

# COPELAND

CAPITAL MANAGEMENT, LLC

FORM ADV, PART 2B

**BROCHURE SUPPLEMENT: ERIC C. BROWN**

**LOCATION: BOSTON REGIONAL OFFICE**

**March 17, 2015**

**Corporate Headquarters**

Eight Tower Bridge, Suite 1325  
161 Washington Street  
Conshohocken, PA 19428

Phone: 484-351-3700  
Fax: 484-351-3658

**Boston Regional Office**

40 Walnut Street  
1st Floor  
Wellesley, MA 02481

Phone: 781-431-6123

**Atlanta Regional Office**

1230 Peachtree St., NW  
Suite 1900  
Atlanta, GA 30309

Phone: 404-942-2730

**Website: [www.CopelandCapital.com](http://www.CopelandCapital.com)**

**SEC File #801-68586**

*This brochure supplement provides information about Eric C. Brown that supplements Copeland's Form ADV, Part 2 brochure. You should have received a copy of that brochure. Please contact Barbara Grosso, Chief Compliance Officer, at 484-351-3700 if you did not receive Copeland's brochure or if you have any questions related to the brochure or this supplement.*

**Please retain a copy of this Brochure for your records.**

## Item 2 Educational Background and Business Experience

### **ERIC C. BROWN, CFA Born 1969**

#### *Post-Secondary Education:*

Springfield College - 1996, MS, Education  
Trinity College - 1992, BA, Political Science  
Chartered Financial Analyst 2000

#### *Recent Business Background:*

Copeland Capital Management, LLC, 07/05 - Present, Chief Executive Officer, Portfolio Manager, Member of the Management Committee  
The Colony Group LLC, 06/02 - 07/05, Portfolio Manager  
Bingham Legg Advisers LLC, 11/99 - 06/02, Portfolio Manager

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

- 1) pass three sequential, six-hour examinations;
- 2) have at least four years of qualified professional investment experience;
- 3) join CFA Institute as members; and
- 4) commit to abide by, and annually reaffirm, their adherence to the CFA Institute Code of Ethics and Standards of Professional Conduct.

### **High Ethical Standards**

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

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

### **Global Recognition**

Passing the three CFA exams is a difficult feat that requires extensive study (successful candidates report spending an average of 300 hours of study per level). Earning the CFA charter demonstrates mastery of many of the advanced skills needed for investment analysis and decision making in today's quickly evolving global financial industry. As a result, employers and clients are increasingly seeking CFA charter holders—often making the charter a prerequisite for employment. Additionally, regulatory bodies in 22 countries and territories recognize the CFA charter as a proxy for meeting certain licensing requirements, and more than 125 colleges and universities around the world have incorporated a majority of the CFA Program curriculum into their own finance courses.

To learn more about the CFA charter, visit [www.cfainstitute.org](http://www.cfainstitute.org).

### **Item 3 Disciplinary Information**

None

### **Item 4 Other Business Activities**

Eric C. Brown has a five percent (5%) economic interest in Newfound Research, LLC, which receives compensation from Copeland for providing research and timing services to Copeland, among other entities. Eric Brown is not involved in the day-to-day activities of Newfound Research or the providing of research or timing services.

### **Item 5 Additional Compensation**

None

### **Item 6 Supervision**

Mark W. Giovanniello and Charles M. Barrett are responsible for supervising Mr. Brown. Mr. Giovanniello and Mr. Barrett can be reached at 484-351-3700. Mr. Brown meets with the Investment Policy Committee as a member and participant prior to delivering investment advice to clients.



