

FINANCIAL LIFE ADVISORS
FORM ADV PART 2A

FINANCIAL LIFE ADVISORS

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MARCH 2020

This brochure provides information about the qualifications and business practices of Financial Life Advisors. If you have any questions about the contents of this brochure, you may contact us at (210) 918-8998 or email compliance@fladvisors.com. The information in this brochure has not been approved or verified by the United States Securities and Exchange Commission or any state securities authority.

Additional information about Financial Life Advisors is available on the SEC's website at www.adviserinfo.sec.gov.

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Item 2-Material Changes

Since our last filing of the annual updating amendment in March 2019, we have had no material changes.

In the future, any additional material changes that occur during the year will be reported here.

Currently, our brochure may be requested by contacting our office at (210) 918-8998, or by email to compliance@fladvisors.com. This brochure is also available on our website, www.fladvisors.com.

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Item 4- Advisory Business

- A.** Financial Life Advisors (“FLA” “we” and “Advisors”) is a Texas limited liability company with its principal place of business located in San Antonio, Texas. The firm is owned by KFBG Holdings, LLC, which is owned jointly by Benjamin D. Gurwitz and Kirk W. Francis. FLA has been in business since November 21, 2003.
- B.** FLA is an investment advisor providing comprehensive financial planning, consulting, and investment management services to individuals, high net worth individuals, pension and profit-sharing plans, trusts, estates, charitable organizations, corporations, and other business entities.

We offer Clients a comprehensive approach to investment and wealth management, which may include depending on a client’s needs, the following major areas:

- Development of financial plans that match the Client’s goals
- Tailored investment portfolios consistent with our Clients’ plans
- Financial Independence/Retirement Planning
- Assessment of risk management (including insurance needs)
- Analysis of existing assets and investments
- Investment selection, portfolio design, and portfolio implementation
- Business Succession and Exit Planning
- Fiduciary Consulting for 401(k) Plans
- Consultation and advisory services related to estate planning, education funding, risk management, retirement planning, business succession planning, and other specialized areas

Prior to engaging us to provide any of the foregoing financial planning and investment advisory services, Clients are required to enter into one or more written agreements setting forth the terms and conditions under which we shall render our services. These agreements describe the scope of services to be provided and the portion of the fee that is due from the Client prior to FLA commencing services. For more information about our fees, please see Item 5 of this document.

- C.** Our financial planning and investment advisory services are driven by and coordinated with each Client’s individual financial goals. Our advice and services are tailored to the stated objectives of each Client. Financial plans, advice, and strategy are designed by incorporating each Client’s circumstances. This process serves as the foundational roadmap for the investment portfolio. Developing and consistently adhering to an investment policy allows our clients to focus on the long-term goals of their financial plan, rather than become caught up in the short-term movements of the equity markets.

The Client can impose certain written restrictions on how their assets are managed.

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Each Client is advised that it remains their responsibility to notify FLA promptly when there is a change in their financial situation and/or investment objectives so that FLA is prepared to review, evaluate, and revise previous recommendations and/or services.

- D.** FLA does not participate in a wrap-fee program.
- E.** As of December 31, 2019, FLA manages \$190,450,323 of Client assets on a discretionary basis and \$41,582,449 of Client assets on a non-discretionary basis.

Item 5-Fees and Compensation

- A.** Depending upon the engagement, we offer our services on a fee basis which may include, a percentage of the assets managed, hourly and/or fixed fees.

FLA provides in a broad range of comprehensive planning and consulting services. For these services, we charge a fixed fee and/or hourly fee. Depending upon the complexity and length of the engagement, our personal planning and consulting fees usually range from \$2,000 to \$8,000; our business succession planning fees range from \$12,000 to \$45,000, and our 401(k) fiduciary consulting service fees range from \$3,000 to \$25,000. These services are also available on an hourly basis at the rate of \$100 to \$400 depending upon the level and scope of the services and the professional rendering the financial planning and/or the consulting services.

Compensation for FLA's investment advisory services will be in accordance with one of our investment advisory agreements (IAA) that each Client enters into at the beginning of our professional relationship. The IAA may be amended from time to time upon written notice to our Clients.

FLA maintains several investment management models and fee schedules in order to meet clients' needs.

Model 1 (Includes some financial planning services & portfolio customization not included in Model 2)

Fees for this model are generally billed quarterly in advance and are based on the total value of assets under management at the close of trading on the last business day of the previous quarter. The fee will be equal to the agreed upon rate per annum (again, as set-forth in the IAA entered into each Client), times the market value of the account, divided by the number of days in the agreed upon year and multiplied by the number of days in the quarter. The market value will be construed to equal the sum of the values of all assets in the account as provided by the account(s) custodian(s), not adjusted by any margin debit. Any other securities or investments in the portfolio shall be valued in a manner determined in good faith to reflect fair market value. Any such valuation should not be considered a guarantee of any kind whatsoever with respect to the value of the assets in the portfolio.

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Fees for partial months (due to commencement or termination of the advisory relationship) will be billed or refunded on a pro-rated basis contingent on the number of days the account was open during the month. Further, deposits or withdrawals in excess of \$100,000 per transaction will be pro-rated based on the number of days the funds were in the account for that period.

MODEL 1 ANNUAL FEE SCHEDULE

- 1.25% for up to \$500,000 of assets under management
- 0.90% for the next \$500,000 of assets under management
- 0.65% for the next \$1,000,000 of assets under management
- 0.60% for the next \$3,000,000 of assets under management
- 0.30% for the remaining assets above \$5,000,000 of assets under management

The minimum annual fee is \$6,250. The minimum fee for investment advisory services may be reduced at the sole discretion of Financial Life Advisors.

Notwithstanding the above, our financial planning and investment advisory fees are negotiable at the discretion of our investment advisor representatives.

Model 2 (Generally does not include any financial planning or portfolio customization)

Fees for this model are generally billed monthly in arrears and are based on the total value of the assets under management during the billing period. The fee will be equal to the agreed upon rate per annum (again, as set-forth in the IAA entered into each Client), times the market value of the account, divided by the number of days in the agreed upon year and multiplied by the number of days in the month. The market value will be construed to equal the sum of the values of all assets in the account, as provided by the account(s) custodian(s) not adjusted by any margin debit. Any other securities or investments in the portfolio shall be valued in a manner determined in good faith to reflect fair market value. Any such valuation should not be considered a guarantee of any kind whatsoever with respect to the value of the assets in the portfolio.

Fees for partial months (due to commencement or termination of the advisory relationship) will be billed or refunded on a pro-rated basis contingent on a number of days the account was open during the month. Further, deposits or withdrawals in excess of \$100,000 per transaction will be pro-rated based on the number of days the funds were in the account for that period.

