

Firm Brochure
(Part 2A of Form ADV)

Hayden & Ross Financial Advisors, PA
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This brochure provides information about the qualifications and business practices of Hayden & Ross Financial Advisors, PA. If you have any questions about the contents of this brochure, please contact us at: (208)882-5547. The information in this brochure has not been approved or verified by the United States Securities and Exchange Commission, or Idaho Department of Finance.

Additional information about Hayden & Ross Financial Advisors, PA is available on the Idaho Department of Finance website at <http://finance.idaho.gov> and the SEC's website www.adviserinfo.sec.gov

Last update 03/27/2012

Material Changes

Annual Update

The Material Changes section of this brochure will be updated annually and when material changes occur since the previous release of the Firm Brochure.

Material Changes since the Last Update

The U.S. Securities and Exchange Commission issued a final rule in July 2010 requiring advisers to provide a Firm Brochure in narrative “plain English” format. The new final rule specifies mandatory sections and organization. We encourage you to review this new brochure thoroughly for the material changes.

Due to the Dodd-Frank Wall Street Reform and Consumer Protection act of 2010, the level of assets under management required for a registered investment adviser has changed from \$25 million to \$100 million. Due to the fact that our level of assets under management is less than \$100 million we will now be registered with the State of Idaho and the State of Washington.

Full Brochure Available

Whenever you would like to receive a complete copy of our Firm Brochure, please contact us by telephone at: (208) 882-5547.

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Advisory Business

Firm Description

Hayden & Ross Financial Advisors, PA was founded in 1999. When we initially opened our firm we were regulated under the State of Idaho, our assets under management fell within the states regulation rather than the SEC. In 2006, our assets under management were sufficient to register federally with the SEC.

Investment advice is an integral part of financial planning. In addition, we advise clients regarding cash flow, college planning, retirement planning, tax planning and estate planning.

Investment advice is provided, with the client making the final decision on investment selection. We do not act as a custodian of client assets. The client always maintains asset control. We place trades for clients under a limited power of attorney.

A written evaluation of each client's initial situation is provided to the client, often in the form of a Financial Plan. Periodic reviews are also communicated to provide reminders of the specific courses of action that need to be taken. More frequent reviews occur but are not necessarily communicated to the client unless immediate changes are recommended.

Other professionals (e.g., lawyers, accountants, insurance agents, etc.) are engaged directly by the client on an as-needed basis. Conflicts of interest will be disclosed to the client in the unlikely event they should occur.

The initial meeting, which may be by telephone, is free of charge and is considered an exploratory interview to determine the extent to which financial planning and investment management may be beneficial to the client.

The Chief Compliance Officer of Hayden and Ross Financial Advisors, PA is J. Bradley Lewis. His role as the Chief Compliance Officer is responsible for overseeing and managing compliance issues within the firm.

Principal Owners

Hayden & Ross, PA is a 100% stockholder of Hayden & Ross Financial Advisors, P.A.

Assets Under Management

As of December 31, 2011 we manage approximately \$70,400,000.00 of client funds on a discretionary basis. We do not manage non-discretionary funds.

Types of Advisory Services

We provide;

- investment supervisory services also known as asset management services

- manages investment advisory accounts not involving investment supervisory services
- Furnished investment advice through consultations; issues periodicals about securities by subscription; issues special reports about securities; and issues, charts, graphs, formulas, or other devices which clients may use to evaluate securities.

On more than an occasional basis, Hayden & Ross Financial Advisors, PA furnishes advice to clients on matters not involving securities, such as financial planning matters, taxation issues, and trust services that often include estate planning.

Types of Agreements

The following agreements define the typical client relationships at our firm.

Financial Planning Agreement

A financial plan is designed to help the client with all aspects of financial planning without ongoing investment management after the financial plan is completed.

