



STILES FINANCIAL SERVICES
I N C O R P O R A T E D

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March 2024

**Form ADV 2A and 2Bs for
Corporate Retirement Plan
Consulting Services**

This Brochure provides information about the qualifications and business practices of Stiles Financial Services Incorporated (SFSI). If you have any questions about the contents of this Brochure, please contact us at info@stilesfinancial.com or 952-988-0452. 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 SFSI is also available on the SEC's website at www.adviserinfo.sec.gov. To access this information, you can make an inquiry using our name or our CRD number, which is 117023. Registration of an Investment Adviser does not imply any level of skill or training.

Item 2 – Material Changes

Since the date of Stiles Financial Services Incorporated's (SFSI) last annual Brochure in March of 2023, there have been the following material changes to our business and service offerings:

- SFSI has updated our fee structure (Item 5).

SFSI will provide our clients with a new Brochure as necessary based on changes or new information, at any time, without charge. Currently, our Brochures may be requested by contacting us at 952-988-0452 or info@stilesfinancial.com.

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Item 4 – Advisory Business

SFSI, established in 2000, is wholly owned and managed by Susan M. Stiles and has \$27,567,772.84 of ERISA Section 3(38) contracts and \$668,261,262.33 of ERISA Section 3(21) contracts as assets under advisement as of December 30, 2023. SFSI provides (i) Corporate Retirement Plan Consulting Services for defined contribution and defined benefit plans, both qualified and non-qualified and (ii) prepares and delivers individual Financial Plan Consulting Services. As of December 30, 2023, SFSI has \$369,340,457.00 assets under management in our Portfolio Management advisory service offered through SFSI's wrap program. Please reference the Brochures specific to individual financial planning and our SFSI wrap program for additional information on those services.

Corporate Retirement Plan Consulting Services

SFSI's Corporate Retirement Plan Consulting Services provide fiduciary consulting, investment monitoring and Plan oversight through the delivery of a process-driven implementation of fiduciary and industry best practices for the Plan Sponsor. Typically, this is accomplished through the investment or benefits committee and or the trustee(s). These services often include:

- Performance monitoring, analysis and benchmarking,
- Investment screening, reporting and asset class review,
- Extensive fee analysis, disclosure, negotiating and benchmarking,
- Plan benchmarking,
- Vendor search including conversion services,
- Vendor service negotiation,
- Guidance and fiduciary education on formalization of the investment committee and implementation of an investment policy statement,
- Participant education services, along with development and monitoring of risk-based asset class managed strategy portfolios and, in some cases, with age banded glide paths.

Ongoing services will generally include a self-assessment of plan operations review, 404(c) compliance review, fiduciary audit file annual checklist and implementation and documentation of industry best practices and procedures. Participant services can include group-based education seminars and one on one personalized meetings in person, over the phone or through webinars. SFSI will generally accept fiduciary responsibility either under ERISA 3(21) or 3(38). SFSI will often coordinate with other professionals including attorneys, actuaries, accountants, and plan vendors.

A wrap fee program is an investment program wherein the investor pays one stated fee that includes management fees, transaction costs, and certain other administrative fees. SFSI does not participate in a wrap fee program for its Corporate Retirement Plan Consulting Services.

SFSI offers the same suite of services to all of its clients. However, specific client investment strategies and their implementation are dependent upon the client Investment Policy Statement which outlines each client's current situation (income, tax levels, and risk tolerance levels). Clients may impose restrictions in investing in certain securities or types of securities in accordance with their values or beliefs. However, if the restrictions prevent SFSI from properly servicing the client account, or if the restrictions would require SFSI to deviate from its standard suite of services, SFSI reserves the right to end the relationship.

