

# **Invesco PowerShares Capital Management LLC**

## **Brochure**

301 W. Roosevelt Road

Wheaton IL 60187

(Part 2A/B of Form ADV)

This brochure provides information about the qualifications and business practices of Invesco PowerShares Capital Management LLC (“Invesco PowerShares”). If you have any questions about the contents of this brochure, please contact Deanna B. Marotz, Chief Compliance Officer of Invesco PowerShares at: (630) 868-7161 or by email at: [dmarotz@invescopowershares.com](mailto:dmarotz@invescopowershares.com). Additional information may be obtained from Invesco PowerShares website at [invescopowershares.com](http://invescopowershares.com)

The information in this brochure has not been approved or verified by the United States Securities and Exchange Commission (“SEC”), or by any state securities authority.

Additional information about Invesco PowerShares is available on the SEC’s website at [www.adviserinfo.sec.gov](http://www.adviserinfo.sec.gov).

December 20, 2011

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## **Material Changes**

### **Material Changes since the Last Update**

This is the “initial” filing of what Invesco PowerShares regards as “The New Part 2” of our Form ADV. As a result, this document, originally dated March 26, 2011 was brand new. This document was developed in response to new requirements adopted and imposed by the Securities and Exchange Commission (SEC) under the Investment Advisers Act of 1940 (“The Act”). As a result, this Disclosure “Firm Brochure” is substantially different from previous versions and may include disclosures not specifically required by the former Part 2 and Schedule F.

As a result, this “Brochure” should be considered “materially new” although you will recognize most of the disclosures as similar or identical to what you have read in the past. New disclosures in this document include those items previously not requested, including: Custody, financial information and disciplinary information.

### **Full Brochure Available**

Whenever you would like to receive a complete copy of our Firm Brochure, please contact Deanna B. Marotz, Chief Compliance Officer (“CCO”) of Invesco PowerShares Capital Management LLC by telephone at: (630) 868-7161 or by email at: [dmarotz@powershares.com](mailto:dmarotz@powershares.com)

## **Advisory Business**

### **Firm Description**

Invesco PowerShares Capital Management LLC (“Invesco PowerShares” or the “Adviser”) was founded in 2003.

Invesco PowerShares is the investment adviser to the exchange-traded funds (“ETFs” or “Funds”) organized under the PowerShares Exchange-Traded Fund Trust, PowerShares Exchange-Traded Fund Trust II, PowerShares India Exchange-Traded Fund Trust and the PowerShares Actively Managed Exchange-Traded Fund Trust (each a “Trust” and collectively the “Trusts”).

For the Funds organized under the PowerShares Exchange-Traded Fund Trust, PowerShares Exchange-Traded Fund Trust II and the PowerShares India Exchange-Traded Fund Trust, the Adviser attempts to replicate, before fees and expenses, the price and yield of a third-party index (“Underlying Index”). These ETFs may be referred to as “Index-based ETFs.” ETFs organized under the PowerShares Actively Managed Exchange-Traded Fund Trust, are professionally managed by a sub-adviser and do not attempt to replicate an Underlying Index.

In addition, Invesco PowerShares provides portfolio management and may provide certain portfolio operations support to three affiliates, Invesco Advisers, Inc., ("IAI") Invesco Asset Management Ireland Holdings Limited ("IAMHL") and Invesco Canada Ltd ("Invesco Canada").

Invesco PowerShares receives a management fee under its Advisory Agreements with the Trusts because of its services as investment adviser to the Trusts. Invesco PowerShares does not charge any performance based fees. The Adviser does not sell annuities, insurance, stocks, bonds, mutual funds, limited partnerships, or other commissioned products. The Adviser does not accept finder's fees for client referrals.

### **Principal Owners**

Invesco PowerShares is an indirect wholly owned subsidiary of Invesco Ltd. In May 2007 AMVESCAP, PLC changed its name to INVESCO PLC. Subsequently, on December 4, 2007, INVESCO PLC redomiciled from the United Kingdom to Bermuda under a court-approved United Kingdom Scheme of Arrangement under which INVESCO PLC shareholders received common shares in Invesco Ltd. ("INVESCO"), the new Bermuda parent company, in exchange for their ordinary shares in INVESCO PLC.