The financial plan may include, but is not limited to:

- a net worth statement;
- a cash flow statement;
- a review of investment accounts, including reviewing asset allocation and providing repositioning recommendations;
- strategic tax planning;
- a review of retirement accounts and plans including recommendations;
- a review of insurance policies and recommendations for changes, if necessary; one or more retirement scenarios;
- estate planning review and recommendations;
- and education planning with funding recommendations.

Detailed investment advice and specific recommendations are provided as part of a financial plan. Implementation of the recommendations is at the discretion of the client.

Financial planning and tax services will be charged as a fixed fee. The amount of the fee is dependent upon the nature and complexity of each client's circumstances. The client will enter into a written engagement letter that explains the services to be provided and expected cost of the financial plan. Because financial plans are each unique and customized, you must refer to your own individual financial planning agreement for specific details.

In the event that the client's situation is substantially different than disclosed at the initial meeting, a revised fee will be provided for mutual agreement. The client must

approve the change of scope in advance of the additional work being performed when a fee increase is necessary.

After delivery of a financial plan, future face-to-face meetings may be scheduled as necessary for up to one month. Follow-on implementation work is billed separately at the rate of up to \$200.00 per hour.

Advisory Service Agreement

Most clients choose to have Hayden & Ross Financial Advisors, PA manage their assets in order to obtain ongoing in-depth advice and life planning. All aspects of the client's financial affairs may be reviewed, including those of their children. Realistic and measurable goals are set and objectives to reach those goals are defined. As goals and objectives change over time, suggestions are made and implemented on an ongoing basis.

The scope of work and fee for an Advisory Service Agreement is provided to the client in writing prior to the start of the relationship. An Advisory Service Agreement typically includes: cash flow management; insurance review; investment management (including performance reporting); education planning; retirement planning; estate planning; and tax preparation, as well as the implementation of recommendations within each area.

Although the Advisory Service Agreement is an ongoing agreement and constant adjustments are required, the length of service to the client is at the client's discretion. The client or the investment manager may terminate an Agreement by written notice to the other party. At termination, fees will be billed on a pro rata basis for the portion of the quarter completed. The portfolio value at the completion of the prior full billing quarter is used as the basis for the fee computation, adjusted for the number of days during the billing quarter prior to termination.

Tax preparation work is performed as an integral part of the Advisory Service Agreement. Eligible federal and applicable state returns are filed electronically without an additional fee.

Retainer Agreement

In some circumstances, a Retainer Agreement is executed in lieu of an Advisory Service Agreement when it is more appropriate to work on a fixed-fee basis. The retainer agreement is a written contract drawn between Hayden and Ross Financial Advisors, PA and the client that outlines our responsibility to each other. It defines the services that we agreed to provide and document the terms of payment. You must refer to your own individual agreement for specific details.

Investment Management Agreement

An Investment Management Agreement may be executed when financial planning is not provided as part of the relationship. The hourly rate for an Investment Management Agreement is \$75.00- \$200.00 per hour and is negotiable.

Tax Preparation Agreement

Tax preparation work may be included in the Advisory Service Agreement or Retainer Agreement scope of work.

Hourly Planning Engagements

We can provide hourly planning services for clients who need advice on a limited scope of work.

Net Worth Statements

Clients can be provided with net worth statements and net worth graphs that are generated from our client relationship management system. Net worth statements contain approximations of bank account balances provided by the client, as well as the value of land and hard-to-price real estate. The net worth statements are used for long-term financial planning where the exact values of assets are not material to the financial planning tasks.

Types of Investments

Assets are invested primarily in no-load or low-load mutual funds and exchange-traded funds, usually through discount brokers or fund companies. We will allocate the clients assets among various investments taking into consideration the overall management style selected by the client. Clients will have the opportunity to place reasonable restrictions on the types of investments, which will be made on the clients' behalf.

Initial public offerings (IPOs) are not available through Hayden & Ross Financial Advisors, PA.

Fees and Compensation

Description

Hayden and Ross Financial Advisors, PA bases its fees on a percentage of assets under management, hourly charges, or fixed fees. We do not use a performance-based fee structure because of the potential conflict of interest. Performance-based compensation may create an incentive for the adviser to recommend an investment that may carry a higher degree of risk to the client.

