bonuses or other compensation on the sale of securities or other investment products.

B. Non-Investment Related Activities

1. Ian Thomas Owens is not engaged in any other business or occupation that provides substantial compensation or involves a substantial amount of his time.

Additional Compensation

Ian Thomas Owens does not receive any economic benefit from a non-advisory client for the provision of advisory services.

All Bahl & Gaynor financial professionals who meet their goals are eligible to participate in an equity program.

Full Legal Name:

Eric James Zins

Born: 1995

Education

University of Cincinnati College of Business BBA, Finance; 2018

Business Experience

Bahl & Gaynor, Inc.; Associate Portfolio Manager, from 5/2023 to current

Bahl & Gaynor, Inc.; Portfolio Analyst; from 8/20/2018 to 5/2023

Designations

Eric James Zins has earned the following designation and is in good standing with the granting authority.

Chartered Financial Analyst®, CFA Institute, 2/2021

** Please see Minimum Qualifications Required below*

Disciplinary Information

Eric James Zins has no reportable disciplinary history.

Other Business Activities**A. Investment Related Activities**

1. Eric James Zins is not engaged in any other investment related activities.
2. Eric James Zins does not receive commissions, bonuses or other compensation on the sale of securities or other investment products.

B. Non-Investment Related Activities

1. Eric James Zins is not engaged in any other business or occupation that provides substantial compensation or involves a substantial amount of his time.

Additional Compensation

Eric James Zins does not receive any economic benefit from a non-advisory client for the provision of advisory services.

All Bahl & Gaynor financial professionals who meet their goals are eligible to participate in an equity program.

Full Legal Name:

Matthew John Carroll

Born: 1997

Education

Xavier University Williams College of Business BSBA, Finance, 2020

Business Experience

Bahl & Gaynor, Inc.; Wealth Management Analyst; from 8/17/2020 to current
Prior to 8/2022 Matthew John Carroll was a student at Xavier University

Designations

Matthew John Carroll has earned the following designation and is in good standing with the granting authority.

CFP®; College of Financial Planning™; 3/2022

** Please see Minimum Qualifications Required below*

Disciplinary Information

Matthew John Carroll has no reportable disciplinary history.

Other Business Activities**A. Investment Related Activities**

1. Matthew John Carroll is not engaged in any other investment related activities.
2. Matthew John Carroll does not receive commissions, bonuses or other compensation on the sale of securities or other investment products.

B. Non-Investment Related Activities

1. Matthew John Carroll is not engaged in any other business or occupation that provides substantial compensation or involves a substantial amount of his time.

Additional Compensation

Matthew John Carroll does not receive any economic benefit from a non-advisory client for the provision of advisory services.

All Bahl & Gaynor financial professionals who meet their goals are eligible to participate in an equity program.

Full Legal Name:

Kelsey Marie Flannery

Born: 1995

Education

University of Kentucky Gatton College of Business BBA, Finance 2016

Business Experience

Bahl & Gaynor, Inc.; Wealth Management Analyst; from 8/26/2021 to current
Huntington National Bank; Portfolio Manager; from 9/2017 to 8/2021

Designations

Kelsey Marie Flannery has earned the following designation and is in good standing with the granting authority.

CFP®; College of Financial Planning™; 8/2022

** Please see Minimum Qualifications Required below*

Disciplinary Information

Kelsey Marie Flannery has no reportable disciplinary history.

Other Business Activities**A. Investment Related Activities**

1. Kelsey Marie Flannery is not engaged in any other investment related activities.
2. Kelsey Marie Flannery does not receive commissions, bonuses or other compensation on the sale of securities or other investment products.

B. Non-Investment Related Activities

1. Kelsey Marie Flannery is not engaged in any other business or occupation that provides substantial compensation or involves a substantial amount of her time.

Additional Compensation

Kelsey Marie Flannery does not receive any economic benefit from a non-advisory client for the provision of advisory services.

All Bahl & Gaynor financial professionals who meet their goals are eligible to participate in an equity program.

Full Legal Name:

Michael Murray Del Prince

Born: 1990

Education

Centre College, BA, Economics, 2013

University of Cincinnati, MS, Taxation, 2022

Business Experience

Bahl & Gaynor, Inc.; Wealth Advisor; from 2/2023 to present

Bahl & Gaynor, Inc.; Senior Wealth Management Analyst; from 2/14/2022 to 2/2023

Nationwide Financial; Territory Manager; from January 2017 to February 2022

Designations

Michael Murray Del Prince has earned the following designation and is in good standing with the granting authority.