### **Types of Advisory Services**

Invesco PowerShares provides investment advisory services to the Trusts. In addition, Invesco PowerShares provides portfolio management and certain portfolio operations support to IAI, IAMHL and Invesco Canada Ltd.

As of December 31, 2010, Invesco PowerShares managed \$18,625,723,840 in assets for 106 exchange-traded funds in the Trusts. Invesco PowerShares provided portfolio management for 19 accounts for IAMHL with aggregate assets under management of \$1,242,886,855. As of June 23, 2011, Invesco PowerShares provided portfolio management for 6 accounts for Invesco Canada with aggregate assets under management of \$26,047,219. As of December 19, 2011, Invesco PowerShares provided portfolio management services for 1 account for IAI with assets under management of \$28.5 million.

### **Types of Agreements**

Invesco PowerShares has contractual arrangements ("Investment Advisory Agreement") with the Trusts which are subject to the PowerShares Board of Independent Trustees' annual review and approval.

### **Investment Advisory Agreements**

Invesco PowerShares has an Investment Advisory Agreement with each of the Trusts, which is subject to the PowerShares Board of Independent Trustees' annual review and approval. When determining the fees for the Funds, the Adviser seeks to keep the Funds competitively priced in the marketplace. As of December 31, 2010, the Trusts together had 106 Funds in the marketplace, 89 of which are listed on the NYSE Arca and 17 of which are listed on the Nasdaq Stock Market®.

## **Fees and Compensation**

### **Description**

Invesco PowerShares' receives fees from each of the Funds for the investment advisory services Invesco PowerShares provides to the Funds. Under the PowerShares Exchange-Traded Fund Trust there are 54 in which the fees are expressed as a management fee and are based on a fraction of a percent of assets under management and Invesco PowerShares has agreed to cap the total amount of certain expenses of each fund. For two of the Funds under this Trust, Invesco PowerShares charges the Funds a set unitary fee, based on a fraction of a percent of assets under management.

For the PowerShares Exchange-Trade Fund Trust II, the PowerShares India Exchange-Trade Fund Trust and the PowerShares Actively Managed Exchange-Traded Fund Trust, Invesco PowerShares charges the Funds a set unitary fee, based upon a fraction of a percent of assets under management.

Pursuant to the Investment Advisory Agreement, Invesco PowerShares under the unitary fee structure, is responsible for all expenses of the Funds, including the cost of transfer agency, custody, fund administration, legal, audit and other services, except for distribution fees, if any, brokerage expenses, taxes, interest, litigation expenses and other extraordinary expenses.

### **Fee Billing**

Invesco PowerShares does not bill the Funds. The Annual Fund Operating Expenses, expenses that are paid as a percentage of assets, are deducted from the Fund's total assets on a daily basis.

### **Other Fees**

Custodians charge transaction fees on purchases or sales of certain securities.

## **Performance-Based Fees**

Invesco PowerShares does not have any accounts in which a performance-based fee is charged.

## **Types of Clients**

### **Description**

Invesco PowerShares is the investment adviser to the Funds organized under the Trusts and provides certain portfolio management services to affiliates, Invesco Advisers, Inc., IAMIHL and Invesco Canada.

### **Account Minimums**

Invesco PowerShares does not maintain client accounts. Shares are not individually redeemable and owners of the shares may acquire those shares from a Fund and tender those shares for redemption to the Fund in Creation Unit aggregations only, typically consisting of 50,000 shares.

## **Methods of Analysis, Investment Strategies and Risk of Loss**

### **Methods of Analysis**

Generally, the Funds organized under the PowerShares Exchange-Traded Fund Trust, PowerShares Exchange-Traded Fund Trust II and the PowerShares India Exchange-Traded Fund Trust, the Adviser attempt to replicate, before fees and expenses, the price and yield of an Underlying Index. Some of the Funds may not be able to purchase all of the securities in the Underlying Index. Instead the Funds utilize a representative “sampling” methodology in seeking to achieve their investment objective. Methods of security analysis employed in the sampling process may include charting, fundamental analysis, technical analysis, and credit analysis.

