

Part 2B of Form ADV: *Brochure Supplement*



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This brochure supplement provides information about William F. Bahl, Vere W. Gaynor, George G. Strietmann, Charles A. Pettengill, Eleanor K. Moffat, Scott D. Rodes, Lori A. Hudson, Edward A. Woods, John B. Schmitz, Ellis D. Hummel, Stephanie S. Thomas, W. Jeff Bahl, Christopher M. Rowane, Nicholas W. Puncer, James E. Russell, Christopher J. Heekin, Steven N. Brown, Samuel L. Koopman, Kevin T. Gade, Keith Herbert Rennekamp, Peter Michael Kwiatkowski, John Eric Strange and Robert S. Groenke that supplements the Bahl & Gaynor Investment Counsel brochure. You should have received a copy of that brochure. Please contact Bahl & Gaynor if you have not received the Bahl & Gaynor brochure or if you have any questions about the contents of the supplement.

Bahl & Gaynor, Inc is a registered investment adviser. Registration of an Investment Adviser does not imply any level of skill or training. The oral and written communications of an Adviser provide you with the information about which you determine to hire or retain an Adviser.

Additional information about Bahl & Gaynor, Inc. also is available on the SEC's website at [www.adviserinfo.sec.gov](http://www.adviserinfo.sec.gov). You can search this site by a unique identifying number, known as a CRD number. Our firm's CRD number is 106139.

**Full Legal Name:**

**William F. Bahl**

**Born: 1951**

**Education**

University of Florida; BSBA, Finance; 1972

University of Michigan; MBA, Finance; 1973

**Business Experience**

Bahl & Gaynor, Inc.; Chairman of the Board/President; from 7/2/1990 to current

**Designations**

William F. Bahl has earned the following designation and is in good standing with the granting authority.

CFA®; Institute of Chartered Financial Analyst; 9/1979

*\* Please see Minimum Qualifications Required below*

CIC; Chartered Investment Counselor; 12/1992

*\*\*\* Please see Minimum Qualifications Required below*

**Disciplinary Information**

William F. Bahl has no reportable disciplinary history.

**Other Business Activities**

**A. Investment Related Activities**

1. William F. Bahl is not engaged in any other investment related activities.
2. William F. Bahl does not receive commissions, bonuses or other compensation on the sale of securities or other investment products.

**B. Non-Investment Related Activities**

1. William F. Bahl is not engaged in any other business or occupation that provides substantial compensation or involves a substantial amount of his time.

**Additional Compensation**

William F. Bahl does not receive any economic benefit from a non-advisory client for the provision of advisory services.

**Full Legal Name:**

Vere W. Gaynor

**Born:** 1947

**Education**

Columbia University; BS, Political Science; 1970

Columbia University; MBA, Finance; 1971

**Business Experience**

Bahl & Gaynor, Inc.; Chairman of the Board/President; from 7/2/1990 to current

**Disciplinary Information**

Vere W. Gaynor has no reportable disciplinary history.

**Other Business Activities**

A. Investment Related Activities

1. Vere W. Gaynor is not engaged in any other investment related activities.
2. Vere W. Gaynor does not receive commissions, bonuses or other compensation on the sale of securities or other investment products.

B. Non-Investment Related Activities

1. Vere W. Gaynor is not engaged in any other business or occupation that provides substantial compensation or involves a substantial amount of his time.

**Additional Compensation**

Vere W. Gaynor does not receive any economic benefit from a non-advisory client for the provision of advisory services.

**Full Legal Name:**

**Charles A. Pettengill**

**Born: 1961**

**Education**

Colgate University; BA, Economics; 1984  
University of Chicago; MBA; Finance; 1986

**Business Experience**

Bahl & Gaynor, Inc.; Vice President, Portfolio Manager; from 5/1/1997 to current

**Designations**

Charles A. Pettengill has earned the following designation and is in good standing with the granting authority.

CFA®; Institute of Chartered Financial Analyst; 9/1996

*\* Please see Minimum Qualifications Required below*

CIC; Chartered Investment Counselor; 12/1997

*\*\*\* Please see Minimum Qualifications Required below*

CPA; Certified Public Accountant

*\*\*\*\* Please see Minimum Qualifications Required below*

**Disciplinary Information**

Charles A. Pettengill has no reportable disciplinary history.