# COPELAND

CAPITAL MANAGEMENT, LLC

FORM ADV, PART 2B

**BROCHURE SUPPLEMENT: EDWARD C. RORER**

**LOCATION: CORPORATE HEADQUARTERS**

**March 17, 2015**

**Corporate Headquarters**

Eight Tower Bridge, Suite 1325  
161 Washington Street  
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Phone: 484-351-3700

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Phone: 404-942-2730

**Website: [www.CopelandCapital.com](http://www.CopelandCapital.com)**

**SEC File #801-68586**

*This brochure supplement provides information about Edward C. Rorer that supplements Copeland's Form ADV, Part 2 brochure. You should have received a copy of that brochure. Please contact Barbara Grosso, Chief Compliance Officer, at 484-351-3700 if you did not receive Copeland's brochure or if you have any questions related to the brochure or this supplement.*

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## **Item 2 Educational Background and Business Experience**

### ***EDWARD C. RORER Born 1943***

#### *Post-Secondary Education:*

Trinity College - BA 1965

The Wharton School, University of Pennsylvania - MBA 1970

#### *Recent Business Background:*

Copeland Capital Management, LLC, 08/09 - Present, Chairman, Portfolio Manager,  
Member of the Management Committee

Rorer Asset Management LLC (and predecessor Edward C Rorer & Co.) , 3/78 - 7/09,  
Chairman, Chief Executive Officer, Chief Investment Officer

## **Item 3 Disciplinary Information**

None

## **Item 4 Other Business Activities**

None

## **Item 5 Additional Compensation**

None

## **Item 6 Supervision**

Eric C. Brown and Mark W. Giovanniello are responsible for supervising Mr. Rorer. Mr. Brown can be reached at 781-431-6123 and Mr. Giovanniello can be reached at 484-351-3700.

Mr. Rorer meets with the Investment Policy Committee as a member and participant prior to delivering investment advice to clients.

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CAPITAL MANAGEMENT, LLC

FORM ADV, PART 2B

## BROCHURE SUPPLEMENT: MARK W. GIOVANNIELLO

LOCATION: CORPORATE HEADQUARTERS

March 17, 2015

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161 Washington Street  
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Website: [www.CopelandCapital.com](http://www.CopelandCapital.com)

SEC File #801-68586

*This brochure supplement provides information about Mark W. Giovanniello that supplements Copeland's Form ADV, Part 2 brochure. You should have received a copy of that brochure. Please contact Barbara Grosso, Chief Compliance Officer, at 484-351-3700 if you did not receive Copeland's brochure or if you have any questions related to the brochure or this supplement.*

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## Item 2 Educational Background and Business Experience

### **MARK W. GIOVANNIELLO, CFA Born 1974**

#### *Post-Secondary Education*

Boston College - BS 1996

Chartered Financial Analyst 2000

#### *Recent Business Background:*

Copeland Capital Management, LLC, 08/09 - Present, Chief Investment Officer, Portfolio Manager, Member of the Management Committee

Rorer Asset Management LLC, 1/06 - 7/09, Portfolio Manager & Senior Equity Analyst

The Colony Group, 12/99 - 12/05, Director of Research & Portfolio Manager

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- 3) join CFA Institute as members; and
- 4) commit to abide by, and annually reaffirm, their adherence to the CFA Institute Code of Ethics and Standards of Professional Conduct.

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To learn more about the CFA charter, visit [www.cfainstitute.org](http://www.cfainstitute.org).



**Item 3 Disciplinary Information**

None

**Item 4 Other Business Activities**

None

**Item 5 Additional Compensation**

None

**Item 6 Supervision**

Eric C. Brown and Charles M. Barrett are responsible for supervising Mr. Giovanniello. Mr. Brown can be reached at 781-431-6123 and Mr. Barrett can be reached at 484-351-3700. Mr. Giovanniello meets with the Investment Policy Committee as a member and participant prior to delivering investment advice to clients.



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CAPITAL MANAGEMENT, LLC

FORM ADV, PART 2B

**BROCHURE SUPPLEMENT: BARBARA A. GROSSO**

**LOCATION: CORPORATE HEADQUARTERS**

**March 17, 2015**

**Corporate Headquarters**

Eight Tower Bridge, Suite 1325  
161 Washington Street  
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1230 Peachtree St., NW  
Suite 1900  
Atlanta, GA 30309

Phone: 404-942-2730

**Website: [www.CopelandCapital.com](http://www.CopelandCapital.com)**

**SEC File #801-68586**

*This brochure supplement provides information about Barbara A. Grosso that supplements Copeland's Form ADV, Part 2 brochure. You should have received a copy of that brochure. Please contact Barbara Grosso, Chief Compliance Officer, at 484-351-3700 if you did not receive Copeland's brochure or if you have any questions related to the brochure or this supplement.*