In addition, the Funds organized under the PowerShares Actively Managed Exchange Traded Fund Trust (“Active Trust”) are actively managed by sub-advisers. Methods of security analysis employed may include proprietary stock screening, charting, fundamental analysis, technical analysis, and credit analysis.

The main sources of information include but are not limited to Bloomberg, FactSet, Perform, as well as various research reports from external sources including ETF industry websites, publications, index providers and brokers.

### **Investment Strategies**

The primary investment strategy for all the Funds organized under the Trusts is stated in each Funds’ registration statement. Each Fund’s prospectus may be viewed at [invescopowershares.com](http://invescopowershares.com) or obtained for free by calling 800.983.0903.

The primary investment strategy for the Index-based ETFs is direct replication of third-party indexes. Generally the buying and selling of securities is done in tandem with the Index, often referred to as an “Index rebalance.”

Occasionally, full replication is not possible for certain fixed income Underlying Indexes due to the liquidity of securities or the large number of constituents in the Underlying Index. In these cases, the Funds utilize a representative “sampling” methodology in seeking to achieve their investment objective.

The Funds organized under the Active Trust do not seek to replicate an Underlying Index. Rather they are managed by sub-advisers who seek a stated investment objective per each Fund’s prospectus. The Funds under the Active Trust invest in the following securities: 1)stocks in the mega-capitalization universe 2) multi-cap Universe, 3)stocks listed on the NASDAQ Stock Market LLC, 4)securities of companies that are principally engaged in the U. S. real estate industry and 5)investing in U.S. government debt, corporate and agency debt securities.

## **Risk of Loss**

**All of our Funds have certain risks. Investors should carefully consider a Fund’s investment objective, risks, charges and expenses carefully before investing. Please see an individual Fund’s prospectus for more complete information, which may be obtained on [invescopowershares.com](http://invescopowershares.com). Broad risks generally faced by investors may be:**

- **Active Management Risk:** A Fund that is actively managed is subject to management risk because it is an actively managed portfolio. There can be no guarantee that the investment techniques and risk analyses used by the subadviser or portfolio managers will produce the desired results.
- **Currency Risk:** A Fund may invest in non-U.S. dollar denominated equity securities of foreign issuers. Because a Fund’s net asset value (“NAV”) is determined in U.S. dollars, a Fund’s NAV could decline if the currency of the non-U.S. market in which a Fund invests depreciates against the U.S. dollar, even if the value of a Fund’s holdings, measured in the foreign currency, increases.
- **ETF Risk:** There are risks involved with investing in ETFs, including possible loss of money. Index-based ETFs are not actively managed. Actively managed ETFs do not necessarily seek to replicate the performance of a specified index. Both index-based and actively managed ETFs are subject to risks similar to stocks, including those related to short selling and margin maintenance. Ordinary brokerage commissions apply.
- **Financial Risk:** A Fund may invest a significant portion of its assets in securities issued by companies in the financial services sector. A Fund may be susceptible to adverse economic or regulatory occurrences



affecting the financial services sector. Investing in the financial services sector involves risks, including the following: financial services companies are subject to extensive government regulation and, as a result, their profitability may be affected by new regulations or regulatory interpretations; unstable interest rates can have a disproportionate effect on the financial services sector; financial services companies whose securities a Fund may purchase may themselves have concentrated portfolios which makes them vulnerable to economic conditions that affect that sector; and financial services companies have been affected by increased competition, which could adversely affect the profitability or viability of such companies.