**Other Business Activities**

**A. Investment Related Activities**

1. Charles A. Pettengill is not engaged in any other investment related activities.
2. Charles A. Pettengill does not receive commissions, bonuses or other compensation on the sale of securities or other investment products.

**B. Non-Investment Related Activities**

1. Charles A. Pettengill is not engaged in any other business or occupation that provides substantial compensation or involves a substantial amount of his time.

**Additional Compensation**

Charles A. Pettengill does not receive any economic benefit from a non-advisory client for the provision of advisory services.

**Full Legal Name:**

Eleanor K. Moffat

**Born:** 1956

**Education**

Princeton University; AB, History; 1978

John Hopkins University; MAS; Administrative Science; 1983

**Business Experience**

Bahl & Gaynor, Inc.; Vice President, Portfolio Manager; from 1/1/1999 to current

**Designations**

Eleanor K. Moffat has earned the following designation and is in good standing with the granting authority.

CFA®; Institute of Chartered Financial Analyst; 9/1988

*\* Please see Minimum Qualifications Required below*

CIC; Chartered Investment Counselor; 12/2000

*\*\*\* Please see Minimum Qualifications Required below*

**Disciplinary Information**

Eleanor K. Moffat has no reportable disciplinary history.

**Other Business Activities**

**A. Investment Related Activities**

1. Eleanor K. Moffat is not engaged in any other investment related activities.
2. Eleanor K. Moffat does not receive commissions, bonuses or other compensation on the sale of securities or other investment products.

**B. Non-Investment Related Activities**

1. Eleanor K. Moffat is not engaged in any other business or occupation that provides substantial compensation or involves a substantial amount of his time.

**Additional Compensation**

Eleanor K. Moffat does not receive any economic benefit from a non-advisory client for the provision of advisory services.

**Full Legal Name:**

**Scott D. Rodes**

**Born: 1962**

**Education**

Vanderbilt University; BE, Mechanical Engineering; 1985  
Xavier University; MBA; Business; 1987

**Business Experience**

Bahl & Gaynor, Inc.; Vice President, Portfolio Manager; from 6/1/2001 to current

**Designations**

Scott D. Rodes has earned the following designation and is in good standing with the granting authority.

CFA®; Institute of Chartered Financial Analyst; 9/1993

*\* Please see Minimum Qualifications Required below*

CIC; Chartered Investment Counselor; 12/2007

*\*\*\* Please see Minimum Qualifications Required below*

**Disciplinary Information**

Scott D. Rodes has no reportable disciplinary history.

**Other Business Activities**

**A. Investment Related Activities**

1. Scott D. Rodes is not engaged in any other investment related activities.
2. Scott D. Rodes does not receive commissions, bonuses or other compensation on the sale of securities or other investment products.

**B. Non-Investment Related Activities**

1. Scott D. Rodes is not engaged in any other business or occupation that provides substantial compensation or involves a substantial amount of his time.

**Additional Compensation**

Scott D. Rodes does not receive any economic benefit from a non-advisory client for the provision of advisory services.

**Full Legal Name:**

**Lori A. Hudson**

**Born:** 1958

**Education**

University of Cincinnati; BA, Political Science; 1981

**Business Experience**

Bahl & Gaynor, Inc.; Vice President, Portfolio Manager; from 12/1/2003 to current

**Disciplinary Information**

Lori A. Hudson has no reportable disciplinary history.

**Other Business Activities**

**A. Investment Related Activities**

1. Lori A. Hudson is not engaged in any other investment related activities.
2. Lori A. Hudson does not receive commissions, bonuses or other compensation on the sale of securities or other investment products.

**B. Non-Investment Related Activities**

1. Lori A. Hudson is not engaged in any other business or occupation that provides substantial compensation or involves a substantial amount of his time.

**Additional Compensation**

Lori A. Hudson does not receive any economic benefit from a non-advisory client for the provision of advisory services.

**Full Legal Name:**

**Edward A. Woods**

**Born: 1966**

**Education**

Wittenberg University; BA, Business Administration; 1989  
University of Cincinnati, MBA, Finance; 1996

**Business Experience**

Bahl & Gaynor, Inc.; Vice President, Portfolio Manager; from 9/1/2004 to current

**Designations**

Edward A. Woods has earned the following designation and is in good standing with the granting authority.