The annual Advisory Service Agreement fee is based on a percentage of the investable assets according to the following schedule:

1.00%	On first \$1,000,000;
0.75%	On the next \$500,000 (from 1,000,001 to 1,500,000);
0.50%	On next \$1,500,001 to \$5,000,000;

0.25% On assets above \$5,000,001.

Non-profit organizations may at the discretion of Hayden and Ross Financial Advisors, PA be given a discount from the normal fee schedule.

Some Retainer Agreements may be priced based on the complexity of work, especially when asset management is not the most significant part of the relationship.

Tax preparation work performed separately from an Advisory Service Agreement or a Retainer Agreement is billed at a rate of \$75.00-\$200.00 per hour. Minimum fee for tax preparation is \$250.00. Eligible federal and applicable state returns are filed electronically without an additional fee.

Financial plans are priced according to the degree of complexity associated with the client's situation.

The hourly rate for limited scope engagements ranges from \$75.00 to \$200.00 per hour, depending on the individual performing the work, and the nature of the client individual circumstances. An exact hourly rate and an estimate for total hours will be determined at the start of the advisory relationship and explained in a written engagement letter.

Fund companies charge each fund shareholder an investment management fee that is disclosed in the fund prospectus. Discount brokerages may charge a transaction fee for the purchase of some funds.

Stocks and bonds may be purchased or sold through a brokerage account when appropriate. The brokerage firm charges a fee for stock and bond trades. Hayden & Ross Financial Advisors, PA does not receive any compensation, in any form, from fund companies.

All fees are negotiable at the sole discretion of Hayden and Ross Financial Advisors, PA.

Fee Billing

Investment advisory fees are billed quarterly, in advance meaning that we invoice you before the three-month billing period has begun. Clients will be invoiced in advance at the beginning of each calendar quarter based upon the value (market value or fair market value in the absence of market value, plus any credit balance or minus any debit balance) of the client account at the end of the previous quarter. Payment in full is expected upon invoice presentation. Fees are usually deducted from a designated client account to facilitate billing. The client must consent in advance to direct debiting of their investment account.

Fees for financial plans are billed 50% in advance, with the balance due upon delivery of the financial plan.

Other Fees

Custodians may charge transaction fees on purchases or sales of certain mutual funds and exchange-traded funds. These transaction charges are usually small and incidental to the purchase or sale of a security. The selection of the security is more important than the nominal fee that the custodian charges to buy or sell the security.

Hayden & Ross Financial Advisors, PA, in its sole discretion, may waive its minimum fee and/or charge a lesser investment advisory fee based upon certain criteria (e.g., historical relationship, type of assets, anticipated future earning capacity, anticipated future additional assets, dollar amounts of assets to be managed, related accounts, account composition, negotiations with clients, etc.).

Expense Ratios

The costs of owning a fund are called the expense ratios. The expense ratio represents then percentage of the funds' assets that go purely toward the expense of running the fund. An expense ratio is the percent of your assets a fund company takes back each year in exchange for its services. These fees are in addition to the fees paid by you to Hayden & Ross Financial Advisors, PA.

Performance figures quoted by mutual fund companies in various publications are after their fees have been deducted.

Past due Accounts and Termination of Agreement

Hayden and Ross Financial Advisors, PA reserves the right to stop work on any account that is more than 120 days overdue. In addition, we reserve the right to terminate any financial planning engagement where a client has willfully concealed or has refused to provide pertinent information about financial situations when necessary and appropriate, in our judgment, to providing proper financial advice. Any unearned portion of fees collected in advance will be refunded within 30 days.

A Client may terminate any of the aforementioned agreements at any time by notifying us in writing and paying the rate for the time spent on the investment advisory engagement prior to notification of termination. If the client made an advance payment, we will refund any unearned portion of the advance payment. Client may terminate the contract without penalty within five business days after entering into the contract.