Item 5 – Fees and Compensation

Corporate Retirement Plan Consulting Services

There are two distinct ways to engage SFSI for Corporate Retirement Plan Consulting; (i) through an ongoing regular fiduciary advisory and consulting engagement and/or (ii) for project-related services. Examples of project-related work might include requests for proposal (RFP) vendor and advisor searches, Plan conversion quarterbacking to a new platform, fund menu analysis and redesign, fee benchmarking and restructuring including vendor renegotiation, Plan design consultation and new Plan startup planning strategy and guidance, and employee financial planning workshops and seminars. Generally, the

Corporate Retirement Plan Consulting fee is established by considering the size of the plan in assets and the number of participants, asset flow, the number of company plans, the complexity and breadth of the services being rendered and the extent of the engagement and required services. In addition, fees can vary based on the extent and level of SFSI's fiduciary status in relation to the Plan under ERISA 3(21) and 3(38).

As full compensation for its services, SFSI receives a negotiated fee, which may be based on a percentage of assets under advisory management, a fixed fee, a hybrid fee that includes a portion based on percentage of assets under management and a portion that is a flat fee, and under specific circumstances an hourly rate. The maximum fee Stiles Financial will charge is a flat fee of 1.15% of the plan's assets under management. Fees can be paid by the Plan Sponsor, the Plan or a combination. The specific manner in which fees are charged by SFSI is established in a client's written agreement with SFSI. Generally, Retirement Plan Consulting fees are billed on a quarterly basis in advance and in some circumstances in arrears each calendar quarter, as specified by agreement.

SFSI's fees are separate and distinct from all other fees that may be charged to operate and administer a Plan. Examples of other fees that Plans may incur custodial fees, trustee fees, recordkeeping and operational fees charged by the vendor and third-party administrative fees, legal fees, audit fees, and investment management fees. All operational and administrative fees are completely separate from and in addition to SFSI's advisory and consulting fee. In some cases, the Plan Sponsor pays the fees directly to the service provider which may include SFSI. In other cases, the Plan pays the provider fees from Plan assets which essentially means the participants bear the cost of maintaining the Plan. In some cases, fees are paid utilizing a combination of both approaches. Part of SFSI's consulting services is to educate the Plan Sponsor on the fees incurred, disclose the fees and help determine the reasonableness of the fees by conducting thoughtful discussion around how the fees should be paid.

For ongoing engagements, fees are typically charged quarterly in advance on an ongoing basis. For one-time projects, 50% of the fee is charged up-front. This upfront fee is refundable

only up to the unearned services provided by SFSI. If the project is cancelled prior to completion, the client will be issued a refund of unearned fees within 30 days of cancellation. The remainder of the fee is due upon completion of the project. The maximum dollar amount charged is a total of \$100,000. Additionally, a fee ranging from \$200 to \$500 per hour can be charged for special activities and projects. All fees are determined in advance and prior to signing the agreement. In no event will SFSI charge fees of \$1,200 or more, six months or more, in advance.

The agreement continues until it is terminated by either party by giving written notice to the other, which can be received in email form. SFSI prepares client-specific bills following the terms in the signed agreement and mails and or emails the bill directly to the client for payment. Advisory fees paid in advance would be pro-rated and refunded to the client for unearned services within 60 days, as outlined in the advisory agreement.

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

SFSI does not charge any performance-based fees (fees based on a share of capital gains on or capital appreciation of the assets of a client) or side-by-side management fees (where competing fee arrangements may create a conflict in the advisory services offered to clients).

Item 7 – Types of Clients

SFSI offers retirement plan consulting to defined contribution and defined benefit plans, both qualified and non-qualified. In this arrangement, the client is the Plan Sponsor and the Plan.

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

SFSI provides retirement plan investment committees and plan fiduciaries guidance and advice on the selection of the investment fund menu options available to employee plan participants. SFSI delivers insight into investment principles and practices that strives to be educational and informative, considering market and performance fluctuations. An appropriate plan menu will offer investment options that will meet the different time frames, risk profiles, and goals of a company's employee base. SFSI's investment analysis applies fundamental analytics with a qualitative overlay that encompasses diversification, asset allocation, and risk management. SFSI utilizes a combination of technology, research, and experience, to search the universe of available managers, mutual funds, collective trusts, investments and securities considering areas such as:

- Overall returns, return consistency, expected returns and risk-adjusted returns
- Peer group comparisons and manager history, including investment objectives, philosophy, guidelines and expense ratios
- Index and benchmark performance standards

A plan menu offering considers sectors relative to benchmarks and industries. Investing in securities involves risk of loss that Plans must understand and be prepared to bear. Recommended investment strategies that are offered through the plan menu accommodate investor's various time frames, goals, and risk tolerance levels. Securities recommended for these plans will be made up of pooled investments, also known as Mutual Funds, and collective Investment Trusts. Within these funds, assets can range from money market funds, bond funds, equity funds, commodity funds, and stable value funds.

Long-term investing is designed to capture market rates of both return and risk. Due to its

nature, the long-term investment strategy can expose clients to various types of risk that will typically surface at various intervals during the time the client owns the investments. These risks include but are not limited to inflation (purchasing power) risk, interest rate risk, economic risk, market risk, and political/regulatory risk.

Item 9 – Disciplinary Information

Registered investment advisers are required to disclose all material facts regarding any legal or disciplinary events that would be material to the client’s evaluation of SFSI or the integrity of the firm’s management. SFSI has no information applicable to this Item.

Item 10 – Other Financial Industry Activities and Affiliations

Neither SFSI nor its representatives are registered as, or have pending applications to become, a broker/dealer, Futures Commission Merchant, Commodity Pool Operator, or Commodity Trading Advisor or an associated person of the foregoing entities.

SFSI employees that are properly insurance licensed may sell insurance products to clients to execute an overall financial plan. Some of the products may pay a commission that will be disclosed and paid to SFSI. If an insurance product carrier offers a fee-based product alternative, SFSI will generally recommend such a product that will fall under the umbrella of the wrap fee program. Clients are under no obligation to purchase insurance products through SFSI. Insurance products do not fall under the asset-based management fee or the program fee.

SFSI may direct clients to third-party investment advisers and will be compensated via a fee share from the advisers to which it directs those clients and thus any conflict of interest is mitigated. SFSI will always act in the best interests of the client, including when determining which third-party investment adviser to recommend to clients.

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

SFSI has adopted a Code of Ethics for all employees describing its high standard of business conduct, and our fiduciary duty to clients. SFSI acknowledges the fiduciary duty that is our responsibility according to both the Advisers Act, as well as the more recent DOL Fiduciary Rule. The Code of Ethics includes provisions relating to the confidentiality of client information, a prohibition on insider trading, a prohibition of rumor mongering, restrictions on the acceptance of significant gifts and the reporting of certain gifts and business entertainment items, and personal securities trading procedures, among other things. All supervised persons at SFSI must acknowledge the terms of the Code of Ethics annually, or as amended.

SFSI anticipates that, in appropriate circumstances, it will cause accounts over which SFSI has advisement authority to effect and will recommend to investment advisory clients or prospective clients, the purchase or sale of securities in which SFSI clients or employees, directly or indirectly, have a position of interest. SFSI employees are required to follow SFSI's Code of Ethics. Subject to satisfying this policy and applicable laws, employees of SFSI may trade for their own accounts in securities which are recommended to SFSI clients. The Code of Ethics is designed to assure that the personal securities transactions, activities, and interests of advisory employees 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 employees to invest for their own accounts. Under the Code certain classes of securities have been designated as exempt transactions, based upon a determination that these would materially not interfere with the best interests of clients. Nonetheless, because the Code of Ethics in some circumstances would permit employees to invest in the same securities as clients, there is a possibility that employees might benefit from market activity by a Plan or client in a security held by an employee. Employee trading is monitored to reasonably prevent conflicts of interest between SFSI and its clients.

Clients or prospective clients may request a copy of the firm's Code of Ethics by contacting us at 952-988-0452 or info@stilesfinancial.com.