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## **Item 2 Educational Background and Business Experience**

***BARBARA A. GROSSO Born 1966***

*Post-Secondary Education*

None

*Recent Business Background:*

Copeland Capital Management, LLC, 09/10 - Present, Chief Compliance Officer

Gould Investment Partners, LLC, 03/04 - 03/10, Chief Compliance Officer, Chief Operating Officer

Cashman and Associates Capital Management, LP, 04/96 - 02/04, Chief Compliance Officer, Director of Administration

Cashman, Farrell and Associates, 08/84 - 03/96, Compliance Officer, Director of Administration

## **Item 3 Disciplinary Information**

None

## **Item 4 Other Business Activities**

None

## **Item 5 Additional Compensation**

None

## **Item 6 Supervision**

Mark W. Giovanniello and Eric C. Brown are responsible for supervising Mrs. Grosso. Mr. Giovanniello can be reached at 484-351-3700 and Mr. Brown can be reached at 781-431-6123.

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CAPITAL MANAGEMENT, LLC

FORM ADV, PART 2B

**BROCHURE SUPPLEMENT: DAVID B. McGONIGLE**

**LOCATION: CORPORATE HEADQUARTERS**

**March 17, 2015**

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Eight Tower Bridge, Suite 1325  
161 Washington Street  
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Atlanta, GA 30309

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**Website: [www.CopelandCapital.com](http://www.CopelandCapital.com)**

**SEC File #801-68586**

*This brochure supplement provides information about David B. McGonigle that supplements Copeland's Form ADV, Part 2 brochure. You should have received a copy of that brochure. Please contact Barbara Grosso, Chief Compliance Officer, at 484-351-3700 if you did not receive Copeland's brochure or if you have any questions related to the brochure or this supplement.*

**Please retain a copy of this Brochure for your records.**

## Item 2 Educational Background and Business Experience

### **DAVID B. McGONIGLE, CFA Born 1974**

#### *Post-Secondary Education*

University of Richmond, BS 1997

Chartered Financial Analyst 2000

#### *Recent Business Background:*

Copeland Capital Management, LLC, 08/09 - Present, Portfolio Manager

Rorer Asset Management, LLC

1/07 - 7/09, Senior Equity Analyst

1/04 - 12/06, Vice President, Equity Analyst

1/03 - 12/03, Vice President, Portfolio Manager

3/99 - 12/02, Assistant Vice President, Portfolio Manager

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- 2) have at least four years of qualified professional investment experience;
- 3) join CFA Institute as members; and
- 4) commit to abide by, and annually reaffirm, their adherence to the CFA Institute Code of Ethics and Standards of Professional Conduct.

### **High Ethical Standards**

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- Maintain independence and objectivity
- Act with integrity
- Maintain and improve their professional competence
- Disclose conflicts of interest and legal matters

### **Global Recognition**

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To learn more about the CFA charter, visit [www.cfainstitute.org](http://www.cfainstitute.org).

**Item 3 Disciplinary Information**

None

**Item 4 Other Business Activities**

None

**Item 5 Additional Compensation**

None

**Item 6 Supervision**

Mark W. Giovanniello and Charles M. Barrett are responsible for supervising Mr. McGonigle. Mr. Giovanniello and Mr. Barrett can be reached at 484-351-3700. Mr. McGonigle meets with the Investment Policy Committee as a member and participant prior to delivering investment advice to clients.





