

ITEM 1: COVER PAGE

Here are a few important details before you begin:

- ✓ **This brochure (the “ERISA Brochure”) provides information about the qualifications and business practices of Rehmann Capital Advisory Group, LLC (which also uses “Rehmann Financial” as a business name).** The ERISA Brochure provides information with regard to investment advisory and consulting services delivered to retirement plans (“Plan”) governed by the Employee Retirement Income Security Act of 1974, as amended (“ERISA”).
- ✓ **Additional information about Rehmann Financial, including a different brochure about our Private Wealth Management services, is available on the SEC’s website at www.adviserinfo.sec.gov.** You can search this site by our firm name or by a unique identifying number given to us by the SEC. Our SEC number is 801-64587.
- ✓ **The information in this ERISA Brochure has not been approved or verified by the United States Securities and Exchange Commission (“SEC”) or by any state securities authority.**
- ✓ Being a “registered investment adviser” or describing ourselves as being “registered” does not imply a certain level of skill or training.

For more information:

- ✓ If you have any questions about the contents of this Brochure, please contact our Chief Compliance Officer Nicole Spitzley at 517-316-2400 or nicole.spitzley@rehmann.com.

To obtain a copy of this ERISA Brochure and its supplements (information regarding each of our financial advisors), our Code of Ethics, or our Privacy Policy, please visit our website at www.rehmannfinancial.com, email us at compliance@rehmann.com, telephone us at 517-316-2400 or mail your request to the address below.

Rehmann Financial, LLC

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THIS ERISA BROCHURE WAS LAST UPDATED ON March 30, 2020.

ITEM 2: SUMMARY OF MATERIAL CHANGES

Our ERISA Brochure has been specifically prepared to provide information about our ERISA plan advisory and consulting services (“Services”). It differs substantially from prior brochures in that (i) it is in a new format, (ii) is limited to information about our ERISA Services and does not discuss Private Client Services or other services we offer to non-ERISA clients, and (iii) contains additional information about the Services you should be aware of.

The SEC requires that we disclose any material changes that we have made to this document. We define a material change as any change an average client would consider important to know prior to making an investment decision. The following are short summaries of the material changes that have occurred since our last annual update. You are encouraged to review any item numbers referenced for additional information.

No material changes were made since our last update on 03/28/2019.

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ITEM 4: ADVISORY BUSINESS

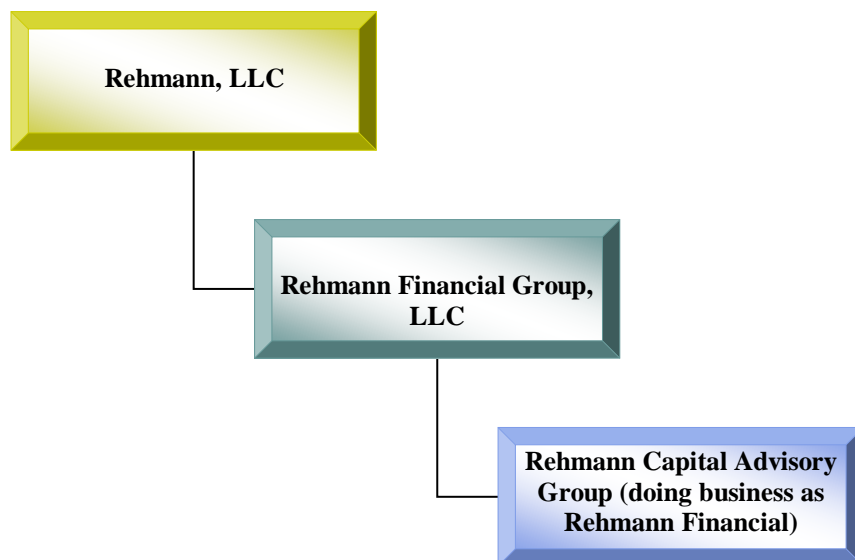
Rehmann Financial has been providing Services to Plans and Plan participants since 2001. The governing terms and conditions for delivery of Services are set forth in the Agreement executed with each Client (or such other person) in its capacity as the responsible plan fiduciary of the Plan.

We actively seek to avoid, or at least minimize, conflicts of interest which may exist between our firm and you. However, all investment advisory firms will likely possess some unavoidable conflicts of interest. As a result, we maintain policies and procedures to make sure that your best interests continue to be our top priority. We provide details on some of these conflicts within this document. As noted above in *Item 2(3), ERISA Disclosure*, we also provide written disclosure under ERISA Section 408(b)(2) in the Agreement and other disclosure documents, if necessary. You can find additional information, including interviews, brochures, media appearances, magazine articles and articles about and by our financial advisors at www.rehmannfinancial.com.

Rehmann Financial is registered with the SEC which allows us to offer you investment advisory products and services. These services are offered through advisors who have registered with us pursuant to applicable securities laws as Investment Adviser Representatives (“Advisors”).

OUR OWNERSHIP STRUCTURE

We are owned by Rehmann Financial Group, LLC. Rehmann Financial Group, LLC is owned by Rehmann, LLC. No shareholder of Rehmann, LLC has more than 25% control or ownership of our firm. The graph below helps visualize this relationship.



TAILORED SERVICES

We utilize a multi-disciplinary team approach to addressing the Plan’s investment and other needs. With your consent, we often consult with your other professional advisors (accountants,

attorneys, record keepers/custodians) as well as your designated internal team as Services are formulated and/or implemented.

ERISA Fiduciary Services (as discussed below) are rendered to Plans (and Participants that elect to receive them) on an individualized basis. For Plan level services, we consider information obtained from you based on criteria we deem to be relevant. For example, the investments held by the Plan or made available to Participants as an investment option are based, in part, on the Plan's workforce demographics, including, for example, but not necessarily limited to, the age of the participant population. Participant level investment advice is based on information we obtain about the financial profile of the individual, such as age, retirement date, and risk tolerance.

We are able to offer our Advisors access to a variety of financial service providers for your benefit.

We do business with multiple broker dealers and clearing firms (i.e. Fidelity Institutional Wealth Services ("Fidelity"), Schwab Institutional, and TD Ameritrade), all of which are subject to your sole approval. We also are able to provide a variety of investment options by accessing various investment platform providers. This allows our Advisors to design a program or plan matched to your stated objectives and needs.

The ERISA Fiduciary Services may vary from each of our Advisors. We do not have any proprietary products or funds. Rather, each Advisor provides you with their own unique approach to your needs. They gather information about your plan's goals and objectives, risk tolerances, and the demographic factors that you believe are characteristic of your employee workforce. It is critical that you let your Advisor know if any of these situations change so that they can make sure they are providing the most appropriate advice possible. Each of our Advisors may offer you all or any combination of the ERISA Fiduciary Services described below. A complete menu of Services is set forth in the Agreement.