We may terminate any of the aforementioned agreements at any time by notifying the client in writing. If the client made an advance payment, we will refund any unearned portion of the advance payment.

Performance-Based Fees and Side by Side Management

Sharing of Capital Gains

Fees are not based on a share of the capital gains or capital appreciation of managed securities.

Types of Clients

Description

This section of the brochure describes who we generally provide investment advice to. We offer our services to individuals, pension and profit sharing plans, trusts, estates, or charitable organizations, corporations or business entities. Client relationships vary in scope and length of service.

Account Minimums

Hayden and Ross Financial Advisors, PA does not have an account minimum, or account minimum of asset balance to open an account with the firm.

Methods of Analysis, Investment Strategies and Risk of Loss

Methods of Analysis

Security analysis methods may include fundamental analysis- an attempt to predict the performance of a stock through the study of its company's financial situation.

The main sources of information that Hayden and Ross Financial Advisors, AP may use include Morningstar Principia mutual fund information, Morningstar Principia stock information, Charles Schwab & Company's "SchwabLink" service, Advisor Intelligence, and the World Wide Web.

Investment Strategies

The primary investment strategy used on client accounts is strategic asset allocation utilizing a core and satellite approach. This means that we use passively-managed index and exchange-traded funds as the core investments, and then add actively-managed funds where there are greater opportunities to make a positive change in your portfolio. Portfolios are globally diversified to control the risk associated with domestic and foreign markets.

The investment strategy for a specific client is based upon the objectives stated by the client during consultations. The client may change these objectives at any time. Unless otherwise specified herein, all notices, instructions, and any advice of confirmations of security transactions or other matters contemplated by this Agreement shall be deemed to be duly given when received in writing by the company. Each client executes an Investment Policy Statement that documents their objectives and their desired investment strategy.

Other strategies may include long-term purchases, short-term purchases, trading, short sales, margin transactions, and option writing (including covered options, uncovered options or spreading strategies).

Risk of Loss

All investment programs have certain risks that are borne by the investor. Our investment approach constantly keeps the risk of loss in mind. Please keep in mind that we do not have, nor does we claim to have sources of inside or private information. The recommendations developed by us are based upon the professional judgment of its personnel and neither the company nor its personnel can guarantee the results of any of its recommendations. You are ultimately responsible for the assumptions and personal data upon which our procedures and projections are based. Investors face the following investment risks:

- **Interest-rate Risk:** Fluctuations in interest rates may cause investment prices to fluctuate. For example, when interest rates rise, yields on existing bonds become less attractive, causing their market values to decline.
- **Market Risk:** The price of a security, bond, or mutual fund may drop in reaction to tangible and intangible events and conditions. This type of risk is caused by external factors independent of a security's particular underlying circumstances. For example, political, economic and social conditions may trigger market events.
- **Inflation Risk:** When any type of inflation is present, a dollar today will not buy as much as a dollar next year, because purchasing power is eroding at the rate of inflation.
- **Currency Risk:** Overseas investments are subject to fluctuations in the value of the dollar against the currency of the investment's originating country. This is also referred to as exchange rate risk.
- **Reinvestment Risk:** This is the risk that future proceeds from investments may have to be reinvested at a potentially lower rate of return (i.e. interest rate). This primarily relates to fixed income securities.
- **Business Risk:** These risks are associated with a particular industry or a particular company within an industry. For example, oil-drilling companies depend on finding oil and then refining it, a lengthy process, before they can generate a profit. They carry a higher risk of profitability than an electric company, which generates its income from a steady stream of customers who buy electricity no matter what the economic environment is like.
- **Liquidity Risk:** Liquidity is the ability to readily convert an investment into cash. Generally, assets are more liquid if many traders are interested in a standardized product. For example, Treasury Bills are highly liquid, while real estate properties are not.
- **Financial Risk:** Excessive borrowing to finance a business' operations increases the risk of profitability, because the company must meet the terms of

its obligations in good times and bad. During periods of financial stress, the inability to meet loan obligations may result in bankruptcy and/or a declining market value.

