



Firm Brochure



The Corundum Group

A Division of Bancorp

Item 2: Material Changes

Annual Update

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

Full Brochure Available

Whenever you would like to receive a complete copy of our Firm Brochure, please contact us by telephone at (719) 228-1080 or by email at Wealth@CentralBancorp.com.

Item 1

Firm Brochure

(Part 2A of Form ADV)



The Corundum Group

A Division of Central Bancorp

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Wealth@CentralBancorp.com

This brochure provides information about the qualifications and business practices of The Corundum Group, Inc. (TCG). If you have any questions about the contents of this brochure, please contact us at (719) 228-1080, or by email at Wealth@CentralBancorp.com. The information in this brochure has not been approved or verified by the United States Securities and Exchange Commission (SEC), or by any state securities authority.

Additional information about TCG is available on the SEC's website at www.adviserinfo.sec.gov. TCG is registered with the SEC; however, registration does not imply a certain level of skill or training.

JANUARY 31, 2012

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Item 4: Advisory Business

Firm Description

The Corundum Group, Inc. was founded in 1992 and operated as a family office, whereby nearly all its assets under management were from descendants of a single family. As it grew, TCG obtained numerous other high net worth clients. TCG's offices are located in Colorado Springs, CO.

TCG offers a complete range of investment classes, including large cap growth and value, small and mid cap growth and value, and fixed income. Occasionally, real estate, debt or other investments other than stocks and bonds are offered to our clients.

Principal Owners

TCG is a wholly-owned subsidiary of Central Bancorp, Inc., a bank holding company.

Types of Advisory Services

Asset Allocation: TCG uses written and verbal interviews with clients to establish investment goals and timelines, risk tolerance, and current and future income needs. Following the establishment of these parameters, TCG creates a target asset allocation for each client and the target allocation is compared to the actual allocation of the portfolio at least quarterly.

Investment Management: After giving consideration to mitigating factors such as tax, income and non-financial impacts, the portfolio is adjusted to more closely reflect the target allocation. TCG may use individual securities, mutual funds, or proprietary investment products to manage individual portfolios.

TCG is strictly a fee-only investment management firm. No commissions or finder's fees are accepted.

Investment advice is provided with TCG having discretion on most of their accounts, meaning the client has given TCG the authority to buy and sell securities in their portfolio.

Estate Planning: TCG advises interested clients on a wide range of estate planning techniques. The techniques discussed may include Revocable and Irrevocable Trusts, Grantor Retained Annuity Trusts, Charitable Lead Annuity Trusts, Charitable Remainder Unitrusts, Irrevocable Life Insurance Trusts, Limited Partnerships or other currently appropriate planning techniques.

TCG does not specialize in any one type of advisory service, but provides advice in all areas of financial planning.

As of December 31, 2011, TCG manages approximately \$552 million in assets for approximately 87 clients. Approximately \$525 million is managed on a discretionary basis, and \$27 million is managed on a non-discretionary basis.

Tailored Relationships

The goals and objectives for each client are documented in our client relationship management system. Investment policy statements or Statement of Investment Objectives are created to reflect the risk tolerance, time horizon and investment objectives of each client. We provide quarterly reports and meet with clients as needed. Clients may impose restrictions on investing in certain types of securities.

Advisory Services Agreement

An Advisory Services Agreement is executed for all clients, which along with the Statement of Investment Objectives, explains the services we provide and our fees. The client or the investment manager may terminate an Agreement by written notice to the other party.

Asset Management

A large portion of assets under management are invested primarily in one or more LLCs, known as “private funds”, offering broad asset allocation choices, with other assets invested in mutual funds

or other securities. Fund companies charge each shareholder an investment management fee which is disclosed in the fund prospectus.

Stocks and bonds are purchased or sold through a brokerage account when appropriate. The brokerage firm does not typically charge a fee for stock and bond trades in an advisory account, but does charge a per transaction or asset-based fee, for its services as a broker-dealer. TCG does not receive any compensation, in any form, from mutual fund companies. In addition, Federal, state and agency fees may apply.