RESTRICTION REQUESTS

You may request that we place limitations on the recommendation of certain assets or asset classes. For example, some Plans have asked that we not advise the selection or retention of funds that hold certain securities, such as tobacco or alcohol. If you provide us with a written request, we will work with you to accommodate your request, provided it is not otherwise in violation of ERISA.

We have no responsibility and do not provide Services with regard to certain assets, such as employer securities, real estate (but excluding real estate funds and publicly traded REITs), participant loans, non-publicly traded securities or assets (other than non-publicly traded securities or assets recommended by us), other illiquid investments, or brokerage window programs. All "excluded assets" will be identified in the Agreement or the plan's Investment Policy Statement.

ASSETS UNDER OUR MANAGEMENT

We provide you with the option to have Plan assets managed on a discretionary or non-discretionary basis.

As of January 1, 2020, we have the following Plan assets under management:

Discretionary:	\$2,000,000
Non-discretionary:	\$700,000,000
Total:	\$702,000,000

INVESTMENT SERVICES

Services include two categories of investment advisory services where we act as both an ERISA fiduciary and as a registered investment adviser (collectively, “ERISA Fiduciary Services”). Generally, we provide ERISA Fiduciary Services in a manner consistent with ERISA and the objectives and guidelines contained in the Investment Policy Statement which you have accepted. We review the Plan’s investments on a periodic basis, and recommend appropriate investment changes to you when necessary. We serve as a fiduciary under ERISA with regard to plan assets only to the extent of the ERISA Fiduciary Service as set forth in the Agreement.

ERISA FIDUCIARY SERVICES

ERISA Fiduciary Services (Non-Discretionary) include:

1. Investment Policy Statement (“IPS”) Development. We will advise you regarding the preparation of an IPS for the Plan, taking into account your investment objectives, policies, and constraints. In preparing the IPS, we will make recommendations to you regarding asset classes, benchmarking and other selection and monitoring criteria, as well as the selection of specific investment alternatives for the Plan (as detailed in the client agreement) that are consistent with the requirements of ERISA.
2. Recommendation of the investments to be held by the Plan or to be offered to Plan participants in a participant directed account. We also monitor and report on the investments and recommend a replacement if the investment is no longer appropriate for the Plan.
3. Recommendation of a qualified default investment alternative (“QDIA”) for the Plan.
4. Providing participant investment advice through our computer model.
5. Recommendation of a “broad range” of investments to satisfy the requirements of ERISA Section 404 (c)

The Plan (or the Participant in the case of participant advice) retains the sole responsibility to make the final decision to accept (or not accept) any advice or recommendation provided by Rehmann as an ERISA Non-Discretionary Fiduciary Service.

ERISA Fiduciary Services (Discretionary) include:**1. Participant Directed Plan Asset Management**

Where you elect to offer Plan participants the option of using our discretionary investment management services, we will enter into a separate agreement with that participant, describing our services and fees for that service. We also ask that the participant provide information that will help us understand their investment objectives. In providing this service, we are deemed to be a fiduciary “investment manager” as defined in ERISA Section 3(38).

2. Pooled Plan Asset Management**3. Access to Third Party Managers**

Some of the programs we offer will use the services of third party money managers as sub-advisors. If your Advisor chooses this option, they will select a manager whose style and talent best fit your Plan’s needs and objectives. Your agreement with us gives us the authority to hire or fire these managers on your behalf. Once a manager is selected, your Advisor will continue to monitor their performance. If our services to you include the use of these managers, you will typically sign an agreement with them in addition to the advisory agreement you will sign with us.

If you are interested in learning more about any of these third party managers and their services, a complete description of their programs, services, fees, payment structure and termination features are found in their service disclosure brochures, investment advisory contracts, and account opening documents.

Our advisory responsibility is to select and monitor any third party manager that provides services to us. Factors that we consider in their selection include:

- Their size
- How long they have been in business
- The experience level and turnover of their portfolio managers
- A review of their historical performance and risk measurements
- A review of their disclosure documents

If you were to go to these third party managers on your own, the fees they charge you may be more or less than going through us. However, when using their services directly, you will not receive our expertise in developing an investment strategy, selecting the managers to use, monitoring performance and changing managers if needed.

Assets may be managed by an individual Investment Advisory Rep (“IAR”) or by our Rehmann Capital Management Group (“RCMG”).

1. Advisor Managed

- 2. RCMG Managed** - RCMG is an in-house investment team of managers that construct and monitor managed asset allocation models for our Advisors. These

models are diversified across various investment styles and strategies. The portfolios typically consist of mutual funds, exchange-traded funds, equities, options, and/or debt securities.

- a. Your Advisor may recommend one of these models based on your investment objectives, risk tolerance, investment time horizon, account restrictions, and overall financial situation. Your assets will be invested in the specific investments contained within the portfolio you and your Advisor have selected.

We also provide Non-Fiduciary ERISA Services, described more fully below, through our Rehmann Retirement Builders internal division. (*See ERISA Plan Consulting and Advisory Services*) In providing Non-ERISA Fiduciary Services, Rehmann is not acting as a fiduciary under ERISA.

We recommend that all our clients work with a qualified attorney and/or tax professional. With your written permission, we will be glad to work with your current legal adviser or tax professional with respect to the services we provide to the Plan.

We are not qualified to, and do not provide legal, tax or accounting advice. We also do not prepare legal documents. The only exception to this would be if your Advisor is also a duly licensed attorney or accountant in the state where you live. Your attorney will be solely responsible for providing legal advice, legal opinions, legal determinations and legal documents. Your tax adviser or accountant will be solely responsible for any tax or accounting services provided to you.

ERISA PLAN CONSULTING SERVICES

Rehmann Retirement Builders (“RRB”) is our non-fiduciary internal division of Rehmann Financial. They provide plan administration to employee benefit plans and their fiduciaries. We work closely with this division to offer an array of Fiduciary ERISA Services (described above) and Non-Fiduciary ERISA Services, or ERISA Plan Consulting Services. You do not have to be using RRB’s plan administration services to receive our Fiduciary or Non-Fiduciary ERISA Services.

ERISA NON - FIDUCIARY SERVICES

Non-Fiduciary Services are designed to help you meet your management and fiduciary obligations to the plan under ERISA requirements.

Following are typical ERISA Plan Consulting Services provided:

- Investment Policy Statement (“IPS”) Development/Review.
 - * Development: we will help you prepare an IPS for the Plan that is consistent with the requirements of ERISA. We cannot guarantee that you will achieve the investment objectives in the IPS and you are solely responsible for all decisions related to the Plan’s investment policies.