CFA®; Institute of Chartered Financial Analyst; 9/1996

*\* Please see Minimum Qualifications Required below*

CIC; Chartered Investment Counselor; 12/2007

*\*\*\* Please see Minimum Qualifications Required below*

**Disciplinary Information**

Edward A. Woods has no reportable disciplinary history.

**Other Business Activities**

**A. Investment Related Activities**

1. Edward A. Woods is not engaged in any other investment related activities.
2. Edward A. Woods does not receive commissions, bonuses or other compensation on the sale of securities or other investment products.

**B. Non-Investment Related Activities**

1. Edward A. Woods is not engaged in any other business or occupation that provides substantial compensation or involves a substantial amount of his time.

**Additional Compensation**

Edward A. Woods does not receive any economic benefit from a non-advisory client for the provision of advisory services.



**Full Legal Name:**

**John B. Schmitz**

**Born: 1960**

**Education**

University of Cincinnati, BA, Finance and Real Estate; 1982

**Business Experience**

Bahl & Gaynor, Inc.; Vice President, Portfolio Manager; from 12/1/2005 to current

**Designations**

John B. Schmitz has earned the following designation and is in good standing with the granting authority.

CFA®; Institute of Chartered Financial Analyst; 9/1992

*\* Please see Minimum Qualifications Required below*

CIC; Chartered Investment Counselor; 12/2007

*\*\*\* Please see Minimum Qualifications Required below*

**Disciplinary Information**

John B. Schmitz has no reportable disciplinary history.

**Other Business Activities**

**A. Investment Related Activities**

1. John B. Schmitz is not engaged in any other investment related activities.
2. John B. Schmitz does not receive commissions, bonuses or other compensation on the sale of securities or other investment products.

**B. Non-Investment Related Activities**

1. John B. Schmitz is not engaged in any other business or occupation that provides substantial compensation or involves a substantial amount of his time.

**Additional Compensation**

John B. Schmitz does not receive any economic benefit from a non-advisory client for the provision of advisory services.

**Full Legal Name:**

Ellis D. Hummel

Born: 1968

**Education**

Skidmore College, BA, Government; 1990

**Business Experience**

Bahl & Gaynor, Inc.; Vice President, Portfolio Manager; from 2/1/2008 to current

**Designations**

Ellis D. Hummel has earned the following designation and is in good standing with the granting authority.

CFP®; College of Financial Planning™; 6/2002

*\* Please see Minimum Qualifications Required below*

**Disciplinary Information**

Ellis D. Hummel has no reportable disciplinary history.

**Other Business Activities****A. Investment Related Activities**

1. Ellis D. Hummel is not engaged in any other investment related activities.
2. Ellis D. Hummel does not receive commissions, bonuses or other compensation on the sale of securities or other investment products.

**B. Non-Investment Related Activities**

1. Ellis D. Hummel is not engaged in any other business or occupation that provides substantial compensation or involves a substantial amount of his time.

**Additional Compensation**

Ellis D. Hummel does not receive any economic benefit from a non-advisory client for the provision of advisory services.

**Full Legal Name:**

Stephanie S. Thomas

Born: 1967

**Education**

Wittenberg University, BA, Economics; 1989

University of Notre Dame, MBA 1996

**Business Experience**

Bahl & Gaynor, Inc.; Vice President, Portfolio Manager; from 7/2/2012 to current

**Designations**

Stephanie S. Thomas has earned the following designation and is in good standing with the granting authority.

CFA®; Institute of Chartered Financial Analyst; 9/2001

*\* Please see Minimum Qualifications Required below*

**Disciplinary Information**

Stephanie S. Thomas has no reportable disciplinary history.

**Other Business Activities****A. Investment Related Activities**

1. Stephanie S. Thomas is not engaged in any other investment related activities.
2. Stephanie S. Thomas does not receive commissions, bonuses or other compensation on the sale of securities or other investment products.

**B. Non-Investment Related Activities**

1. Stephanie S. Thomas is not engaged in any other business or occupation that provides substantial compensation or involves a substantial amount of his time.

**Additional Compensation**

Stephanie S. Thomas does not receive any economic benefit from a non-advisory client for the provision of advisory services.