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CAPITAL MANAGEMENT, LLC

FORM ADV, PART 2B

**BROCHURE SUPPLEMENT: JAMES C. SPENCER**

**LOCATION: CORPORATE HEADQUARTERS**

**March 17, 2015**

**Corporate Headquarters**

Eight Tower Bridge, Suite 1325  
161 Washington Street  
Conshohocken, PA 19428

Phone: 484-351-3700  
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**Boston Regional Office**

40 Walnut Street  
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Phone: 781-431-6123

**Atlanta Regional Office**

1230 Peachtree St., NW  
Suite 1900  
Atlanta, GA 30309

Phone: 404-942-2730

**Website: [www.CopelandCapital.com](http://www.CopelandCapital.com)**

**SEC File #801-68586**

*This brochure supplement provides information about James C. Spencer that supplements Copeland's Form ADV, Part 2 brochure. You should have received a copy of that brochure. Please contact Barbara Grosso, Chief Compliance Officer, at 484-351-3700 if you did not receive Copeland's brochure or if you have any questions related to the brochure or this supplement.*

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## Item 2 Educational Background and Business Experience

### **JAMES C. SPENCER, CMT Born 1966**

#### *Post-Secondary Education*

Washington College - BA 1989

Saint Joseph's University - MBA 1998

Chartered Market Technician 2001

#### *Recent Business Background:*

Copeland Capital Management, LLC, 08/2009 - Present, Director of Fixed Income

Rorer Asset Management LLC, 1/99 - 7/2009, Vice President, Senior Fixed Income Portfolio Manager

**Chartered Market Technician (CMT)** is a professional designation that confirms proficiency in technical analysis of the financial markets. To hold the designation, membership in the Market Technicians Association is required. The CMT designation requires completion of an education program and examination series in technical analysis. The Market Technicians Association (MTA) oversees the program curriculum and administration of exams. Candidates who pass all three examination levels of the program can earn the Chartered Market Technician designation, which certifies that the individual is competent in technical analysis.

### **The CMT program**

The Chartered Market Technician program is a primary part of the MTA's larger mission to:

- "Educate the public and the investment community to the value and universality of technical analysis"
- "Attract and retain a membership of professionals devoting their efforts to using and expanding the field of technical analysis and sharing their body of knowledge with their fellow members"
- "Establish, maintain and encourage the highest standards of professional competence and ethics among technical analysts."

The MTA began to develop the CMT program in 1985. Just as other professional organizations have standards of competence for members, so the CMT designation provides a recognized standard of proficiency for technical analysts.

The three-part CMT examination includes:

1. Definitions ("terminology, charting methods, and ethics")
2. Application ("concepts such as "Dow Theory, Elliott Wave, intermarket, etc.")
3. Integration ("competency in ethics and in rendering technical opinions integrating multiple aspects of technical analysis. Essay responses should be of the quality of technical research published by practicing CMT charter holders.")

To learn more about the CMT, visit [www.mta.org](http://www.mta.org).

**Item 3 Disciplinary Information**

None

**Item 4 Other Business Activities**

None

**Item 5 Additional Compensation**

None

**Item 6 Supervision**

Mark W. Giovanniello and Charles M. Barrett are responsible for supervising Mr. Spencer. Mr. Giovanniello and Mr. Barrett can be reached at 484-351-3700. Mr. Spencer meets with the Investment Policy Committee as a member and participant prior to delivering investment advice to clients.



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CAPITAL MANAGEMENT, LLC

FORM ADV, PART 2B

**BROCHURE SUPPLEMENT: JEFFREY A. WALKENHORST**

**LOCATION: CORPORATE HEADQUARTERS**

**March 17, 2015**

**Corporate Headquarters**

Eight Tower Bridge, Suite 1325  
161 Washington Street  
Conshohocken, PA 19428

Phone: 484-351-3700

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40 Walnut Street  
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1230 Peachtree St., NW  
Suite 1900  
Atlanta, GA 30309

Phone: 404-942-2730

**Website: [www.CopelandCapital.com](http://www.CopelandCapital.com)**

**SEC File #801-68586**

*This brochure supplement provides information about Jeffrey A. Walkenhorst that supplements Copeland's Form ADV, Part 2 brochure. You should have received a copy of that brochure. Please contact Barbara Grosso, Chief Compliance Officer, at 484-351-3700 if you did not receive Copeland's brochure or if you have any questions related to the brochure or this supplement.*

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## Item 2 Educational Background and Business Experience