Investments may also include equities (stocks), warrants, corporate debt securities, commercial paper, certificates of deposit, municipal securities, investment company securities (mutual funds shares), U.S. government securities, options contracts, futures contracts, interests in partnerships and private equity. Initial public offerings (IPOs) are not available through TCG.

Termination of Agreement

A client may terminate any of the aforementioned agreements at any time by notifying TCG in writing and paying the rate for the time spent on the investment advisory engagement prior to notification of termination. If the client made an advance payment, TCG will refund any unearned portion of the advance payment. TCG may terminate any of the aforementioned agreements at any time by notifying the client in writing.

TCG reserves the right to stop work on any account that is more than 30 days overdue. Any unused portion of fees collected in advance will be refunded within 10 days.

Item 5: Fees and Compensation

Description

TCG bases its fees on a percentage of assets under management. Fees are typically not negotiable; however, TCG in its sole discretion may charge a lesser or greater investment advisory fee based upon certain criteria (e.g., historical relationship, type of assets, anticipated future earning capacity, anticipated future additional assets, dollar amounts of assets to be managed, related accounts, account composition, negotiations with clients, etc.). Typically, fees are based on a percentage of client investments, ranging from one-half of one percent to two percent, depending on the size and type of account.

Fee Billing

Investment management fees are billed quarterly, in advance, meaning that we invoice you before the three-month billing period has begun. Fees are usually deducted from a designated client account to facilitate billing. Full disclosure of fees is provided each quarter with the client's quarterly statement. The client must consent in advance to direct debiting of their investment account. At termination, fees will be refunded on a pro rata basis for the portion of the quarter unused. The portfolio value at the completion of the prior full billing quarter is used as the basis for the fee computation, adjusted for the number of days during the billing quarter prior to termination.

Other Fees

A broker (see Brokerage Practices) may charge transaction fees or asset-based fees which facilitate the buying and selling of securities. If applicable, these transaction charges are usually small and incidental to the purchase or sale of a security.

Expense Ratios

Mutual funds generally charge a management fee for their services as investment managers. The management fee is called an expense ratio. For example, an expense ratio of 0.50 means that the mutual fund company charges 0.5% for their services. Mutual funds are sometimes used in the services provided by TCG and therefore clients should expect mutual fund fees in addition to the fees paid to TCG.

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

Sharing of Capital Gains

Fees are not based on a share of the capital gains or other incentives. Although our percentage fee for assets under management remains constant, fees will increase as the value of the account increases.

TCG does not use a performance-based fee structure because of the potential conflict of interest. Performance-based compensation may create an incentive for the adviser to recommend an investment that may carry a higher degree of risk to the client.

TCG does not use side-by-side management.

Item 7: Types of Clients

Description

TCG primarily provides investment advice to high net worth individuals and, to a lesser extent, pension and profit sharing plans, trusts, estates, and charitable organizations.

Client relationships vary in scope and length of service.

Account Minimums

We do not have account minimums; however, typically our clients are high net worth individuals with balances in excess of \$1M. Smaller accounts may be set up when the client and the advisor anticipate the client will add additional funds to the accounts within a reasonable time. Other exceptions apply to employees of TCG and their relatives, or relatives of existing clients.

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

Methods of Analysis

Our methods of analysis include the use of a broad range of investment information. The main sources of information include annual reports, prospectuses, filings with the SEC and company press releases, financial newspapers and magazines, inspections of corporate activities, research materials prepared by others, and corporate rating services. Other sources of information that TCG may use include research from RBC Wealth Management (see Soft Dollar section), Morningstar Principia mutual fund information, Morningstar Principia stock information, the internet, and other secondary sources.

