

SKIBEK WEALTH MANAGEMENT, LLC

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Form ADV Part 2A – Disclosure Brochure

Effective: September 1, 2022

This Part 2A of Form ADV (“Brochure” or “Disclosure”) provides information about the qualifications and business practices of Skibek Wealth Management, LLC. If you have any questions about the contents of this Brochure, please contact us at (704) 612-6658 or (800) 783-5762, or by email at info@skibekwealth.com. The information in this Brochure has not been approved or verified by the United States Securities and Exchange Commission (“SEC”) or by any state securities authority. Registration with the SEC or state regulatory authority does not imply any specific level of skill or training.

Additional information about our Firm is available on the SEC’s website at www.adviserinfo.sec.gov. The site is searchable by our Firm name, or a unique identifying number known as a CRD number. Our Firm’s CRD number is 322652.

ITEM 2: MATERIAL CHANGES

This Brochure contains information regarding Skibek Wealth Management, LLC's (referred to as "we," "our," "us," the "Firm," "Advisor," or "Skibek Wealth") qualifications, business practices, nature of the advisory services we provide, as well as a description of potential conflicts of interest relating to our advisory business that could affect a client's account with us. You should rely on the information contained in this document or other information that we have referred you to. We have not authorized anyone to provide you with information that is different. The Firm encourages all current and prospective clients to read this Brochure and discuss any questions you have with the Advisor. Should you have any additional questions regarding our Firm or the contents of this Brochure, please contact Jason Skibek, Chief Compliance Officer at (704) 612-6658 or (800) 783-5762.

MATERIAL CHANGES SINCE THE LAST UPDATE

This Brochure is the Firm's initial filing; therefore, there are no material changes to disclose.

FULL BROCHURE AVAILABLE

We will provide a new version of the Brochure as necessary when updates or new information are added, at any time, without charge. To request a complete copy of our Brochure, contact us by telephone at (704) 612-6658 or (800) 783-5762, or by email at info@skibekwealth.com. Alternatively, you can view the current Brochure online at the SEC's Investment Adviser Public Disclosure website at www.adviserinfo.sec.gov by searching with our firm name or our CRD No. 322652.

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ITEM 4: ADVISORY BUSINESS

A. FIRM DESCRIPTION

Skibek Wealth Management is an SEC registered investment advisor based in Charlotte, North Carolina. It was organized as a limited liability company in 2022. Jason Skibek is the Firm's founder as well as its Chief Compliance Officer ("CCO"). Additional information about Mr. Skibek's background may be found in the accompanying Form ADV Part 2B ("Supplement Brochure").

The purpose of this Brochure is to disclose the conflicts of interest associated with the investment transactions, compensation and any other matters related to investment decisions made by Skibek Wealth or its representatives. As an investment advisor, Skibek Wealth upholds a duty of loyalty, fairness and good faith towards each client and seek to mitigate potential conflicts of interest.

B. TYPES OF ADVISORY SERVICES

Skibek Wealth has established a service-oriented advisory practice with open lines of communication for many different types of clients to help meet their financial goals while remaining sensitive to risk tolerance and time horizons. Working with clients to understand their investment objectives, while educating them about our process, facilitates the kind of working relationship we value. We offer discretionary investment management and financial planning to individuals, high net worth individuals, trusts, estates, charitable organizations, pension and profit-sharing plans, corporations, limited liability companies and/or other business types.

Investment Management Services

We offer discretionary investment advisory services based on the specific needs and objectives of such persons and the suitability of products and services. Under our discretionary authority, we are authorized to perform various functions without further approval from the client, such as the determination of securities to be purchased or to be sold for the client's account without permission from the client prior to each transaction. We do not act as a custodian of client assets, and the client will always maintain control of their assets.

Prior to providing the client with investment management services, the Firm requires the client to execute an Investment Management and Financial Planning Agreement ("Agreement") which outlines the services the Firm will provide and fees the clients will incur for these services.

Upon execution of the Agreement, we work closely with our clients to understand their current financial situation, existing resources, financial goals, risk tolerance, investment history, investment knowledge and time horizon. As part of our investment management services, we will construct an investment portfolio for the client which may include low-cost, diversified mutual funds, exchange-traded funds ("ETFs"), as well as individual securities and fixed income securities to achieve the clients' investment goals.