### **JEFFREY A WALKENHORST, CFA Born 1975**

#### *Post-Secondary Education:*

Stanford University - BA 1997

Chartered Financial Analyst 2011

#### *Recent Business Background:*

Copeland Capital Management, LLC, 03/11 - Present, Portfolio Manager

The Research Board, Inc. (Gartner, Inc), 3/10 - 2/11, Senior Research Analyst

Independent Research Analyst & Consultant, 4/08 - 3/10, Research Analyst

Banc of America Securities LLC

1/07 - 2/08, Vice President, Equity Research Analyst - EMS & Technology Supply Chain

1/06 - 12/06, Associate Analyst, Equity Research - Wireless Equipment

1/04 - 12/05, Associate, Equity Research - Wireless Equipment

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### **Global Recognition**

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To learn more about the CFA charter, visit [www.cfainstitute.org](http://www.cfainstitute.org).

**Item 3 Disciplinary Information**

None

**Item 4 Other Business Activities**

None

**Item 5 Additional Compensation**

None

**Item 6 Supervision**

Mark W. Giovanniello and Charles M. Barrett are responsible for supervising Mr. Walkenhorst. Mr. Giovanniello and Mr. Barrett can be reached at 484-351-3700. Mr. Walkenhorst meets with the Investment Policy Committee as a member and participant prior to delivering investment advice to clients.





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CAPITAL MANAGEMENT, LLC

FORM ADV, PART 2B

**BROCHURE SUPPLEMENT: CHARLES M. BARRETT**

**LOCATION: CORPORATE HEADQUARTERS**

**March 17, 2015**

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**SEC File #801-68586**

*This brochure supplement provides information about Charles M. Barrett that supplements Copeland's Form ADV, Part 2 brochure. You should have received a copy of that brochure. Please contact Barbara Grosso, Chief Compliance Officer, at 484-351-3700 if you did not receive Copeland's brochure or if you have any questions related to the brochure or this supplement.*

*Additional information about Charles M. Barrett is available on the SEC's website at [www.adviserinfo.sec.gov](http://www.adviserinfo.sec.gov)*

**Please retain a copy of this Brochure for your records.**

## **Item 2 Educational Background and Business Experience**

**CHARLES M. BARRETT, CRPC Born 1972**

*Post-Secondary Education*

Albright College - BA 1994

Chartered Retirement Planning Counselor 2007

*Recent Business Background:*

Copeland Capital Management, LLC, 11/10 - Present, Director of Sales and Marketing

MTB Group of Funds - MTB Investment Advisors, 04/08 - 11/10, National Director of Mutual Fund and Separately Managed Account Sales

John Hancock Funds, LLC, 11/04 - 04/08, Vice President, Regional Wholesaler

IXIS Asset Management, 06/04 - 11/04, Vice President, Regional Director

Alliance Bernstein Research and Management, 08/95 - 06/04, Vice President

The **Chartered Retirement Planning Counselor (CRPC)** Program focuses on a course of study encompassing pre-and post-retirement needs, asset management, estate planning and the entire retirement planning process using models and techniques from real client situations.

Additionally, individuals must pass an end-of-course examination that tests their ability to synthesize complex concepts and apply theoretical concepts to real-life situations. All designees have agreed to adhere to Standards of Professional Conduct and are subject to a disciplinary process.

Designees renew their designation every two-years by completing 16 hours of continuing education, reaffirming adherence to the Standards of Professional Conduct and complying with self-disclosure requirements.

To learn more about the CRPC, visit [www.cffpalum.org](http://www.cffpalum.org) or [www.cffpinfo.com](http://www.cffpinfo.com).

## **Item 3 Disciplinary Information**

None

## **Item 4 Other Business Activities**

None

## **Item 5 Additional Compensation**

None

## **Item 6 Supervision**

Mark W. Giovanniello and Eric C. Brown are responsible for supervising Mr. Barrett.

Mr. Giovanniello can be reached at 484-351-3700 and Mr. Brown can be reached at 781-431-6123. Mr. Barrett meets with the Investment Policy Committee.