Disciplinary Information

Legal and Disciplinary

The firm and its employees have not been involved in legal or disciplinary events related to past or present investment clients.

Other Financial Industry Activities and Affiliations

Financial Industry Activities

Hayden and Ross Financial Advisors, PA is not registered as a securities broker-dealer, or a futures commission merchant, commodity pool operator or commodity trading advisor.

Affiliations

Hayden and Ross Financial Advisors, PA may receive referrals of potential clients from individuals who are owners and principals of the accounting firm of Hayden & Ross, PA. Hayden and Ross, PA and Hayden and Ross Financial Advisors, PA are affiliated through common ownership. This affiliation through ownership creates a financial incentive for members of the accounting firm Hayden & Ross, PA to refer clients to the investment advisor Hayden and Ross Financial Advisors, PA and vice versa. The financial incentive to make successful referrals creates a potential conflict of interest between the current and potential clients and partners of Hayden & Ross and Hayden & Ross, PA whereby Hayden & Ross Financial Advisors, PA and/or Hayden & Ross, PA would have a financial incentive to recommend the other in situations where it was not in the clients' best interest.

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

Code of Ethics

Hayden and Ross Financial Advisors, PA has implemented a Code of Ethics and procedures dealing with insider trading, employee related accounts, front running and other issues that may present a potential conflict when such purchases, sales or recommendations are made. These policies and procedures are intended to eliminate, to the extent possible, the adverse effect on clients of any such potential conflicts of interest. We will furnish a copy of our Code of Ethics to clients upon their written request.

Participation or Interest in Client Transactions

Hayden and Ross Financial Advisors, PA and its employees may buy or sell securities that are also held by clients. Employees may not trade their own securities ahead of client trades. Employees comply with the provisions of the Hayden and Ross Financial Advisors, PA Compliance Manual.

Personal Trading

The personal trading reviews verify that the personal trading of employees do not affect the markets, and that clients of the firm receive preferential treatment. Since most employee trades are small mutual fund trades or exchange-traded fund trades. These policies and procedures are intended to eliminate, to the extent possible, the adverse effects on clients of any such potential conflicts of interest.

Brokerage Practices

Selecting Brokerage Firms

Hayden and Ross Financial Advisors, PA does not have any affiliation with product sales firms. Specific custodian recommendations are made to clients based on their need for such services. We recommend Charles Schwab Institutional based on the proven integrity and financial responsibility of the firm and the best execution of orders at reasonable commission rates. These factors will be reviewed from time to time to assure the best interests of the client are upheld.

Best Execution

Hayden and Ross Financial Advisors, PA will review the execution of trades at each custodian each quarter. The review is documented in the Hayden and Ross Financial Advisors, PA Compliance Manual. Trading fees charged by the custodians is also reviewed on a quarterly basis. We do not receive any portion of the trading fees.

Soft Dollars

Soft dollar arrangements generally arise when an adviser receives research or brokerage products or services from a broker-dealer in exchange for placing securities transactions with that broker-dealer. We do not have any soft dollar agreements.

Order Aggregation

Most trades are mutual funds or exchange-traded funds where trade aggregation does not garner any client benefit.

Review of Accounts

Periodic Reviews

Account reviews are performed quarterly by the Hayden and Ross Investment advisory representative, an individual assigned to the account to provide its ongoing

oversight. Account reviews are performed more frequently when market conditions dictate.

Account reviewers are members of the firm's Investment Committee. They are instructed to consider the client's current security positions and the likelihood that the performance of each security will contribute to the investment objectives of the client.

Review Triggers

Reviews are triggered by material changes in variables such as the client's individual circumstances, the market, political or economic environments.

Regular Reports

Clients receive periodic communications on at least an annual basis. Advisory Service Agreement clients, Investment Management clients, and Retainer Agreement clients receive written quarterly updates. The written updates may include a net worth statement, portfolio statement, tax return (if the client requests tax preparation services), and a summary of objectives and progress towards meeting those objectives.