**Full Legal Name:**

**W. Jeff Bahl**

**Born: 1979**

**Education**

Washington & Lee University, BSBA, Commerce; 2002

**Business Experience**

Bahl & Gaynor, Inc.; Vice President, Portfolio Manager; from 5/1/2014 to current  
Goldman Sachs, High Yield Trading; from 2008 to December 2013

**Disciplinary Information**

William J. Bahl has no reportable disciplinary history.

**Other Business Activities**

**A. Investment Related Activities**

1. William J. Bahl is not engaged in any other investment related activities.
2. William J. Bahl does not receive commissions, bonuses or other compensation on the sale of securities or other investment products.

**B. Non-Investment Related Activities**

1. William J. Bahl is not engaged in any other business or occupation that provides substantial compensation or involves a substantial amount of his time.

**Additional Compensation**

William J. Bahl does not receive any economic benefit from a non-advisory client for the provision of advisory services.

**Full Legal Name:**

**Christopher M. Rowane**

**Born: 1960**

**Education**

Gannon University, BSBA, Finance; 1983

Gannon University, MBA, Finance; 1988

**Business Experience**

Bahl & Gaynor, Inc.; Vice President, Portfolio Manager; from 5/1/2014 to current

Huntington National Bank; Senior Vice President; from 2000 to April 2014

**Designations**

Christopher M. Rowane has earned the following designation and is in good standing with the granting authority.

CFA®; Institute of Chartered Financial Analyst; 9/1998

*\* Please see Minimum Qualifications Required below*

**Disciplinary Information**

Christopher M. Rowane has no reportable disciplinary history.

**Other Business Activities**

**A. Investment Related Activities**

1. Christopher M. Rowane is not engaged in any other investment related activities.
2. Christopher M. Rowane does not receive commissions, bonuses or other compensation on the sale of securities or other investment products.

**B. Non-Investment Related Activities**

1. Christopher M. Rowane is not engaged in any other business or occupation that provides substantial compensation or involves a substantial amount of his time.

**Additional Compensation**

Christopher M. Rowane does not receive any economic benefit from a non-advisory client for the provision of advisory services.

**Full Legal Name:**

Nicholas W. Puncer

**Born:** 1987

**Education**

University of Cincinnati; BBA, Finance and Business Economics; 2010

**Business Experience**

Bahl & Gaynor, Inc.; Vice President, Portfolio Manager; from 5/1/2014 to current  
Bahl & Gaynor, Inc.; Analyst; from 2010 to April 2014

**Designations**

Nicholas W. Puncer has earned the following designation and is in good standing with the granting authority.

CFA®; Institute of Chartered Financial Analyst; 9/2014

*\* Please see Minimum Qualifications Required below*

CFP®; College of Financial Planning™; 6/2014

*\* \*Please see Minimum Qualifications Required below*

**Disciplinary Information**

Nicholas W. Puncer has no reportable disciplinary history.

**Other Business Activities**

**A. Investment Related Activities**

1. Nicholas W. Puncer is not engaged in any other investment related activities.
2. Nicholas W. Puncer does not receive commissions, bonuses or other compensation on the sale of securities or other investment products.

**B. Non-Investment Related Activities**

1. Nicholas W. Puncer is not engaged in any other business or occupation that provides substantial compensation or involves a substantial amount of his time.

**Additional Compensation**

Nicholas W. Puncer does not receive any economic benefit from a non-advisory client for the provision of advisory services.

**Full Legal Name:**

James E. Russell

Born: 1961

**Education**

Centre College of Kentucky, BS, Chemistry; 1983

Emory University, MBA, Finance; 1986

**Business Experience**

Bahl & Gaynor, Inc.; Vice President, Portfolio Manager; from 10/27/2014 to current

US Bank Wealth Management; Senior Equity Strategist and Regional Investment Director; from 2007 to October 2014

**Designations**

James E. Russell has earned the following designation and is in good standing with the granting authority.

CFA®; Institute of Chartered Financial Analyst; 9/1992

*\* Please see Minimum Qualifications Required below*

CIC; Chartered Investment Counselor; 7/2018

*\*\*\* Please see Minimum Qualifications Required below*

**Disciplinary Information**

James E. Russell has no reportable disciplinary history.

**Other Business Activities****A. Investment Related Activities**

1. James E. Russell is not engaged in any other investment related activities.
2. James E. Russell does not receive commissions, bonuses or other compensation on the sale of securities or other investment products.