Skibek Wealth will continuously and regularly monitor the portfolio. As our clients' financial goals and objectives change over time, suggestions are made and implemented on an ongoing basis. Additionally, the Firm periodically reviews a client's financial situation and portfolio through regular contact with the client which often includes an annual meeting with the client.

Financial Planning Services

Our financial planning process begins with a client executing the Agreement, which outlines the services we will provide and the fees the clients will incur for those services. Upon execution of the Agreement, we provide clients with comprehensive financial planning services that include a review of the client's financial circumstances, financial goals, an analysis of client's financial health and risk tolerance based on the information provided to us by the client. This analysis offers a review of the client's personal financial situation, including but not limited to present and anticipated assets, liabilities, cash flow, financial goals, objectives, risk tolerance and time horizon. Additionally, Skibek Wealth may utilize analytic software to aid in the creation of the client's financial plan. This planning may encompass: Investment Planning, Retirement Planning, Estate Planning, Charitable Planning, Education Planning; Corporate and Personal Tax Planning; Cost Segregation, Study; Corporate Structure; Real Estate Analysis, Mortgage/Debt Analysis, Insurance Analysis, Lines of Credit Evaluation, and/or Business and Personal Financial Planning.

The financial plan developed for each client will usually include general recommendations for a course of activity or specific actions to be taken by the client. Implementation of our financial planning or consulting recommendations are at the client's discretion. The client is not obligated to utilize Skibek Wealth or its related persons to implement any recommendations.

C. TAILORED RELATIONSHIPS

Skibek Wealth offers each client the same suite of services. The advisory services and recommendations offered by the Firm are based on the individual needs of our clients and the suitability of products and services. Specific client financial plans and their implementation are dependent upon the client's risk assessment which outlines each client's current situation (income, objectives, and risk tolerance levels) and is used to construct a client specific plan to aid in the selection of a portfolio that matches restrictions, needs and targets.

D. WRAP FEE PROGRAMS

Skibek Wealth does not participate in and is not a sponsor of any wrap fee programs.

Wrap Fee Programs are arrangements between broker-dealers, investment advisers, banks and other financial institutions, and affiliated and unaffiliated investment advisers through which the clients of such firms receive investment advisory, execution, clearing and custodial services in a "bundled" form. In exchange for these "bundled" services, the clients pay an all-inclusive (or "wrap") fee determined as a percentage of the assets held in the wrap account.

E. ASSETS UNDER MANAGEMENT

When calculating regulatory assets under management, an investment advisor must include the value of any advisory account over which it exercises continuous and regular advisory or management services. As this is our initial brochure, we do not yet have any assets to report.

ITEM 5: FEES AND COMPENSATION

The following paragraphs detail the fee structure and compensation methodology for services provided by the Firm. Each client engaging Skibek Wealth for services described herein shall be required to enter into a written agreement with the Firm.

A. FEE SCHEDULE

Investment Management Services

Upon engagement, Skibek Wealth will charge clients an investment management fee for its investment management services. The investment management fee is an annual fee based on a percentage of the value of the client's assets under management, including all cash and other assets in the account (valued at liquidation value) (the "Account Value"), as follows:

Assets Under Management (AUM)	Portfolio Management Fee
\$0.00 - \$4,999,999.99	0.75%
\$5,000,000.00 and over	0.50%

The investment management fee charged is subject to negotiation with each client based on the size of the account, prospective growth and other factors and may differ from client to client. The specific fee to be assessed will be outlined in the advisory agreement signed by the client.

Financial Planning Services

Our Firm believes that good financial planning is essential; therefore, we do not charge a separate financial planning fee for our investment management clients.

B. PAYMENT OF FEES

Investment Management Services

Unless otherwise specified, fees are billed quarterly in arrears based on the daily average balance. The fees will be charged within the first seven (7) business days of the following quarter. The client's first billing cycle will be prorated based on the number of days the client's account was open and how much was funded into the account during their first month. The client's last billing

cycle will be prorated based on the number of days the client's account was open during the quarter and the Account Value on the day the relationship is terminated.

Fees due to Skibek Wealth are typically deducted by the custodian directly from the client's account under management and remitted to Skibek Wealth. The client will provide written authorization via the Skibek Wealth Agreement and the custodial / clearing agreement to authorize the custodian to debit the account for the investment management fee and to directly remit that fee to Skibek Wealth in compliance with regulatory procedures. The Firm will not have access to client funds for payment of fees without written consent by the client. Further, the custodian agrees to deliver an account statement, at least quarterly, directly to the client, showing all disbursements from the account. The client is encouraged to review all account statements for accuracy.