Client Referrals and Other Compensation

Incoming Referrals

Hayden & Ross Financial Advisors, PA has been fortunate to receive many client referrals over the years. The referrals came from current clients, estate planning attorneys, accountants, employees, personal friends of employees and other similar sources. The firm does not compensate referring parties for these referrals.

Referrals Out

Hayden & Ross Financial Advisors, PA does not accept referral fees or any form of remuneration from other professionals when a prospect or client is referred to them.

Other Compensation

Hayden & Ross Financial Advisors, PA does not accept any referral fees nor do we pay any referral fees to any party involved.

Custody

Account Statements

All assets are held at qualified custodians, the custodians provide account statements directly to clients at their address of record on a monthly basis. We may be a trustee for a client on a trust account. Therefore that will give us custody of the account.

Performance Reports

Clients are urged to compare the account statements received directly from their custodians to the performance report statements provided by Hayden and Ross Financial Advisors, PA on a quarterly basis.

Investment Discretion

Discretionary Authority for Trading

Hayden & Ross Financial Advisors, PA accepts discretionary authority to manage securities accounts on behalf of clients. We have the authority to determine, without obtaining specific client consent, the securities to be bought or sold, and the amount of the securities to be bought or sold. However, we consult with the client prior to each trade to obtain concurrence if a blanket trading authorization has not been given.

The client approves the custodian to be used and the commission rates paid to the custodian. We do not receive any portion of the transaction fees or commissions paid by the client to the custodian on trades.

Discretionary trading authority facilitates placing trades in your accounts on your behalf so that we may promptly implement the investment policy that you have approved in writing.

Limited Power of Attorney

A limited power of attorney is a trading authorization for this purpose. You sign a limited power of attorney so that we may execute the trades that you have approved.

Voting Client Securities

Proxy Votes

Hayden and Ross Financial Advisors, PA does not vote proxies on securities. Clients are expected to vote their own proxies. Clients will receive proxies in the mail directly from the custodian. If a client has a question about his proxy he can call his investment advisor for advice at the office.

Financial Information

Financial Condition

Hayden & Ross Financial Advisors, PA does not have any financial impairment that will preclude the firm from meeting contractual commitments to clients.

A balance sheet is not required to be provided because we do not serve as a custodian for client funds or securities, and does not require prepayment of fees of more than \$600 per client, and six months or more in advance.

Information Security Program

Information Security

Hayden & Ross Financial Advisors, PA maintains an information security program to reduce the risk that your personal and confidential information may be breached.

Privacy Notice

Hayden & Ross Financial Advisors, PA is committed to maintaining the confidentiality, integrity and security of the personal information that is entrusted to us.

The categories of nonpublic information that we collect from you may include information about your personal finances, information about your health to the extent that it is needed for the financial planning process, information about transactions between you and third parties, and information from consumer reporting agencies, e.g., credit reports. We use this information to help you meet your personal financial goals.

With your permission, we disclose limited information to attorneys, accountants, and mortgage lenders with whom you have established a relationship. You may opt out from our sharing information with these nonaffiliated third parties by notifying us at any time by telephone, mail, fax, email, or in person. With your permission, we share a limited amount of information about you with your brokerage firm in order to execute securities transactions on your behalf.

We maintain a secure office to ensure that your information is not placed at unreasonable risk. We employ a firewall barrier, secure data encryption techniques and authentication procedures in our computer environment.

We do not provide your personal information to mailing list vendors or solicitors. We require strict confidentiality in our agreements with unaffiliated third parties that require access to your personal information, including financial service companies, consultants, and auditors. Federal and state securities regulators may review our Company records and your personal records as permitted by law.

Personally identifiable information about you will be maintained while you are a client, and for the required period thereafter that records are required to be maintained by federal and state securities laws. After that time, information may be destroyed.

We will notify you in advance if our privacy policy is expected to change. We are required by law to deliver this Privacy Notice to you annually, in writing.