**B. Non-Investment Related Activities**

1. James E. Russell is not engaged in any other business or occupation that provides substantial compensation or involves a substantial amount of his time.

**Additional Compensation**

James E. Russell does not receive any economic benefit from a non-advisory client for the provision of advisory services.

**Full Legal Name:**

**Christopher J. Heekin**

**Born: 1970**

**Education**

Duke University, BA, Economics; 1992

Darden School at University of Virginia, MBA, 1999

**Business Experience**

Bahl & Gaynor, Inc.; Vice President, Portfolio Manager; from 10/17/2016 to current

Fifth Third Bank; Vice President and Senior Private Banker; from March 2009 to October 2016

**Designations**

Christopher J. Heekin has earned the following designation and is in good standing with the granting authority.

CFP®; College of Financial Planning™; 7/2017

*\* Please see Minimum Qualifications Required below*

**Disciplinary Information**

Christopher J. Heekin has no reportable disciplinary history.

**Other Business Activities**

**A. Investment Related Activities**

1. Christopher J. Heekin is not engaged in any other investment related activities.
2. Christopher J. Heekin does not receive commissions, bonuses or other compensation on the sale of securities or other investment products.

**B. Non-Investment Related Activities**

1. Christopher J. Heekin is not engaged in any other business or occupation that provides substantial compensation or involves a substantial amount of his time.

**Additional Compensation**

Christopher J. Heekin does not receive any economic benefit from a non-advisory client for the provision of advisory services.



**Full Legal Name:**

Steven N. Brown

Born: 1981

**Education**

University of Cincinnati; BA, Finance; 2004

**Business Experience**

Bahl & Gaynor, Inc.; Vice President, Financial Planning Specialist; from 1/8/2018 to current

Huntington National Bank; Vice President and Wealth Advisor; from August 2011 to January 2018

**Designations**

Steven N. Brown has earned the following designation and is in good standing with the granting authority.

CFP®; College of Financial Planning™; 3/2008

*\* Please see Minimum Qualifications Required below*

**Disciplinary Information**

Steven N. Brown has no reportable disciplinary history.

**Other Business Activities****A. Investment Related Activities**

1. Steven N. Brown is not engaged in any other investment related activities.
2. Steven N. Brown does not receive commissions, bonuses or other compensation on the sale of securities or other investment products.

**B. Non-Investment Related Activities**

1. Steven N. Brown is not engaged in any other business or occupation that provides substantial compensation or involves a substantial amount of his time.

**Additional Compensation**

Steven N. Brown does not receive any economic benefit from a non-advisory client for the provision of advisory services.

**Full Legal Name:**

**Samuel L. Koopman**

**Born: 1988**

**Education**

Xavier University, BSBA, Finance; 2010

**Business Experience**

Bahl & Gaynor, Inc.; Vice President, Portfolio Manager; from 7/1/2018 to current

Bahl & Gaynor, Inc.; Portfolio Analyst; from 6/15/2015 to 6/30/2018

United States Army, Company Executive Officer; from 1/1/2014 to 6/1/2015

United States Army, Brigade Medical Operations Officer; from 1/1/2013 – 12/31/2014

**Designations**

Samuel L. Koopman has earned the following designation and is in good standing with the granting authority.

CFP®; College of Financial Planning™; 5/2017

*\* \*Please see Minimum Qualifications Required below*

**Disciplinary Information**

Samuel L. Koopman has no reportable disciplinary history.

**Other Business Activities****A. Investment Related Activities**

1. Samuel L. Koopman is not engaged in any other investment related activities.
2. Samuel L. Koopman does not receive commissions, bonuses or other compensation on the sale of securities or other investment products.

**B. Non-Investment Related Activities**

1. Samuel L. Koopman is not engaged in any other business or occupation that provides substantial compensation or involves a substantial amount of his time.

**Additional Compensation**

Samuel L. Koopman does not receive any economic benefit from a non-advisory client for the provision of advisory services.

**Full Legal Name:**

Kevin T. Gade

Born: 1991

**Education**

University of Cincinnati; B.B.A., Finance & Business Economics; 2014

**Business Experience**

Bahl & Gaynor, Inc.; Vice President & Portfolio Manager, from 7/11/2018 to current

Bahl & Gaynor, Inc.; Portfolio Analyst, from 9/1/2016 to 7/11/2018

Citi; Analyst; from May 2014 to July 2016

**Designations**

Kevin T. Gade has earned the following designation and is in good standing with the granting authority.