- * Review: we will review the Plan's existing IPS and help you determine whether the Plan is performing consistent with the IPS and/or whether the IPS needs to be revised, based on an analysis of the Plan's liquidity requirements, performance goals and risk tolerance levels. This review is for informational purposes only, and we will not offer advice or opinions respecting actions that you should take as a result of the review.
- Strategic Planning and Investment Policy Development/Review
- Plan Review and Plan Design Consulting
- Education Services to Plan Committee Members
- Plan Fee and Cost Review
- Acting as Third Party Service Provider Liaison
- Plan Participant Education and Communication
- Review of Executive Benefits
- Assist with Plan Conversion
- Merger and Acquisition Assistance. Perform due diligence review of retirement plan documents and investments for possible merger or termination of duplicate plans.
- Compliance Correction Assistance. Assist with corrective actions needed to comply with applicable laws and regulations.
- Vendor Search Support

We work with the Plan Sponsor to develop the full scope of Services to be performed and the fees for those Services. We require the Plan sponsor to sign the Agreement that provides:

- The terms and conditions of the engagement
- A description of the scope of the Services to be provided
- The relevant fees and fee paying arrangements
- Which Services will be provided as Fiduciary ERISA Services and Non-Fiduciary ERISA Services
- ERISA disclosures required under Section 408(b)(2)

ITEM 5: FEES AND COMPENSATION

In this section, we explain how we are compensated for the Services we provide. We also describe some expenses related to those Services. We believe that our charges and fees are competitive with firms offering similar services to Plans. However, lower fees for comparable services may be available from other sources. You can invest in mutual funds and other securities directly, without our Services. In that case, the Plan and its participants would not receive our assistance with regard to investments and other matters. We also would not be able to help you maintain a disciplined approach to the long term requirements of investing for the

purpose of providing retirement benefits, the requirements of rebalancing a portfolio or reallocating asset classes to achieve a specific investment strategy, or to minimize emotional reactions to market events. Some investments may not be available to you directly without the use of an investment adviser.

We want you to be aware of how we are paid as well as any fees and compensation that we may receive in connection with the advisory services we provide. This information can be found in some or all of the various documents:

- This ADV brochure The Agreement
- Custodial agreements
- Mutual fund's prospectuses and Statements of Additional Information

Some of our Advisors may also receive commissions or other compensation as registered representatives, insurance counselors, and/or insurance agents. This additional compensation is separate and distinct from our advisory compensation. We discuss this in more detail later in this section.

NEGOTIATION OF FEES

Advisors may negotiate fees on a case-by-case basis, based in part on the scope and complexity of Services being provided to the Plan, as well as the size of the Plan and other relevant factors.

COMPENSATION FOR SERVICES

We typically provide Services on an annual fee basis, but each Advisor determines whether to calculate fees for Services at a pre-determined hourly rate, a fixed fee or as an annual fee based upon a percentage of Plan assets. Fees may be billed in advance or in arrears and are calculated either annually, quarterly, monthly or daily. In special circumstances other fee paying arrangements may be negotiated. The amount, method of calculation, timing of payment, whether it is in arrears or advance, the payment source (Plan or Plan sponsor), and remittance procedures are all set forth in the Agreement.

Either of us can terminate the Agreement at any time, without penalty, by sending the other party a written notice. Both parties remain liable for and held to any transactions initiated before the agreement was terminated.

If you are billed in arrears, we will deliver a final billing statement for unbilled work performed prior to termination, and you will have 30 days to pay the invoice.

If you are billed in advance, we will pro-rate and credit back to you any unused portion of the billing period.

Advisors are allowed to set their own fees as long as they stay within following ranges:

- Fixed Fees

- Hourly Fees: up to \$400 per hour. You are welcome to request an estimate of expected total hours at the start of the relationship.
- Annual asset-based fees: Based on the asset levels in the Plan at the date designated in the Agreement.

<u>Assets</u>	<u>Maximum (Basis Pts)</u>	<u>Maximum (Percentage)</u>
\$0 to \$20,000,000:	125 bps	1.25%
\$20,000,001 to \$40,000,000:	60 bps	.60%
\$40,000,001 and above:	35 bps	.35%

Please consider this example of a fee calculated as a percentage of assets on a quarterly basis in arrears. We determine the dollar amount of the fee by multiplying one-fourth of the annual percentage fee by the market value of the Plan assets on the last day of the previous quarter. The fees are adjusted for partial quarters. (We use 360 days in a year and 90 days in a quarter.) This prevents you from being charged a full quarter when you open (or close) an account during a quarter.

Example: Annual Fee: 1% (.01) 100 basis points

Account value at end of prior quarter: \$100,000

Number of days invested: 45

Fee to be deducted/invoiced: \$125

(.01 x \$100,000 = \$1,000 annual fee)

(\$1,000 / 4 = \$250 quarterly fee)

45 days out of 90 = .50 (50%) \$250 x .5 = \$125 (pro-rated for 1/2 of a full quarter)

We pay careful attention when calculating fees and review them on a regular basis. However, the custodian holding your Plan assets will not determine whether the fee was properly calculated. You are also responsible for confirming that the fee we submit to the custodian is accurate, if applicable. We do not provide you with a billing notification. We rely on the fact that the fees deducted are reported on your custodial statements for your review.

ADDITIONAL COMPENSATION GENERAL

The choice of a particular mutual fund and a share class can directly affect the compensation Rehmann Financial receives with respect to shares purchased and held in your account. As described in this brochure's Item 10, Other Financial Industry Activities and Affiliations, most of our Advisors are dually registered with us as both investment adviser representatives and as

brokerage representatives of an affiliated broker-dealer, Rehmann Financial Network, LLC. Accordingly, Rehmann Financial may receive a portion of the sales loads, 12b-1 fees, and other compensation paid by mutual funds with respect to shares purchased and held in our clients' accounts. The receipt of these fees poses a potential conflict of interest in determining which custodian to use for each client. To reduce the potential conflict, we do not pay out these types of compensation to our Advisors. Rehmann Financial, and its affiliates, have adopted policies and procedures to insure compliance with ERISA such that all such compensation is properly disclosed and handled in a way to either avoid a prohibited transaction or satisfy an exemption to the prohibited transaction rules. For example, the Agreement specifically provides that any additional compensation received by Rehmann is used to reduce its stated fee for Services or shall be remitted to the Plan. In no event will we provide Services to a Plan, or allow an advisory or consulting relationship with a Plan to proceed, if we believe it is prohibited under ERISA.

The Agreement will disclose any additional compensation information relevant to your Plan, or direct you to where you may find a written disclosure of additional compensation.

ACCOUNT AND FEE MINIMUMS

As a firm, we do not have account size or fee minimums. However, some of our Advisors may impose minimum Plan asset levels and/or minimum quarterly fees. Minimum fees can potentially create higher than normal fees during down markets. Some of our Advisors may charge you a higher fee if you want them to provide Services to a Plan with assets that are below their typical account size.

Under certain circumstances, some Advisers may charge less than their standard minimum advisory fee to a Plan. This discounted fee is done on a case-by-case basis and is left to the sole discretion of your Advisor.