Brochure Supplement (Part 2B of Form ADV)

Education and Business Standards

N/A

Professional Certifications

Employees have earned certifications and credentials that are required to be explained in further detail.

Personal Financial Specialist (PFS): A Personal Financial Specialist must hold a valid and unrevoked CPA (Certified Public Accountant) license issued by a legally constituted state authority. PFS certification requirements:

- Obtain a Certified Public Accountants license.
- Join the AICPA (American Institute of CPAs) and be a member in good standing.
- Complete Personal Financial Planning education.
- Obtain a specified level of Personal Financial Planning experience.
- Pass the Personal Financial Planning Examination

The requirements for the Personal Financial Planning credentials are established by Personal Financial Planning staff at the AICPA, the National Accreditation Commission, along with the Personal Financial Specialist Credential Committee.

Certified Public Accountant (CPA): Most requirements are determined by the state in which you practice. The Certified Public Accountant requirements for the state of Idaho:

- Accounting Degree with 150 semester hours.
- Pass all 4 parts of uniform Certified Public Accountant Exam with 75% or higher grade.
- 1-2 years of accounting experience under a Certified Public Accountant that includes no less than 2,000 hours.
- Complete 40 hours of CPE (Continuing Professional Education) per year including and 5 credits of Ethics Continued Professional Education.
- Renew Certified Public Accountant license every year.
- Join a state society

James R. Pilcher, CPA/PFS

Educational Background: James R. Pilcher

- Date of birth: 1947
- Graduated from the University of Idaho in 1970 with B.S. in Accounting
- Personal Financial Specialist Credential 02/2006

Business Experience:

- Partner & Certified Public Accountant of Hayden & Ross, PA from 02/1973 to Present.
- Secretary, Director, and Investment Advisor Representative of Hayden & Ross Financial Advisors, PA from 09/1999 to Present.

Disciplinary Information: N/A

Other Business Activities: Certified Public Accountant of Hayden & Ross, PA

Additional Compensation: Hayden & Ross, PA

Supervision:

James Pilcher is supervised by J. Bradley Lewis, Chief Compliance Officer. He reviews Jim's work through frequent office interactions as well as remote interactions. He also reviews Jim's activities through our client relationship management system.

J. Bradley Lewis contact information: Phone 208-882-5547 e-mail blewis@haydenross.com.

David E. Jones, CPA/PFS

Educational Background: David E. Jones

- Date of birth: 1951
- Graduated from Washington State University in 1973 with a B.A. in Business/Accounting.
- Personal Financial Specialist Credential 02/2006

Business Experience:

- Partner & Certified Public Accountant of Hayden & Ross, PA from 01/1974 to Present.
- Vice President, Director, & Investment Adviser Representative of Hayden & Ross Financial Advisors, PA from 09/1999 to Present.

Disciplinary Information: N/A

Other Business Activities: Certified Public Accountant of Hayden & Ross, PA

Additional Compensation: Hayden & Ross, PA

Supervision:

David Jones is supervised by J. Bradley Lewis, Chief Compliance Officer. He reviews Dave's work through frequent office interactions as well as remote interactions. He also reviews Dave's activities through our client relationship management system.

J. Bradley Lewis contact information: Phone 208-882-5547 e-mail
blewis@haydenross.com.

J. Bradley Lewis, CPA/PFS

Educational Background: J. Bradley Lewis

- Date of birth: 1966
- Graduated from the University of Idaho in 1989 with B.S. in Accounting
- Personal Financial Specialist Credential 02/2006

Business Experience:

- Partner & Certified Public Accountant of Hayden & Ross, PA from 01/1990 to Present.
- President, Director, and Investment Adviser Representative of Hayden & Ross Financial Advisors, PA from 09/1999 to Present.

Disciplinary Information: N/A

Other Business Activities: Certified Public Accountant of Hayden & Ross, PA

Additional Compensation: Hayden & Ross, PA

Supervision:

J. Bradley Lewis is supervised by Cade Konen, Investment Adviser. He reviews Brad's work through frequent office interactions as well as remote interactions. He also reviews Brad's activities through our client relationship management system.