Item 12 – Brokerage Practices

A discussion of Brokerage Practices is not relevant to SFSI's Corporate Retirement Plan Consulting Services. A few examples of SFSI's responsibilities regarding brokerage practices is as follows. We would discuss with the plan sponsor client if offering a brokerage account option to participants is appropriate for the overall strategy of the plan. Do the employees understand the risks they take by having those accounts? Is it a workforce who has the sophistication and understanding of how to navigate and manage a self-directed brokerage account? Is the platform reasonably priced?

Item 13 – Review of Accounts

For Corporate Retirement Plan Consulting Services, SFSI employs a best-practices fiduciary process in developing and presenting Plan reviews that are delivered quarterly, semi-annually or annually. SFSI's fiduciary plan reviews follow a standardized format that is outlined in the agreement entered with the Plan Sponsor. These review reports include thorough investment analysis and monitoring, fee disclosure and benchmarking, economic and financial market commentary, and an overview of plan statistics, data, and information regarding management of the Plan. These review reports are presented to the Retirement Plan Committee representing the Plan Sponsor. SFSI follows a fiduciary best practices model in developing and presenting formal Plan reviews.

Item 14 – Client Referrals and Other Compensation

SFSI may, via written arrangement, retain third parties to act as promoters for SFSI's investment management services. All compensation with respect to the foregoing will be fully disclosed to each client to the extent required by applicable law. SFSI will ensure each promoter is properly registered in all appropriate jurisdictions, if required. All such referral activities will be conducted in accordance with Rule 206(4)-1 under the Advisers Act, where applicable.

SFSI receives marketing assistance from some vendors. This creates a conflict because occasionally vendors will contribute financially to offset certain costs associated with some marketing activities. This conflict is mitigated because SFSI will always place the interests of clients ahead of its own or any IAR's interests.

Item 15 – Custody

Investment advisers are deemed to have custody if they hold, directly or indirectly, client funds or securities, or have any authority to obtain possession of them. Qualified custodians are banks, trust companies, and registered broker-dealers which maintain client funds and securities in separate accounts for each client under that client's name, or in accounts that contain only client funds and securities under the name of the investment adviser as agent or trustee for the clients. SFSI will not have custody nor act as a trustee of client funds or securities.

For Corporate Retirement Plan Consulting, SFSI does not have custody but develops Plan or client reports and periodic reviews from the information provided by custodians and/or broker-dealers. SFSI urges all clients to carefully and regularly review official custodial records and statements.

Item 16 – Investment Discretion

SFSI contractually receives discretionary authority. With discretionary authority, SFSI will have authorization to execute investment decisions without prior approval from the Plan. This is known as a Section 3(38) investment manager. Alternatively, SFSI may be contracted in a co-fiduciary status where the Plan Sponsor/Trustee retains ultimate decision-making authority for the investments in a Plan and may accept or reject the recommendations provided by SFSI. This is known as a Section 3(21) investment manager. In both cases, an investment policy statement is generally executed and approved by the Retirement Plan Benefits Committee and provided to SFSI.

Item 17 – Voting Client Securities

SFSI does not vote proxies. Clients will receive proxies directly from the issuer of the security or the custodian and should direct all proxy questions to the issuer of the security.

Item 18 – Financial Information

Registered investment advisers are required in this Item to provide the client with certain financial information or disclosures about their respective Firm's financial condition. SFSI has no financial commitment that impairs its ability to meet contractual and fiduciary commitments to clients and has not been the subject of a bankruptcy proceeding.

Biography Supplement – Form ADV Part 2B for Susan M. Stiles, born 1959

Education and Professional Designations

Susan M. Stiles graduated from Cornell University, Johnson School of Management with a MBA in Finance and Accounting in 1991 and from Cornell University, School of Hotel Administration with a BS in 1981.

Ms. Stiles attained her CFP® (Certified Financial Planner) designation in 1997. This is a certification awarded by the Certified Financial Plan Board of Standards. To earn the CFP® certification, candidates must: (1) have an associate degree (or higher) from an accredited college or university; (2) have at least three years of full-time personal financial planning experience, and (3) must complete a CFP® board registered program. To maintain the designation, 30 hours of continuing education are required every two years including 2 hours of code of ethics education.