Investment Strategies

TCG investment strategies involve the use of money managers, mutual funds and individual securities. We offer broad asset allocation choices to diversify our clients' portfolio and reduce risk. These asset classes include the stocks of large, mid and small-size companies, both growth companies and those we consider under-valued. Fixed income strategies include municipal bonds, corporate bonds and U.S. government securities. The investment strategy for a specific client is based upon their investment objectives, time horizon and risk tolerance as stated by the client during consultation. The client may change these objectives at any time. Each client executes a Statement of Investment Objectives that documents their goals and desired investment strategy.

Risk of Loss

All investment programs have certain risks that are borne by the investor. Investors face numerous risks, including interest rate risk, market risk, inflation risk, currency risk, reinvestment risk, business risk, and liquidity risk. Other than these general risks, our investment strategies do not concentrate risk in any one area. Our investment approach helps to mitigate these risks through broadly diversified investments customized to your goals and objectives.

Item 9: Disciplinary Information

Legal and Disciplinary

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

Item 10: Other Financial Industry Activities and Affiliations

Financial Industry Activities

TCG is registered with the SEC as a registered investment advisor.

Affiliations

TCG has relationships and arrangements that are material to its advisory business, or to its clients, with a related entity that is a banking institution (Central Bank & Trust), an insurance company (CB Insurance) and a trust company (Corundum Trust Company).

Central Bank & Trust (CB&T): CB&T is a wholly-owned subsidiary of Central Bancorp, as is TCG, which provides traditional banking services. Occasionally, TCG will refer their clients to CB&T and CB&T will refer their clients to TCG. This creates a potential conflict because the relationship benefits the bank and TCG and the client may be able to obtain those services elsewhere at rates that are more or less competitive. We believe this conflict is mitigated by fully disclosing our relationship with the bank and allowing the client to make their own choice. We believe the fees for our investment advisory and banking services are competitive.

CB Insurance (CBI): CBI is a wholly-owned subsidiary of Bushwood, Inc. (Bushwood). Bushwood and Central Bancorp have common owners. CBI provides property & casualty, workers compensation, liability, and personal lines of insurance. Occasionally, TCG will refer their clients to CBI and CBI will refer their clients to TCG. This creates a conflict because the relationship benefits CBI and TCG and the client may be able to obtain those services elsewhere at rates that are more or less competitive. We believe this conflict is mitigated by fully disclosing our relationship with CBI and allowing the client to make their own choice. We believe the fees for our investment advisory and insurance services are competitive.

Corundum Trust Company (CTC): CTC, based in Sioux Falls, SD, is a wholly-owned subsidiary of Central Bancorp that provides traditional trust services. Occasionally, TCG will refer their clients to CTC and CTC will refer their clients to TCG. This creates a conflict because the relationship benefits CTC and C&TWM and the client may be able to obtain those services elsewhere at rates that are more or less competitive. We believe this conflict is mitigated by fully disclosing our relationship with CTC and allowing the client to make their own choice. We believe the fees for our investment advisory and trust services are competitive.

Investment Limited Liability Companies (LLCs): TCG has formed a series of investment LLCs designed to provide diversified, actively managed, core portfolio investments to its clients. These LLCs are managed by third party investment managers; the LLC assets are held by a third party custodian; and administered by TCG. The costs, if any, associated with these LLCs are in addition to the base advisory fees paid by clients to TCG. The additional compensation paid to TCG creates a conflict because TCG may earn more compensation by recommending an LLC investment than it would under another investment alternative. The cost of each LLC is disclosed in the Operating Agreement of the LLC. Clients are provided with a copy of the LLC Operating Agreement at the time of their initial investment in the LLC.

The LLCs are operated as private investment funds each with its own distinct investment strategy. The LLCs retain separate third party investment advisers to manage the funds in accordance with the investment strategies established for each fund within the Operating Agreement. The investment strategies vary from fund to fund but include value, growth, international and fixed income investments.