CUSTODIAN FEES

The following are not sources of compensation to us but are examples of costs that may be imposed by the financial institutions and/or other third parties associated with your Plan investments:

- Custodial fees
- Charges imposed directly by mutual, index or exchange traded funds. These fees are disclosed in the fund's prospectus and may include:
 - Fund management fees
 - Early redemption fees
 - Other fund expenses
- Transaction charges for securities trades

The Agreement you sign with us (and the agreement with the financial institution holding your assets) authorize us to debit your account for our Fee if applicable. It also authorizes the financial

institution to send the fee directly to us without violating any custody rules. We only work with financial institutions that will send you a statement at least quarterly. Those statements will show all transactions in the account including any advisory fee taken for that period.

See *Item 12: Brokerage Practices* for additional information.

Third Party Manager Fees

Your Advisor may recommend that you use a third party manager. In these situations, our advisory fee compensates your Advisor for the on-going monitoring and review of the manager's performance. Unless the third party manager bundles our fee with theirs, all fees are separate from and in addition to our advisory fee. You may incur fees on top of those charged by us including, the third party manager's fee, wrap fee program sponsor (if applicable), and corresponding broker-dealer and custodian fees.

As we noted above, some third party managers will bundle our advisory fee into their management fee. In these cases, we will receive our fee directly from the third party manager. Our fee is paid solely from the third party manager's investment management fee and does not result in any additional charge to you.

The following fees and expenses are generally related to the use of third party managers:

- Management fees paid to the Third Party
- Advisory fees paid to us as outlined in the client agreement that you sign with us
- Transaction costs – if applicable – which may be paid to purchase and sell such securities
- Custody fees charged by the custodian
- Administrative and service fees

Your account may be held with the third party manager's custodian where your fees will be assessed and deducted. Management fees charged by third party managers may not be negotiable.

For further details, please be sure to carefully review the third party manager's disclosure brochures and investment agreements.

ITEM 6: PERFORMANCE-BASED FEES & SIDE-BY-SIDE MANAGEMENT

We are required by the SEC to disclose to you information regarding any performance-based fees and side-by-side management that we charge on our client accounts. Rehmann Financial does not charge performance-based fees or offer side-by-side management on any of our accounts.

ITEM 7: TYPES OF CLIENTS

Our Advisors provide investment advisory services to a variety of types of Plans. Below are examples:

- Participant directed plans: 401(k), 403(b), profit sharing plan, 457(b), 457(f), government plan, church plan
- Pooled plans: cash balance plan, money purchase pension plan, defined benefit plan

See *Item 5: Fees and Compensation* for information on account and fee minimums that may be imposed.

ITEM 8: METHODS OF ANALYSIS, INVESTMENT STRATEGIES AND RISK OF LOSS

Our investment department, Rehmann Capital Management Group (RCMG), establishes the overall investment strategies employed by the firm and reviews the custodial and brokerage firms we recommend to our clients.

When using Rehmann Financial, you receive the benefit of our developed investment philosophies and strategies, research and due diligence, account monitoring, and personal financial planning and consulting recommendations. Expansive academic research, investment information, and certain proprietary analyses are drawn upon by RCMG and your Advisor in order to provide you with innovative investment advisory services.

Portfolios are regularly monitored and changes suggested or implemented when appropriate. A disciplined approach to rebalancing is employed in order to maintain asset class exposures within desired risk tolerances, subject to variances permitted for tax reduction, tax planning or other reasons.

METHODS OF ANALYSIS

RCMG employs numerous philosophies and tools in our models and due diligence process. When analyzing investments, RCMG may utilize any or all of the following:

Fundamental Analysis is security analysis grounded in basic factors such as company earnings, balance sheet variables and management quality. These factors are used to predict the future value of an investment. Information such as interest rates, GNP, inflation and unemployment may be used to forecast the direction of the economy and therefore the stock market. Close attention is paid to fundamentals in order to determine the “fair value” of various sectors.

Technical Analysis is employed in various formats in order to gauge market sentiment. It is the practice of using statistics to determine trends in security prices and make or recommend investment decisions based on those trends. Technical analysis focuses on matters such as trade volume, demand, and volatility to help determine the market forces at work on a certain security or on the securities market as a whole.

We utilize **Quantitative Analysis** to easily combine and quantify various characteristics of a large number of investments in order to determine which of the group require further analysis.

Qualitative Analysis is also used to weigh the unique characteristics of an individual investment and the risk and return expectations of various capital markets.

Third party money managers will have their own methods of analysis, investment strategies and unique investment risks that you should review and consider before investing.

LONG-TERM STRATEGY

Our advisory services are generally designed for strategic long-term investing. However, we may sell investment securities from time to time without regard to the length of time they have been held. In addition, we may make available short-term tactical investment strategies to accommodate certain circumstances.

ASSET ALLOCATION STRATEGY

Our investment approach is firmly rooted in the belief that markets are fairly efficient (although not always rational) and that returns are determined principally by asset allocation decisions. Proper asset allocation has also been shown to reduce the volatility of returns over long periods of time. This is the reason that we include several different asset classes in our strategic portfolios.

We offer portfolios that vary in the amount allocated to equities (stocks, stock mutual funds, etc.), fixed income investments (notes, bonds, bond funds, CDs, etc.), and alternative investments (real estate, commodities, etc.). Your Advisor will recommend a portfolio best suited to your investment needs and desires, communicated risk tolerance and the need to assume various risks, and investment time horizon. Your Advisor will also take into account other investments you may have (401(k) plans, etc.). We will evaluate your existing investments and, if appropriate, develop a transition plan to one of our strategies. These portfolios are then monitored and take into account any cash flow needs you may have.

RCMG employs numerous philosophies and tools in our models and due diligence process. Close attention is paid to fundamentals in order to determine the “fair value” of various sectors. Technical analysis is employed in various formats in order to gauge market sentiment. We utilize quantitative analysis to easily combine and quantify various characteristics of a large number of investments in order to determine which of the group require further analysis. Qualitative analysis is also used to weigh the unique characteristics of an individual investment and the risk and return expectations of various capital markets. We pay particular attention to risk in our assessment of an investment and focus on the Sortino Ratio, drawdown, and standard deviation among other calculations. We also focus on the R-Squared of a particular investment as we want to be aware of not only how strong a correlation it has with the general market, but with the rest of a client’s portfolio as well. We are also very careful in gauging the level of risk appropriate for each individual client and employ various tools in this endeavor. We do our best to make sure our clients understand the potential loss of capital and purchasing power associated with their investments.

CASH BALANCES

Cash is typically maintained in one of the money market mutual funds offered by the custodian holding your assets. Your Advisor will discuss your current and future cash flow needs. They can also help you create a plan to meet those needs. While it is not our practice to encourage clients to maintain a large amount of cash in their accounts, we will try to accommodate such requests.