Cade Konen contact information: Phone 208-882-5547 e-mail
ckonen@haydenross.com.

Cade L. Konen, CPA/PFS

Educational Background: Cade L. Konen

- Date of birth: 1974
- Graduated from the University of Idaho in 1996 with B.S. in Accounting
- Personal Financial Specialist Credential 02/2006

Business Experience:

- Partner & Certified Public Accountant of Hayden & Ross, PA from 05/1996 to Present.
- Investment Adviser Representative of Hayden & Ross Financial Advisors, PA

Disciplinary Information: N/A

Other Business Activities: Certified Public Accountant of Hayden & Ross, PA

Additional Compensation: Hayden & Ross, PA

Supervision:

Cade Konen is supervised by J. Bradley Lewis, Chief Compliance Officer. He reviews Cade's work through frequent office interactions as well as remote interactions. He also reviews Cade's activities through our client relationship management system.

J. Bradley Lewis contact information: Phone 208-882-5547 e-mail
blewis@haydenross.com.

Nathan S. Strong, CPA/PFS

Educational Background: Nathan S. Strong

- Date of birth: 1975
- Graduated from the University of Idaho in 1997 with B.S. in Accounting
- Personal Financial Specialist Credential 02/2006

Business Experience:

- Partner & Certified Public Accountant of Hayden & Ross, PA from 12/1997 to Present.
- Investment Adviser Representative of Hayden & Ross Financial Advisors, PA

Disciplinary Information: N/A

Other Business Activities: Certified Public Accountant of Hayden & Ross, PA

Additional Compensation: Hayden & Ross, PA

Supervision:

Nathan Strong is supervised by J. Bradley Lewis, Chief Compliance Officer. He reviews Nate's work through frequent office interactions as well as remote interactions. He also reviews Nate's activities through our client relationship management system.

J. Bradley Lewis contact information: Phone 208-882-5547 e-mail
blewis@haydenross.com.

Mark A. Watson, CPA

Educational Background: Mark A. Watson

- Date of birth: 1970

- Graduated from the University of Idaho in 1993 with B.S. in Agri-business

Business Experience:

- Certified Public Accountant of Hayden & Ross, PA from 02/2006 to Present.
- Investment Adviser of Hayden & Ross Financial Advisors, PA

Disciplinary Information: N/A

Other Business Activities: Certified Public Accountant of Hayden & Ross, PA

Additional Compensation: Hayden & Ross, PA

Supervision:

Mark Watson is supervised by J. Bradley Lewis, Chief Compliance Officer. He reviews Mark's work through frequent office interactions as well as remote interactions. He also reviews Mark's activities through our client relationship management system.

J. Bradley Lewis contact information: Phone 208-882-5547 e-mail blewis@haydenross.com.

J. Thomas Jones, CPA/PFS

Educational Background: J. Thomas Jones

- Date of birth: 1949
- Graduated from the University of Idaho in 1972 with B.S. in Accounting
- Personal Financial Specialist Credential 01/2001

Business Experience:

- Certified Public Accountant of France, Basterrechea, Wagner & Bunn, Chtd. 05/1972 to January 1, 2011.
- J. Thomas Jones, Certified Public Accountant
- Investment Advisor Representative of Hayden & Ross Financial Advisors, PA

Disciplinary Information: N/A

Other Business Activities: Certified Public Accountant of France, Basterrechea, Wagner & Bunn Chtd.

Additional Compensation: J. Thomas Jones, Certified Public Accountant

Supervision:

J. Thomas Jones is supervised by J. Bradley Lewis, Chief Compliance Officer. He reviews Tom's work through frequent office interactions as well as remote interactions. He also reviews Tom's activities through our client relationship management system.

J. Bradley Lewis contact information: Phone 208-882-5547 e-mail blewis@haydenross.com.