CFP®; College of Financial Planning™; 12/2016

** Please see Minimum Qualifications Required below*

CLU®; Charter Life Underwriter ®; 8/2018

****Please see Minimum Qualifications Required below*

Disciplinary Information

Michael Murray Del Prince has no reportable disciplinary history.

Other Business Activities**A. Investment Related Activities**

1. Michael Murray Del Prince is not engaged in any other investment related activities.

2. Michael Murray Del Prince does not receive commissions, bonuses or other compensation on the sale of securities or other investment products.

B. Non-Investment Related Activities

1. Michael Murray Del Prince is not engaged in any other business or occupation that provides substantial compensation or involves a substantial amount of her time.

Additional Compensation

Michael Murray Del Prince does not receive any economic benefit from a non-advisory client for the provision of advisory services.

All Bahl & Gaynor financial professionals who meet their goals are eligible to participate in an equity program.

Full Legal Name:

Christian Roberts Wing

Born: 1974

Education

University of Cincinnati BA, Communications 1997

Business Experience

Bahl & Gaynor, Inc.; Senior Wealth Advisor; from 2/03/2023 to current
Huntington National Bank: from June 2010 to January 2023

Disciplinary Information

Christian Roberts Wing has no reportable disciplinary history.

Other Business Activities

A. Investment Related Activities

1. Christian Roberts Wing is not engaged in any other investment related activities.
2. Christian Roberts Wing does not receive commissions, bonuses or other compensation on the sale of securities or other investment products.

B. Non-Investment Related Activities

1. Christian Roberts Wing is not engaged in any other business or occupation that provides substantial compensation or involves a substantial amount of her time.

Additional Compensation

Christian Roberts Wing will be compensated on new net assets engaged by his efforts.

All Bahl & Gaynor financial professionals who meet their goals are eligible to participate in an equity program.

Full Legal Name:

Grant Emerson Cooper

Born: 1987

Education

Miami University, BS, Finance, 2009
University of Cincinnati, MS, Finance, 2015

Business Experience

Bahl & Gaynor, Inc.; Wealth Advisor; from 10/31/2022 to current
US Bank Private Wealth Management, Portfolio Manager and Vice President;
from May 2018 to October 2023
Johnson Investment Counsel; Portfolio Manager Assistant, from May 2015 to May 2018

Designations

Grant Emerson Cooper has earned the following designation and is in good standing with the granting authority.

CFA®; Institute of Chartered Financial Analyst, 9/2019

** Please see Minimum Qualifications Required below*

CFP®; College of Financial Planning™; 3/2020

***Please see Minimum Qualifications Required below*

Disciplinary Information

Grant Emerson Cooper has no reportable disciplinary history.

Other Business Activities

A. Investment Related Activities

1. Grant Emerson Cooper is not engaged in any other investment related activities.
2. Grant Emerson Cooper does not receive commissions, bonuses or other compensation on the sale of securities or other investment products.

B. Non-Investment Related Activities

1. Grant Emerson Cooper is not engaged in any other business or occupation that provides substantial compensation or involves a substantial amount of his time.

Additional Compensation

Grant Emerson Cooper will be compensated on new net assets engaged by his efforts.

All Bahl & Gaynor financial professionals who meet their goals are eligible to participate in an equity program.

Full Legal Name:

Christopher Anthony Guy

Born: 1999

Education

University of Cincinnati College of Business BBA, Finance, 2022

Business Experience

Bahl & Gaynor, Inc.; Wealth Management Analyst; from 08/15/2022 to current
Prior to 8/2022 Chris Anthony Guy was a student at University of Cincinnati

Disciplinary Information

Christopher Anthony Guy has no reportable disciplinary history.

Other Business Activities**A. Investment Related Activities**

1. Christopher Anthony Guy is not engaged in any other investment related activities.
2. Christopher Anthony Guy does not receive commissions, bonuses or other compensation on the sale of securities or other investment products.

B. Non-Investment Related Activities

1. Christopher Anthony Guy is not engaged in any other business or occupation that provides substantial compensation or involves a substantial amount of his time.

Additional Compensation

Christopher Anthony Guy does not receive any economic benefit from a non-advisory client for the provision of advisory services.

All Bahl & Gaynor financial professionals who meet their goals are eligible to participate in an equity program.

Full Legal Name:

Derrick Kihembo

Born: 1994

Education

The Johns Hopkins University B.S., Economics 2016

Business Experience

Bahl & Gaynor, Inc.; Associate Portfolio Manager & Senior Trader; from 6/01/2018 to current

Designations

Derrick Kihembo has earned the following designation and is in good standing with the granting authority.