If you want to maintain a substantial “cash reserve account,” we may recommend that you open a separate, non-managed account. This account is not monitored but your Advisor may periodically review the levels of the account with you. These unmanaged accounts are excluded when calculating the advisory fee. These accounts are also excluded from the assets under management figures we report.

Additionally, we may recommend that you maintain a certain level of cash in your managed accounts to:

- facilitate fee taking and;
- provide liquidity for your cash flow needs or planned purchases.

This is to prevent us from having to sell a security at an inappropriate time in order to cover the fees due. This may slightly reduce your portfolio’s returns when your portfolio returns are higher than the interest rate being paid on your cash balances.

ASSOCIATED RISKS

We pay particular attention to risk in our assessment of an investment and focus on various calculations such as the Sortino Ratio, drawdown, and standard deviation. We also want to be aware of not only how strongly an investment is correlated with the general market but with the rest of a client’s portfolio as well. A highly correlated investment means that it will move in the same direction. A low correlation means it will move in the opposite direction of the market in general.

We are also very careful in gauging the level of risk appropriate for each individual client and employ various tools in this endeavor. We do our best to make sure our clients understand the potential loss of capital and purchasing power associated with their investments. Following are general risks a client may encounter when using investing in the market:

Fundamental Analysis - The data we review when using Fundamental Analysis is generally considered reliable but we can’t guarantee its accuracy and we don’t verify its accuracy. We or verified its accuracy. In addition, the data that we review is sometimes subjective in nature and open to interpretation. Even if our data and interpretation of the data is correct, there may be other factors that determine the value of securities other than those considered in Fundamental Analysis.

Technical Analysis – The utilization of Technical Analysis may only be able to forecast how an investment will perform over the short-term. In addition, this analysis does not take into account

the more fundamental properties of what an investment may be worth as a result of company performance and balance sheet variables which may play a part in determining the value of an investment.

Long-Term Strategies – The Long-Term assumption is that financial market values will increase over time and this may not happen. There is also the risk that the segment of the market you are invested in (or perhaps just your particular investment) will decrease over time even if overall stock market values increase. In addition, purchasing investments long-term may create an opportunity cost, “locking-up” assets that you may be better off using elsewhere.

Stocks

- **Financial Risk:** the risk that the companies you are invested in may perform poorly affecting the value of your investment.
- **Market Risk:** the risk that the stock market will decline, decreasing the value of your investment.
- **Inflation Risk:** the risk that prices will increase in the economy and deteriorate a stock’s real return.
- **Political and Governmental Risk:** the risk that the value of your investment may be negatively affected by new regulations, changes in leadership, political unrest, etc.
- **Certain securities recommended,** such as U.S. small cap value and mid cap value stock mutual funds, and micro cap mutual funds, possess higher levels of volatility (as individual asset classes within a portfolio). When we use these securities as part of an overall strategic asset allocation, it is because we believe that over the long-term, the potential return will be greater than the additional risk that may be experienced over the short-term.

Bonds

- **Interest Rate Risk:** the risk that the value of bond investments will fall if interest rates rise.
- **Call Risk:** the risk that your bond investment will be called or purchased back from you when conditions are favorable to the bond issuer but not favorable to you.
- **Default Risk:** the risk that the bond issuer may be unable to pay you the contractual interest or principal on the bond in a timely manner or that they may not be able to pay you at all.
- **Inflation Risk:** the risk that price increases in the economy will deteriorate a bond’s real return.

Alternative Investments

- **Market Risk:** the risk that the value of certain alternative investments will fall, including but not limited to commodities, currencies and real estate investments.
- **Manager Risk:** although selected for lower volatility returns, certain alternative investment strategies may not perform as expected, and may lose value and/or increase

portfolio volatility.

Mutual Funds

Since a mutual fund may hold bonds and/or stocks, please refer to the risk under both of those sections.

- **Manager Risk:** the risk that an actively managed mutual fund's investment adviser will fail to execute the fund's stated investment strategy.
- **Market Risk:** the risk that the stock market will decline, decreasing the value of the securities being held by the mutual fund.
- **Industry Risk:** the risk that a group of stocks in a single industry will decline in price due to adverse developments in that industry. This would decrease the value of mutual funds that have a large amount invested in that industry.
- **Inflation Risk:** the risk that price increases in the economy will deteriorate a mutual fund's real return.

Asset Allocation

While all investments involve some level of risk, including capital and purchasing power loss, we emphasize diversification in order to minimize and manage it. We look to diversify not only asset classes and sectors, but philosophies and strategies as well. Our models each generally include technical, fundamental, quantitative, and qualitative input. Each of these inputs has weaknesses and risks associated with them, to say nothing of the risk associated with an asset class or sector in general. By focusing on diversification of assets and multi-faceted models we hope to reduce risk in a manner that still produces profits over the long term.

From time to time, we may take temporary defensive positions that are inconsistent with a portfolio's main investment strategy. This would be done in an attempt to respond to adverse market, economic, political, or other conditions. This may impact the portfolio's ability to achieve its investment objective.

Liquidity

If you send us a redemption request, we may have difficulty liquidating certain positions you hold to honor that request. There might be a limited market for the resale of one or more securities in your account. This can negatively affect the value of those securities if we try to sell all or a portion of a position to fill your request.

Summary

Please do not hesitate to discuss these and other risks in more detail with your Advisor. If your Advisor recommends that you use a third party manager, please be sure to refer to their ADV brochure and associated disclosure documents for details on their investment strategies, methods of analysis and associated risks.

Investing in securities involves risk of loss that you should be prepared to bear.

ITEM 9: DISCIPLINARY INFORMATION

There are no disciplinary items to disclose concerning Rehmann Financial or our management team.

ITEM 10: OTHER FINANCIAL INDUSTRY ACTIVITIES AND AFFILIATIONS

To help us manage potential conflicts of interest, we require that our Advisors disclose their outside business activities to us on an annual basis.

As a subsidiary of Rehmann, LLC (“Rehmann”), we are affiliated with Rehmann’s other subsidiaries that provide financial services. You are under no obligation to purchase services from any of these firms when recommended by your Advisor in connection with providing you with any advisory service that we offer. These affiliations are listed below and described in more detail in the following sub-sections:

- Rehmann Robson – audit, accounting and/or tax preparation services
- Rehmann Retirement Builders (RRB) – pension consulting
- Rehmann Insurance Group – fixed insurance services (life, health, property and casualty)
- Rehmann Financial Network- a registered broker dealer

Some of our employees are also partners of Rehmann, LLC. While we do not receive any portion of the fees generated by any of these entities, these individual partners are entitled to receive distributions relative to their respective ownership interest in Rehmann, LLC.

ACCOUNTING AND TAX AFFILIATION

We do not provide accounting advice or tax preparation services. If you need these services, we may recommend Rehmann Robson, a subsidiary of Rehmann. The services provided by Rehmann Robson are independent from our advisory services. We may offer you bundled advisory and accounting/tax services in our agreement with you but you would be required to sign a separate agreement with Rehmann Robson for those audit, accounting and/or tax services.