Ms. Stiles attained her Chartered Financial Consultant™ (ChFC®) designation in July 2007. This designation is awarded by The American College and requires three years of full-time business experience within the preceding five years and the completion of nine courses (that are the equivalent of 27 semester credit hours) with a final closed-book exam for each course. 30 hours of continuing education are required every two years.

Ms. Stiles earned the Accredited Investment Fiduciary™ (AIF®) in 2006. This is a designation offered and recognized by the Center for Fiduciary Studies. Candidates must meet a point-based threshold based on a combination of education, relevant industry experience and/or professional development. Each candidate must complete an educational program and pass a final exam. To maintain this designation, six hours of continuing education are required per year.

Ms. Stiles earned the Certified Plan Fiduciary Advisor (CPFA) designation in 2017. This is a designation that is issued by the National Association of Plan Advisors. There are no prerequisites, but candidates must successfully complete a final proctored certification exam. There are 20 credits of continuing education required every two years.

Business Experience

- Stiles Financial Services Incorporated as President since 2000.
- Landmark Financial Advisors as a Partner from March 1999 to July 2000.
- Symmetric Investments, Inc. as a Financial Advisor from April 1993 to March 1999.

Disciplinary Information

Registered investment advisers are required to disclose all material facts regarding any legal or disciplinary events that would be material to your evaluation of each supervised person providing investment advice. No information is applicable to this Item.

Other Business Activities

Ms. Stiles is licensed insurance agent with SFSI.

Additional Compensation

Susan M. Stiles is a licensed insurance agent. From time to time, she will offer clients advice or products from those activities. Clients should be aware that these services may pay a commission and involve a conflict of interest, as commissionable products conflict with the fiduciary duties of a registered investment adviser. Stiles Financial Services, Inc. will always act in the best interest of the client, including the sale of commissionable products to advisory clients. There are circumstances where insurance products do not pay a commission but are under a fee-based wrap arrangement. Clients always have the right to decide whether or not to utilize the services of any representative of Stiles Financial Services, Inc. in such individual's outside capacities.

Supervision

Ms. Stiles, as President and Chief Compliance Officer is responsible for the activities and operation of the Firm. She should be contacted directly with any questions at the mailing address, email address or contact information provided on the cover of this Brochure.

Biography Supplement – Form ADV Part 2B for Paul E. Tichy, born 1961

Education and Professional Designations

Paul E. Tichy graduated from DePaul University with an MBA in 1992 and from Northwestern University with a BA in 1984.

Mr. Tichy earned the Accredited Investment Fiduciary™ (AIF®) in 11/2017. This is a designation offered and recognized by the Center for Fiduciary Studies. Candidates must meet a point-based threshold based on a combination of education, relevant industry experience and/or professional development. Each candidate must complete an educational program and pass a final exam. To maintain this designation, six hours of continuing education are required per year.

Business Experience

- Stiles Financial Services Incorporated as Investment Analyst and Portfolio Manager since May 2016.
- Fisher Investments as a Regional Vice President from March 2015 to March 2016.
- Anchor Bank as a Private Wealth Advisor from 2013 to 2014.
- Merrill Lynch as a Financial Advisor from 2011 to 2013.
- Cowen & Company in Institutional Sales from 2010 to March 2011.
- RBC Capital Markets Corporation in Institutional Sales from 2009 to 2010.
- Merrill Lynch in Institutional Sales from 2003 to 2009.

Disciplinary Information

Registered investment advisers are required to disclose all material facts regarding any legal or disciplinary events that would be material to your evaluation of each supervised person providing investment advice. No information is applicable to this Item.

Other Business Activities

Mr. Tichy is not engaged in any investment-related business or occupation (other than this advisory firm).

Additional Compensation

Other than salary, annual bonuses, or regular bonuses, Mr. Tichy does not receive any economic benefit from any person, company, or organization, in exchange for providing clients advisory services through Stiles Financial Services, Inc.