CFA®; Institute of Chartered Financial Analyst, 8/2017

*\* Please see Minimum Qualifications Required below*

CFP®; College of Financial Planning™; 3/2018

*\* Please see Minimum Qualifications Required below*

**Disciplinary Information**

Kevin T. Gade has no reportable disciplinary history.

**Other Business Activities****A. Investment Related Activities**

1. Kevin T. Gade is not engaged in any other investment related activities.
2. Kevin T. Gade does not receive commissions, bonuses or other compensation on the sale of securities or other investment products.

**B. Non-Investment Related Activities**

1. Kevin T. Gade is not engaged in any other business or occupation that provides substantial compensation or involves a substantial amount of his time.

**Additional Compensation**

Kevin T. Gade does not receive any economic benefit from a non-advisory client for the provision of advisory services.

**Full Legal Name:**

Keith Herbert Rennekamp

Born: 1980

**Education**

Xavier University Williams College of Business M.B.A., Finance, 2007

The Ohio State University Fisher College of Business B.S.B.A., Finance, 2002

**Business Experience**

Bahl & Gaynor, Inc.; Vice President, Portfolio Manager; from 05/29/2018 to current

Huntington Bank; Vice President, Senior Portfolio Manager; from September 2013 to May 2018

Fifth Third Bank; in multiple positions as Portfolio Manager, Portfolio Specialist Manager, and Office Manager; from June 2002 to September 2013

**Designations**

Keith Herbert Rennekamp has earned the following designation and is in good standing with the granting authority.

CFA®; Institute of Chartered Financial Analyst, 9/2009

*\* Please see Minimum Qualifications Required below*

CFP®; College of Financial Planning™; 4/2012

*\* Please see Minimum Qualifications Required below*

**Disciplinary Information**

Keith Herbert Rennekamp has no reportable disciplinary history.

**Other Business Activities****A. Investment Related Activities**

1. Keith Herbert Rennekamp is not engaged in any other investment related activities.
2. Keith Herbert Rennekamp does not receive commissions, bonuses or other compensation on the sale of securities or other investment products.

**B. Non-Investment Related Activities**

1. Keith Herbert Rennekamp consults with the CFA Institute that results in approximately 120 hours of his time in a one-year cycle. The majority of that time is outside of normal business hours, and Mr. Rennekamp is paid a stipend for his consultation.

**Additional Compensation**

Keith Herbert Rennekamp does not receive any economic benefit from a non-advisory client for the provision of advisory services.

**Full Legal Name:**

Peter Michael Kwiatkowski

Born: 1969

**Education**

California State University at Long Beach B.S., Finance, Real Estate, & Law 1999

**Business Experience**

Bahl & Gaynor, Inc.; Vice President, Portfolio Manager; from 1/14/2019 to current  
ClearArc Capital, in multiple positions most recently as Director, Growth &  
Income Strategies from 11/2002 to 12/2018

**Designations**

Peter Michael Kwiatkowski has earned the following designation and is in good standing with the granting authority.

CFA®; Institute of Chartered Financial Analyst, 9/2002

*\* Please see Minimum Qualifications Required below*

**Disciplinary Information**

Peter Michael Kwiatkowski has no reportable disciplinary history.

**Other Business Activities**

2. Investment Related Activities
3. Peter Michael Kwiatkowski is not engaged in any other investment related activities.
4. Peter Michael Kwiatkowski does not receive commissions, bonuses or other compensation on the sale of securities or other investment products.
3. Non-Investment Related Activities
1. Peter Michael Kwiatkowski is not engaged in any other business or occupation that provides substantial compensation or involves a substantial amount of his time.

**Additional Compensation**

Peter Michael Kwiatkowski does not receive any economic benefit from a non-advisory client for the provision of advisory services.

**Full Legal Name:**

**John Eric Strange**

**Born: 1973**

**Education**

Georgetown College, B.S., Accounting, 1996

**Business Experience**

Bahl & Gaynor, Inc.; Vice President, Portfolio Manager; from 04/15/2019 to current

Fifth Third Private Bank; Vice President, Senior Portfolio Manager; from July 2016 to February 2019

Renaissance Investment Management, Partner and Portfolio Manager; from August 2006 to July 2016

**Designations**

John Eric Strange has earned the following designation and is in good standing with the granting authority.