MODEL 2 ANNUAL FEE SCHEDULE

- 0.65% for up to \$500,000 of assets under management
- 0.60% for the next \$500,000 of assets under management
- 0.50% for the next \$1,000,000 of assets under management
- 0.45% for the next \$3,000,000 of assets under management
- 0.40% for the remaining assets above \$5,000,000

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All Accounts are subject to a minimum monthly Management Fee of \$81.25. Accordingly, this model may not be appropriate for clients with total household accounts of less than \$150,000. The minimum fee for investment advisory services may be reduced at the sole discretion of Financial Life Advisors.

Notwithstanding the above, our financial planning and investment advisory fees are negotiable at the discretion of our investment advisor representatives.

Model 3 (Legacy accounts)

Some clients who were with Cross Financial Services Corporation d/b/a FLA or FLA previously may be on a different fee schedule and/or have different services previously offered or negotiated. New clients are no longer offered these options.

- B.** Clients authorizes the custodian to deduct FLA's investment advisory fees from the Client account(s). Each calendar month or quarter, depending on billing Model, we will submit a bill to the custodian for our investment advisory fees. The custodian is authorized to pay to FLA upon submission of this bill. Clients acknowledge that the custodian will not verify advisor's fee calculation and that it is Client's responsibility to review advisor's fee to ensure that fees were calculated accurately.

Payment of fees may result in the liquidation of a Client's securities if there is insufficient cash in the account. Fees are assessed on all assets in the account(s), including securities, cash and money market balances. Margin debits do not reduce the value of the assets in the account.

- C.** Clients may also incur certain charges imposed by third-parties in connection with investments made in the account(s), including (but not necessarily limited to) the following types of charges: investment managers, mutual fund management fees and administrative servicing fees, mutual fund 12b-1 fees, certain deferred sales charges on previously purchased mutual funds, clearing, custody, postage and handling, other transaction charges and service fees (i.e. account transfer fees, wire transfer fees, termination fees, etc.), interest on debit balances, IRA and Qualified Retirement Plan fees, and other costs or charges with securities transactions mandated by law. Further information regarding charges and fees assessed by a mutual fund or other securities sponsors is available in the appropriate prospectus or disclosure statement.
- D.** Fees are refunded as detailed in A above. Clients may terminate the agreement upon thirty (30) days written notice that is sent or delivered to FLA. Similarly, FLA may terminate the agreement and resign at any time within thirty (30) days' notice by sending a written notice to the Client at the address on file with FLA. Client is responsible for all unpaid fees or charges due through the date of termination.

Item 6- Performance-Based Fees and Side-by-Side Management

We do not charge performance-based fees for our services. Accordingly, this item is not applicable to our firm.

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Item 7-Types of Clients

FLA's Clients are individuals, high net worth individuals, defined benefit plans/pension and profit sharing plans, trusts, estates, charitable organizations, corporations, and other business entities.

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

A. We offer advice on investments including but not limited to the following:

- Equity securities such as:
 - Exchange-listed securities
 - Securities traded over-the-counter
- Corporate debt securities
- Municipal securities
- Investment company securities such as Mutual fund shares
- United States government securities

FLA may also provide advice about any type of investment held in the Client's portfolio at the beginning of or throughout the advisory relationship, for example, warrants, margin transactions, and options contracts on securities. We primarily research and review securities using fundamental, technical, and cyclical analysis. The primary investment strategies used to implement investment advice given to Clients include long-term purchases (securities held at least one year), trading (securities sold within 30 days).

The main sources of information we rely upon when researching and analyzing securities include materials and resources such as financial publications, research materials prepared by others, corporate rating services, annual reports, prospectuses, filings with the Securities and Exchange Commission, and company press releases.

B. Clients understand and accept that all investments are subject to risk, changing market conditions and that losses in the principal amount of the account are possible. Past performance is no guarantee of future results. We will use our best judgment and good faith efforts in rendering services to our Clients. However, we cannot warrant or guarantee any particular level of account performance, or that the account will be profitable over time. Not every investment decision or recommendation made by us will be profitable. Clients assume all market risk involved in the investment of account assets and understand that investment decisions made for their account(s) are subject to various market, currency, economic, political, and business risks.

Except as may otherwise be provided by applicable federal or state law, we are not liable to Clients for:

- Any loss that a Client may suffer by reason of any investment decision made or other action taken or omitted in good faith by us with that degree of care, skill, prudence, and diligence under the circumstances that a prudent person acting in a fiduciary capacity would use;

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- Any loss arising from our adherence to a Client's instructions; or
- Any act or failure to act by a custodian of a Client's account.

However, nothing shall relieve us from any responsibility or liability we may have under state or federal statutes. It is the responsibility of each Client to give us complete information and to notify us of any changes in their financial circumstances or goals.

C. Mutual Funds and Exchange Traded Funds (ETFs) – An investment in a mutual fund or ETF involves risk, including the loss of principal. Mutual funds and ETFs are subject to secondary market trading risks. Shares of mutual funds and ETFs will be listed for trading on an exchange, however, there can be no guarantee that an active trading market for such shares will develop or continue. There can be no guarantee that a mutual funds' and ETFs' exchange listing or ability to trade its shares will continue or remain unchanged. Shares of the mutual fund or ETF may trade on an exchange at prices at, above or below their most recent net asset valuation (NAV), which is the price that an investor would buy or sell the mutual fund or ETF at. The per share NAV of a mutual fund or ETF is calculated at the end of each business day and fluctuates with changes in the market value of the mutual fund's or ETF's holdings. The trading prices of a mutual fund's or ETF's shares may differ significantly from NAV during periods of market volatility, which may, among other factors, lead to the mutual fund's ETF's shares trading at a premium or discount to NAV.

Options – FLA may recommend the use of options for certain clients. Options allow FLA to hedge (limit) certain losses on positions clients hold. Options also can offer opportunities with call option premium (covered calls) on securities the client holds. The option allows FLA to buy or sell a security at a certain price (not the current market price). Clients pay a fee for the options. If the option falls outside the money (i.e., the market price of the security does not justify purchasing/selling the security at the option price), the client will lose the fee for that option.

Margin – In the event that the account uses margin, fluctuations in the market value of the portfolio will have a significant effect in relation to the account's capital and the risk of loss and the possibility of gain will each be increased. In addition, when the account uses margin, the level of interest rates generally, and the rates at which the account can borrow will be an expense of the account (client) and therefore affect the results. Margin increases the risk of substantial losses (including the risk of a total loss of capital), and leverage can significantly magnify the volatility of the portfolio.

The account may use short-term margin borrowing. Such borrowing, if made, may result in certain additional risks to the account. For example, should the securities pledged to brokers to secure the margin accounts decline in value, the account could be subject to a "margin call" pursuant to which the account would be required to either deposit additional funds with the broker or suffer mandatory liquidation of the pledged securities to compensate for the decline in value. In the event of a sudden, precipitous drop in value of the account's assets, the account might not be able to liquidate assets quickly enough to pay off its margin debt.