Other Limited Partnerships and Limited Liability Companies: TCG periodically creates special purpose Limited Partnerships or Limited Liability Companies (special purpose entities) for the purpose of owning assets that are not securities or investments, but are for the purpose of investing in non-traditional or alternative private investment opportunities. The special purpose entities are usually formed to meet the specific financial or investment needs of a specific client or clients who are members of a family. The costs, if any, associated with these special purpose entities are in addition to the base advisory fees paid by clients to TCG. The additional compensation paid to TCG creates a conflict because TCG may earn more compensation by recommending the formation of a special purpose entity to accomplish the goals of the client than it would under another investment alternative. The cost, if any, of each special purpose entity is disclosed in the Operating Agreement of the LLC. Clients are provided with a copy of the Operating Agreement at the time of their initial investment in the special purpose entity. Further, TCG, its affiliates, or related persons may invest in these special purpose entities and LLCs.

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

Code of Ethics

TCG adheres to a policy of sound investment principles, practices and high ethical standards. Our Code of Ethics is designed to assist the management and personnel of TCG in establishing and maintaining a good record in relation to regulatory matters and to comply with key regulations of the investment advisor industry. TCG will provide a copy of the Code of Ethics to any client or prospective client upon request.

Participation or Interest in Client Transactions

TCG and its employees may buy or sell securities that are also held by clients, which may create a conflict of interest. In order to mitigate this conflict, employees may not trade their own securities ahead of client trades.

Personal Trading

The Chief Compliance Officer of TCG is Steve Condon. He reviews all employee trades each quarter. His trades are reviewed by the Operations Manager. The personal trading reviews ensure that the personal trading of employees does not affect the markets, and that clients of the firm receive preferential treatment. Since most employee trades are small mutual fund trades or exchange-traded fund trades, the trades do not affect the securities markets.

Item 12: Brokerage Practices

Selecting Brokerage Firms

TCG recommends the use of the broker-dealer RBC Wealth Management (RBC) based on the proven integrity and financial strength of the firm and the best execution of orders at reasonable rates. TCG reviews the execution of trades each quarter. TCG does not receive any portion of the trading fees. TCG directs brokerage services solely to RBC. If so desired, the client could direct brokerage elsewhere, but directed brokerage is rare.

Soft Dollars

TCG receives research or other products or services (described below) other than trade executions from a broker-dealer for which we receive a benefit because we do not have pay for the research, products or services (known as a Soft Dollar agreement). This may create a conflict because we may have an incentive to select or recommend a broker-dealer based on our interest in receiving the research or other products or services, rather than on your interest in receiving the lowest cost trade execution. This potential conflict is mitigated by our review and monitoring of our soft dollar agreement with RBC, a broker-dealer, to ensure that the value received from RBC is in excess of the fees charged to your account. We believe that the Soft Dollar agreement does not increase costs to clients.

The services that RBC provides are:

- **Direct Research** – Direct research compiled by and provided by RBC.
- **Indirect Research** – Indirect research compiled by third-party sources and provided by RBC.
- **Industry Publications** – General circulation publications dealing with investment topics provided by RBC.

- **Online Quotation and News Services** – Any financial feeds, quotation services, or financial or investment news services and information (e.g., Bloomberg).
- **Pricing Services** – Access to pricing services and financial information “marketplaces” that assist us in selecting investments.
- **Computer Software** – Software that provides reports and analysis of client securities portfolios and performance of the client accounts.
- **Trade Execution Assistance** – Equipment and services that provide communications and connectivity with the broker-dealers for purposes of transmitting orders for execution, and clearing and settlement of securities transactions for client accounts.

These services benefit all of our clients. Fees paid by TCG and/or its clients cover the cost of this Soft Dollar agreement.

Order Aggregation

Order aggregation means entering a bunched or block order for a number of unrelated client accounts which allows an adviser to execute transactions in a more timely, equitable, and efficient manner, and seeks to reduce overall commission charges to clients. The policy of The Cornudum Group is to aggregate client transactions where possible and when advantageous to clients. In these instances, clients participating in any aggregated transactions will be identified prior to entry of the order. Each participating client account shall receive an average share price and transaction costs shall be shared equally and on a pro-rata basis.