PENSION CONSULTING AFFILIATION

We do not provide pension planning or qualified retirement plan administration services. If you need these services, we may recommend Rehmann Retirement Builders (“RRB”). RRB is independent from our advisory firm and as such requires that a separate engagement agreement be signed with them for their plan administration services.

INSURANCE AFFILIATION

We do not sell fixed insurance products but some of our Advisors may do so as fully licensed insurance agents and/or counselors of Rehmann Insurance Group (“RIG”). RIG is independent

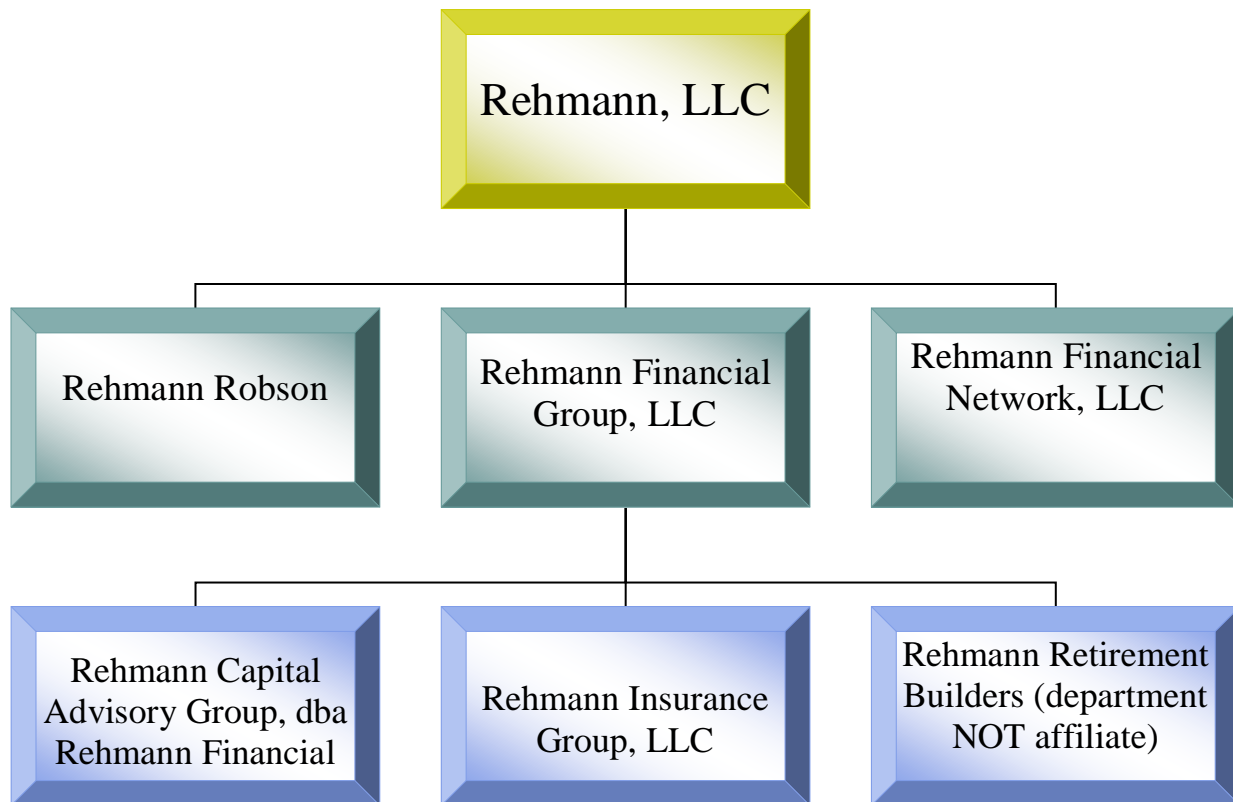
from our advisory firm. *Please see Item 5: Fees and Compensation for potential additional costs and conflicts of interest associated with this activity.*

BROKER DEALER AFFILIATION

Rehmann Financial Network, LLC (RFN) is a registered broker dealer. Your Advisor may also be a registered representative (“rep”) of an affiliated broker-dealer. This allows your Advisor to sell you securities under a commission arrangement. We may recommend that you use Rehmann Financial Network, LLC for direct mutual fund or variable annuity accounts. This activity is independent of the advisory services we provide. Please refer to *Item 5: Fees and Compensation* for potential conflicts related to this activity.

AFFILIATIONS GRAPH

The graph below will help you visualize the relationship between Rehmann Financial and all of the Rehmann subsidiaries described above.



**ITEM 11: CODE OF ETHICS, PARTICIPATION OR INTEREST IN
CLIENT TRANSACTIONS AND PERSONAL TRADING**

We have adopted a Code of Ethics for all of our employees. This Code expresses our commitment to ethical conduct and is used to guide the personal conduct of our various team members. The Code describes the firm's fiduciary duties and responsibilities to clients and sets forth our practices of supervising the personal securities transactions of employees who have access to client trade information.

The key concept of the Code is that Rehmann Financial and our employees shall always:

- Place your interests first
- Act with integrity and dignity when dealing with clients, prospects, team members, and others
- Strive to maintain and continually enhance a high degree of professional education
- Seek to preserve our firm's independence and to maintain our complete objectivity with respect to our advisory services and each recommendation made to our clients
- Keep your securities holdings and financial circumstances confidential.

**PARTICIPATION OR INTEREST IN CLIENT TRANSACTIONS AND PERSONAL
TRADING**

Rehmann Financial does not participate in securities in which we have a material financial interest. As a matter of policy, we would never recommend to clients, or buy or sell for client accounts, securities in which our firm or its related persons has a material financial interest.

Certain members of Rehmann, LLC are investing in a private venture capital fund. Some of our Advisors may also be owners of Rehmann, LLC. This relationship may create an incentive for an Advisor to recommend this fund to their clients. Due to this potential conflict of interest, owners who are affiliated with our registered investment advisory firm must obtain approval from the Chief Compliance Officer prior to investing in this fund. They are also prohibited from recommending this fund to clients.

Our employees are allowed to buy and sell individual securities for their personal accounts that you may also invest in. This may create a conflict of interest if they receive a better price than you do on that trade. To manage this conflict, our Code of Ethics states that Rehmann Financial employees can't receive a better price than you do if the trade is placed for the same security on the same day on the same side of the market (buying or selling). We recommend that our Advisors delay trading in their personal accounts until the next day to prevent any underlying conflict of interest and to eliminate the need for a trade correction if they trade on the same day and receive a better price than the client.

To supervise compliance with our Code of Ethics, we require employees who possesses access to advisory recommendations (before or at the time they are entered into) ("access persons") to

provide personal annual securities holding reports and quarterly transaction reports to our compliance department. We also require access persons to receive advance approval prior to investing in any initial public offerings, private placements, and certain “restricted” individual securities.