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Item 9- Disciplinary Information

We are required to disclose all material facts regarding any legal or disciplinary event that would be material to your evaluation of our firm, or the integrity of our management. We have no information to disclose that is applicable to this Item.

Item 10- Other Financial Industry Activities and Affiliations

- A.** Neither FLA nor any of our management persons are registered, or have an application pending to register, as a broker-dealer, or a registered representative of a broker-dealer.
- B.** Neither FLA nor any of our management persons are registered, or have an application pending to register, as a future commission merchant, commodity pool operator, a commodity trading advisor, or an associated person of the foregoing entities.
- C.** Some of FLA's associated persons, in their individual capacities, may serve as expert witnesses on investment-related issues as well as for issues such as financial planning, ethics, and insurance. FLA's associated person will charge a separate fee for these services which shall be agreed upon prior to rendering the services. FLA does not anticipate that this relationship will pose any potential conflict of interest with FLA's Clients.

Item 11- Code of Ethics, Participation or Interest in Client Transaction & Personal Trading

- A.** FLA has adopted a Code of Ethics and Personal Trading Policy and has established standards of conduct expected of its advisory personnel. In our Compliance Manual and the Code of Ethics, we have set forth general principles, required course of conduct, reporting obligations, review and enforcement of the Code of Ethics. We also adhere to 10 Principles of FLA's Culture, which we adapted with permission from James P. Owen's book, *Cowboy Ethics* (2004© James P. Owen). FLA will provide a copy of the Code of Ethics and our 10 Principles of FLA's Culture to Clients or prospective Clients upon written request.

The Registrants have voluntarily subscribed to the "Best Practices for Financial Advisors" published by The Institute for the Fiduciary Standard. The Best Practices offer a simple code of conduct and outline a commitment to clients of subscribing financial advisors. They seek to clearly articulate what a client can expect to receive from a subscribing financial advisor. These Best Practices do not replace our regulatory compliance obligations or duties to clients under relevant laws, rules, or regulations. The Institute for the Fiduciary Standard's role is limited to publishing the Best Practices as well as maintaining a corresponding register of subscribing financial advisors. You can find a complete list of the Best Practices on our website or at:

<http://www.thefiduciaryinstitute.org/wp-content/uploads/2018/01/BestPracticesDec222017.pdf>

and verify our subscription status at: www.thefiduciaryinstitute.org.

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- B.** We do not recommend to clients, or buy or sell for client accounts, securities in which FLA or a related person has a material financial interest.
- C./D.** Clients understand that FLA and our employees may themselves own securities of the kind recommended for Client account(s). Similarly, FLA, or an associated person, may buy and sell some of the same securities for our own accounts that we buy and sell for our Clients.

This may present a conflict of interest. Thus, it is our policy that our employees may trade in their accounts simultaneously with clients in the same security as part of FLA's trading strategy or account rebalancing (See Item 12 B – below), or after trades are placed for clients.

However, when placing a trade outside of these parameters, employees are asked to consider the following:

- Whether the amount or nature of the transaction will affect the price or market for the security;
- Whether the employee will benefit from purchases or sales being made for any client;
- Whether the transaction is likely to harm any client; and
- Whether there is an appearance or suggestion of impropriety.

The employee must then request written clearance from the Chief Compliance Officer for these personal securities transactions before completing the transactions. FLA reserves the right to disapprove any proposed transaction that may have the appearance of improper conduct.

Our Code of Ethics and Personal Trading Policy does provide a list of exempt transactions for which pre-authorization is not required because the potential conflict with our clients is negligible.

Additionally, our employees are required to submit reports of their personal trading activity quarterly and annual reports of their holdings to our Chief Compliance Officer.

Item 12- Brokerage Practices

- A. 1.** We recommend Clients open brokerage accounts with TD Ameritrade Institutional. In recommending this broker-dealer, we seek to obtain “best execution,” meaning that we seek to execute securities transactions for Clients so that the total costs or proceeds in each transaction are the most favorable under the circumstances. The factors we consider when evaluating for best execution include:
- Execution capability;
 - Commission rate;
 - Financial responsibility;
 - Responsiveness;
 - Broker-dealer capabilities;
 - The value of any research services/brokerage services provided; and
 - Any other relevant factors.

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Certain broker-dealers may provide us with the following products/services: products that allow us to communicate electronically with the broker-dealer, making it easier for us to download account information, place and allocate trades, and submit advisory fees for withdrawal. FLA may periodically use research information provided by our custodian. However, FLA does not have any formal or informal agreements to compensate custodian for the receipt of such products or research. FLA, as a matter of policy and practice, does not engage in soft dollar arrangements whereby it compensates its broker-dealer for products or research with the use of client commissions.

2. FLA does not receive client referrals from our broker-dealer. Thus, Client referrals are not among the selection criteria in choosing a broker-dealer for our Clients.

3. We do allow our Clients to direct brokerage if the requests are made in writing and the institution has the ability to provide FLA the mechanism to enter trades. When a Client selects a broker-dealer other than the primary relationship(s) of FLA, we may be unable to seek best execution for the transactions, and the commission costs may be different from those of our recommended broker-dealer. In addition, we may place the transactions after we place transactions for Clients using our recommended broker-dealer. We may need to charge higher fees to meet such accommodation requests and performance reporting for such accounts will be more limited.

B. FLA strives to treat all clients in a fair manner, which is the underlying principal of our trade aggregation and allocation policy. When placing a trade for the same security and conditions for multiple Client accounts, FLA may consider bunching the trades in a single order (an “aggregated” or “block” trade) and consider whether doing so would result in an advantageous execution. When placing an aggregated trade, the following conditions and requirements apply:

- The allocation of the aggregate trade must be determined before the trade is placed with the broker. A record of the proposed allocation shall be prepared prior to placement of the aggregated order and maintained as part of the office’s books and records.
- If a block order is filled (full or partial fill) at several prices through multiple trades, the average price and commission will be used for all trades executed. All participants receiving securities from the block trade must receive the average price. Only trades executed within the block on a single day may be combined for purposes of calculating the average price.
- If the block order is not filled by day-end, FLA will allocate shares executed to the accounts on a pro-rata basis, adjusted as necessary to keep Client transaction costs to a minimum and in accordance with specific account guidelines. However, if the application of this pro-rata allocation policy results in unfair or inequitable treatment to one or more of the Clients, the Chief Compliance Officer will be consulted to determine an acceptable alternative allocation methodology. A record of the actual, revised allocation shall be prepared and maintained together with the proposed allocation as part of the office’s books and records.
- Trades shall not be allocated for the purpose of benefiting FLA or its employees. Allocations may not be made to the accounts of FLA employees, business associates, friends or relatives while excluding advisory Clients from the allocation of any securities.