Item 13: Review of Accounts

Periodic Reviews

Account reviews are performed quarterly by advisors Steve Condon, President, Ron Johnson, VP, and Rick Arnold, Operations Manager. Account reviews are performed more frequently when market conditions dictate.

Review Triggers

Other conditions that may trigger a review are changes in the tax laws, new investment information, and changes in a client's personal situation.

Regular Reports

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

Clients receive communications and reviews on a quarterly basis. The written updates may include a net worth statement and a portfolio statement.

Item 14: Client Referrals and Other Compensation

Incoming Referrals

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

Referrals Out

TCG does not accept referral fees or any form of remuneration from other professionals when a prospect or client is referred to them.

Item 15: Custody

Custody

TCG is deemed to have custody of client assets because for some clients we have their approval to direct debit their account to cover their fees and pay certain bills on their behalf. Certain clients have requested that we maintain a bank account with Central Bank & Trust, an affiliate, for the purpose of paying their bills and expenses. Since TCG has the ability to write checks on the Central Bank & Trust account on behalf of the client, it is also deemed to have custody of those assets.

Account Statements

For assets held at qualified custodians (such as banks or brokerage firms), the custodians provide account statements directly to clients at their address of record at least quarterly. Clients who are invested in Private Fund LLCs receive an annual audited statement reflecting their interest in the LLC and the financials statements of the LLC within 120 days of the fiscal year end of the LLC.

Performance Reports

Clients are urged to compare the account statements received directly from their custodians to the report statements provided by TCG.

Net Worth Statements

Certain clients are provided quarterly net worth statements and net worth graphs that are generated from our investment management systems based on client-provided data. Net worth statements contain approximations of bank account balances provided by the client, as well as the value of LLCs, land and hard to price real estate. Net worth statements rely on outside data reported by third parties, which may not be accurate. The net worth statements are used for long-term financial planning where the exact values of assets are not material to the financial planning tasks.

Item 16: Investment Discretion

Discretionary Authority for Trading

TCG accepts discretionary authority to manage securities accounts on behalf of clients. TCG has the authority to determine, without obtaining specific client consent, the securities to be bought or sold, and the amount of the securities to be bought or sold. Discretionary trading authority facilitates placing trades in your accounts on your behalf so that we may promptly implement the investment policy that you have approved in writing.

Limited Power of Attorney

A limited power of attorney is a trading authorization for this purpose. You sign a limited power of attorney so that we may execute trades in your account.

Item 17: Voting Client Securities

Proxy Votes

TCG does not vote proxies on securities; clients receive their proxies or other solicitations directly from the issuer or their custodian. Clients can contact TCG with questions about a particular solicitation.

Item 18: Financial Information

Financial Condition

TCG does not have any financial impairment that will preclude the firm from meeting contractual commitments to clients.

Item 1

Appendix 1: ADV 2B Supplemental Brochure



The Corundum Group

A Division of Central Bancorp

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STEVEN P. CONDON
RONALD S. JOHNSON
JUSTIN A. LEVELLE
RICHARD L. ARNOLD
JILL M. JOHNSON

This brochure supplement provides information about the above named professionals that supplements the TCG brochure. Please contact Steve Condon at (719) 228-1080 if you have any questions about the contents of this supplement.

Additional information about the above named professionals is available on the SEC's website at www.adviserinfo.sec.gov.

JANUARY 31, 2012

Item 2: Educational Background and Business Experience

STEVEN P. CONDON, PRESIDENT

Background:

- Date of birth: October 30, 1964
- B.S. of Business Administration, University of Minnesota

Business Experience:

Steve Condon is President of The Corundum Group, Inc. and founder and board member of Central Bancorp, Inc. Prior to Central Bancorp, Condon founded and was President of Corundum Trust Company, and also held the position of Vice President of Corundum Partners, Inc.