CFA®; Institute of Chartered Financial Analyst, 9/2002

*\* Please see Minimum Qualifications Required below*

**Disciplinary Information**

John Eric Strange has no reportable disciplinary history.

**Other Business Activities****A. Investment Related Activities**

1. John Eric Strange is not engaged in any other investment related activities.
2. John Eric Strange does not receive commissions, bonuses or other compensation on the sale of securities or other investment products.

**B. Non-Investment Related Activities**

1. John Eric Strange is not engaged in any other business or occupation that provides substantial compensation or involves a substantial amount of his time.

**Additional Compensation**

John Eric Strange does not receive any economic benefit from a non-advisory client for the provision of advisory services.

**Full Legal Name:**

**Robert Scott Groenke**

**Born: 1983**

**Education**

University of Michigan, B.A., Economics, 2005

University of Chicago, M.B.A., 2012

**Business Experience**

Bahl & Gaynor, Inc.; Portfolio Manager; from 12/16/2019 to current

Franklin Templeton, Vice President & Research Analyst; from 2018 to December 2019

Franklin Templeton, Research Analyst; from August 2012 to 2018

**Disciplinary Information**

Robert Scott Groenke has no reportable disciplinary history.

**Other Business Activities**

**A. Investment Related Activities**

1. Robert Scott Groenke is not engaged in any other investment related activities.

2. Robert Scott Groenke does not receive commissions, bonuses or other compensation on the sale of securities or other investment products.

**B. Non-Investment Related Activities**

1. Robert Scott Groenke is not engaged in any other business or occupation that provides substantial compensation or involves a substantial amount of his time.

**Additional Compensation**

Robert Scott Groenke does not receive any economic benefit from a non-advisory client for the provision of advisory services.

## *Supervision of Firm*

**Supervisor & Title:** William F. Bahl, Chairman of the Board, Vere W. Gaynor, President,  
**Phone Number:** 513-287-6100

William F. Bahl and Vere W. Gaynor supervise the company and business practices of B&G. Jenelle M. Armstrong manages any staff related issues and Tita A. Rogers, IACCP® \*\*\*\*\* manages the Code of Ethics, Investment Policies, Review Process, Conflicts, Assessing Risks. Ms. Armstrong and Mrs. Rogers report any concerns or risk to William F. Bahl or Vere W. Gaynor as they have the supervision role for all Investment and Executive employees.

*Above Business Experience is for the most recent 5 years.*

### **\* CFA - Minimum Qualifications Required**

The CHARTERED FINANCIAL ANALYST, CFA® charter is a professional designation established in 1962 and awarded by CFA Institute. To earn the CFA charter, candidates must pass three sequential, six-hour examinations over two to four years. The three levels of the CFA Program test a wide range of investment topics, including ethical and professional standards, fixed-income analysis, alternative and derivative investments, and portfolio management and wealth planning. In addition, CFA charter holders must have at least four years of acceptable professional experience in the investment decision-making process and must commit to abide by, and annually reaffirm, their adherence to the CFA Institute Code of Ethics and Standards of Professional Conduct.

### **\*\* CFP - Minimum Qualifications Required**

The CERTIFIED FINANCIAL PLANNER™, CFP® and federally registered CFP (with flame design) marks (collectively, the "CFP® marks") are professional certification marks granted in the United States by Certified Financial Planner Board of Standards, Inc. ("CFP Board").

The CFP® certification is a voluntary certification; no federal or state law or regulation requires financial planners to hold CFP® certification. It is recognized in the United States and a number of other countries for its (1) high standard of professional education; (2) stringent code of conduct and standards of practice; and (3) ethical requirements that govern professional engagements with clients. Currently, more than 62,000 individuals have obtained CFP® certification in the United States.