Any third party managers we use are not affiliated with us and will be governed by their own policies and procedures. You should refer to their ADV brochure documents for information on their Code of Ethics.

NON-PUBLIC INFORMATION AND PRIVACY

Our Code of Ethics prohibits the use of material non-public information. It also establishes procedures aimed at protecting your confidential information.

GIFTS MADE TO AND GIVEN BY OUR ADVISORS

Investment managers are allowed to occasionally give nominal gifts to advisors subject to a limit of \$100 per employee per calendar year. We do not permit any gifts or entertainment conditioned on the achievement of a sales target. No gifts received relate to any particular transactions or investments made by our clients.

Advisors are also limited in gifts that they may receive from or give to clients. This limit is up to \$100 per client per calendar year and is in place to prevent client favoritism.

Our Code of Ethics requires that all employees 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 discipline.

We will be glad to provide you with a complete copy of our Code of Ethics upon request.

ITEM 12: BROKERAGE PRACTICES

We cannot provide Services until you have signed an Agreement with us and have established an account at a qualified custodian or financial institution selected by you. While we may have agreements with several qualified custodians or financial institutions, following are the primary custodians we currently have agreements with:

- Fidelity Institutional Wealth Services and its affiliates (collectively referred to as “Fidelity”)
- Schwab Institutional
- TD Ameritrade

We are independently operated and owned and are not affiliated with any of these firms. These firms may provide us with access to institutional trading and custody services that are typically

not available to retail investors. Not all independent investment advisors recommend that their clients use a particular custodian.

We have a duty to obtain “best execution” for you, i.e., a price that is as favorable to you as possible under the prevailing market conditions. In seeking best execution, we have to consider the quality of services—not just the lowest cost.

When determining which financial institution to recommend to you, we take into consideration several factors. These include, but may not be limited to the firm’s:

- Financial strength
- Reputation
- Execution
- Pricing
- Research
- Services
- Responsiveness

All of these factors help us determine which firm will fulfill both your needs for best execution and our need to provide you with the best services available.

The custodians we use do not charge you separately for custody services. They are compensated by account holders through commissions and other transaction-related or asset-based fees for securities trades that are executed through them or that settle into accounts (i.e., transactions fees are charged for certain no-load mutual funds, commissions are charged for individual equity and debt securities transactions). The custodians we use provide us with access to many no-load mutual funds without transaction charges and other no-load funds at nominal transaction charges.

Although we have negotiated fees with each custodian we use, you might pay higher transaction fees with them than you would with other discount brokers. We believe the services and benefits offered more than offset any potentially higher fees.

We are under no obligation to recommend any particular custodian to you. We do not believe that these services and benefits materially affect our recommendations to you. However, in the interest of full disclosure, we need to make you aware that there is a potential conflict of interest. This is due to the fact that we may have incentive to recommend a custodian based on our interest in receiving these benefits, rather than on your interest in receiving the most favorable execution price (“best execution”).

To monitor this conflict, we have a Best Execution Committee. The committee meets on an annual basis to review all existing custodial relationships in light of our duty to obtain best execution for you. Part of process includes rating each custodian on each of the items listed above as well as discussing other issues or concerns that have occurred during the previous year.

In connection with the provision of third party money managers, our choice of custodian may be limited to the choices offered by that manager.

AGGREGATING / BATCHING CLIENT TRANSACTIONS

We may aggregate trade orders in what we call a “block” trade order. This is done to obtain volume discounts on execution costs. For each account that we include in the block trade, we must reasonably believe that the order is consistent with our duty to seek best execution for all clients participating in the aggregated order. The average price per share of a block trade is allocated to each account that participates. Accounts that participate in the same block trade are charged transaction costs, if applicable, in accordance with their client agreement.

The aggregation and allocation practices of mutual funds and third party managers that we recommend to you are disclosed in their mutual fund prospectuses and third party manager disclosure documents. We will not receive any additional compensation or remuneration as a result of the aggregation.

SOFT DOLLAR ARRANGEMENTS

We do not engage in any soft dollar practices. A soft dollar arrangement is one in which we would direct commissions generated by transactions to a third party in exchange for services that are for the benefit of the client but are not client directed.

OTHER ECONOMIC BENEFITS

Some of the custodians we work provide us with certain brokerage and research products and services that qualify as “brokerage or research services” under Section 28(e) of the Securities Exchange Act of 1934 (“Exchange Act”).

We may also receive additional benefits (also known as “non-cash” compensation) as a result of our relationships with some of the financial institutions listed above. These resources are also referred to as “Other Economic Benefits”. Examples include:

- Receipt of duplicate client confirmations
- Receipt of electronic duplicate account statements
- Access to trading desks that exclusively service investment adviser firm participants (these trading desks may also provide research, pricing information, and other market data)
- Access to block trading which provides the ability to aggregate securities transactions and then allocate the appropriate shares to client accounts
- Access to electronic communication networks for client order entry and account information
- Access to the investment advisor portion of their web sites (this may include practice management articles, compliance updates, and other financial planning related information and research materials)

- Access to other vendors on a discounted fee basis through discounts arranged by the custodians
- Computer software and related systems support to assist us in monitoring client accounts, place trades, do research
- Telephone conferences with managers, analysts, etc.
- Financial assistance for client events and advisor meetings
- Invitations to due diligence, educational or reward meetings related to our business

DIRECTED BROKERAGE

We have relationships with multiple custodians. Your Advisor will recommend that you use one particular custodian for your investments with us, subject to your acceptance. The choice of the custodian is based on factors such as the value of your investments and your investment needs.

A Plan may direct all or part of portfolio transactions for its account through a specific broker or dealer in order to obtain goods or services on behalf of the Plan. Such direction is permitted provided that the goods and services provided are reasonable expenses of the Plan incurred in the ordinary course of its business for which it otherwise would be obligated and empowered to pay. ERISA prohibits directed brokerage arrangements when the goods or services purchased are not for the exclusive benefit of the plan. We will request that Plan sponsors who direct plan brokerage provide us with a letter documenting that this arrangement will be for the exclusive benefit of the Plan. You may direct us in writing to use a particular custodian (broker-dealer) to execute some or all transactions in your account(s). If we do not have an agreement with that firm, you will need to negotiate the terms and arrangements for the account. We will not seek better execution services or prices. We will also not be able to aggregate transactions to achieve better pricing. You may also pay transaction costs and/or receive less favorable net prices.

Subject to our duty of best execution, we may decline your request to direct brokerage. We may do this if we believe the arrangement would result in additional operational difficulties or violate restrictions imposed by other firms we (or our Advisors) have agreements with. We are aware of our duty to obtain best execution for you and have implemented policies and procedures reasonably designed to do so.