Skibek Wealth or the client may terminate the Agreement within five (5) business days of signing without penalty to the client. After the five-day period, Skibek Wealth may terminate the Agreement by providing the client thirty (30) days written notice. Further, after the five-day period, the client may terminate the agreement at any time with written notice to Skibek Wealth. Upon the termination of our services, we will conduct a fee reconciliation which will determine whether outstanding fees are due from the client.

Financial Planning Services

As stated above, Skibek Wealth's are complimentary for our investment management clients.

C. OTHER FEES AND PAYMENTS

There may be additional fees or charges that result from the maintenance or trading within the client's account. These are fees imposed by third parties in connection with investments made through the client's accounts, such as custodial or investment fees. In addition to our advisory fees, clients are responsible for paying fees associated with investing their accounts.

D. PREPAYMENT OF FEES

Investment Management Services

Skibek Wealth fees are due quarterly and paid in arrears and there will be no prepayment of investment advisory fees.

Financial Planning Services

Our Firm does not charge for financial planning services.

E. OTHER COMPENSATION

Neither our Firm nor our representatives sell securities or other investment products for a commission.

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

A. PERFORMANCE-BASED FEES

Skibek Wealth does not assess Performance Fees.

Performance-Based Fees (“Performance Fees”) are based on a share of the capital gains or capital appreciation of the assets of a client. Our fees are calculated as described in *Item 5* above.

B. SIDE-BY-SIDE MANAGEMENT

Skibek Wealth does not provide Side-By-Side Management.

“Side-by-Side Management” refers to a situation in which the same adviser manages accounts that are billed based only on a percentage of assets under management and at the same time manages other accounts for which fees are performance-based.

ITEM 7: TYPES OF CLIENTS

Our Firm offers advisory services to individuals and high net worth individuals, trusts or estates. We reserve the right to decline to offer our services to a client or potential client if we deem it to be in the best interest of the client, potential client, or the Firm.

The Firm does not require clients to have a minimum account balance to open and maintain their account with us, though requirement of a minimum balance is in our sole discretion.

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

INVESTING IN SECURITIES INVOLVES A RISK OF LOSS THAT YOU, AS A CLIENT, SHOULD BE PREPARED TO BEAR. THERE IS NO GUARANTEE THAT ANY SPECIFIC INVESTMENT OR STRATEGY WILL BE PROFITABLE FOR A PARTICULAR CLIENT.

A. METHODS OF ANALYSIS AND INVESTMENT STRATEGIES

Skibek Wealth uses the varying methods of analysis identified below to determine the proper investment strategy for each client. Our strategies are heavily based on each client’s personal circumstances, financial goals, and their risk tolerance. We utilize a blend of strategic approaches and strategies that enable us to allocate client assets by liquidity and time horizon.

Fundamental analysis concentrates on factors that determine a company’s value and expected future earnings. It involves analyzing its financial statements and health, its management and competitive advantages and its competitors and markets. Fundamental analysis is performed on historical and present data but with the goal of making financial forecasts. There are several

possible objectives: to conduct a company stock valuation and predict its probable price evolution; to make a projection on its business performance; to evaluate its management and make internal business decisions and to calculate its credit risk. This strategy would normally encourage equity purchases in stocks that are undervalued or priced below their perceived value. The risk assumed is that the market will fail to reach expectations of perceived value.

Technical analysis is a method of evaluating securities by relying on the assumption that market data, such as charts of price, volume and open interest can help predict future (usually short-term) market trends. It attempts to predict a future stock price or direction based on market trends. Technical analysis assumes that market psychology influences trading in a way that enables predicting when a stock will rise or fall. Technical analysis methods employ software and other financial data management tools to assess various aspects of the marketplace. The risk is that markets do not always follow patterns and relying solely on this method may not work long term.

Cyclical analysis assumes that markets react in cyclical patterns which, once identified, can be leveraged to provide performance. Cyclical analysis of economic cycles is used to determine how these cycles affect the returns of an investment, an asset class or an individual company's profits. Cyclical analysis is a time-based assessment which incorporates past and present performance to determine future value. Cyclical risks exist because the broad economy has been shown to move in cycles, from periods of peak performance followed by a downturn, then a trough of low activity. The risks of this strategy are two-fold: (1) the markets do not always repeat cyclical patterns; and (2) if too many investors begin to implement this strategy, it changes the very cycles of which they are trying to take advantage.