- **Foreign and Emerging Markets Risk:** Investments in the securities of non-U.S. issuers and emerging market countries involve risks beyond those associated with investments in U.S. securities and the securities of issuers in developed countries. These additional risks include greater market volatility, the availability of less reliable financial information, higher transactional costs, taxation by foreign governments, decreased market liquidity and political and economic instability. As a Fund invests in securities denominated in foreign currencies, changes in currency exchange rates may negatively impact a Fund's returns. Additionally, emerging markets are subject to lower trading volume, uncertainty regarding the existence of trading markets and more governmental limitations on foreign investment than more developed markets.
- **Liquidity Risk:** Shares are not individually redeemable and owners of the shares may acquire those shares from a Fund and tender those shares for redemption to a Fund in Creation Unit aggregations only, typically consisting of 50,000 shares.
- **Market Risk:** A Fund's shares may be subject to market fluctuations caused by such factors as economic, political, regulatory or market developments, changes in interest rates and perceived trends in securities prices. Overall securities values could decline generally or could underperform other investments.

## **Disciplinary Information**

### **Legal and Disciplinary**

The Adviser and its employees have not been involved in legal or disciplinary events in the last 12-month period.

## **Other Financial Industry Activities and Affiliations**

### **Financial Industry Activities**

Invesco PowerShares does not have any other financial industry activities.

### **Affiliations**

Invesco PowerShares is an indirect wholly owned subsidiary of Invesco Ltd. Invesco Ltd wholly owns other SEC affiliated investment advisers, all of whom are disclosed through the Invesco PowerShares' ADV Part I.

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

### **Code of Ethics**

The employees of Invesco PowerShares certify annually to a Code of Ethics and Code of Conduct that is available for review by clients and prospective clients upon request.

### **Participation or Interest in Client Transactions**

Invesco PowerShares 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 Invesco PowerShares Code of Ethics and Code of Conduct.

### **Personal Trading**

The Chief Compliance Officer ("CCO") of Invesco PowerShares is Deanna Marotz. The Adviser leverages the support of Invesco with respect to the Adviser's Code of Ethics. All pre-clearance, reporting and certifications under the Code of Ethics by access persons of the Adviser have been processed through an electronic records system. Code of Ethics compliance is managed by a team of compliance professionals at Invesco. The Adviser's CCO meets with the manager of this team quarterly to review reports and discuss enhancements to its practices. Any material deficiencies, violations or non-routine matters are brought to the immediate attention of the Adviser's and Trusts' CCOs.

## **Brokerage Practices**

### **Selecting Brokerage Firms**

Invesco PowerShares has supervision over placing orders on behalf of the Funds for the purchase or sale of portfolio securities. The Adviser uses Invesco's Global Trading Desk for agency trade execution of equity securities. If the purchase or sale of portfolio securities by more than one Fund occurs at or about the same time (as may be the case in an Index rebalance), the Adviser allocates transactions in such securities in a pro rata manner across

all accounts at an average price and commission rate. If there is a partial or de minimis fill, a pro rata allocation would also apply.

In selecting and reviewing a broker-dealer on behalf of the Trusts, the Adviser will consider the following factors, where relevant: (i) price of the security; (ii) rate of commission; (iii) size and difficulty of the order; (iv) familiarity and experience with ETFs; (v) settlement and clearance efficiencies; (vi) reliability, integrity, general execution and operational capabilities by comparison; (vii) knowledge of and access to the markets for the securities being traded; (viii) ability to maintain confidentiality; and (ix) such other factors as the Adviser deems appropriate under the circumstances. The Adviser monitors the trade execution of the Invesco's Global Trading Desk and continues to have oversight of brokerage allocations and commissions.

The Adviser's Brokerage Committee ("Brokerage Committee") oversees and reviews documentation around brokerage decisions and from time-to-time approves new brokers for equity and fixed-income trades. The Brokerage Committee is comprised of members of senior management and meets at least quarterly.

For Funds investing in fixed-income securities, a determination of best execution is harder to quantify since most securities are not executed through an exchange. When trading fixed income securities, portfolio managers take into account the price, yield, credit-rating, size and issuer. The process often includes soliciting bids from multiple brokers to ensure that the best possible price is achieved. The Adviser's Brokerage Committee reviews on a quarterly basis the notional value of fixed income trades executed per broker.

