

# PENNIALL & ASSOCIATES, INC.

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March 11, 2011

**This Brochure provides information about the qualifications and business practices of PENNIALL & ASSOCIATES, INC., herein after referred to as “P&A” or “ADVISER”. If you have any questions about the contents of this Brochure, please contact us at 626-795-3062 and/or [ab@penniall.com](mailto:ab@penniall.com). The information in this Brochure has not been approved or verified by the United States Securities and Exchange Commission or by any state securities authority.**

**P&A is a registered investment adviser. Registration of an Investment Adviser does not imply any level of skill or training. The oral and written communications of an Adviser provide you with information about which you determine to hire or retain an Adviser. Additional information about P&A also is available on the SEC’s website at [www.adviserinfo.sec.gov](http://www.adviserinfo.sec.gov).**

## **Item 2 – Material Changes**

Material changes since last annual amendment on March 11, 2010.

As of June 30, 2010, there was a change of Chief Compliance Officer to Sarah A. (Abby) Brace from Elizabeth M. Walters.

On July 28, 2010, the United State Securities and Exchange Commission published “Amendments to Form ADV” which amends the disclosure document that we provide to clients as required by SEC Rules. This Brochure dated March 11, 2011 is a new document prepared according to the SEC’s new requirements and rules. As such, this Document is materially different in structure and requires certain new information that our previous brochure did not require.

In the future, this section of the brochure will discuss only specific material changes that are made to the Brochure and provide clients with a summary of such changes. We will also reference the date of our last annual update of our brochure.

In the past we have offered or delivered information about our qualifications and business practices to clients on at least an annual basis. Pursuant to new SEC Rules, we will ensure that you receive a summary of any materials changes to this and subsequent Brochures within 120 days of the close of our business’ fiscal year. We may further provide other ongoing disclosure information about material changes as necessary

We will further provide you with a new Brochure as necessary based on changes or new information, at any time, without charge.

Currently, our Brochure may be requested by contacting Sarah A. (Abby) Brace, Chief Compliance Officer and Director of Client Services at 626-795-3062 or ab@penniall.com. Our Brochure is also available free of charge on our web site [WWW.PENNIALL.COM](http://WWW.PENNIALL.COM).

Additional information about P&A is also available via the SEC’s web site [www.adviserinfo.sec.gov](http://www.adviserinfo.sec.gov). The SEC’s web site also provides information about any persons affiliated with P&A who are registered, or are required to be registered, as investment adviser representatives of P&A.

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## **Item 4 – Advisory Business**

Penniall & Associates, Inc. (hereinafter “P&A” or the “firm”) was established in May, 2002. David R. Penniall, Chief Executive Officer is the primary owner of P&A.

P&A is an investment adviser registered with the Securities and Exchange Commission under the Investment Advisers Act of 1940, as amended. This Brochure is offered to potential and existing clients to provide an understanding of the services the firm provides, potential conflicts of interest and the experience and education of certain P&A personnel. Individuals associated with P&A will be involved with providing services to the firm's clients. These individuals are appropriately licensed, qualified, and authorized to provide advisory services on behalf of P&A and are known as Investment Adviser Representatives (“IARs”).

Please contact Sarah A. (Abby) Brace, Chief Compliance Officer, if you have any questions about this Brochure. Additional information about P&A is available on the Internet at [www.adviserinfo.sec.gov](http://www.adviserinfo.sec.gov). You can search this site by a unique identifying number, known as a CRD number. The CRD number for P&A is 148282.

P&A advisory business includes financial consulting services, asset management programs and advisory services to retirement plans and plan participants.

### **I. Wealth Management Services**

#### **a. Consulting Services/Financial Planning**

Financial consulting services offered by P&A are on either a flat or hourly fee basis. The firm's flat fee ranges between \$500 and \$10,000 and its hourly fee is \$350. The type and amount of the fees charged to the client will be negotiated on a case-by-case basis, and are predicated on the complexity and scope of services to be provided. An estimate of the total cost will be determined at the start of the advisory relationship and shall be clearly set forth in the agreement for services. Extraordinary research or analysis may involve additional costs, which will be negotiated on an individual basis prior to beginning such work.

In either case, P&A requires that 50% of the fee be paid in advance, with the remaining portion due upon completion of the services rendered. Under no circumstances will P&A require prepayment of a fee more than six months in advance and in excess of \$500, as services will be rendered within six months of receipt of payment.

The client may terminate the consulting agreement within five days of the date of acceptance without penalty to the client. After the five-day period, either party may terminate the agreement by providing written notice to the other party. In the event there are any prepaid unearned fees, P&A will promptly refund a pro rata share to the client.

Financial Planning services include: defining goals, needs and objectives; gathering and providing appropriate data; determining the results if no changes are made to the client/prospect's current course of action; determining recommendations and possible changes to the current course of action; determining implementation responsibilities; and determining monitoring responsibilities.

The client is encouraged to review the information contained in this disclosure brochure and ask the certificant any questions they may have. Should any material changes occur to this information, updated information will be provided in a reasonable time frame. As a CFP® certificant, we acknowledge our responsibility to adhere to the standards established in the CFP Board's Standards of Professional Conduct, including the duty of care of a fiduciary, as defined by the CFP Board. If you become aware that our conduct may violate the Standards, you may file a complaint with the CRP Board at [www.CFP.net/complaint](http://www.CFP.net/complaint).

#### **b. Penniall Asset Management Program**

P&A provides discretionary and non-discretionary portfolio management services to clients through the Penniall Asset Management Program (“PAM Program” or “Program”). The PAM Program is provided through brokerage and custodial relationships maintained with TD Ameritrade (“TDA”)

P&A offers the Penniall Asset Management Program (“PAM Program” or “Program”) to clients whose Investment Strategy (as defined below) can be implemented through the use of one of P&A’s proprietary asset allocation model portfolios (“Model Portfolios”) comprised of load waived and no-load mutual funds, exchange traded funds (“ETFs”), and other equity and debt securities. The Model Portfolio recommended to the client will be based upon their stated risk tolerance, time horizon, investment objectives, (i.e., preservation of capital, conservative, balanced, growth and aggressive growth) and other relevant information provided by the client (collectively, “Financial Data”) and be subject to any reasonable written restrictions or guidelines that the client may provide and P&A may agree to.

When opening a PAM Program Account, a P&A IAR will obtain Financial Data from the client, assist in the selection of suitable investment objectives and base the investment strategy on the most current Financial Data, specific goals and situation of the client (“Investment Strategy”). P&A will generally construct a portfolio for the client in their account maintained with TDA (“Account”) based on one of P&A’s proprietary Model Portfolios. A P&A IAR will contact the client periodically to review the client’s financial situation and investment goals to determine whether changes to the Investment Strategy are warranted. Clients are advised to contact P&A whenever their Financial Data changes or they want to impose and/or modify any reasonable restrictions on their Account.

Clients may direct P&A to maintain certain security positions in an Account, but such securities will not be managed by P&A or considered when managing a Model Portfolio for a client (“Non-managed Securities”). P&A will not have discretionary authority over the Non-managed Securities and will not charge an investment advisory fee on the Non-managed Securities.