B. RISKS OF LOSS

Clients need to be aware that investing in securities involves risk of loss of the principal.

Every method of analysis has its own inherent risks. To perform an accurate market analysis, the Firm must have access to current/new market information. The Firm has no control over the dissemination rate of market information; therefore, certain analyses may be compiled with outdated market information, severely limiting the value of the Firm's analysis. Furthermore, an accurate market analysis can only produce a forecast of the direction of market values. There can be no assurances that a forecasted change in market value will materialize into actionable and/or profitable investment opportunities.

Different types of investments involve varying degrees of risk, and it should not be assumed that future performance of any specific investment or investment strategy (including the investments and/or investment strategies recommended or undertaken by the Firm) will be profitable or equal any specific performance level(s). The Firm does not represent, warrant, or imply that its services or methods of analysis can or will predict future results, successfully identify market tops or bottoms, or insulate clients from losses due to market corrections or declines. Notwithstanding the Firm's method of analysis or investment strategy, the assets within the client's portfolio are subject to the risk of devaluation or loss. The client should be aware that many different events can affect the value of the client's assets or portfolio including, but not limited to, changes in the financial

status of companies, market fluctuations, changes in exchange rates, trading suspensions and delays, economic reports, and natural disasters.

All investment programs have certain risks that are borne by the investor. Our investment approach constantly keeps the risk of loss in mind.

Investors face the following investment risks:

- **Interest-rate Risk:** Fluctuations in interest rates may cause investment prices to fluctuate. For example, when interest rates rise, yields on existing bonds become less attractive, causing their market values to decline.
- **Market Risk:** The price of a security, bond, or mutual fund may drop in reaction to tangible and intangible events and conditions. This type of risk is caused by external factors independent of a security's particular underlying circumstances. For example, political, economic, and social conditions may trigger market events.
- **Inflation Risk:** When any type of inflation is present, a dollar will be worth more today than a dollar next year, because purchasing power is eroding at the rate of inflation.
- **Prepayment Risk:** The returns on the collateral for the deal can change dramatically at times if the debtors prepay the loans earlier than scheduled.
- **Reinvestment Risk:** This is the risk that future proceeds from investments may have to be reinvested at a potentially lower rate of return (i.e., interest rate). This primarily relates to fixed income securities.
- **Business Risk:** This risk is associated with a particular industry or a particular company within an industry.
- **Liquidity Risk:** Liquidity is the ability to convert an investment into cash readily. Generally, assets are more liquid if many traders are interested in a standardized product. For example, Treasury Bills are highly liquid, while real estate properties are not.

Risk Factors relevant to specific securities utilized include:

- **Equity Securities:** The value of the equity securities is subject to market risk, including changes in economic conditions, growth rates, profits, interest rates and the market's perception of these securities. While offering greater potential for long-term growth, equity securities are more volatile and riskier than some other forms of investment.
- **Exchange Traded Funds ("ETF"):** ETFs represent an interest in a passively managed portfolio of securities selected to replicate a securities index, such as the S&P 500 Index or the Dow Jones Industrial Average, or to represent exposure to a particular industry or sector. Unlike open-end mutual funds, the shares of ETFs are not purchased and redeemed by investors directly with the fund, but instead, are purchased and sold through broker-

dealers in transactions on a stock exchange. Because ETFs are traded on an exchange, they may trade at a discount from or a premium to the net asset value per share of the underlying portfolio of securities. In addition to bearing the risks related to investments in equity securities, investors in ETFs intended to replicate a securities index bear the risk that the ETF's performance may not correctly replicate the performance of the index. Investors in ETFs, closed-end funds and other investment companies bear a proportionate share of the expenses of those funds, including management fees, custodial and accounting costs, and other expenses. Trading in ETFs also entails payment of brokerage commissions and other transaction costs.