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Item 13- Review of Accounts

- A.** Performance of the securities purchased for Clients will be continually reviewed and evaluated by FLA to determine whether the security position should be liquidated (even if below the original purchase price), increased (even at prices higher than originally acquired), or maintained. Review of individual investment accounts is conducted and/or supervised by Kirk W. Francis, Chief Executive Officer, or an assigned person designated by him along with each advisor reviewing his/her associated accounts. Reviews can occur as often as quarterly, or in some instances, may occur more often. The level and frequency of reviews is determined by Client need and our discretion. The review focuses on accuracy, completeness, and suitability. Along with looking over the Client's account, we are happy to assist the Client in interpreting and/or compiling custodial statements and FLA reports and transferring relevant information onto the appropriate place on the Client's financial reports as part of the review process.

Reviews of financial plans or financial recommendations occur on an as-needed basis.

- B.** Account reviews may be triggered by a change in a Client's investment objectives; tax considerations; large deposits or withdrawals; large sales or purchases; change in corporate management; or changes in macro-economic climate. Reviews can also occur as a result of information garnered from Advisor's receipt of confirmations, customer statements, and/or Client statements or performance reports from third party managers or other financial institutions.
- C.** Clients receive periodic statements, confirmations and performance reports from various financial service institutions and firms with which the Client transacts business. These firms may include, but are not limited to, brokerages, investment companies, trust companies, other registered investment advisors, banks and credit unions. Clients understand that primary trade confirmation, account statements, annual reports, and prospectuses will be mailed directly from the broker-dealer/custodian of the account.

The frequency of the statements and reports is determined by the financial institution or firm generating the reports. The usual frequency is monthly, quarterly, or annually, or in the instance of confirmation reports, as transactions occur unless Client has requested a quarterly confirm report from a broker-dealer/custodian offering such a service.

Item 14- Client Referrals and Other Compensation

We have no arrangements, written or oral, which compensates any individual or entity for the referral of Clients.

Item 15- Custody

FLA may be deemed to have custody of some of its clients' assets since the firm has the capability to directly collect advisory fees from some accounts. This service is offered as a convenience with prior written consent from the client and is optional.

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The firm is exempt from any surprise annual audits as it meets SEC criteria.

Other than having the ability to deduct our fees directly from Client accounts, we do not have further custody of the assets in Client account(s). Client accounts are maintained with an independent qualified custodian –TD Ameritrade Institutional. Our custodian directly provides Clients with account statements, at least, quarterly. When FLA provides additional reporting, we ask that they compare the reports from FLA to the statements received from their custodian.

Item 16- Investment Discretion

Except as otherwise instructed, our Clients grant us ongoing and continuous discretionary authority via our investment advisory agreements and custodial documents to execute our investment recommendations in accordance with each Client's objectives and suitability requirements, without the Client's prior approval of each transaction. Under this discretionary authority, Clients allow us to purchase and sell securities and instruments in their account(s), determine the amount of securities to be bought or sold, arrange for delivery and payment in connection with the foregoing, select and retain sub-advisors, and act on their behalf in most matters necessary or incidental to the handling of their account, including monitoring certain assets. All transactions in client accounts are made in accordance with the directions and preferences provided to us by our Clients. Clients execute written instructions regarding our trading authority as required by each broker-dealer.

Item 17- Voting Client Securities

FLA does not vote Client proxies and has instructed the custodian to forward all proxy materials directly to each Client. In the event, we do receive a proxy, we forward such materials to the Client or to the Trustees or applicable Advisor (such as for an employee benefit plan covered by ERISA), unless the plan's trust agreement provides otherwise.

Item 18- Financial Information

- A. FLA does not require prepayment of fees of more than \$1,200 per Client six months or more in advance, therefore disclosures required in this section do not apply to our firm.
- B. FLA has no financial commitment which would impair or impede its ability to meet contractual and fiduciary commitments to Clients.
- C. No one associated with FLA has ever been the subject of a bankruptcy petition.

Item 19- Requirements for State-Registered Advisers

Not applicable.

Kirk W. Francis, CFP® AIF®

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March 19, 2020

This Brochure Supplement provides information about Kirk W. Francis that supplements the Financial Life Advisors Firm Brochure (Form ADV Part 2A). You should have received a copy of that Brochure. Please contact Kirk Francis at (210) 918-8998 or kirk@fladvisors.com if you did not receive copy of Financial Life Advisors' Form ADV Part 2A or if you have any questions about the contents of this Brochure Supplement.

Additional information about Kirk W. Francis is available on the SEC's website at www.adviserinfo.sec.gov. The searchable CRD number for Kirk W. Francis is 840623.

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KIRK W. FRANCIS, CFP® AIF®

Year of Birth: 1952

Item 2 – Educational Background and Business Experience

EDUCATION

Texas A&M University; College Station, Texas

BUSINESS BACKGROUND

03/2017 to Present:	CEO, CCO, Principal and Investment Advisor Representative Financial Life Advisors, San Antonio, TX
03/1993 to 02/2019:	CEO, CCO, Owner and Investment Advisor Representative Cross Financial Services Corporation, San Antonio, TX
04/2008 to 12/2016:	Registered Principal United Planners' Financial Services of America, Scottsdale, AZ
03/1993 to 04/2008:	Registered Principal WFG Investments, Inc., Dallas, TX
11/1987 to 03/1993:	Branch Manager and Registered Representative PaineWebber Inc., Weehawken, NJ
09/1981 to 11/1987:	Branch Manager and Registered Representative Dean Witter Reynolds, New York, NY
01/1979 to 09/1981:	Registered Representative E.F. Hutton & Company, New York, NY
07/1977 to 12/1978:	Registered Representative A.G. Edwards & Sons, St. Louis, MO
09/1974 to 7/1977:	Agent Provident Mutual Life Insurance Company, Wilmington, DE

Industry Examinations and Professional Designations:

Kirk W. Francis has previously taken and passed the following industry examinations: Series 4 (Registered Options Principal), Series 3 (National Commodity Futures), Series 5 (Interest Rate Options), Series 7 (General Securities Representative), Series 8 (General Securities Sales Supervisor),

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and Series 63 (Uniform Securities Agent State Law). In addition, he holds a Texas Insurance License. He has also obtained the following designations: Certified Financial Planner (CFP®) and Accredited Investment Fiduciary (AIF®). The minimum qualifications required for these designations are provided below to assist you in understanding the value of the designation.

CERTIFIED FINANCIAL PLANNER™, CFP® and federally registered CFP (with a 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.