Once the client has approved a specific Model Portfolio for their Account, P&A will generally be granted discretionary authority to manage the client’s Account and perform various functions without further approval from the client. Such functions include: (i) the determination of securities to be purchased/sold and the amount of securities to be purchased/sold in the client’s Account; (ii) the ability to rebalance the securities in the Account according to the parameters of the Model Portfolio; (iii) selling and purchasing securities in the Account to harvest tax losses, if deemed appropriate under the circumstances; and (iv) selling securities and/or maintaining a cash balance in the Account to cover (1) margin calls, (2) debit balances, (3) checks drawn on the Account by the client, and (4) other fees reasonably expected to be incurred in connection with the Account or managing the Account, including P&A’s investment advisory fees. For non-discretionary accounts, P&A will contact the client prior to executing any transactions.

Adviser may (but is not obligated to) combine or “batch” orders to obtain best execution, to negotiate more favorable commission rates or to allocate equitably among Adviser’s clients differences in prices and commissions or other transaction costs that might have been obtained had such orders been placed independently. Under this procedure, transactions will be averaged as to price and transaction costs and will be allocated among Adviser’s clients in proportion to the purchase and sale orders placed for each client account on any given day. If Adviser cannot obtain execution of all the combined orders at prices or for transactions costs that Adviser believes are desirable, Adviser will allocate the securities Adviser does buy or sell as part of the combined orders by following Adviser’s order allocation procedures.

TDA will provide all custodial and clearing services for PAM Program Accounts as well as provide certain software and technology services for a fee. Fees for services performed by TDA may be charged separate and in addition to P&A’s investment advisory fees or may be bundled into a single combined fee, as discussed in more detail below. In no event will P&A accept or maintain custody of the client funds or securities.

Each Client with a PAM Program Account will receive confirmation of every transaction within the account and monthly statements directly from TDA for any month in which there was account activity. Detailed quarterly performance reports may also be provided to clients directly from P&A.

### **c. Multi-Family Office Services**

P&A offers multi-family office services which include financial planning, asset management, insurance, tax and estate planning and concierge services. P&A may receive compensation for performing or referring clients for these services. Fees for these services may be charged separately.

## **II. Advisory Services To Retirement Plans And Plan Participants**

P&A offers various levels of advisory and consulting services to employee benefit plans and to the participants of such plans (“Participants”). The services are designed to assist plan sponsors (“Plan Sponsors”) in meeting their management

and fiduciary obligations to the Participants under the Employee Retirement Income Securities Act (“ERISA”) and the Pension Protection Act of 2006 (“PPA”). Generally, investment advice provided to Plan Sponsors and Participants is regulated under ERISA and the PPA. P&A will provide services to Plan Sponsors and their Participants as described below. Plan Sponsors must make the ultimate decision to retain P&A for pension consulting and other advisory services including, but not limited to, services at the participant level. The Plan Sponsor is free to seek independent advice about the appropriateness of any recommended services for the plan.

## **Standard Services**

### **a. ERISA Non-Fiduciary Services**

**Education Services to Plan Committee** - Penniall will provide training for the members of the Plan Committee (or those designated by the Responsible Plan Fiduciary) with regard to their service on the Committee, including guidance with respect to fiduciary duties, at times mutually agreeable to the parties. Penniall will not render individualized investment advice and will not be held to an ERISA fiduciary standard for services rendered hereunder.

**Participant Education Services** - Penniall will conduct initial and/or periodic enrollment and informational meetings with employees and Participants and provide investment education. In accordance with the Department of Labor’s Interpretative Bulletin 96-1, Penniall may provide information about the Plan, general financial and investment information and materials relating to asset allocation models available through the Plan. Penniall may also provide interactive investment materials to assist Participants in assessing their future retirement income needs and the impact of different asset allocations on retirement income.

**Third Party Product or Service** - Penniall will use the benchmarking product or service offered by Fiduciary Benchmarks, Inc. in providing services to Client and the Plan, in addition to any Services selected herein. Penniall will not render individualized investment advice and will not be held to an ERISA fiduciary standard for services rendered hereunder.

**Plan Search Support** - Penniall will manage the preparation, distribution and evaluation of Request For Proposals, finalist interviews, and conversion support. Penniall will not render individualized investment advice and will not be held to an ERISA fiduciary standard for services rendered hereunder.

### **b. ERISA Non-Discretionary Fiduciary Services**

**Investment Policy Statement** - Penniall will assist the Client in developing a formal, written Investment Policy Statement (“IPS”) or it may review and recommend amendments to the Client relating to the existing IPS. The IPS may contain the standards and processes for selecting and monitoring Plan investments, and will set forth the number of general investment options and asset class categories to be offered to Plan participants with a goal of providing a menu of investments that will allow for the creation of well-diversified portfolios through a mix of equity and fixed income exposures. The IPS is subject to the final approval of Client, and Penniall does not guarantee that Client will achieve the investment objectives in the IPS.

**Investment Recommendations & Performance Monitoring** - Unless the Client elects Additional Services below, Penniall will perform the following Non-Discretionary Fiduciary Service as an ERISA fiduciary. Penniall will review the investment options available through the Plan and will provide recommendations to the Client to assist the Client in selecting the “core” investments to be offered to Plan participants, including the Plan’s QDIAs if applicable, that meet the criteria set forth in the Plan’s investment policy statement (“IPS”) that has been approved by the Client. Penniall will provide reports on a regular basis that are designed to assist the Client in monitoring the core investment options and may provide recommendations to assist the Client in removing and replacing investments that no longer meet the IPS criteria.

**Selection of Qualified Default Investment Alternative** - Penniall will recommend to Client an investment fund product or model portfolio meeting the definition of a QDIA in ERISA Regulation 2550.404c-5(e)(3). The QDIA shall be reflected in the IPS. Client retains the sole responsibility to provide all required notices to Participants as required under ERISA section 404(c)(5). Penniall makes no representations that the Plan will otherwise be compliant with section 404(c).

*For ERISA Non-Discretionary Fiduciary Services rendered hereunder, Penniall acknowledges that it will be acting as a fiduciary to the plan pursuant to ERISA and the Investment Advisers Act of 1940.*

## **Fiduciary Protection Program™**

### **a. Discretionary Investment Management Services:**

**Investment Management Services** - Penniall shall have discretionary investment authority to direct the core investments to be offered to Plan participants in a manner that is consistent with the criteria set forth in the Plan's investment policy statement ("IPS") that has been approved by the Client. Such authority will include that necessary to select, monitor, remove, and replace all investment alternatives which constitute the core investment menu. In the event that Penniall provides instructions directly to the plan's record keeper or third-party administrator with regard to the removal, or replacement of investments, Penniall will provide the Client with a report containing the basis for those decisions.

In rendering Investment Management Services or any other ERISA Discretionary Fiduciary Service selected below, Penniall will act as an ERISA fiduciary and will serve as an investment manager as defined in Section 3(38) of ERISA, and as a fiduciary under the Investment Advisers Act. Penniall shall retain final decision making authority with regard to all ERISA Discretionary Fiduciary Services, and the Plan fiduciaries remain responsible for demonstrating that Penniall was prudently selected and monitored.

### **b. Non-Fiduciary ERISA Services:**

**Participant Advice** - Penniall will meet with Plan participants that seek to engage Penniall for Participant Advice services to gather information concerning their retirement investments, time horizon, risk tolerance and investment goals. Penniall will review the information and generate individualized investment advice that may include a recommendation to invest in a particular model portfolio, Collective Investment Funds (CIF's) or percentages to be allocated among a number of the Plan's core investment options. Penniall will not provide recommendations on investments held outside of the plan and the Plan participant retains the sole responsibility to implement the recommendations and to update Penniall as to personal financial information. Penniall does not guarantee that the Plan participants' investment objectives will be achieved. Participant Advice shall be delivered as an ERISA Non-Discretionary Fiduciary Service.