Before establishing The Corundum Group, Condon was a Partner and Director of Wealth Management for J.C. Bradford & Company, a regional stock brokerage firm in Nashville, TN. Condon's Wealth Management division represented 35% of the firm's \$650 million annual revenues and included the operating units of Bradford Trust Company, Corporate Executive Services, Retirement Services and Financial Planning.

Condon also served on Bradford's Capital Commitment, Compliance and Corporate Capital Committees, served as a Board Member of Bradford Trust Company and was Chairman of the firm's Investment Committee. He became a partner of J.C. Bradford at the age of 34.

Prior to joining Bradford, Condon was Vice President and Director of Corporate Executive Services for Dain Bosworth, Inc. in Minneapolis, MN.

Item 3: Disciplinary Information

Mr. Condon has no legal or disciplinary actions to report.

Item 4: Other Business Activities

Mr. Condon is President of the Corundum Trust Company (CTC), an entity that is owned by Central Bancorp, a bank holding company. Both Mr. Condon and Mr. Johnson are trust officers for CTC.

Item 5: Additional Compensation

A percentage of advisory fees is put into a bonus pool, a portion of which is allocated to the listed professionals. The listed professionals do not receive any additional compensation for advisory services outside of their capacity at TCG.

Item 6: Supervision

Supervisor:

Ron Johnson, Vice President, (719) 228-1080
Ron.Johnson@CentralBancorp.com

Our Investment Committee consists of all four of the individuals listed in Item 2. The Committee meets periodically to review investment performance and asset allocation.

RONALD S. JOHNSON, VICE PRESIDENT

Background:

- Date of birth: January 26, 1958
- Honors graduate of Gustavus Adolphus College
- Graduate of the Options Program at the Financial Institute of America

Business Experience:

Ron Johnson became President and Chief Executive of Central Bancorp, Inc. upon its founding in April, 2006. Prior to Central Bancorp, Johnson served as President of The Corundum Group which he co-founded in 1992, a Registered Investment Advisor specializing in the needs of high-net-worth families. In addition to his current responsibilities at Central Bancorp, Johnson is Chairman of the Board of Corundum Trust Company and trustee of two private charitable foundations.

Prior to establishing The Corundum Group, Johnson was Vice President and Assistant Treasurer of Dain Bosworth Inc. where, during his eight year tenure, he oversaw the securities lending, cash management, and money market mutual fund departments.

Johnson's securities lending duties at Dain Bosworth included risk control, daily lending and borrowing, analyzing securities for option arbitrage, and interest-rate forecasting for a \$135 million loan program. Other management duties for which he was responsible included directing all aspects of the firm's \$600 million proprietary cash management accounts (plus short-term interest rate trend analysis, daily investment strategies for the government, governmental agency, commercial paper and reverse repurchase agreement markets), as well as the administration of the debit-card and check writing programs. Licensed as a commodities principal, Mr. Johnson managed Dain Bosworth's risk exposure in the commodities and financial futures markets.

Johnson and his family are involved in the Colorado Springs community and support numerous philanthropic causes and organizations throughout the Colorado Springs region.

Item 3: Disciplinary Information

Mr. Johnson has no legal or disciplinary actions to report.

Item 4: Other Business Activities

Mr. Johnson is a trust officer of the Corundum Trust Company an entity that is owned by Central Bancorp, a bank holding company.

Item 5: Additional Compensation

A percentage of advisory fees is put into a bonus pool, a portion of which is allocated to the listed professionals. The listed professionals do not receive any additional compensation for advisory services outside of their capacity at TCG.

Item 6: Supervision

Supervisor:

Steve Condon, President, (719) 228-1080
Steve.Condon@CentralBancorp.com

Our Investment Committee consists of all four of the individuals listed in Item 2. The Committee meets periodically to review investment performance and asset allocation.