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 are 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, retirement planning, employee benefits planning, investment planning, income tax planning, insurance planning and risk management, 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 the 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 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

FINANCIAL LIFE ADVISORS

- 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 the CFP Board's enforcement process, which could result in suspension or permanent revocation of their CFP® certification. CFP® Board of Standards: <http://www.cfp.net/>

The Accredited Investment Fiduciary® (AIF®) designation represents a thorough knowledge of and ability to apply the fiduciary Practices. AIF® designees have a reputation in the industry for the ability to implement a prudent process into their own investment practices as well as being able to assist others in implementing proper policies and procedures. (AIF®) Training is the best way for investment fiduciaries to absorb the Prudent Practices, their legal underpinnings and how to apply them within existing fiduciary policies and procedures. Through the AIF program participants, learn to: articulate the basis for, and benefits of, fiduciary standards of excellence; identify when an individual or organization may be deemed to have fiduciary status; identify the legal standards that require fiduciaries to prudently manage investment decisions; apply the practices that define a prudent investment process for Investment Stewards and Advisors and recognize the Practices for and Investment Managers. A proctored final exam is required as well as an adherence to the ethical standards and continuing education are required to maintain the designation. <http://www.fiz360.com/main/about.jsp>

Item 3 – Disciplinary Information

Kirk W. Francis has not been subject to any legal or disciplinary proceedings which would be considered material (or otherwise) to a Client's evaluation of him or any of the services Financial Life Advisors provides.

Item 4 – Other Business Activities

Kirk W. Francis is not involved in Other Business Activities.

Item 5 – Additional Compensation

Kirk W. Francis does not receive additional compensation from any third parties for providing advisory services to Financial Life Advisors.

Item 6 – Supervision

Mr. Francis is part of the Investment Policy Committee (IPC). The IPC works as a team to set the investment protocol for clients.

Item 7 – Requirements for State Registered Advisors

Mr. Francis has no information to disclose relative to this Item.

Benjamin D. Gurwitz, CFP®

FINANCIAL LIFE ADVISORS

14607 San Pedro, Suite 190
San Antonio, TX 78232

(210) 918-8998
www.fladvisors.com

March 19, 2020

This Brochure Supplement provides information about Benjamin D. Gurwitz that supplements the Financial Life Advisors Firm Brochure (Form ADV Part 2A). You should have received a copy of that Brochure. Please contact Kirk Francis at (210) 918-8998 or kirk@fladvisors.com if you did not receive copy of Financial Life Advisors' Form ADV Part 2A or if you have any questions about the contents of this Brochure Supplement.

Additional information about Benjamin D. Gurwitz is available on the SEC's website at www.adviserinfo.sec.gov. The searchable CRD number for Mr. Gurwitz is 4702402.

Benjamin D. Gurwitz, CFP®

Year of Birth: 1980

Item 2 – Educational Background and Business Experience

EDUCATION

Trinity University; San Antonio, Texas

BUSINESS BACKGROUND

01/2017 to Present: COO, Member and Investment Advisor Representative
Financial Life Advisors, San Antonio, TX

06/2008 to 12/2016: Financial Planner and CCO
Financial Life Advisors, San Antonio, TX

Industry Examinations and Professional Designations:

Benjamin D. Gurwitz has previously taken and passed the following industry examinations: Series 63 (Uniform Securities Agent State Law). In addition, he holds the following Texas Insurance Licenses: Life and Health Insurance Counselor and Risk Manager. He attained and maintains the Certified Financial Planner (CFP®) designation.

CERTIFIED FINANCIAL PLANNER™, CFP® and federally registered CFP (with a 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.

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 are 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, retirement planning, employee benefits planning, investment planning, income tax planning, insurance planning and risk management, 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 the 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 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 the CFP Board's enforcement process, which could result in suspension or permanent revocation of their CFP® certification. CFP® Board of Standards: <http://www.cfp.net/>

Item 3 – Disciplinary Information

Benjamin D. Gurwitz has not been subject to any legal or disciplinary proceedings which would be considered material (or otherwise) to a Client's evaluation of him or any of the services Financial Life Advisors provides.

Item 4 – Other Business Activities

Benjamin D. Gurwitz is not involved in any Other Business Activities.

Item 5 – Additional Compensation

Mr. Gurwitz does not receive additional compensation from any third parties for providing advisory services to Financial Life Advisors.

Item 6 – Supervision

Mr. Gurwitz's activities are supervised by the firm's Chief Compliance Officer, Kirk W. Francis. Mr. Francis may be contacted by calling (210) 918-8998.

Item 7 – Requirements for State Registered Advisers

Mr. Gurwitz has no information to disclose relative to this Item.

Michael B. McIntosh, CAIA, CFA

FINANCIAL LIFE ADVISORS

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www.fladvisors.com

March 19, 2020

This Brochure Supplement provides information about Michael B. McIntosh that supplements the Financial Life Advisors Firm Brochure (Form ADV Part 2A). You should have received a copy of that Brochure. Please contact Kirk Francis at (210) 918-8998 or kirk@fladvisors.com if you did not receive copy of Financial Life Advisors' Form ADV Part 2A or if you have any questions about the contents of this Brochure Supplement.

Additional information about Michael B. McIntosh is available on the SEC's website at www.adviserinfo.sec.gov. The searchable CRD number for Michael B. McIntosh is 5552848.

FINANCIAL LIFE ADVISORS

Michael B. McIntosh, CAIA, CFA

Year of Birth: 1983

Item 2 – Educational Background and Business Experience

EDUCATION

Amherst College; Amherst, Massachusetts

BUSINESS BACKGROUND

- 03/2017 to Present: Investment Advisor Representative
Financial Life Advisors, San Antonio, TX
- 09/2014 to 11/2018: Investment Advisor Representative
Cross Financial Services Corporation, San Antonio, TX
- 06/2008 to 06/2014: Research Analyst and Portfolio Manager
Heritage Financial Services, Westwood, MA
- 06/2007 to 08/2007: Advisor Group Intern
Convergent Wealth Advisors, Washington DC

Industry Examinations and Professional Designations:

Michael B. McIntosh has previously taken and passed the following industry examinations: Series 7 (General Securities Representative), and Series 66 (Uniform Combined State Law). He has also obtained the following designations: Chartered Alternative Investment Analyst (CAIA) and Certified Financial Analyst (CFA). The minimum qualifications required for these designations are provided below to assist you in understanding the value of the designation.

The Chartered Alternative Investment Analyst (CAIA) is a professional designation offered by the CAIA association to investment professionals who complete a course of study, pass two examinations, and: hold a bachelor's degree or the equivalent with more than one year of full-time professional experience within the regulatory, banking, financial or related fields, or have at least four years of full-time professional experience within the regulatory, banking, financial or related fields.

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

There are currently more than 90,000 CFA charter holders working in 134 countries. To earn the CFA charter, candidates must: 1) pass three sequential, six-hour examinations; 2) have at least four years of qualified professional investment experience; 3) join CFA Institute as members; and 4) commit to abide by, and annually reaffirm, their adherence to the CFA Institute Code of Ethics and Standards of Professional Conduct.