**Review of Fiduciary Liability Insurance Coverage** - Penniall will work with qualified insurance professionals to review Client's fiduciary liability coverage. Penniall may assist the Client in obtaining additional or replacement insurance if necessary.

**Monitoring of Qualified Fiduciary** - The Client is responsible as a Plan fiduciary for selection of Penniall as a Plan fiduciary, and for monitoring the performance of Penniall. To facilitate this responsibility, Penniall will provide Client with a structure for the annual review and monitoring of the Penniall as a Plan fiduciary.

**Collective Investment Funds** - If the Client so elects, based upon its own independent inquiry concerning the appropriateness of including the specific additional investment options, Penniall will make available a series of Collective Investment Funds ("CIFs") offered by Hand Benefit & Trust to be included as core investment options. Penniall will select, monitor, remove and replace the underlying investment options in each of the CIFs with a goal of providing Plan participants with a selection of broadly diversified investment choices, and render such service pursuant to the terms of its investment management agreement with Hand Benefit & Trust. The Client must also execute the Hand Benefit & Trust CIF Participation Agreement which is separate from this Retirement Plan Advisory and Consulting agreement. Additional information is available upon request.

The Client may independently elect to utilize CIFs as the Plan's Qualified Default Investment Alternatives ("QDIAs") for defaulted participants that are automatically enrolled in the Plan. Penniall will not exercise discretion over the selection of the Plan's QDIAs.

Penniall may also provide recommendations to assist the Client in selecting unaffiliated QDIAs if requested, and render such advice as ERISA Non-Discretionary Fiduciary Service.

**General Information about Plan and Participant Services** - Fees for these services shall be: 1) on a flat fee basis, 2) on a percentage of a plan's assets, or 3) on a combination of these methods, as agreed to between P&A and the Plan Sponsor. P&A and Investment Advisory Representatives do not receive additional compensation beyond these fees. If Investment Advisory Representatives, in their separate capacity as registered representatives of United Planners Financial Services (UPFS), are compensated in the form of commissions or 12b-1 fees from the sale of investments to the Plan, P&A shall offset the advisory fee to reflect the additional compensation earned, to the extent permitted by law.

Advisory services provided to retirement plans may be solely provided by Investment Advisory Representatives, or in combination with third parties and their retirement plan services. Investment Advisory Representatives may also provide other services to the plan not in the capacity as an Investment Advisory Representative, such as serving as the plan's third party administrator.

P&A shall never have custody of any client funds or securities, as the services of an independent qualified custodian will be used for these asset management services.

**Total Advisory Assets Under Management** - As of 3/11/2011, P&A manages \$610,119,426 on a discretionary basis and \$25,056,369 on a non-discretionary basis.

## **Item 5 – Fees and Compensation**

**Consulting Services/Financial Planning** - Financial consulting services are offered on either a flat or hourly fee basis through P&A or as part of the multi-family office services. The firm's flat fee ranges between \$500 and \$10,000 and its hourly fee is \$350. The type and amount of the fees charged to the client will be negotiated on a case-by-case basis, and are predicated on the complexity and scope of services to be provided. An estimate of the total cost will be determined at the start of the advisory relationship and shall be clearly set forth in the agreement for services. Extraordinary research or analysis may involve additional costs, which will be negotiated on an individual basis prior to beginning such work.

In either case, P&A requires that 50% of the fee be paid in advance, with the remaining portion due upon completion of the services rendered. Under no circumstances will P&A require prepayment of a fee more than six months in advance and in excess of \$500, as services will be rendered within six months of receipt of payment.

The client may terminate the consulting agreement within five days of the date of acceptance without penalty to the client. After the five-day period, either party may terminate the agreement by providing written notice to the other party. In the event there are any prepaid unearned fees, P&A will promptly refund a pro rata share to the client.

**PAM Program Fees** - The annual advisory fee for the PAM Program Account is subject to negotiation, but is generally set based on the assets under management according to the tiered fee schedule as described below:

<b>Account Value</b>		<b>Maximum Advisory Fee</b>
First	\$99,999	2.50%
\$100,000 ---	\$249,999	2.00%
\$250,000 ---	\$499,999	1.75%
\$500,000 ---	\$1,999,999	1.50%
\$2,000,000 ---	\$4,999,999	1.25%
Over	\$5,000,000	0.80%

The advisory fee is payable quarterly in advance and blended based on the assets under management. The advisory fee is calculated by applying the applicable advisory fee rate to the assets in each tier of the fee schedule. The fee arrangement with each client is subject to negotiation in certain situations and will be fully disclosed in the Investment Management Agreement each client is required to enter into with P&A.

The initial fee is payable when the PAM Program Account is established, prorated for the first partial quarter, if any, and also for withdrawals and additions in excess of \$25,000 during a quarter. Thereafter, fees will be payable on the first day of each calendar quarter based on the asset value of the PAM Program Account as of the last business day of the prior quarter. Notwithstanding the foregoing, no advisory fees will be charged on any mutual funds, unit investment trusts or annuities transferred to the PAM Program Account which were purchased within the past two years if a commission was paid to an IAR of P&A in their role as a registered representative of a broker-dealer with respect to such mutual fund, unit investment trust or annuity.

Additional information about the PAM Program, including the advisory fees, transaction fees, custodial fees, and other fees that may apply are contained in the P&A Investment Management Agreement which the client is required to sign with P&A.



**Retirement Plan Services Fees** - P&A charges an annualized fee of up to 1.00% of the plan's assets for the pension consulting services described above. In lieu of an asset based fee, P&A may charge a fixed fee ranging from \$5,000 to \$2,000,000. Generally, a fixed-fee will not exceed 1.00% of the plan's assets unless there are special circumstances warranting a higher fee. The type and amount of the fees charged to the client are negotiable and are generally based on the size and complexity of the plan, the number of plan participants, the location of the participants, the estimated number of meetings required, and other factors that may be deemed relevant by P&A when negotiating with the client. An estimate of the total cost will be determined at the start of the advisory relationship. Fees for pension consulting services are generally payable quarterly in advance. Under no circumstance will the firm require prepayment of a fee more than six months in advance and in excess of \$500.

**Retirement Plan Fee** - The Advisory Fee for plan level services will be billed each calendar quarter (1/4 of annual rate) based upon the market value of the assets in the Plan on the average month-end balance of the plan on the last day of the quarter as valued by the custodian. The Advisory Fee for the initial quarter shall be calculated on a pro rata basis commencing on the day the assets are initially designated for management under this Agreement.

If the disclosure brochure is not delivered to the client within 48 hours prior to the client entering into the pension consulting agreement, the client may terminate the agreement within five business days of the date of acceptance without penalty. If the client received the disclosure documents 48 hours in advance or if the five-day grace period has expired, either party may terminate the agreement upon 30 day written notice to the other party. The pension consulting fees will be pro-rated for the quarter in which the cancellation notice was given and unearned fees will be refunded to the client.

**Other Fees** - In addition to the advisory fee, separate transaction charges are payable pursuant to a fixed schedule for trade execution and fees for custodial services will apply.

For all PAM Program Accounts, clients should be aware that they may incur other fees to unaffiliated third parties, such as administration fees, deferred sales charges on mutual funds initially deposited in the account and 12b-1 fees, mutual fund management fees and other mutual fund expenses. Ancillary charges such as margin interest (when margin is utilized) and account services such as transfer fees are also not included in the advisory fee.

**General Information on Advisory Services and Fees** - The fee charged is calculated as described above and is not charged on the basis of a share of capital gains or capital appreciation of the funds or any portion of the funds of an advisory client (SEC Rule 205(a)(1)).