Chartered Financial Analyst®, CFA Institute, 02/2022

** Please see Minimum Qualifications Required below*

Disciplinary Information

Derrick Kihembo has no reportable disciplinary history.

Other Business Activities**A. Investment Related Activities**

1. Derrick Kihembo is not engaged in any other investment-related activities.
2. Derrick Kihembo does not receive commissions, bonuses or other compensation on the sale of securities or other investment products.

B. Non-Investment Related Activities

1. Derrick Kihembo is not engaged in any other business or occupation that provides substantial compensation or involves a substantial amount of his time.

Additional Compensation

Derrick Kihembo does not receive any economic benefit from a non-advisory client for the provision of advisory services.

All Bahl & Gaynor financial professionals who meet their goals are eligible to participate in an equity program.

Supervision of Firm

Supervisor & Title: Robert S. Groenke, Chief Executive Officer & President
Phone Number: 513-287-6100

Robert S. Groenke supervise the company and business practices of B&G. Jenelle M. Armstrong manages any staff related issues and Tita A. Rogers, IACCP® **** manages the Code of Ethics, Investment Policies, Review Process, Conflicts, and Assessing Risks. Mrs. Armstrong and Mrs. Rogers report any concerns or risk to Robert S. Groenke as he has the supervision role for all Investment and Executive employees.

Above Business Experience is for the most recent 5 years.

*** CFA - Minimum Qualifications Required**

The CHARTERED FINANCIAL ANALYST, CFA® charter is a professional designation established in 1962 and awarded by CFA Institute. To earn the CFA charter, candidates must pass three sequential, six-hour examinations over two to four years. The three levels of the CFA Program test a wide range of investment topics, including ethical and professional standards, fixed-income analysis, alternative and derivative investments, and portfolio management and wealth planning. In addition, CFA charter holders must have at least four years of acceptable professional experience in the investment decision-making process and must commit to abide by, and annually reaffirm, their adherence to the CFA Institute Code of Ethics and Standards of Professional Conduct.

**** CFP - Minimum Qualifications Required**

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.

***** CLU - Minimum Qualifications Required**

The CHARTER LIFE UNDERWRITER®, CLU® is a financial professional with extensive knowledge of life insurance. The American College of Financial Services is an accredited non-profit educational institution founded in 1927. It has the highest level of educational accreditation—regional accreditation—through the Middle States Commission on Higher Education. The college has a full-time faculty of industry experts and is one of the leading educators of financial professionals in the United States.

To earn the CLU, individuals must complete five core courses plus three elective courses and pass eight 100-question, two-hour examinations. Required course titles include Fundamentals of Insurance Planning, Individual Life Insurance, Life Insurance Law, Fundamentals of Estate Planning and Planning for Business Owners and Professionals.¹ Other course topics include financial planning, health insurance, income taxation, group benefits, investments, and retirement planning.

A Chartered Life Underwriter must adhere to The American College of Financial Services' Code of Ethics, which includes the following professional pledge:

"I shall, in light of all conditions surrounding those I serve, which I shall make every conscientious effort to ascertain and understand, render that service which, in the same circumstances, I would apply to myself."

Furthermore, maintaining the designation requires 30 hours of continuing education every two years, and the designation may be removed for unethical conduct through the certification committee of The American College's Board of Trustees.

*****IACCP – Minimum Qualifications Required**

INVESTMENT ADVISOR CERTIFIED COMPLIANCE PROFESSIONAL, IACCP® The first industry designation of its kind, the Investment Adviser Certified Compliance Professional (IACCP®), was developed by the Center for Compliance Professionals, the education and professional development division of National Regulatory Services (NRS), a resource closely in tune with the changing complexity of the financial securities compliance profession and provider of compliance education for over 20 years.

The IACCP® is awarded to knowledgeable, experienced individuals who complete an instructor-led program of face-to-face and online study, pass a certifying examination, and meet work experience, ethics and continuing education requirements. The designation signifies knowledge of investment adviser regulation and compliance best practice, and adherence to national recognized professional standards and ethical leadership.

Exhaustive certification and course development, together with expert instructors and facilitators from the compliance, legal, regulatory, industry, and academic sectors, help ensure that individuals earning the IACCP® designation have been trained, tested and certified to meet high industry professional standards.

IACCP® is a certification owned by the Investment Adviser Compliance Certificate Program®. This certification is awarded to individuals who successfully complete the program's initial and ongoing certification requirements.