JUSTIN A. LEVELLE,

CHIEF OPERATING OFFICER

Background:

- Date of birth: August 20, 1978
- B.A. of Business Administration, University Notre Dame, M.B.A. in Finance and Accounting, Honors Graduate, Regis University

Business Experience:

Justin Leveille is responsible for The Corundum Group's day-to-day operations and is a member of the Investment Committee. Leveille manages the asset allocation software for client accounts as well as all reporting functions for clients. He also oversees the partnership accounting for the various pooled investments the company manages. Leveille has been employed by TCG since 2001.

Item 3: Disciplinary Information

Mr. Leveille has no legal or disciplinary actions to report.

Item 4: Other Business Activities

Mr. Leveille does not participate in any other business activities other than in his capacity at TCG.

Item 5: Additional Compensation

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Item 6: Supervision

Supervisors:

Steve Condon, President, (719) 228-1080
Steve.Condon@CentralBancorp.com
Ron Johnson, Vice President, (719) 228-1080
Ron.Johnson@CentralBancorp.com

Our Investment Committee consists of all four of the individuals listed in Item 2. The Committee meets periodically to review investment performance and asset allocation.

JILL M. JOHNSON, VICE PRESIDENT

Background:

- Date of birth: October 2, 1979
- Bachelor of Journalism, University of Missouri – Columbia, Magna Cum Laude

Business Experience:

Jill Johnson is responsible for The Corundum Group's client relations and marketing/strategic growth efforts. Ms. Johnson directs the firm's client relations initiatives, works with the team to analyze investments and manages strategic business development. She has been employed by Central Bancorp, TCG's parent company, since 2008 when she was recruited to lead the marketing and communications department. Prior to joining the company, Ms. Johnson worked in various marketing capacities for several national and regional home builders.

Item 3: Disciplinary Information

Ms. Johnson has no legal or disciplinary actions to report.

Item 4: Other Business Activities

Ms. Johnson does not participate in any other business activities other than in her capacity at TCG.

Item 5: Additional Compensation

A percentage of advisory fees is put into a bonus pool, a portion of which is allocated to the listed professionals.

The listed professionals do not receive any additional compensation for advisory services outside of their capacity at TCG.

Item 6: Supervision

Supervisors:

Steve Condon, President, (719) 228-1080
Steve.Condon@CentralBancorp.com
Ron Johnson, Vice President, (719) 228-1080
Ron.Johnson@CentralBancorp.com

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RICHARD L. ARNOLD, ADVISOR AND OPERATIONS MANAGER

Background:

- Date of birth: March 31, 1953
- Honors graduate of the University of South Dakota, B.S. in Business Administration
- Certified Public Accountant
- Investment Advisor Representative

Business Experience:

Rick Arnold is responsible for compliance and he provides advisory services to clients. Prior to joining TCG, Arnold was a financial advisor at Raymond James & Associates and a member of a financial planning group providing consulting services in all areas of personal planning, including estate planning, charitable giving, educational funding and investment allocation. Prior to this, Arnold was a Financial Advisor at Smith Barney, focusing on asset allocation for foundations and supporting organizations and wealth management for individuals. He has completed the Series 7, Series 66 and Series 31 securities exams.

Prior to becoming a financial advisor, Arnold was the Chief Financial Officer of a group of non-profit and for-profit companies, including an assisted and independent living company, a foundation with investments of \$43 million, a real estate development company of

residential and commercial properties, a radio station company and an international charity.

As a CPA in public accounting, Arnold was a Partner at Deloitte & Touche, an international CPA firm, and also a Partner at Grant Thornton, where he was Partner-in-Charge of the audit department.

Arnold has been with TCG since September 2010.

Item 3: Disciplinary Information

Mr. Arnold has no legal or disciplinary actions to report.

Item 4: Other Business Activities

Mr. Arnold does not participate in any other business activities other than in his capacity at TCG.

Item 5: Additional Compensation

A percentage of advisory fees is put into a bonus pool, a portion of which is allocated to the listed professionals. The listed professionals do not receive any additional compensation for advisory services outside of their capacity at TCG.

Item 6: Supervision

Supervisors:

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The Corundum Group

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TheCorundumGroup.com