Supervision

Ms. Stiles, as President and Chief Compliance Officer is responsible for the activities and operation of the Firm. She should be contacted directly with any questions about Mr. Tichy's activities for Stiles Financial Services Incorporated at the mailing address, email address or contact information provided on the cover of this Brochure.

Biography Supplement – Form ADV Part 2B for Kristine E. Iten, born 1984

Education and Professional Designations

Kristine E. Iten graduated from the University of Minnesota – Twin Cities with a BA in English in 2006.

Ms. Iten attained her Accredited Asset Management Specialist (AAMS) designation in 2011. This designation is awarded by the College for Financial Planning and requires a series of 10 self-study modules, followed by a closed book proctored exam. There are 16 hours of continuing education required every two years to maintain the designation.

Ms. Iten earned the Accredited Investment Fiduciary™ (AIF®) in 08/2020. This is a designation offered and recognized by the Center for Fiduciary Studies. Candidates must meet a point-based threshold based on a combination of education, relevant industry experience and/or professional development. Each candidate must complete an educational program and pass a final exam. To maintain this designation, six hours of continuing education are required per year.

Ms. Iten earned the Certified Plan Fiduciary Advisor (CPFA) designation in 10/2021. This is a designation that is issued by the National Association of Plan Advisors. There are no prerequisites, but candidates must successfully complete a final proctored certification exam. There are 20 credits of continuing education required every two years.

Business Experience

- Stiles Financial Services Incorporated as a Retirement Plan Specialist since September 2019.
- Cornerstone Private Asset Trust Company as a Retirement Plan Specialist from June 2009 to September 2019.
- Cornerstone Private Asset Trust Company as a Trust Operations Supervisor from June 2009 to September 2019.

Disciplinary Information

Registered investment advisers are required to disclose all material facts regarding any legal or disciplinary events that would be material to your evaluation of each supervised person providing investment advice. Ms. Iten declared Bankruptcy in 2019.

Other Business Activities

Ms. Iten has no other reportable business activity.

Additional Compensation

Mr. Iten does not receive any additional compensation.

Supervision

Ms. Stiles, as President and Chief Compliance Officer is responsible for the activities and operation of the Firm. She should be contacted directly with any questions about Ms. Iten's activities for Stiles Financial Services Incorporated at the mailing address, email address or contact information provided on the cover of this Brochure.

Biography Supplement – Form ADV Part 2B for Brent M. Atherton, born 1982

Education and Professional Designations

Brent M. Atherton graduated from the University of Wisconsin – Madison with a BA in Economics in 2006.

Mr. Atherton attained his CFP® (Certified Financial Planner) designation in 2016. This is a certification awarded by the Certified Financial Plan Board of Standards. To earn the CFP® certification, candidates must: (1) have an associate degree (or higher) from an accredited college or university; (2) have at least three years of full-time personal financial planning experience, and (3) must complete a CFP® board registered program. To maintain the designation, 30 hours of continuing education are required every two years including 2 hours of code of ethics education.

Mr. Atherton earned the Accredited Investment Fiduciary™ (AIF®) in 2023. This is a designation offered and recognized by the Center for Fiduciary Studies. Candidates must meet a point-based threshold based on a combination of education, relevant industry experience and/or professional development. Each candidate must complete an educational program and pass a final exam. To maintain this designation, six hours of continuing education are required per year.

Mr. Atherton attained his Accredited Asset Management Specialist (AAMS) designation in 2007. This designation is awarded by the College for Financial Planning and requires a series of 10 self-study modules, followed by a closed book proctored exam. There are 16 hours of continuing education required every two years to maintain the designation.

Business Experience

- Stiles Financial Services Incorporated as a Private Wealth Manager and Investment Adviser Representative since February 2023.
- Charles Schwab & Co, Incorporated as a Vice President – Financial Advisor from May

2011 to February 2023.

- Securian Retirement as an Internal Wholesaler from April 2010 to May 2011.
- H&R Block Financial Advisors as a Financial Advisor from November 2007 to April 2010.
- A.G. Edwards & Sons, Incorporated as a Financial Advisor from August 2006 to November 2007.