High Ethical Standards

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

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

Global Recognition

Passing the three CFA exams is a difficult feat that requires extensive study (successful candidates report spending an average of 300 hours of study per level). Earning the CFA charter demonstrates mastery of many of the advanced skills needed for investment analysis and decision making in today's quickly evolving global financial industry. As a result, employers and clients are increasingly seeking CFA charter holders—often making the charter a prerequisite for employment.

Additionally, regulatory bodies in 22 countries and territories recognize the CFA charter as a proxy for meeting certain licensing requirements, and more than 125 colleges and universities around the world have incorporated a majority of the CFA Program curriculum into their own finance courses.

Comprehensive and Current Knowledge

The CFA Program curriculum provides a comprehensive framework of knowledge for investment decision making and is firmly grounded in the knowledge and skills used every day in the investment profession. The three levels of the CFA Program test a proficiency with a wide range of fundamental and advanced investment topics, including ethical and professional standards, fixed-income and equity analysis, alternative and derivative investments, economics, financial reporting standards, portfolio management, and wealth planning.

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The CFA Program curriculum is updated every year by experts from around the world to ensure that candidates learn the most relevant and practical new tools, ideas, and investment and wealth management skills to reflect the dynamic and complex nature of the profession.

To learn more about the CFA charter, visit www.cfainstitute.org.

Item 3 – Disciplinary Information

Michael B. McIntosh has not been subject to any legal or disciplinary proceedings which would be considered material (or otherwise) to a Client's evaluation of him or any of the services Financial Life Advisors provides.

Item 4 – Other Business Activities

Item 5 – Additional Compensation

Mr. McIntosh does not receive additional compensation from any third parties for providing advisory services to Financial Life Advisors.

Item 6 – Supervision

Mr. McIntosh's activities are supervised by the firm's Chief Compliance Officer, Kirk W. Francis. Mr. Francis may be contacted by calling (210) 918-8998.

Item 7 – Requirements for State Registered Advisers

Mr. McIntosh has no information to disclose relative to this Item.

Kimberly A. Nourie, CPA, CFP®

FINANCIAL LIFE ADVISORS

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www.fladvisors.com

March 19, 2020

This Brochure Supplement provides information about Kimberly A. Nourie that supplements the Financial Life Advisors Firm Brochure (Form ADV Part 2A). You should have received a copy of that Brochure. Please contact Kirk Francis at (210) 918-8998 or kirk@fladvisors.com if you did not receive copy of Financial Life Advisors' Form ADV Part 2A or if you have any questions about the contents of this Brochure Supplement.

Additional information about Kimberly A. Nourie is available on the SEC's website at www.adviserinfo.sec.gov. The searchable CRD number for Kimberly A. Nourie is 3233900.

FINANCIAL LIFE ADVISORS

Kimberly A. Nourie, CPA, CFP®

Year of Birth: 1962

Item 2 – Educational Background and Business Experience

EDUCATION

08/1980-08/1983: Baylor University, Waco, TX. Bachelor of Business Administration with major in accounting.

BUSINESS BACKGROUND

11/2017 to Present:	Senior Wealth Manager and Investment Advisor Representative of Financial Life Advisors, San Antonio, TX
06/2012 to 11/2017:	Financial Consultant Business Financial Group
06/2012 to 11/2017:	Registered Representative and Investment Advisor Representative of Commonwealth Financial Network, Waltham, MA
05/1999 to 06/2012:	Senior Vice President, Cross Financial Services Corporation (formerly Financial Success Strategies), San Antonio, TX
07/2008 to 06/2012:	Investment Advisor Representative, Cross Financial Services Corporation, San Antonio, TX
05/1999 to 06/2012:	Registered Representative of United Planners' Financial Services of America, Scottsdale, AZ
05/1999 to 07/2008:	Investment Advisor Representative of United Planners' Financial Services of America, Scottsdale, AZ
05/1995 to 04/1999:	CB Richard Ellis (formerly CB Commercial) Vice President and Director of Financial Reporting, Torrance, CA Direction of Operations of CB Richard Ellis Realty Advisors, Los Angeles, CA Regional Administrative Manager for CB Richard Ellis' Chicago region, Chicago, IL
12/1986 to 04/1995	American Airlines, DFW, TX Senior Analyst – Corporate Accounting and Reporting Senior Analyst – Health Benefits Analysis Passenger Services Manager – O'Hare Airport Internal Auditor

FINANCIAL LIFE ADVISORS

Industry Examinations and Professional Designations:

Kimberly A. Nourie has previously taken and passed the following industry examinations: Series 7 (General Securities Representative), Series 24 (General Securities Principal), and Series 63 (Uniform Securities Agent State Law). In addition, she holds a Texas Insurance License. She has also obtained the following designations: Certified Public Accountant, Certified Financial Planner practitioner (CFP®). The minimum qualifications required for these designations are provided below to assist you in understanding the value of the designation.

CERTIFIED PUBLIC ACCOUNTANT (CPA) is the statutory title of qualified accountants in the United States who have passed the Uniform Certified Public Accountant Examination and have met additional state education and experience requirements for certification as a CPA. 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. The mission of the Texas State Board of Public Accountancy is to protect the public by ensuring that persons issued certificates as certified public accountants possess the necessary education, skills, and capabilities and that they perform competently in the profession of public accountancy.

To attain the title of CPA in Texas, an individual must satisfactorily fulfill the following requirements:

- Eligibility for the exam: The following requirements must be met to become eligible to apply for the CPA Exam:
 - Be of good moral character.
 - Hold a baccalaureate or higher degree from a United States college or university, or an equivalent degree from an institution of higher education in another country.
 - Complete 150 semester hours or quarter-hour equivalents of college credit.
 - Complete 30 semester hours or quarter-hour equivalents of upper level accounting courses.
 - Complete 24 semester hours or quarter-hour equivalents of upper level related business courses.
 - Complete a 3-semester-hour ethics course that had prior Board approval.
- Experience - One year of experience is required and shall consist of full- or part-time employment that extends over a period of not less than one year and not more than three years and includes not fewer than 2000 hours of performance of services described in Board Rule 511.122. Work experience must be reported in years and months.
- Ethics - Every licensee must complete a 4-hour ethics course approved by the Board pursuant to Board Rule 523.131. In addition, licensees must complete this 4-hour ethics course on a 2-year cycle (i.e., every other year).
- Continuing Education - Complete 120 hours of continuing education hours every three years, with an annual minimum of 20 hours.

The Public Accountancy Act ("Act"), Chapter 901 of the Occupations Code, authorizes the Texas State

FINANCIAL LIFE ADVISORS

Board of Public Accountancy ("Board") to investigate and prosecute allegations of professional misconduct against Certified Public Accountants ("CPAs") from any source, including the public and other CPAs.