### **Best Execution**

The Adviser seeks to pay commissions considered fair and reasonable. For all equity Funds, the Adviser currently has a set commission schedule which is \$0.01 for domestic equity trades, 0.05% for developed foreign equity security trades and, generally, 0.15% for emerging equities. The Adviser considers the following factors in seeking the most favorable price and execution: the order instruction, the price of the security, the size of the transaction in relation to the average volume, the nature of the market for the security, the timing of the transaction taking into account market prices and trends, the reputation, experience and financial stability of the broker and the quality of the services rendered by the Broker in other transactions. As noted above, the Adviser uses the Invesco Global Trading Desk to help route trades to the most efficient and liquid trading markets.

The Brokerage Committee meets quarterly to review reports and the factors noted previously are considered when assessing best execution and determining broker performance. Additionally, the Adviser executes a portion of its Index rebalance trades through the in-kind process. The Adviser

monitors these trades for liquidity and price impact, though this is beyond the scope of the formal best execution analysis.

**Soft Dollars**

The Adviser does not currently participate in any soft dollar transactions, commission recapture or directed brokerage for trades executed on behalf of the Trusts.

**Order Aggregation**

The Adviser uses Invesco's Global Trading Desk for agency trade execution of equity securities. If the purchase or sale of portfolio securities by more than one Fund occurs at or about the same time (as may be the case in a rebalance), the Adviser allocates transactions in such securities in a pro rata manner across all accounts at an average price and commission rate. If there is a partial or de minimis fill, a pro rata allocation would also apply.

**Review of Accounts****Periodic Reviews**

The Adviser's portfolio management team reviews the Funds on a daily basis.

**Review Triggers**

Each Fund is reviewed on a daily basis by the portfolio management team.

**Regular Reports**

Invesco PowerShares produces annual and semi-annual reports for each Fund based on the Fund's fiscal year end as required by the SEC Rules.

**Client Referrals and Other Compensation****Incoming Referrals**

Invesco PowerShares does not receive client referrals.

**Referrals**

Invesco PowerShares does not accept referral fees or any form of remuneration from other professionals.

**Other Compensation**

None.

**Custody****Account Statements**

Invesco PowerShares does not maintain shareholder accounts; therefore, we do not send out account statements.

**Performance Reports**

Invesco PowerShares maintains a public website which provides daily, monthly and quarterly performance information for each Fund.

**Net Worth Statements**

Invesco PowerShares does not maintain shareholder accounts; therefore, Invesco PowerShares does not send out net worth statements.

**Investment Discretion****Discretionary Authority for Trading**

Invesco PowerShares accepts discretionary authority to manage securities accounts on behalf of the Trusts. Invesco PowerShares has the authority to determine the securities to be bought or sold, and the amount of the securities to be bought or sold. However, for Funds that seek to replicate an Underlying Index, the buying and selling of securities is generally done in tandem with the Underlying Index.

**Limited Power of Attorney**

Invesco PowerShares does not have a limited power of attorney.

**Voting Client Securities****Proxy Voting**

Invesco PowerShares has proxy voting policies with respect to securities owned by the Funds for which it serves as investment adviser and has the authority to vote proxies. Invesco PowerShares has retained Glass Lewis & Co. to provide in-depth proxy research and has retained Broadridge to provide vote execution and the recordkeeping services necessary for tracking proxy voting for the Funds. A copy of Invesco PowerShares' proxy voting policy is available upon request.

**Financial Information****Financial Condition**

Invesco PowerShares does not have any financial impairment that will preclude the Adviser from meeting its contractual commitments to the Trusts.

**Business Continuity Plan****General**

Invesco PowerShares has a Business Continuity Plan overseen by Invesco, in place that provides detailed steps to mitigate and recover from the loss of office space, communications, services or key people.