Advice offered by P&A may involve investment in mutual funds. Clients are advised that all fees paid to P&A for investment advisory services are separate and distinct from the fees and expenses charged by mutual funds (described in each fund's prospectus) to their shareholders. These fees will generally include a management fee and other fund expenses. Further, there may be transaction charges involved with purchasing or selling of securities. P&A does not share in any portion of the brokerage fees/transaction charges imposed by the custodian holding the client funds or securities. The client should review all fees charged by mutual funds, P&A, and others to fully understand the total amount of fees to be paid by the client.

P&A does not represent, warrant or imply that the services or methods of analysis employed by us can or will predict future results, successfully identify market tops or bottoms, or insulate clients from losses due to market corrections or declines.

Although P&A believes its advisory fees are competitive, lower fees for comparable services may be obtained from other sources. All fees are subject to negotiation.

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

P&A does not charge any performance-based fees (fees based on a share of capital gains on or capital appreciation of the assets of a client).

## **Item 7 – Types of Clients**

P&A offers personalized investment advisory services to individuals, pension and profit sharing plans, trusts, estates, charitable organizations, corporations and other business entities. The firm's services and fee arrangements are described in the proceeding pages.

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

### **Methods of Analysis**

P&A's recommendations and Model Portfolios will be based on internal analysis, research reports and analysis, and other technology-based tools to analyze the performance of mutual funds, ETFs, and other equity and debt securities provided by third-parties. Representatives of P&A may also utilize computer software programs provided by such third-party advisers in providing this advice to clients.

P&A uses commercial software packages such as Advent and Morningstar in offering advisory services to its clients. Investing in securities involves risk of loss that clients should be prepared to bear.

The investment process employed by the Portfolio Manager and Investment Committee is a top-down, tactical asset allocation approach. The initial step in the process includes forming an overall perspective of the economy and the financial markets. The Portfolio Manager considers current economic and market conditions and develops an economic forecast that may impact markets in the future. The goal is to identify thematic trends, determine how those trends will impact our portfolios, and adjust our allocations accordingly to benefit from these trends. The development of an economic perspective is a dynamic process that is consistently revised based upon changes in the economy and financial markets.

The economic perspective and thematic trends help shape the asset allocation of each portfolio. Five major asset classes are included in all but the Fixed Income portfolio:

**Cash & Cash Equivalents** – money market and currency instruments, as well as short-term bonds or fixed-rate investments.

**Fixed Income** – domestic and international fixed income investments of intermediate and longer-term maturities with varying quality and duration characteristics.

**Domestic Equity** – a combination of domestic growth and value equity investments, ranging from small to large companies.

**International Equity** – a combination of international growth and value investments, ranging from small to large companies.

**Alternative Assets** – non-traditional investments such as precious metals, real estate, commodities and natural resources that historically have exhibited a low correlation to stock and bond markets.

Within these five broad asset classes, we utilize approximately 30 specific asset classes to strategically and tactically diversify each portfolio. The Portfolio Manager determines the weightings of each asset class. These allocations may be underweight or overweight their respective benchmarks based upon the current recommendations of the Portfolio Manager and Investment Committee.

The determination of individual investments for each asset class is generally based upon two criteria: a risk-based metric (typically standard deviation) and a performance-based metric (rate of return). These two critical components allow the Portfolio Manager and Investment Committee to focus on the conversion of beta (risk) into alpha (reward). If our outlook for a specific asset class is favorable, the investment selected will likely exhibit a higher level of risk. If our outlook is bearish, the holding selected will likely exhibit a lower level of risk.

Based upon the level of risk that is desired, an analysis is performed to determine which investment has historically achieved superior performance on a risk-adjusted basis. The unique component in the analysis is the focus on performance over a relevant time period. Rather than focus on a calendar-specific time period, the focus is based upon market cycles. For example, when searching for an investment to be used when our outlook is bullish, the focus would be on an up-market time period. The overall goal is to identify investments that achieve an appropriate amount of reward for the level of risk taken.

## **Investment Strategies/Monitoring/Reporting**

The ongoing monitoring of the model portfolios involves a rigorous and disciplined process. Performance is tracked at every Investment Committee meeting. In addition, a formal attribution analysis is prepared on a quarterly basis. This analysis decomposes the performance of the portfolios into the following three levels:

**Portfolio Level** - On a portfolio level, the performance of each model portfolio is compared to the performance of the respective benchmark portfolio. The respective benchmark portfolios consist of varying allocations of the Barclays Aggregate Bond Index, Russell 3000 Index and the MSCI EAFE Index. The allocations among these three indices for each benchmark portfolio are static and represent the target allocations for the respective portfolios. A detail of the benchmark portfolio allocations are included below.

	Barclays Aggregate Bond Index	Russell 3000 Index	MSCI EAFE Index
Fixed Income	100%	0%	0%
Capital Preservation	70%	25%	5%
Conservative	55%	35%	10%
Balanced	40%	50%	10%
Growth	20%	65%	15%
Aggressive Growth	0%	80%	20%

The difference between the performance of the portfolios and their respective benchmark determines the overall portfolio level alpha (out-performance or under-performance).

**Asset Class Level** - On an asset class level, an analysis is performed to determine what degree of out-performance or under-performance is attributed to the specific tactical asset class weightings of the model portfolios.

**Investment Level** - On an investment level, the performance of each holding is compared to the performance of its respective peer group. The difference between an individual mutual fund's performance and its peer group determines whether the fund out-performed or under-performed its peers.

The purpose of this formal analysis is to determine the degree of out-performance or under-performance that is attributed to each level of portfolio management. It helps determine why the portfolios differed from their respective benchmarks and allows the Portfolio Manager and Investment Committee to target where additional research needs to be performed. Based upon the results of this analysis, the Portfolio Manager and the Investment Committee decide whether to modify broad asset class allocations or tactically change specific asset classes.

As a result of the ongoing monitoring of the portfolios and consistent revision of an economic perspective, changes to the allocations or individual holdings may be deemed necessary. The execution of such changes will be performed by the Portfolio Manager and Investment Committee across all portfolios.

**Versions of Portfolios** - To accommodate client portfolios of all sizes, the Portfolio Manager and Investment Committee have designed condensed versions of the model portfolios. The investment methodology and monitoring process in which these portfolios are managed is similar to the steps described above. The difference is in the number of investments that are utilized in these models. "Fund of fund" or multi-sector mutual funds that cover more than one specific asset class are often used. The overall broad allocations in these condensed portfolios are similar to the allocations of the full portfolios.

**Custom Portfolios** - To accommodate client portfolios with special situations, the Portfolio Manager and Investment Committee have designed customized versions of the model portfolios. Special situations would include tax issues, liquidity requirements, individual stock holdings and other personal considerations. The investment methodology and asset allocation of the custom portfolios are similar to the model portfolios. The primary difference is that the investments selected to represent each asset class may differ from the model portfolios.

A second difference is in the monitoring of these custom portfolios. Since these portfolios are customized on an individual client basis, the performance will differ from the standard portfolios. On a quarterly basis, the performance of each custom

portfolio will be compared to its corresponding model portfolio. For example, a custom Balanced portfolio will be compared to the performance of the standard Balanced portfolio. If the performance of the custom portfolio is within an acceptable range, no additional analysis will be deemed necessary. However, if the custom portfolio is outside an acceptable range, additional analysis will be performed to determine why the custom portfolio out-performed or under-performed the model portfolio. Changes to the allocations or individual holdings in the custom portfolio may be deemed necessary based upon this analysis.