Disciplinary Information

Registered investment advisers are required to disclose all material facts regarding any legal or disciplinary events that would be material to your evaluation of each supervised person providing investment advice. No information is applicable to this Item.

Other Business Activities

Mr. Atherton has no other reportable business activity.

Additional Compensation

Mr. Atherton does not receive any additional compensation.

Supervision

Ms. Stiles, as President and Chief Compliance Officer is responsible for the activities and operation of the Firm. She should be contacted directly with any questions about Mr. Atherton's activities for Stiles Financial Services Incorporated at the mailing address, email address or contact information provided on the cover of this Brochure.

Biography Supplement – Form ADV Part 2B for Mark R. Gierach, born 1976

Education and Professional Designations

Mark R. Gierach graduated from the University of Minnesota – Twin Cities with a BS in Business Management in 1998.

Mr. Gierach earned his Masters in Business Administration (MBA) in Finance in 2006.

Mr. Gierach earned the Accredited Investment Fiduciary™ (AIF®) in 2024. This is a designation offered and recognized by the Center for Fiduciary Studies. Candidates must meet a point-based threshold based on a combination of education, relevant industry experience and/or professional development. Each candidate must complete an educational program and pass a final exam. To maintain this designation, six hours of continuing education are required per year.

Business Experience

- Stiles Financial Services Incorporated as Investment Analyst and Portfolio Manager since July 2022.
- Senior Portfolio Manager at Bremer Bank from May 2016 to May 2022.
- Principal at Balanced Capital Management from August 2012 to May 2016.

Disciplinary Information

Registered investment advisers are required to disclose all material facts regarding any legal or disciplinary events that would be material to your evaluation of each supervised person providing investment advice. No information is applicable to this Item.

Other Business Activities

Mr. Gierach has no other reportable business activity.

Additional Compensation

Supervision

Ms. Stiles, as President and Chief Compliance Officer is responsible for the activities and operation of the Firm. She should be contacted directly with any questions about Mr. Gierach's activities for Stiles

Financial Services Incorporated at the mailing address, email address or contact information provided on the cover of this Brochure.

Brochure Supplement – Privacy Policy and Practices of Stiles Financial

Investment Advisers are required by law to inform their clients of their policies regarding privacy of client information. We are bound by professional standards of confidentiality that are even more stringent than those required by law. Federal law gives the customer the right to limit some but not all sharing of personal information. It also requires us to tell you how we collect, share, and protect your personal information. Protecting the privacy of the investor is important to us. This notice describes the practices and policies through which we maintain confidentiality and protect the security of your non-public personal information.

Gathering Information

In the course of providing services to you, we may collect “non-public personal information” about you. This may include information we receive from you on suitability questionnaires, subscription agreements or other forms, such as your name, address, socialsecurity number and birth date. We may also collect information about your investment transactions with us and others, as well as other account data.

“Non-public personal information” is non-public information about you that we obtain in connection with providing a financial product or service to you, such as the information described in the above examples.

Disclosing Information

We do not disclose non-public personal information about you or any of our former clients to anyone, except as permitted by law. We are permitted by law to share any of the information we collect in the normal course of serving clients with companies that perform various services such as custodians and broker-dealers. These companies will use this information only for the services for which we hired them and as allowed by applicable law.

Federal law allows you the right to limit the sharing of your non-personal information by opting out of the following: sharing for affiliates’ everyday business purposes – information about your creditworthiness; or sharing with affiliates or non-affiliates who use your information to market to you. Please notify us immediately if you choose to opt out of these types of sharing.

Confidentiality and Security Procedures

To protect your personal information, we permit access only by authorized personnel. We maintain physical, electronic and procedural safeguards that comply with federal standards to protect the confidentiality, integrity and security of your non-public personal information.

We will continue to adhere to the privacy policies and practices in this notice even after your contract has been terminated.

Questions

For questions about our policy, or additional copies of this notice, please contact our office at (952) 988-0452 or contact Susan M. Stiles at info@stilesfinancial.com.