- **Mutual Fund Shares:** Some of the risks of investing in mutual fund shares include: (i) the price to invest in mutual fund shares is the fund's per share net asset value (NAV) plus any shareholder fees that the fund imposes at the time of purchase (such as sales loads), (ii) investors must pay sales charges, annual fees, and other expenses regardless of how the fund performs, and (iii) investors typically cannot ascertain the exact make-up of a fund's portfolio at any given time, nor can they directly influence which securities the fund manager buys and sells or the timing of those trades.
- **Index Mutual Fund Shares:** Index Mutual Funds are a type of mutual fund or ETFs that seeks to track the returns of a market by index. A market index measures the performance of a mixture of securities representative of a sector of a stock market or of an economy. Index Mutual Funds generally follow a passive, rather than active, investment strategy, aiming to maximize returns over a period of time. However, some risks associated with Index Mutual Funds include: (i) lack of flexibility to react to price fluctuation in the securities within the index compared to a non-index mutual fund; (ii) tracking error when the index fund does not perfectly track its index; and (iii) underperformance of the index due to the fees, expenses, trading costs, and tracking error associated with the index fund.
- **Municipal Bond Risk:** Municipal securities issuers may face local economic or business conditions (including bankruptcy) and litigation, legislation or other political events that could have a significant effect on the ability of the municipality to make payments on the interest or principal of its municipal bonds. In addition, because municipalities issue municipal securities to finance similar types of projects, such as education, healthcare, transportation, infrastructure and utility projects, conditions in those sectors can affect the overall municipal bond market. Furthermore, changes in the financial condition of one municipality may affect the overall municipal bond market. The municipal obligations in which clients invest will be subject to credit risk, market risk, interest rate risk, credit spread risk, selection risk, call and redemption risk and tax risk, and the occurrence of any one of these risks may materially and adversely affect the value of the client's assets or profits.
- **Fixed Income Securities Risk:** Prices of fixed income securities tend to move inversely with changes in interest rates. Typically, a rise in rates will adversely affect fixed income security prices. The longer the effective maturity and duration of the client's portfolio, the more the portfolio's value is likely to react to interest rates. For example, securities with longer maturities sometimes offer higher yields, but are subject to greater price shifts as a result of interest rate changes than debt securities with shorter maturities. Some fixed

income securities give the issuer the option to call, or redeem, the securities before their maturity dates. If an issuer calls its security during a time of declining interest rates, we might have to reinvest the proceeds in an investment offering a lower yield, and therefore might not benefit from any increase in value as a result of declining interest rates. During periods of market illiquidity or rising interest rates, prices of callable issues are subject to increased price fluctuation.

- **Interval Mutual Funds:** While interval mutual funds may provide limited liquidity to shareholders by offering to repurchase a limited amount of shares on a periodic basis, there is no guarantee that clients will be able to sell all of their shares in any specific repurchase offer. Also, the offer to repurchase shares may be suspended or postponed by the investment sponsor. An investment in an interval fund involves a considerable amount of risk and it is possible to lose the total investment amount. An investment in a closed-ended interval mutual fund is suitable only for investors who can bear the risks associated with the limited liquidity of the shares and should be viewed as a long-term investment.

While this information provides a synopsis of the events that may affect a client's investments, this listing is not exhaustive. Although the Firm's methods of analysis and investment strategies do not present any significant or unusual risks, all investment programs have certain risks that are borne by the investor. Our investment approach constantly keeps the risk of loss in mind. Clients should understand that there are inherent risks associated with investing and depending on the risk occurrence; clients may suffer **loss of all or part of the client's principal investment.**

C. RECOMMENDATION OF SPECIFIC TYPES OF SECURITIES

Skibek Wealth does not primarily recommend a particular type of security. Our recommendations are unique to each client based on their needs, goals, and risk capacity. However, investments may include, but are not limited to, exchange listed securities, fixed-income securities, over-the-counter securities, foreign securities, bonds, money market funds, and other pooled investment vehicles, such as open and closed end mutual funds or ETFs.

ITEM 9: DISCIPLINARY INFORMATION

Registered investment advisors are required to disclose any legal or disciplinary events that are material to a client's or prospective client's evaluation of our advisory business or the integrity of the management of our Firm. **Neither the Firm nor any of its management persons have been involved in legal or disciplinary events that are related to past or present investment clients.** Our backgrounds are available on the Investment Adviser Public Disclosure website at www.adviserinfo.sec.gov by searching our Firm name or our CRD No. 322652.

ITEM 10: OTHER FINANCIAL INDUSTRY ACTIVITIES AND AFFILIATIONS

As a registered investment advisor, we are required to disclose when we, or any of our principals, have any other financial industry affiliations.