## **Risk of Loss**

Investing entails risk of loss which the investor must be willing to bear. The PAM program will invest primarily in mutual fund shares which are not deposits or obligations of, or guaranteed or endorsed by, any bank, and are not insured by the Federal Deposit Insurance Corporation, the Federal Reserve Board, or any other agency of the U.S. government.

**Asset Allocation** - P&A's ability to achieve its investment goal depends greatly upon the PAM asset allocation mix and selecting underlying funds. There is the possibility that P&A's evaluations and assumptions regarding asset classes and underlying funds will not successfully achieve high long-term total return in view of actual market trends. The core principle of asset allocation is diversification. P&A relies heavily upon diversification to minimize investment risk but investment risk cannot be eliminated, and despite our best efforts, is oftentimes challenging to manage within a target range.

**Investing in Underlying Funds** - P&A's investments are concentrated in the underlying mutual funds, therefore the portfolio's performance is directly correlated to the performance of the underlying funds. The ability of the portfolios to achieve their investment goals are directly related to the ability of the underlying funds to meet their investment goals. In addition, investors will indirectly bear the fees and expenses of the underlying funds.

**Management** - The PAM portfolios are subject to management risk because they are actively managed investment portfolios. P&A will apply investment techniques and risk analyses in making investment decisions for the portfolios, but there can be no assurances that these decisions will produce the desired results.

## **Item 9 – Disciplinary Information**

Registered Investment Advisors are required to disclose all material facts regarding any legal or disciplinary events that would be material to your evaluation of P&A or the integrity of P&A's management. P&A and its associated IAR's have no legal or disciplinary events applicable to this Item.

## **Item 10 – Other Financial Industry Activities and Affiliations**

**Other Business Activities** - In addition to their investment advisory activities, Penniall & Associates, Inc. IAR's offers retail brokerage services through their affiliation as registered representatives with United Planners Financial Services (UPFS). Products may include stocks, bonds, mutual funds, ETFs, 529 plans, retirement plans, and other investments. P&A also offers pension, health and welfare, and mortgage lending services through associates who are appropriately licensed. P&A generally conducts its investment advisory activities separate and apart from the advisory activities of UPFS. P&A IAR's are Registered Representatives of UPFS which necessitates that UPFS keep and maintain certain records and perform other compliance functions in relation to the advisory activities of P&A. These obligations require UPFS to coordinate with and have the cooperation of certain custodians and/or broker-dealers. Accordingly, UPFS has established a list of custodian or brokerage firms in which P&A client assets may be placed, and P&A client custodial choices will be limited to that list.

P&A maintains a reciprocal referral relationship with Highpoint Partners, LLP, an accounting and financial services firm whereby clients of Highpoint are referred to P&A for securities and advisory related services and clients of P&A are referred to Highpoint for financial services. Any fees paid to Highpoint for services rendered are separate and distinct from the compensation received by P&A for investment advisory services. Comparable services may be available through other accounting firms for a lower cost.

Mortgage lending is a service provided by an associate who holds a real estate license. Penniall & Associates, Inc. is not a mortgage firm in and of itself.

**Other Industry Activities or Affiliations** - Certain officers, other employees, and IARs of P&A may be separately licensed as registered representatives and/or principals of UPFS. As such, these individuals will be able to effect securities transactions and may receive separate, yet customary, compensation for effecting securities transactions.

P&A generally conducts its investment advisory activities separate and apart from the advisory activities of UPFS. P&A as a branch of UPFS necessitates that UPFS keep and maintain certain records and perform other compliance functions in relation

to the advisory activities of P&A. These obligations require UPFS to coordinate with and have the cooperation of certain custodians and/or broker-dealers. Accordingly, UPFS has established a list of custodian or brokerage firms in which P&A client assets may be placed, and P&A client custodial choices will be limited to that list.

P&A maintains a referral relationship with two estate planning attorneys, Scott Burns and Joseph Longo. P&A receives no compensation for any referrals made.

David R. Penniall, founder and Chief Executive Officer of P&A is also a founder and managing member of Pension Architects Advisory Group, LLC ("PAAG"), a federally registered investment adviser primarily servicing pension plans. In certain circumstances, clients of P&A may also separately engage PAAG for investment advisory services. Any fees paid to PAAG for services rendered are separate and distinct from the fees paid to P&A for investment advisory services. Mr. Penniall spends approximately 5% of his professional time related to PAAG activities.

P&A has an active insurance agency which transacts group and individual insurance plans as well as employee benefits and annuities.

P&A has pension and fiduciary advisers on staff and provides consulting to commission based retirement plans. Commission based plans are not advisory clients.

Mr. Penniall is also a licensed real estate agent. Mr. Penniall spends approximately 5% of his time in this capacity.

Athlete Wealth Management Group (AWM) is a DBA of P&A and caters to the financial needs of professional athletes. Mr. Penniall spends approximately 10% of his professional time related to AWM activities.

## **Item 11 – Code of Ethics**

P&A or individuals associated with the firm may buy or sell for their personal account(s) investment products identical to those recommended to clients. In addition, a related person may have an interest or position in a certain security or securities which may also be recommended to the clients.

In some instances, these situations may create either actual or perceived conflicts of interest. As such, P&A has established the following restrictions:

A director, officer or IAR shall not buy or sell securities for their personal portfolio(s) where their decision is substantially derived, in whole or in part, by reason of his or her affiliation with P&A or UPFS, unless the information is also available to the investing public on reasonable inquiry. No person shall prefer his or her own interest to that of the advisory clients.

All clients are fully informed that certain individuals may receive separate compensation when effecting transactions during the implementation process.

P&A and its employees generally may not participate in private placements or initial public offerings (IPOs) without pre-clearance from the firm's Compliance Officer.

P&A respects the right of clients to specify investment objectives, guidelines, and/or conditions/restrictions on the overall management of their accounts.

Records will be maintained of all securities or insurance products bought or sold by the firm, associated persons of the firm and related entities. A principal of P&A, or a qualified representative of the firm, reviews these records on a quarterly basis.

P&A requires that all individuals must act in accordance with all applicable Federal and State regulations governing registered investment advisory practices.

Any individual not in observance of the above may be subject to termination.

The full text of the Firm's Code of Ethics is available to you upon request.

In accordance with Section 204-A of the Investment Advisers Act of 1940, P&A also maintains and enforces written policies reasonably designed to prevent the misuse of material non-public information by the firm or any person associated with P&A.

It is P&A's policy that the firm will not affect any principal or agency cross securities transactions for client accounts. P&A will also not cross trades between client accounts. Principal transactions are generally defined as transactions where an adviser, acting as principal for its own account or the account of an affiliated broker-dealer, buys from or sells any security to any advisory client. A principal transaction may also be deemed to have occurred if a security is crossed between an affiliated hedge fund and another client account. An agency cross transaction is defined as a transaction where a person acts as an investment adviser in relation to a transaction in which the investment adviser, or any person controlled by or under common control with the investment adviser, acts as broker for both the advisory client and for another person on the other side of the transaction. Agency cross transactions may arise where an adviser is dually registered as a broker-dealer or has an affiliated broker-dealer.

**Privacy Policies** - The firm views protecting its customer's private information as a top priority and, pursuant to the requirements of the federal Gramm Leach Bliley Act, the firm has instituted policies and procedures to ensure that customer information is kept private and secure.