ITEM 13: REVIEW OF ACCOUNTS

It is important that you discuss any changes in the Plan's demographic information, investment goals, and objectives with your Advisor. We will contact you at least once a year to review our Services and/or recommendations. This is the time for you and your Advisor to discuss the impact resulting from any changes in the Plan's needs.

Plans may receive written reports directly from their Advisor based upon the services being provided.

ITEM 14: CLIENT REFERRALS AND OTHER COMPENSATION

We may pay referral fees to affiliated and unaffiliated third parties (“Solicitors”) equal to a percentage of the advisory fees collected from the clients the Solicitor referred to us.

For example, John Smith refers you to Advisor Brown. John Smith has signed a solicitor agreement with us to receive 10% of the fees we charge to you. We are charging you 1% a year on the \$100,000 of assets being managed by Advisor Brown. When we receive the first quarter’s fees of \$250 ($(\$100,000 \times .01)/4 = \250), we will pay 10% of that \$250 to John Smith as a referral fee.

As you can see from the example above, referral fees paid out do not result in any additional charge to you. The specific terms and obligations of the Solicitor and our Advisors are outlined in a written solicitation agreement. Our Code of Ethics prohibits us from favoring referred clients over others.

If you are introduced to us by one of these Solicitors, we will provide you with a copy of our written disclosure statement containing the terms and conditions of the referral arrangement.

OTHER COMPENSATION

Item 5: Fees and Compensation discusses how we are compensated for our Services

You should also be aware of and consider potential conflicts of interest related to indirect forms of compensation and benefits that we and our Advisors may receive from third parties (such as mutual fund managers, third party asset managers, and through our executing brokers) in connection with the sale of investment products and services to clients. All other compensation received by Rehmann Financial or its affiliates shall be used to reduce the fee or Services or remitted to the Plan.

Training / Education

Third party managers, custodians and/or broker-dealers may provide our Advisors with the opportunity to attend training events or educational conferences. They may cover all or a portion of the cost of the event, travel, meals and lodging expenses for the attendees.

Payment/reimbursement of these expenses is not contingent upon the sale of any specific securities. Our Advisors may have an incentive to recommend the firms that offer these opportunities over those that do not. Some custodians may also cover some of the costs of meetings we hold for our Advisors. This may provide us with an incentive to place business with that custodian. Our Advisors are required to disclose such events on an annual basis.

Please see *Item 12: Brokerage Practices – Other Economic Benefits* for non-cash compensation we may receive from the custodians we use.

ITEM 15: CUSTODY

We do not custody client assets. All transactions in your advisory accounts clear through a qualified and unaffiliated broker-dealer or custodian. You will receive account statements and trade confirmations directly from the custodian who holds your assets. The custodians we utilize will typically send you a statement every month. You should carefully review these statements to make sure they are accurate.

Clients may request that their Advisor provide them with additional written reports that might include a list of account holdings, account values and/or account performance. The frequency of these reports is determined on a case-by-case basis and upon the discretion of your Advisor. We recommend that you compare these reports to the statements you receive from your custodian to make sure they are accurate.

ITEM 16: INVESTMENT DISCRETION

See *Item 4: Advisory Business*, for a discussion of Discretionary Fiduciary ERISA Services.

ITEM 17: VOTING CLIENT SECURITIES

Except in the case of certain Taft-Hartley Plans, we do not vote proxies on behalf of accounts.

For those Taft-Hartley Plans, we have adopted a written Proxy Voting Policy setting the standards and guidelines for voting proxies. Under our Proxy Voting Policy, we seek to further the best interests of Taft-Hartley plan accounts, plan beneficiaries, and participants.

Depending upon each client's wishes, we may or may not exercise discretionary authority to vote proxies for securities held in our clients' accounts. Some clients may choose to retain proxy authority for specific securities, while giving us proxy authority for the balance of their account. If we do not exercise proxy authority, we will direct the client's custodian to forward proxy solicitation materials to the client instead of to us. Typically, we do not review or advise about proxy solicitation matters when we do not have proxy voting authority, but we are pleased to discuss a client's questions if they arise.

If we have proxy voting authority for a client, we will review the proxy solicitation materials we receive and monitor corporate events covered by those materials on behalf of the client. We will vote each proxy in a manner consistent with what we then believe to be the client's best interest and not the interest of any other person. It is our general practice to vote proxies in accordance with the recommendation of a company's management as stated in the proxy materials. In proposals to increase a mutual fund's management fees we will vote against the proposal if we believe it is inappropriate. We may use a proxy voting service for increased efficiency, and to assist with research on voting issues.

Before voting a proxy, we will determine whether or not we may have a conflict of interest potentially affecting our judgment. At the present time, our firm does not advise any registered or unregistered mutual fund or company in whom our clients presently invest, nor their directors or senior officers. If and when we have a conflict of interest with respect to a company or other person soliciting proxies, we will advise each affected client and attempt to

resolve the conflict in a manner that best serves the client's interest. Our general procedures for resolving conflicts are part of our Proxy Voting Policy, which is available to you upon request.

You may obtain a copy of our Proxy Voting Policy or information on how securities in your account were voted by sending a written request to our office at the address on the cover of this brochure.

ITEM 18: FINANCIAL INFORMATION

We are adequately capitalized and do not foresee any financial conditions that might prevent us from meeting our commitments to you.

ITEM 19: REQUIREMENTS FOR STATE-REGISTERED ADVISERS

Not applicable - we are an SEC-registered investment adviser.

BUSINESS CONTINUITY PLAN

Rehmann, LLC has a Business Continuity Plan in place for all its offices and divisions. The plan provides detailed steps to mitigate and recover from the loss of office space, communications, services or key people.

Disasters

The Business Continuity Plan covers natural disasters such as snow storms, hurricanes, tornados, fire, and flooding. The Plan covers man-made disasters such as loss of electrical power, loss of water pressure, fire, bomb threat, nuclear emergency, chemical event, biological event, communications line outage, Internet outage, railway or aircraft accident. Electronic files are backed up daily and archived on and offsite.

Alternate Offices

Alternate work locations are identified to support ongoing operations in the event any office is unavailable. It is our intention to contact all clients within five days of a disaster that dictates moving our office to an alternate location.

Loss of Key Personnel

Replacements have been identified for all key personnel in the event of serious disability or death.

INFORMATION SECURITY PROGRAM

Rehmann, LLC maintains an information security program for all its divisions to reduce the risk that personal and confidential information may be breached.

Privacy Notice

We are committed to maintaining the confidentiality, integrity and security of the personal information that is entrusted to us. With permission, we may provide this information to attorneys, accountants, and mortgage lenders with whom your clients have established a relationship. We may also, within reason, share information between our affiliated firms. Your clients may opt out from this sharing of information by notifying us at any time by telephone, mail, fax, email, or in person.

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

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

Personally identifiable information will be maintained while we are providing services to your clients and for the required period thereafter that records are required to be maintained by federal and state securities laws. After that time, information may be destroyed.

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