A. FINANCIAL INDUSTRY ACTIVITY

The Firm is not a registered broker-dealer and does not have an application pending to register as a broker-dealer. Furthermore, none of the Firm's management or supervised persons is a registered representative of, nor has an application pending to register as a representative of, a broker-dealer.

B. FINANCIAL INDUSTRY AFFILIATIONS

The Firm is not a registered Futures Commission Merchant, Commodity Pool Operator, or Commodity Trading Advisor and does not have an application pending to register as such. Furthermore, the Firm's management and supervised persons are not registered as and do not have an application pending to register as an associated person of the foregoing entities.

C. OTHER MATERIAL RELATIONSHIPS

The Firm does not have any arrangements that are material to its business or its clients with a related person who is a broker-dealer, investment company, other investment advisor, financial planning firm, commodity pool operator, commodity trading adviser or futures commission merchant, banking or thrift institution, law firm, insurance company or agency, pension consultant, real estate broker or dealer, or an entity that creates or packages limited partnerships other than those already disclosed herein.

D. SELECTION OF OTHER ADVISORS

Our Firm does not recommend or select other investment advisers for our clients, nor do we have any other business relationships with other investment advisers that creates a material conflict of interest.

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

A. DESCRIPTION OF CODE OF ETHICS

All employees of Skibek Wealth must act in an ethical and professional manner. In view of the foregoing and applicable provisions of relevant law, the Firm has adopted a Code of Ethics in its Employee Policies and Procedures Manual to specify and prohibit certain types of transactions deemed to create conflicts of interest (or the potential for or the appearance of such conflicts), and to establish reporting requirements and enforcement procedures relating to personal trading by the Firm's personnel. Skibek Wealth's Code of Ethics in its Employee Policies and Procedures

Manual, which specifically deals with professional standards, insider trading, personal trading, gifts and entertainment, and fiduciary duties, establishes ideals for ethical conduct based upon fundamental principles of openness, integrity, honesty, and trust. We will provide a copy of our Code of Ethics to any client or prospective client upon request.

B. PARTICIPATION OR INTEREST IN CLIENT TRANSACTIONS

Neither our Firm, nor its representatives, recommend or effect transactions in securities in which any related person may have material financial interest.

C. PROPRIETARY / SIMULTANEOUS TRADING

Our Firm, or its related persons, may buy or sell securities for its own accounts that it has also recommended to clients. However, any purchase or sale of a security by the Firm or its related person will be subject to the Firm's fiduciary duty to its clients. From time to time, investment advisors of the Firm may buy or sell securities for themselves at or around the same time as the Firm's clients. In any instance where similar securities are bought or sold, the Firm will uphold its fiduciary duty by always transacting on behalf of the client before transacting for its own benefit. The Firm will always document any transactions that could be construed as a conflict of interest.

To mitigate or remedy any conflict of interest or perceived conflict of interest, the Firm will monitor its proprietary and personal trading reports for adherence to its Code of Ethics. All related persons are expected to adhere strictly to these guidelines.

ITEM 12: BROKERAGE PRACTICES

A. SELECTION AND RECOMMENDATION

Skibek Wealth seeks to recommend a custodian/broker-dealer that will hold client assets and execute transactions that, overall, are most advantageous compared to the services of other available providers. Skibek Wealth considers a wide range of factors in selecting a custodian/broker-dealer including, among other things, the following:

- Timeliness of execution;
- Clearance and settlement capabilities;
- Ability to place trades in difficult market environments;
- Timeliness and accuracy of trade confirmations;
- Quality of account statements;
- Research, execution facilitation, record keeping, custody and other "value-added" services provided;
- Frequency and correction of trading errors;
- Financial condition and willingness to commit capital;
- Business reputation and integrity; and
- Skibek Wealth's prior experience with the custodian/broker.

To this end, as well as for the benefit of no commissions or transaction fees, fully digital account opening, a large variety of security options and complete integration of software tools, Skibek Wealth recommends Altruist Financial, LLC, an unaffiliated SEC-registered broker-dealer and FINRA/SIPC member, as the introducing broker to Apex Clearing Corporation, an unaffiliated SEC-registered broker-dealer and FINRA/SIPC member, as the client's custodian.

B. RESEARCH AND OTHER SOFT DOLLAR BENEFITS

The Firm does not currently receive “soft dollars.”