The firm does not disclose any non-public information about its customers or former customers to any nonaffiliated third parties, except as permitted by law. In the course of servicing a client's account, the firm may share some information with its service providers, such as transfer agents, custodians, broker-dealers, accountants, and lawyers. The firm may also share client information where the client is receiving services from Highpoint and/or PAAG.

The firm restricts internal access to nonpublic personal information about the client to those associated persons of the firm who need access to that information in order to provide services to the client. It is the firm's policy to never sell information about current or former customers or their accounts to anyone. It is also the firm's policy not to share information unless required to process a transaction, at the request of the customer or as required by law.

P&A's clients or prospective clients may request a copy of the firm's Privacy Policies by contacting Sarah A. (Abby) Brace.

## **Item 12 – Brokerage Practices**

**Suggestion of Broker** - PAM clients requesting that P&A implement investment recommendations and advice will have TD Ameritrade (TDA) recommended to them. In order for P&A to facilitate securities transactions, the client must agree to open an account(s) with TDA for custody of securities, trade execution, and clearance and settlement of transactions. P&A participates in the TDA Institutional program. TD Ameritrade Institutional is a division of TD Ameritrade, Inc., (TDA) member FINRA/SIPC/NFA. TDA is an independent and unaffiliated SEC-registered broker-dealer. P&A receives some benefit from TDA through its participation in the program. Please refer to additional disclosures on TDA at Item 14.

P&A places all of its securities transactions with TDA and then periodically evaluates its relationship to see if they are competitive with other services available. This could mean that in a specific circumstance, a client could pay a higher commission on a trade placed with TDA than they would if the applicant had arrangements with several broker/dealers and could compare costs on each transaction. In deciding to use TDA and in deciding to continue using TDA, P&A has considered and continues to consider the full range and quality of services, including, among other things, execution capability, commission rate, financial responsibility, responsiveness to the adviser and research services. Research received directly or indirectly from TDA may be used to service some or all of P&A's clients.

IARs of P&A, who are registered representatives of UPFS, are subject to FINRA Conduct Rule 3040 that may restrict such registered individuals from conducting securities transactions away from UPFS, unless UPFS provides the representative with written authorization. Therefore, the client is advised that IARs may be limited to conducting securities transactions through UPFS or through TDA.

Although P&A does not have the authority to determine the broker dealer or dealer used in executing client transactions without obtaining specific client consent, certain programs that P&A sponsors do require the use of certain brokers to execute transactions. There is no requirement that a client use such broker as P&A recommends; however, P&A reserves the right to not accept a client account if the client wishes to select a broker or dealer other than TDA.

## **Item 13 – Review of Accounts**

Accounts will be reviewed internally on a regular basis. The client will be provided with information at least annually, and client accounts will be rebalanced as required. For non-qualified accounts the firm may tax harvest at any time on an as needed basis. Reviews are conducted by IARs of the firm.

Changes in a client's situation, such as investment goals, financial position, unusual economic, industry or individual investment developments, may trigger a review. Marriage, divorce, death, change in employment, birth of a child, retirement, etc. may also trigger the need for additional reviews.

All investment management services clients receive statements from their custodians on either a monthly or quarterly basis. These reports will show the current market values and transactions during the past month or quarter as well as interest, dividends and capital gains for the reporting period.

P&A may provide clients with quarterly performance reports of their PAM Program Accounts.

P&A may provide retirement plan clients with investment monitoring reports on a quarterly basis and annual fee benchmarking reports upon request or as needed.

P&A may also provide financial planning clients with annual updates of their financial situation.

## **Item 14 – Client Referrals and Other Compensation**

P&A may offer securities and insurance products to the public on a fully disclosed commission basis.

There is no direct link between P&A's participation in the TDA Institutional program and the investment advice it gives to its clients, although P&A receives economic benefits through its participation in the program that are typically not available to TDA retail investors. These benefits include the following products and services (provided without cost or at a discount): duplicate client statements and confirmations; research related products and tools; consulting services; access to a trading desk serving advisor participants; access to block trading (which provides the ability to aggregate securities transactions for execution and then allocate the appropriate shares to client accounts); the ability to have advisory fees deducted directly from client accounts; access to an electronic communications network for client order entry and account information; access to mutual funds with no transaction fees and to certain INSTITUTIONAL money managers; and discounts on compliance, marketing, research, technology, and practice management products or services provided to Registrant by third party vendors. TDA may also have paid for business consulting and professional services received by P&A's related persons and may also pay or reimburse expenses (including travel, lodging, meals and entertainment expenses) for P&A personnel to attend conferences or meetings relating to the program or to TDA's advisor custody and brokerage services. Some of the products and services made available by TDA through the program may benefit P&A but may not benefit its client accounts. These products or services may assist us in managing and administering our client accounts, including accounts not maintained at TDA. Other services made available by TDA are intended to help us manage and further develop its business enterprise. The benefits received by P&A or its personnel through participation in the program do not depend on the amount of brokerage transactions directed to TDA. Clients should be aware, however, that the receipt of economic benefits by P&A or its related persons in and of itself creates a potential conflict of interest and may indirectly influence P&A's recommendation of TDA for custody and brokerage services. No ERISA accounts are custodied at TDA therefore no prohibited transactions exist per ERISA Rule 406.

P&A also receives from TDA certain additional economic benefits ("Additional Services") that may or may not be offered to any other independent investment advisors participating in the program. Specifically, the Additional Services include payment coverage for Morningstar, Advent Software, FINA Connect and OutSourceThis!. TDA provides the Additional Services P&A in its sole discretion and at its own expense, and P&A does not pay any fees to TDA for the Additional Services. P&A and TDA have entered into a separate agreement ("Additional Services Addendum") to govern the terms of the provision of the Additional Services.

P&A's receipt of Additional Services raises potential conflicts of interest. In providing Additional Services to us, TDA most likely considers the amount and profitability to TDA of the assets in, and trades placed for, our client accounts maintained with TDA. TDA has the right to terminate the Additional Services Addendum with us, in its sole discretion, provided certain conditions are met. Consequently, in order to continue to obtain the Additional Services from TDA, we may have an incentive



to recommend to our clients that the assets under management by P&A be held in custody with TDA and to place transactions for client accounts with TDA. P&A's receipt of Additional Services does not diminish its duty to act in the best interests of its clients, including to seek best execution of trades for client accounts

P&A will receive from Highpoint a one-time fee equal to 10% of the client's financial service fees as compensation for referring clients in need of financial services to Highpoint.

**Compensation for Client Referrals** - Occasionally, P&A will send a thank you gift -- i.e. a gift basket -- to an individual or company for an advisory client referral. The value of this gift will not exceed \$100.

As compensation for referring clients to P&A for advisory related services, the firm will share 40% of its advisory fees with Highpoint on an ongoing basis. P&A and Highpoint also maintain a commission sharing arrangement in instances where Highpoint refers clients in need of insurance products to the firm.

P&A also has a referral arrangement with Pension Architects and may share 30% of its advisory fees with Pension Architects on an ongoing basis. P&A also maintains a 30% commission sharing arrangement with Pension Architects for some non-advisory business.

P&A has a Solicitors Agreement with Philip Steele and pays Philip per the terms of said agreement.

## **Item 15 – Custody**

Clients should receive at least quarterly statements from the broker dealer, bank or other qualified custodian that holds and maintains client's investment assets. P&A urges you to carefully review such statements and compare such official custodial records to the account statements that we may provide to you. Our statements may vary from custodial statements based on accounting procedures, reporting dates, or valuation methodologies of certain securities.