To attain the right to use the CFP® marks, an individual must satisfactorily fulfill the following requirements:

- Education – Complete an advanced college-level course of study addressing the financial planning subject areas that CFP Board's studies have determined as necessary for the competent and professional delivery of financial planning services, and attain a Bachelor's Degree from a regionally accredited United States college or university (or its equivalent from a foreign university). CFP Board's financial planning subject areas include insurance planning and risk management, employee benefits planning, investment planning, income tax planning, retirement planning, and estate planning;
- Examination – Pass the comprehensive CFP® Certification Examination. The examination, administered in 10 hours over a two-day period, includes case studies and client scenarios designed to test one's ability to correctly diagnose financial planning issues and apply one's knowledge of financial planning to real world circumstances;
- Experience – Complete at least three years of full-time financial planning-related experience (or the equivalent, measured as 2,000 hours per year); and
- Ethics – Agree to be bound by CFP Board's *Standards of Professional Conduct*, a set of documents outlining the ethical and practice standards for CFP® professionals.

Individuals who become certified must complete the following ongoing education and ethics requirements in order to maintain the right to continue to use the CFP® marks:

- Continuing Education – Complete 30 hours of continuing education hours every two years, including two hours on the *Code of Ethics* and other parts of the *Standards of Professional Conduct*, to maintain competence and keep up with developments in the financial planning field; and
- Ethics – Renew an agreement to be bound by the *Standards of Professional Conduct*. The Standards prominently require that CFP® professionals provide financial planning services at a fiduciary standard of care. This means CFP® professionals must provide financial planning services in the best interests of their clients.

CFP® professionals who fail to comply with the above standards and requirements may be subject to CFP Board's enforcement process, which could result in suspension or permanent revocation of their CFP® certification.

### **\*\*\*CIC - Minimum Qualifications Required**

CHARTERED INVESTMENT COUNSELOR (CIC) must meet all of the following requirements:



- Employed by a member firm of the Investment Counsel Association of America Inc. (ICAA) in an eligible occupational position for at least 1 year;
- A minimum of 5 cumulative year's work experience in one or more eligible occupational positions;
- Complete the CFA exams and hold the CFA

There are no additional educational requirements or exam requirements

The CIC must annually certify that the charter holder is employed by an ICAA member firm in an eligible occupational position, and has not been the subject of disciplinary proceedings.

#### **\*\*\*\* CPA - Minimum Qualifications Required**

CERTIFIED PUBLIC ACCOUNTANT, CPA CPAs are licensed and regulated by their state boards of accountancy. While state laws and regulations vary, the education, experience and testing requirements for licensure as a CPA generally include minimum college education (typically 150 credit hours with at least a baccalaureate degree and a concentration in accounting), minimum experience levels (most states require at least one year of experience providing services that involve the use of accounting, attest, compilation, management advisory, financial advisory, tax or consulting skills, all of which must be achieved under the supervision of or verification by a CPA), and successful passage of the Uniform CPA Examination. In order to maintain a CPA license, states generally require the completion of 40 hours of continuing professional education (CPE) each year (or 80 hours over a two year period or 120 hours over a three year period). Additionally, all American Institute of Certified Public Accountants (AICPA) members are required to follow a rigorous Code of Professional Conduct which requires that they act with integrity, objectivity, due care, competence, fully disclose any conflicts of interest (and obtain client consent if a conflict exists), maintain client confidentiality, disclose to the client any commission or referral fees, and serve the public interest when providing financial services. The vast majority of state boards of accountancy have adopted the AICPA's Code of Professional Conduct within their state accountancy laws or have created their own.

#### **\*\*\*\*\*IACCP – Minimum Qualifications Required**

INVESTMENT ADVISOR CERTIFIED COMPLIANCE PROFESSIONAL, IACCP® The first industry designation of its kind, the Investment Adviser Certified Compliance Professional (IACCP®), was developed by the Center for Compliance Professionals, the education and professional development division of National Regulatory Services (NRS), a resource closely in tune with the changing complexity of the financial securities compliance profession and provider of compliance education for over 20 years.

The IACCP® is awarded to knowledgeable, experienced individuals who complete an instructor-led program of face-to-face and online study, pass a certifying examination, and meet work experience, ethics and continuing education requirements. The designation signifies knowledge of investment adviser regulation and compliance best practice, and adherence to national recognized professional standards and ethical leadership.

Exhaustive certification and course development, together with expert instructors and facilitators from the compliance, legal, regulatory, industry, and academic sectors, help ensure that individuals earning the IACCP® designation have been trained, tested and certified to meet high industry professional standards.

IACCP® is a certification owned by the Investment Adviser Compliance Certificate Program®. This certification is awarded to individuals who successfully complete the program's initial and ongoing certification requirements.