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CAPITAL MANAGEMENT, LLC

FORM ADV, PART 2B

**BROCHURE SUPPLEMENT: ERIK B. GRANADE**

**LOCATION: ATLANTA REGIONAL OFFICE**

**March 17, 2015**

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*This brochure supplement provides information about Erik B. Granade that supplements Copeland's Form ADV, Part 2 brochure. You should have received a copy of that brochure. Please contact Barbara Grosso, Chief Compliance Officer, at 484-351-3700 if you did not receive Copeland's brochure or if you have any questions related to the brochure or this supplement.*

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## Item 2 Educational Background and Business Experience

### **ERIK B. GRANADE, CFA Born 1963**

#### *Post-Secondary Education:*

Trinity College - BA in Economics 1985

Chartered Financial Analyst 1989

#### *Recent Business Background:*

Copeland Capital Management, LLC, 07/2012 - Present, Head of International Equities and Portfolio Manager

Invesco Ltd., 04/1996 - 08/2010, Chief Investment Officer and Portfolio Manager for Global Equity Team

Cashman, Farrell and Associates, 06/1994 - 03/1996, Head of International Equities

PNC Bank, 04/1986 - 05/1994

Provident Capital Management, 11/1990 - 06/1994, International Portfolio Manager

Provident Bank, 04/1986 - 10/1990, US Securities Analyst

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**Item 3 Disciplinary Information**

None

**Item 4 Other Business Activities**

None

**Item 5 Additional Compensation**

None

**Item 6 Supervision**

Mark W. Giovanniello and Charles M. Barrett are responsible for supervising Mr. Granade. Mr. Giovanniello and Mr. Barrett can be reached at 484-351-3700. Mr. Granade meets with the Investment Policy Committee as a member and participant prior to delivering investment advice to clients.



# COPELAND

CAPITAL MANAGEMENT, LLC

FORM ADV, PART 2B

**BROCHURE SUPPLEMENT: KENNETH T. LEE**

**LOCATION: CORPORATE HEADQUARTERS**

**March 17, 2015**

**Corporate Headquarters**

Eight Tower Bridge, Suite 1325  
161 Washington Street  
Conshohocken, PA 19428

Phone: 484-351-3700  
Fax: 484-351-3658

**Boston Regional Office**

40 Walnut Street  
1st Floor  
Wellesley, MA 02481

Phone: 781-431-6123

**Atlanta Regional Office**

1230 Peachtree St., NW  
Suite 1900  
Atlanta, GA 30309

Phone: 404-942-2730

**Website: [www.CopelandCapital.com](http://www.CopelandCapital.com)**

**SEC File #801-68586**

*This brochure supplement provides information about Kenneth T. Lee that supplements Copeland's Form ADV, Part 2 brochure. You should have received a copy of that brochure. Please contact Barbara Grosso, Chief Compliance Officer, at 484-351-3700 if you did not receive Copeland's brochure or if you have any questions related to the brochure or this supplement.*

**Please retain a copy of this Brochure for your records.**

## **Item 2 Educational Background and Business Experience**

***KENNETH T. LEE Born 1969***

*Post-Secondary Education:*

Dartmouth College - BA 1991

Harvard Business School - MBA 1996

*Recent Business Background:*

Copeland Capital Management, LLC, 01/2013 - Present, Portfolio Manager

Independent Research Analyst, 06/2011 - 12/2012, Research Analyst

Mercury Partners, 09/2007 - 06/2011, Managing Partner

Deutsche Bank, 06/2006 - 06/2007, Vice President - Real Estate Investment Banking

## **Item 3 Disciplinary Information**

None

## **Item 4 Other Business Activities**

None

## **Item 5 Additional Compensation**

None

## **Item 6 Supervision**

Eric C. Brown and Mark W. Giovanniello are responsible for supervising Mr. Lee. Mr. Brown can be reached at 781-431-6123 and Mr. Giovanniello can be reached at 484-351-3700. Mr. Lee meets with the Investment Policy Committee as a member and participant prior to delivering investment advice to clients.