CERTIFIED FINANCIAL PLANNER™, CFP® and federally registered CFP (with a 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.

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 are 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, retirement planning, employee benefits planning, investment planning, income tax planning, insurance planning and risk management, 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 the 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 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.

FINANCIAL LIFE ADVISORS

CFP® professionals who fail to comply with the above standards and requirements may be subject to the CFP Board's enforcement process, which could result in suspension or permanent revocation of their CFP® certification. CFP® Board of Standards: <http://www.cfp.net/>

Item 3 – Disciplinary Information

Kimberly A. Nourie has not been subject to any legal or disciplinary proceedings which would be considered material (or otherwise) to a Client's evaluation of her or any of the services Financial Life Advisors provides.

Item 4 – Other Business Activities

Kimberly A. Nourie is not involved in Other Business Activities.

Item 5 – Additional Compensation

Kimberly A. Nourie does not receive additional compensation from any third parties for providing advisory services to Financial Life Advisors.

Item 6 – Supervision

Ms. Nourie's activities are supervised by the firm's Chief Compliance Officer, Kirk W. Francis. Mr. Francis may be contacted by calling (210) 918-8998.

Item 7 – Requirements for State Registered Advisers

Ms. Nourie has no information to disclose relative to this Item.

Kevin Scott Rademacher, CFP[®], CRPC[®]

FINANCIAL LIFE ADVISORS

14607 San Pedro, Suite 190
San Antonio, TX 78232

(210) 918-8998
www.fladvisors.com

March 19, 2020

This Brochure Supplement provides information about Kevin S. Rademacher that supplements the Financial Life Advisors Firm Brochure (Form ADV Part 2A). You should have received a copy of that Brochure. Please contact Kirk Francis at (210) 918-8998 or kirk@fladvisors.com if you did not receive copy of Financial Life Advisors' Form ADV Part 2A or if you have any questions about the contents of this Brochure Supplement.

Additional information about Kevin S. Rademacher is available on the SEC's website at www.adviserinfo.sec.gov. The searchable CRD number for Mr. Rademacher is 5278001.

KEVIN S. RADEMACHER, CFP®, CRPC®

Year of Birth: 1978

Item 2 – Educational Background and Business Experience

EDUCATION

College for Financial Planning; Denver, Colorado

Florida State University; Tallahassee, Florida

Excelsior College; Albany, New York

BUSINESS BACKGROUND

10/2018 to Present:	Senior Wealth Manager Financial Life Advisors, San Antonio, TX
04/2018 to 07/2018:	Executive Vice President Wealth Strategist The Bank of San Antonio Wealth Advisors, San Antonio, TX
03/2015 to 03/2018	Senior Vice President Wealth Advisor Broadway Bank Wealth Management, San Antonio, TX
05/2013 to 02/2015	Regional Trust Consultant USAA Wealth Management & Trust Services, San Antonio, TX
03/2009 to 05/2013	Registered Representative USAA Financial Advisors, Inc. (Broker-Dealer)
01/2007 to 05/2013	Senior Financial Planner USAA Financial Planning Services Insurance Agency, Inc. (Registered Investment Adviser and Insurance Agency)
06/2005 to 01/2007:	Trust Officer U.S. Bank Private Client Group
06/2002 to 06/2005:	Assistant Trust Officer U.S. Bank Private Client Group
07/1996 to 07/2001:	Petty Officer 2 nd Class Hospital Corpsman United States Navy

Industry Examinations and Professional Designations:

Kevin S. Rademacher has previously taken and passed the following industry examinations: Series 7 (General Securities Representative) and Series 66 (Uniform Combined State Law). In addition, he holds a Texas Insurance License. He attained and maintains the Certified Financial Planner (CFP®) designation and the Chartered Retirement Planning Counselor (CRPC®) designation.

CERTIFIED FINANCIAL PLANNER™, CFP® and federally registered CFP (with a 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.

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 are 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, retirement planning, employee benefits planning, investment planning, income tax planning, insurance planning and risk management, 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 the 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 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 the CFP Board's enforcement process, which could result in suspension or permanent revocation of their CFP® certification. CFP® Board of Standards: <http://www.cfp.net/>

Chartered Retirement Planning Counselor: The CRPC is offered by The College for Financial Planning®. The CRPC Program focuses on the pre and post-retirement needs of individuals, allowing you to transform the retirement planning process into a positive experience. Enrollment in the program allows you to study a variety of principles in the retirement planning field. The program guides you through the retirement process from start to finish, addressing issues such as estate planning and asset management. The College for Financial Planning® awards the Chartered Retirement Planning CounselorSM and CRPC® designation to students who:

- successfully complete the program;
- pass the final examination; and
- comply with the Code of Ethics, which includes agreeing to abide by the Standards of Professional Conduct promulgated by The College for Financial Planning®.

Applicants must also disclose of any criminal, civil, self-regulatory organization, or governmental agency inquiry, investigation, or proceeding relating to their professional or business conduct.

Conferment of the designation is contingent upon the College for Financial Planning's review of matters either self-disclosed or which are discovered by the College that are required to be disclosed.

Students must sign and return the Code of Ethics forms within six months of passing the final exam. Failure to complete and submit the forms within this time frame may result in termination of the individual's candidacy. If an individual wishes to apply for authorization to use the Marks in the future, he or she may be required to fulfill the initial designation requirements in place at the time of passing the exam.

Successful students receive a certificate and are granted the right to use the designation on correspondence and business cards for a two-year period. Continued use of the CRPC® designation is subject to ongoing renewal requirements. Every two years individuals must renew their right to continue using the CRPC® designation by:

- completing 16 hours of continuing education;
- reaffirming to abide by the Standards of Professional Conduct, Terms and Conditions, and self-disclose any criminal, civil, self-regulatory organization, or governmental agency inquiry, investigation, or proceeding relating to their professional or business conduct; and

- paying a biennial renewal fee of \$75.
- Detailed renewal requirements for the College for Financial Planning's professional designation programs can be found on www.cffpalum.org/renewal.

The following topics were covered under the program:

- The Retirement Planning Process & Meeting Multiple Financial Objectives
- Sources of Retirement Income
- Personal Savings: Investing for Retirement
- Employer-Sponsored Plans
- Individual Deferred Compensation
- Planning for Incapacity, Disability & Long-Term Care
- When to Retire
- Retirement Plan Distributions
- Asset Management & Investment Strategy During Retirement
- Income Taxes & the Retiree
- Estate Planning

Item 3 – Disciplinary Information

Kevin S. Rademacher has not been subject to any legal or disciplinary proceedings which would be considered material (or otherwise) to a Client's evaluation of him or any of the services Financial Life Advisors provides.