**Disasters**

The Adviser has a detailed disaster recovery plan applicable to its offices in Wheaton and the process for retention, protection and recovery of data and other records of the Adviser. All data processing, networking and redundancy is housed and maintained through Invesco and is part of the Invesco disaster recovery plan. Business continuity is a standing department within Invesco and its personnel are dedicated full-time to Invesco's business continuity goals. The mission statement of the department is to establish a sound business continuity program at Invesco by serving as business continuity consultants, to assist with the development of departmental business continuity plans, to provide education and training for each department's recovery team, to coordinate recovery exercises, and to ensure that the recovery facilities remain operational at all times.

**Alternate Offices**

In the event of a disaster recovery, Invesco PowerShares staff would either work remotely from their homes or move to an affiliate's office space in Chicago, IL.

**Information Security Program****Information Security**

Invesco PowerShares leverages Invesco's information security program to reduce the risk of a break of confidential information.

**Privacy Notice**

We are committed to maintaining the confidentiality, integrity and security of information that is entrusted to us. We do not collect or maintain personal information about shareholders that may buy our Funds on a secondary exchange. We do however maintain certain information about Authorized Participants (institutional investors who take part in the creation of Fund shares). This information is kept confidential and is not sold or distributed to organizations outside of Invesco PowerShares or our affiliates except as permitted by law.

## Brochure Supplement (Part 2B of Form ADV) (as of March 31, 2011)

### Education and Business Standards

Invesco PowerShares requires its portfolio managers to have a college degree and prefers a graduate degree, CFA or other designation.

### Investment Professionals

#### Joshua Betts

Educational Background:

- Year of Birth: 1976
- Moody Bible Institute (2003); Oregon State University (1999)

Business Experience:

- VP, Portfolio Manager, Invesco PowerShares (2008 – 2011); Regional VP/Sales Associate, Claymore Securities (now Guggenheim) (2007 – 2008); Portfolio Consultant, Invesco PowerShares (2006 – 2007)

Disciplinary Information: None

Other Business Activities: None

Additional Compensation: None

Supervision:

Joshua Betts is supervised by Peter Hubbard, Director of Portfolio Management. He reviews Joshua Betts' work through frequent office interactions.

Peter Hubbard's contact information:

Phone: 800 938 0903

E-mail: [info@powershares.com](mailto:info@powershares.com)

*The following additional items are required if you are a state-registered advisor:*

Arbitration Claims: None

Self-Regulatory Organization or Administrative Proceeding: None

Bankruptcy Petition: None

#### Philip Perng Fang, Series 7 Registered Representative

Educational Background:

- Year of Birth: 1965
- Mercy College (2001); University of Texas at Austin

Business Experience:

- EVP, Municipal Fixed-Income Portfolio Manager, Lord Abbett (1992 – 2007)

Disciplinary Information: None

Other Business Activities: None

Additional Compensation: None

Supervision:

Philip Fang is supervised by Peter Hubbard, Director of Portfolio Management. He reviews Philip Perng Fang's work through frequent phone interactions as Philip is located in New York.

Peter Hubbard's contact information:

Phone: 800 938 0903

E-mail: info@powershares.com

*The following additional items are required if you are a state-registered advisor:*

Arbitration Claims: None

Self-Regulatory Organization or Administrative Proceeding: None

Bankruptcy Petition: None

## **Peter Hubbard**

Educational Background:

- Year of Birth: 1981
- Wheaton College (2003)

Business Experience:

- Research Analyst, Ritchie Capital Management (2002 – 2005)

Disciplinary Information: None

Other Business Activities: None

Additional Compensation: None

Supervision:

Peter Hubbard is supervised by Ben Fulton, Managing Director of Global ETF. He reviews Peter Hubbard's work through frequent office interactions.

Ben Fulton's contact information:

Phone: 800 938 0903

E-mail: info@powershares.com

*The following additional items are required if you are a state-registered advisor:*

Arbitration Claims: None



Self-Regulatory Organization or Administrative Proceeding: None  
Bankruptcy Petition: None

**Michael Charles Jeanette, Formally Series 7; Formerly IL, MN Insurance Licenses**

Educational Background:

- Year of Birth: 1968
- University of St. Thomas, Bachelor of Arts Degree (1990);  
University of Minnesota (1996) Bachelor of Science Degree

Business Experience:

- Trust Advisor, General Manager at Richard Lamb, LLC (1998 – 2008)

Disciplinary Information: None

Other Business Activities: None

Additional Compensation: None

Supervision:

Michael Jeanette is supervised by Peter Hubbard, Director of Portfolio Management. He reviews Michael Charles Jeanette's work through frequent office interactions.