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CAPITAL MANAGEMENT, LLC

FORM ADV, PART 2B

**BROCHURE SUPPLEMENT: ROBIN J. LANE**

**LOCATION: CORPORATE HEADQUARTERS**

**March 17, 2015**

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161 Washington Street  
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## Item 2 Educational Background and Business Experience

### **ROBIN J. LANE, CFA Born 1971**

#### *Post-Secondary Education:*

Washington University in St. Louis - BA in Economics 1993  
Temple University - MBA 1999  
Chartered Financial Analyst 2003

#### *Recent Business Background:*

Copeland Capital Management, LLC, 01/2014 - Present, Marketing Manager  
Clark Capital Management Group, 08/2010 - 12/2013, Portfolio Liaison  
Global Capital Management, 03/2007 - 08/2010, Vice President, Portfolio Associate  
Lockwood Advisors, 09/1998 - 03/2007, Vice President, Investment Consulting Analyst  
Smith Barney, 12/1993 - 08/1998, Consulting Group Analyst, Branch Product Coordinator

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

- 1) pass three sequential, six-hour examinations;
- 2) have at least four years of qualified professional investment experience;
- 3) join CFA Institute as members; and
- 4) commit to abide by, and annually reaffirm, their adherence to the CFA Institute Code of Ethics and Standards of Professional Conduct.

### **High Ethical Standards**

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

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

### **Global Recognition**

Passing the three CFA exams is a difficult feat that requires extensive study (successful candidates report spending an average of 300 hours of study per level). Earning the CFA charter demonstrates mastery of many of the advanced skills needed for investment analysis and decision making in today's quickly evolving global financial industry. As a result, employers and clients are increasingly seeking CFA charter holders—often making the charter a prerequisite for employment. Additionally, regulatory bodies in 22 countries and territories recognize the CFA charter as a proxy for meeting certain licensing requirements, and more than 125 colleges and universities around the world have incorporated a majority of the CFA Program curriculum into their own finance courses.

To learn more about the CFA charter, visit [www.cfainstitute.org](http://www.cfainstitute.org).

**Item 3 Disciplinary Information**

None

**Item 4 Other Business Activities**

None

**Item 5 Additional Compensation**

None

**Item 6 Supervision**

Charles M. Barrett and Mark W. Giovanniello are responsible for supervising Ms. Lane. Mr. Barrett and Mr. Giovanniello can be reached at 484-351-3700. Ms. Lane meets with the Investment Policy Committee.



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CAPITAL MANAGEMENT, LLC

FORM ADV, PART 2B

**BROCHURE SUPPLEMENT: JOHN R. CUMMINGS**

**LOCATION: CORPORATE HEADQUARTERS**

**March 17, 2015**

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161 Washington Street  
Conshohocken, PA 19428

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Atlanta, GA 30309

Phone: 404-942-2730

**Website: [www.CopelandCapital.com](http://www.CopelandCapital.com)**

**SEC File #801-68586**

*This brochure supplement provides information about John R. Cummings that supplements Copeland's Form ADV, Part 2 brochure. You should have received a copy of that brochure. Please contact Barbara Grosso, Chief Compliance Officer, at 484-351-3700 if you did not receive Copeland's brochure or if you have any questions related to the brochure or this supplement.*

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## Item 2 Educational Background and Business Experience

### **JOHN R. CUMMINGS, Born 1992**

#### *Post-Secondary Education:*

Haverford University - BA 2014  
CFA Level II Candidate

#### *Recent Business Background:*

Copeland Capital Management, LLC, 08/14 - Present, Junior Research Analyst  
Credit Suisse Equity Research, Summer 2013 – Research Intern

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

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- 2) have at least four years of qualified professional investment experience;
- 3) join CFA Institute as members; and
- 4) commit to abide by, and annually reaffirm, their adherence to the CFA Institute Code of Ethics and Standards of Professional Conduct.

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To learn more about the CFA charter, visit [www.cfainstitute.org](http://www.cfainstitute.org).

**Item 3 Disciplinary Information**

None

**Item 4 Other Business Activities**

None

**Item 5 Additional Compensation**

None

**Item 6 Supervision**

Mark W. Giovanniello and Charles M. Barrett are responsible for supervising Mr. Cummings. Mr. Giovanniello and Mr. Barrett can be reached at 484-351-3700. Mr. Cummings meets with the Investment Policy Committee as a participant.