Item 4 – Other Business Activities

Kevin S. Rademacher is not involved in any Other Business Activities.

Item 5 – Additional Compensation

Mr. Rademacher does not receive additional compensation from any third parties for providing advisory services to Financial Life Advisors.

Item 6 – Supervision

Mr. Rademacher's activities are supervised by the firm's Chief Compliance Officer, Kirk W. Francis. Mr. Francis may be contacted by calling (210) 918-8998.

Item 7 – Requirements for State Registered Advisers

Mr. Rademacher has no information to disclose relative to this Item.

Mary Jo Haselhorst, AIF[®]

FINANCIAL LIFE ADVISORS

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March 19, 2020

This Brochure Supplement provides information about Mary Jo Haselhorst that supplements the Financial Life Advisors Firm Brochure (Form ADV Part 2A). You should have received a copy of that Brochure. Please contact Kirk Francis at (210) 918-8998 or kirk@fladvisors.com if you did not receive copy of Financial Life Advisors' Form ADV Part 2A or if you have any questions about the contents of this Brochure Supplement.

Additional information about Mary Jo Haselhorst is available on the SEC's website www.adviserinfo.sec.gov. The searchable CRD number for Mary Jo Haselhorst is 5393352.

MARY JO HASELHORST

Year of Birth: 1961

Item 2 – Educational Background and Business Experience

EDUCATION

South Dakota School of Mines and Technology; Rapid City, SD (BS Computer Science - 1983)

BUSINESS BACKGROUND

- 10/2019 to Present: Retirement Plan Consultant
Financial Life Advisors, San Antonio, TX
- 07/2007 to 10/2019: Senior Financial Consultant
Commonwealth Financial Network, San Antonio, TX
- 09/1992 to 07/2007: President/Owner/Consultant/Manager of Operations
Expert HealthCare Solutions, Inc./Muro Health Solutions, San Antonio, TX
- 07/1983 to 07/1992: Computer Scientist/Program Manager
Naval Air Weapons Satation, China Lake, CA

Industry Examinations and Professional Designations:

Mary Jo Haselhorst has previously taken and passed the following industry examinations: Accredited Investment Fiduciary (AIF®). The minimum qualifications required for these designations are provided below to assist you in understanding the value of the designation.

The Accredited Investment Fiduciary® (AIF®) designation represents a thorough knowledge of and ability to apply the fiduciary Practices. AIF® designees have a reputation in the industry for the ability to implement a prudent process into their own investment practices as well as being able to assist others in implementing proper policies and procedures. (AIF®) Training is the best way for investment fiduciaries to absorb the Prudent Practices, their legal underpinnings and how to apply them within existing fiduciary policies and procedures. Through the AIF program participants, learn to: articulate the basis for, and benefits of, fiduciary standards of excellence; identify when an individual or organization may be deemed to have fiduciary status; identify the legal standards that require fiduciaries to prudently manage investment decisions; apply the practices that define a prudent investment process for Investment Stewards and Advisors and recognize the Practices for and Investment Managers. A proctored final exam is required as well as an adherence to the ethical standards and continuing education are required to maintain the designation. <http://www.fi360.com/main/about.jsp>

Item 3 – Disciplinary Information

Mary Jo Haselhorst has not been subject to any legal or disciplinary proceedings which would be considered material (or otherwise) to a client's evaluation of him or any of the services Financial Life Advisors provides.

Item 4 – Other Business Activities

Mary Jo Haselhorst is not involved in any Other Business Activities.

Item 5 – Additional Compensation

Mary Jo Haselhorst does not receive additional compensation from any third parties for providing advisory services to Financial Life Advisors.

Item 6 – Supervision

Ms. Haselhorst's activities are supervised by the firm's Chief Compliance Officer, Kirk W. Francis. Mr. Francis may be contacted by calling (210) 918-8998.

Item 7 – Requirements for State Registered Advisers

Ms. Haselhorst has no information to disclose relative to this Item.

Ezequiel Aviles, CFP®

FINANCIAL LIFE ADVISORS

14607 San Pedro, Suite 190
San Antonio, TX 78232

(210) 918-8998
www.fladvisors.com

March 19, 2020

This Brochure Supplement provides information about Ezequiel Aviles that supplements the Financial Life Advisors Firm Brochure (Form ADV Part 2A). You should have received a copy of that Brochure. Please contact Kirk Francis at (210) 918-8998 or kirk@fladvisors.com if you did not receive copy of Financial Life Advisors' Form ADV Part 2A or if you have any questions about the contents of this Brochure Supplement.

Additional information about Ezequiel Aviles is available on the SEC's website at www.adviserinfo.sec.gov. The searchable CRD number for Mr. Aviles is 6693636.

Ezequiel Aviles

Year of Birth: 1992

Item 2 – Educational Background and Business Experience

EDUCATION

Texas Tech University; Lubbock, Texas

University of Texas Pan American; Edinburg, Texas

BUSINESS BACKGROUND

05/2018 to Present:	Financial Advisor Financial Life Advisors, San Antonio, TX
05/2016 to 05/2018:	Paraplanner Financial Life Advisors, San Antonio, TX
08/2015 to 05/2016:	Teaching Assistant Texas Tech University, Lubbock, TX
09/2014 to 08/2015	Cashier Supervisor Sam's Club, McAllen, TX
02/2014 to 08/2014	Credit Risk Analyst International Bank of Commerce
01/2011 to 02/2014	Accountant's Assistant University of Texas Pan American

Industry Examinations and Professional Designations:

Ezequiel Aviles has previously taken and passed the following industry examinations: Series 65 (Uniform Combined State Law). He attained and maintains the Certified Financial Planner (CFP®) designation.

CERTIFIED FINANCIAL PLANNER™, CFP® and federally registered CFP (with a 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.

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 are 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, retirement planning, employee benefits planning, investment planning, income tax planning, insurance planning and risk management, 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 the 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 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 the CFP Board’s enforcement process, which could result in suspension or permanent revocation of their CFP® certification. CFP® Board of Standards: <http://www.cfp.net/>

Item 3 – Disciplinary Information

Ezequiel Aviles has not been subject to any legal or disciplinary proceedings which would be considered material (or otherwise) to a Client's evaluation of him or any of the services Financial Life Advisors provides.

Item 4 – Other Business Activities

Ezequiel Aviles is not involved in any Other Business Activities.

Item 5 – Additional Compensation

Mr. Aviles does not receive additional compensation from any third parties for providing advisory services to Financial Life Advisors.

Item 6 – Supervision

Mr. Aviles's activities are supervised by the firm's Chief Compliance Officer, Kirk W. Francis. Mr. Francis may be contacted by calling (210) 918-8998.

Item 7 – Requirements for State Registered Advisers

Mr. Aviles has no information to disclose relative to this Item.