Peter Hubbard's contact information:

Phone: 800 938 0903

E-mail: info@powershares.com

*The following additional items are required if you are a state-registered advisor:*

Arbitration Claims: None

Self-Regulatory Organization or Administrative Proceeding: None

Bankruptcy Petition: None

**Jeffrey William Kernagis, CFA Charterholder, Series 7 Registered Representative**

Educational Background:

- Year of Birth: 1967
- University of Notre Dame (1989); DePaul University (1993)

Business Experience:

- Portfolio Manager, Invesco PowerShares (2007 – 2011); Portfolio Manager, Claymore Securities (now Guggenheim) (2005 – 2007)

Disciplinary Information: None

Other Business Activities: None

Additional Compensation: None

Supervision:

Jeffrey Kernagis is supervised by Peter Hubbard, Director of Portfolio Management. He reviews Jeffrey William Kernagis' work through frequent office interactions.

Peter Hubbard's contact information:

Phone: 800 938 0903

E-mail: info@powershares.com

*The following additional items are required if you are a state-registered advisor:*

Arbitration Claims: None

Self-Regulatory Organization or Administrative Proceeding: None

Bankruptcy Petition: None

Chartered Financial Analyst (CFA): Chartered Financial Analysts are licensed by the CFA Institute to use the CFA mark. CFA certification requirements:

- Hold a bachelor's degree from an accredited institution or have equivalent education or work experience.
- Successful completion of all three exam levels of the CFA Program.
- Have 48 months of acceptable professional work experience in the investment decision-making process.
- Fulfill society requirements, which vary by society. Unless you are upgrading from affiliate membership, all societies require two sponsor statements as part of each application; these are submitted online by your sponsors.
- Agree to adhere to and sign the Member's Agreement, a Professional Conduct Statement, and any additional documentation requested by CFA Institute.

### **James Brian McGreal**

Educational Background:

- Year of Birth: 1969
- Illinois Institute of Technology (1998) Masters of Science  
Elmhurst College (1993) Bachelor of Science in Economics;

Elmhurst College (1991) Bachelor of Science in Accounting

Business Experience:

- Analyst, Ritchie Capital Management (2005 – 2007); Convertible Bond Trader, SAM Investments (1999 – 2005)

Disciplinary Information: None

Other Business Activities: None

Additional Compensation: None

Supervision:

James McGreal is supervised by Peter Hubbard, Director of Portfolio Management. He reviews James Brian McGreal's work through frequent office interactions.

Peter Hubbard's contact information:

Phone: 800 938 0903

E-mail: info@powershares.com

*The following additional items are required if you are a state-registered advisor:*

Arbitration Claims: None

Self-Regulatory Organization or Administrative Proceeding: None

Bankruptcy Petition: None

### **Brian Robert Picken**

Educational Background:

- Year of Birth: 1985
- Wheaton College (2007)

Business Experience:

- Portfolio Management, Invesco PowerShares (2010 – 2011); Associate Portfolio Management, Invesco PowerShares (2009 – 2010); Operations, Invesco PowerShares (2008); Research Analyst, Invesco PowerShares (2007)

Disciplinary Information: None

Other Business Activities: None

Additional Compensation: None

Supervision:

Brian Picken is supervised by Peter Hubbard, Director of Portfolio Management. He reviews Brian Robert Picken's work through frequent office interactions.

Peter Hubbard's contact information:

Phone: 800 938 0903

E-mail: info@powershares.com

*The following additional items are required if you are a state-registered advisor:*

Arbitration Claims: None

Self-Regulatory Organization or Administrative Proceeding: None

Bankruptcy Petition: None