## **Item 16 – Investment Discretion**

P&A usually receives discretionary authority from the client at the outset of an advisory relationship to select the identity and amount of securities to be bought or sold. In all cases, however, such discretion is to be exercised in a manner consistent with the stated investment objectives for the particular client account.

When selecting securities and determining amounts, P&A observes the investment policies, limitations and restrictions of the clients for which it advises. For registered investment companies, P&A's authority to trade securities may also be limited by certain federal securities and tax laws that require diversification of investments and favor the holding of investments once made. Investment guidelines and restrictions must be provided to P&A in writing.

## **Item 17 – Voting Client Securities**

Clients will make all of the decisions regarding corporate actions and the exercise of proxy voting rights with respect to stock held in the client's account. P&A will not be required, and in certain cases will be precluded from, voting proxies on behalf of client accounts; although, P&A may, on rare occasions and only at the client's request, offer clients advice regarding corporate actions and the exercise of proxy voting rights.

## **Item 18 – Financial Information**

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

## Brochure Supplement

### Educational Background and Business Experience

#### **David R. Penniall, CFP®, AIF®**

Year of Birth: 1954

Formal Education After High School:

- Glendale College, A.A., General Education, 1974.
- University of California, Los Angeles, B.A., Political Science, 1976.

Entered Financial Services Industry in 1982

Professional Designations:\*

- Certified Financial Planner™
- Accredited Investment Fiduciary®

Business Background Previous Five Years:

- Penniall & Associates, Inc., Founder/Chief Executive Officer, 05/2002 - Present.
- Pension Architects Advisory Group, LLC, Member and Manager, 08/2007 - Present.
- United Planners Financial Services, Registered Principal, 10/2009 - present
- NRP Financial, Inc., Registered Principal, 07/2008 - 10/2009
- AIG Financial Advisors, Inc. (formerly SunAmerica Securities), Registered Principal, 12/1997 - 07/2008.

#### **Craig R. Watanabe, CFP®, AIF®, CSCP®**

Year of Birth: 1958

Formal Education After High School:

- University of California, Los Angeles, BS Biology 1980

Entered Financial Services Industry in 1983

Professional Designations:\*

- Certified Financial Planner™
- Accredited Investment Fiduciary®
- Certified Securities Compliance Professional®

Business Background Previous Five Years:

- Penniall & Associates, Investment Advisor Representative, 09/2009 - present
- Penniall & Associates, Financial Advisor, 06/2008 – 09/2009
- Pension Architects Advisory Group, LLC, Investment Adviser Representative, 08/2007 - Present.
- United Planners Financial Services, Registered Representative, 10/2009 - present
- NRP Financial, Inc., Registered Representative, 06/2008 - 10/2009
- Western International Securities, Inc., COO/CCO 07/1996 - 06/2008

#### **Sarah A. Brace, RP®**

Year of Birth: 1962

Formal Education After High School:

- Woodbury University, BSBA - Finance, 1993 - 1995.
- Pasadena City College, General Education, 1988 -1993.

Entered Financial Services Industry in 1985

Professional Designations:\*

- Registered Paraplanner®

Business Background Previous Five Years:

- Penniall & Associates, Inc., Director of Client Services 01/1990 - Present;  
Chief Compliance Officer, 06/2010 - Present.
- United Planners Financial Services, Registered Assistant, 10/2009 - Present.
- NRP Financial, Inc., Registered Representative, 07/2008 - 10/2009
- AIG Financial Advisors, Inc., (formerly SunAmerica Securities) Registered Representative, 07/2000 - 07/2008.

**David B. Gallagher**

Year of Birth: 1960

Formal Education After High School:

- Purdue University, West Lafayette, IN B.S. Electrical Engineering, 1982.

Entered Financial Services Industry in 1989

Business Background Previous Five Years

- Penniall & Associates, Investment Advisor Representative, 02/2010 - Present.
- Top Down Design, Inc., President, 01/1989 - Present.
- Jet Propulsion Laboratory, Project Manager, 01/1989 - Present.

**Philip V. Boucher**

Year of Birth: 1953

Formal Education After High School:

- Boston University, Boston, MA, MBA 1980
- University Massachusetts, BS-BA Accounting and Finance 1976

Entered Financial Services Industry in 1992

Business Background Previous Five Years:

- Penniall & Associates, Investment Advisor Representative, 03/2010 - present
- United Planners Financial Services, Registered Representative, 03/2010 - present
- Western International Securities, Inc., Registered Representative, 1/2006 - 03/2010
- Smith Barney, Inc., Registered Representative, 11/1992 - 01/2006

**Shannon C. Main, CFP®, AIF®**

Year of Birth: 1972

Formal Education After High School:

- University of California, Irvine, BS Biological Sciences, 1995

Entered Financial Services Industry in 1995

Professional Designations:\*

- Certified Financial Planner™
- Accredited Investment Fiduciary®

Business Background Previous Five Years:

- Penniall & Associates, Investment Advisor Representative, 09/2008 – present
- Pension Architects Advisory Group, LLC, Investment Adviser Representative, 9/2008 - Present.
- United Planners Financial Services, Registered Representative, 10/2009 - present
- NRP Financial, Inc., Registered Representative, 09/2008- 10/2009
- USI Securities, Inc. Registered Representative, 06/2004 - 09/2008
- USI Corporate Retirement & Executive Benefits Consultant, 06/2004 - 09/2008

**Jaime G. Hefner, BCAA**

Year of Birth: 1976

Formal Education After High School:

- Glendale Community College, General Education, 2003 - 2006.
- Moorpark College, General Education, Attended, 1995 - 1996.

Entered Financial Services Industry in 1995

Professional Designations:\*

- Board Certified in Asset Allocation

Business Background Previous Five Years:

- Penniall & Associates, Inc., Investment Advisor Representative, 07/2004 - Present.  
Account Manager, 04/2002 - 07/2004
- Pension Architects Advisory Group, LLC, Investment Adviser Representative, 08/2007 - Present.
- United Planners Financial Services, Registered Representative, 10/2009 - Present
- NRP Financial, Inc., Registered Representative, 07/2008 - 10/2009
- AIG Financial Advisors, Inc. (formerly SunAmerica Securities) Registered Representative, 08/2004 - 07/2008

**Thea R. Lewis, CFP®, AIF®**

Year of Birth: 1970

Formal Education After High School:

- University of Colorado, BA Communication, 1993

Entered Financial Services Industry in 1998

Professional Designations:\*

- Certified Financial Planner™
- Accredited Investment Fiduciary®

Business Background Previous Five Years:

- Penniall & Associates, Inc., Retirement Plan Specialist, 08/2010 – Present
- Pension Architects Advisory Group, LLC, Retirement Plan Specialist, 08/2010 - Present.
- United Planners Financial Services, Registered Assistant, 08/2010 – Present
- Executive Assistants Network, Scheduling Assistant, 06/2010 – 07/2010
- National Pension Partners, Senior Pension Consultant, 12/2009 – 07/2010
- Transamerica Financial, Registered Representative, 02/2010 – 06/2010
- Hartford Mutual Funds/PLANCO, Regional Director, 10/2005 – 01/2008

**Brian R. Tinker, CFP®, AIF®**

Year of Birth: 1970

Formal Education After High School:

- University of California, Los Angeles, BA Sociology/Business Administration, 1993.
- California State University Northridge, General Education, 1989.

Entered Financial Services Industry in 1999

Professional Designations:\*

- Certified Financial Planner™
- Accredited Investment Fiduciary®

Business Background Previous Five Years

- Penniall & Associates, Investment Advisor Representative, 07/2006 - Present.
- Pension Architects Advisory Group, LLC, Investment Adviser Representative, 08/2007 - Present.
- United Planners Financial Services, Registered Representative, 10/2009 - Present.
- NRP Financial, Inc., Registered Representative, 07/2008 - 10/2009.
- AIG Financial Advisors, Inc., Registered Representative, 07/2006 - 07/2008.
- NWF Advisory Services, Financial Advisor, 05/2004 - 08/2006.
- Royal Alliance Associates, Inc., Registered Representative, 04/2004 - 08/2006.

**Kevin D. Sheldahl, CFP®**

Year of Birth: 1969

Formal Education After High School:

- Fuller Theological Seminary, Master of Divinity, 1996.
- Stanford University, BA, Economics, 1991.

Entered Financial Services Industry in 2001

Professional Designations:\*

- Certified Financial Planner™

Business Background Previous Five Years:

- Penniall & Associates, Investment Advisor Representative, 05/2003 - Present.
- Pension Architects Advisory Group, LLC, Investment Adviser Representative, 08/2007 - Present.
- United Planners Financial Services, Registered Representative, 10/2009 - Present
- NRP Financial, Inc., Registered Representative, 07/2008 - 10/2009
- AIG Financial Advisors, Inc. (formerly SunAmerica Securities), Registered Representative, 05/2003 - 07/2008.

**Sarah Jenson, CPA®, CFA®, AIF®**

Year of Birth: 1982

Formal Education After High School:

- California Polytechnic State University, San Luis Obispo, BS Accounting & Finance, 2004

Entered Financial Services Industry in 2004

Professional Designations:\*

- Certified Public Accountant
- Chartered Financial Analyst®
- Accredited Investment Fiduciary®

Business Background Previous Five Years:

- Penniall & Associates, Inc., Chief Investment Officer, 08/2007 – present
- Pension Architects Advisory Group, LLC, Chief Investment Officer, 08/2007 - Present.
- KPMG, LLP, Senior Associate, 05/2006 – 08/2007  
Associate, 04/2004 – 05/2006

**Vanessa Y. Burnett, CFP®**

Year of Birth: 1983

Formal Education After High School:

- University of Southern California, BA Communication, 2005

Entered Financial Services Industry in 2005

Professional Designations:\*

- Certified Financial Planner™

Business Background Previous Five Years:

- Penniall & Associates, Inc., Investment Advisor Representative, 03/2009 – Present  
Account Manager, 03/2008 – 03/2009
- Pension Architects Advisory Group, LLC, Investment Adviser Representative, 03/2009 - Present.
- United Planners Financial Services, Registered Representative, 10/2009 – Present
- Registered Assistant, 10/2008 – 10/2009
- NRP Financial, Inc., Registered Assistant, 03/2008 – 10/2008
- Mercer Consulting, Associate, 01/2007 – 03/2008  
Analyst, 09/2005 – 01/2007

**Brandon Averill**

Year of Birth: 1981

Formal Education After High School:

- University of California, Los Angeles, BA Sociology, 2004

Entered Financial Services Industry in 2005

Business Background Previous Five Years:

- Penniall & Associates, Inc., Investment Advisor Representative, 08/2010 - present
- United Planners Financial Services, Registered Representative, 08/2010 – present
- Athlete CEO Consulting, LLC, Partner, 04/2010 – present
- Morgan Stanley Smith Barney, Financial Associate, 04/2010 – 08/2010
- Union Bank, Assistant Vice President, 10/2005 – 03/2010
- Gateway Grizzlies, Baseball Player, 05/2005 – 08/2005
- Houston Astros, Baseball Player, 06/2004 – 03/2005

**Erik Averill**

Year of Birth: 1984

Formal Education After High School:

- Arizona State University, BS Finance, 2005

Entered Financial Services Industry in 2007

Business Background Previous Five Years:

- Penniall & Associates, Investment Advisor Representative, 08/2010 - present
- United Planners Financial Services, Registered Representative, 08/2010 – present
- Athlete CEO Consulting, LLC, Partner, 04/2010 – present
- Morgan Stanley Smith Barney, Financial Advisor, 06/2009 – 08/2010
- Citigroup Global Markets, Inc., Financial Advisor, 04/2009 - 06/2009
- Protégé, LLC, Partner, 08/2008 – 03/2009
- Seattle Mariners, Baseball Player, 06/2008 – 07/2008
- Detroit Tigers, Baseball Player, 06/2005 – 06/2008
- Smith Barney, Intern, 09/2007 – 12/2007

**Christian Perry**

Year of Birth: 1975

Formal Education After High School:

- New York Institute of Technology, BA Film & Television, 2004
- New York Institute of Technology, MFA Communications, 2005

Entered Financial Services Industry in 2010

Business Background Previous Five Years:

- Penniall & Associates, Investment Advisory Representative, 03/2011 – present
- United Planners Financial Services, Registered Representative, 03/2011 – present
- Versatile Artists, LLC, Consultant, 01/2004 – present
- SAG/AFTRA, Performer, 04/1997 - Present
- AXA Financial Advisors, Investment Advisory Representative, 01/2010 – 02/2011
- Arthur Murray Dance Studios, Dance Consultant, 01/1995 – 12/2008

**\*Professional Designation Minimum Requirements:**

- Accredited Investment Fiduciary® (AIF®): Completion of Web-based or Capstone program plus minimum score of 75% on closed book exam. No prerequisite. Continuing Education: 6 hours per year.
- Board Certified in Asset Allocation (BCAA): Completion of three modules (45 total hours) including passing a closed book final exam after each module followed by a case study after completion of all modules. Prerequisites: 2 years experience in financial services industry. Continuing Education: 15 hours per year for the first 5 years.
- Certified Financial Planner™ (CFP®): Successful completion of CFP-board registered program and successful passing of 2-day closed book exam. Prerequisites: Bachelors degree and minimum 3 years full-time relevant personal financial planning experience. Continuing Education: 30 hours every 2 years.
- Certified Public Accountant (CPA): Successful completion of 24 semester units in accounting- related subjects, 24 semester units in business-related subjects or accounting courses beyond the initial 24 units, successful passing of ethics course and passing score on the Uniform CPA Exam, 2 years general accounting experience supervised by a CPA with an active license. Prerequisites: Bachelors degree. Continuing Education: 40 hours after the first year and 80 hours every two years thereafter.
- Certified Securities Compliance Professional® (CSCP®): Successful completion of self study program, successfully pass CSCP exam. Prerequisites: Bachelors degree plus 3 years securities compliance experience or minimum of five years in securities compliance, and CSCP Credential Application approval. Continuing Education: 20 hours every 2 years.
- Chartered Financial Analyst (CFA): Completion of three courses (250 hours per course) including passing of exam after each course. Prerequisites: Bachelors degree and 4 years of professional experience involving investment decision-making or 4 years qualified work experience. Continuing Education: None.
- Registered Paraplanner<sup>SM</sup> (RP®) Completion of 10-module course and closed book final exam, completion of 3 month internship in financial services. Continuing Education: 16 hours every 2 years.

**Disciplinary Information**

See “Disciplinary Information” on page 9 of this brochure.

**Other Business Activities**

See “Other Financial Industry Activities and Affiliations” on page 9 of this brochure.

## **Additional Compensation**

See “Client Referrals and Other Compensation” on page 12 of this brochure.

## **Supervision**

Investment Advisory Representatives are supervised by David R. Penniall, CFP, OSJ Manager who can be reached at 626-795-3062. Investment decisions and directions are made by the P&A Investment Committee as described in Item 8 of the P&A disclosure brochure.