Under “soft dollar” arrangements, one or more of the brokerage firms would provide or pay the costs of certain services, equipment, or other items. These soft dollar benefits are attributed to the investment advisor by reducing its expenses; however, the amount of the fee paid to the investment advisor by the client would not be reduced. Making allocations to brokerage businesses with soft dollar arrangements could enhance the ability to obtain research, optimal execution and other benefits on behalf of clients

C. BROKERAGE FOR CLIENT REFERRALS

Our Firm does not receive client referrals from third parties for recommending the use of specific broker-dealer brokerage services.

D. DIRECTED BROKERAGE

Skibek Wealth will require clients to open an account through Altruist Financial, LLC. This arrangement is designed to maximize efficiency and to be cost effective for Skibek Wealth's clients. By requiring clients to use this custodian, which Skibek Wealth has approved, Skibek Wealth seeks to achieve “best execution” of client transactions.

Skibek Wealth does not permit clients to direct the use of a particular brokerage firm. Not all advisors restrict clients' ability to direct brokerage. Clients may be able to direct brokerage with other advisors. If clients are able to direct brokerage, advisors may be unable to achieve the most favorable executions of transactions which in turn may cost clients more money.

E. ORDER AGGREGATION

Our Firm may, at times, aggregate sale, and purchase orders of securities (“block trading”) for advisory accounts with similar orders to obtain the best pricing averages and minimize trading costs. This practice is reasonably likely to result in administrative convenience or an overall economic benefit to the client. Clients also benefit relatively from better purchase or sale execution prices, lower commission expenses or beneficial timing of transactions or a combination of these and other factors. Aggregate orders will be allocated to client accounts in a systematic non-preferential manner. Our Firm may aggregate or “bunch” transactions for a client's account with those of other clients in an effort to obtain the best execution under the circumstances.

F. TRADE ERROR POLICY

The Firm maintains a record of any trading errors that occur in connection with investment activities of its clients. In accordance with SEC recommendations, the Firm will bear any losses due to trading errors and the client account will benefit from any gains due to trading errors. Gains generated as a result from a trade error will either: (i) follow the Custodian's policy; (ii) be credited to the client's account; or (iii) be donated to charity. The Firm does not retain any gains associated with trade errors.

ITEM 13: REVIEW OF ACCOUNTS

A. PERIODIC REVIEWS

The Firm reviews its clients' account activity with a formal review at least annually. The reviews consist of determining whether a client's investment goals and objectives are aligned with the Firm's investment strategies. The reviews are overseen by Jason Skibek, Managing Member and Chief Compliance Officer of Skibek Wealth, with the involvement of individual advisors, if applicable.

B. INTERMITTENT REVIEW FACTORS

Intermittent reviews may be triggered by substantial market fluctuation, economic or political events, or changes in the client's financial status (such as retirement, termination of employment, relocation, inheritance, etc.). Clients are advised to notify Skibek Wealth promptly if there are any material changes in their financial situation, investment objectives, or in the event they wish to place restrictions on their account.

C. REPORTS

Clients may receive confirmations of purchases and sales in their accounts and will receive, at least, quarterly statements containing account information such as account value, transactions, and other relevant information. Confirmations and statements are prepared and delivered by the client's custodian.

ITEM 14: CLIENT REFERRALS AND OTHER COMPENSATION

A. ECONOMIC BENEFITS FROM OTHERS

Skibek Wealth does not receive an economic benefit (such as sales awards or other prizes) from any third-party for providing investment advice or other advisory services to clients.

B. COMPENSATION TO UNAFFILIATED THIRD PARTIES

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

ITEM 15: CUSTODY

A. CUSTODIAN OF ASSETS

Custody means holding, directly or indirectly, client funds or securities, or having authority to obtain possession of them.

Skibek Wealth has custody due to its authority to deduct advisory fees from client accounts. However, Skibek Wealth will not maintain physical possession of client funds and securities. Rather, client's funds and securities are held by a qualified custodian in accounts that are registered in the client's name. Skibek Wealth will require clients to provide authorization prior to transferring funds from client accounts.

While Skibek Wealth does not have physical custody of client funds or securities, payments of Skibek Wealth's fees may be deducted by the custodian from the custodial brokerage account(s) which holds the client's funds pursuant to the client's account application. Prior to permitting the direct debiting of fees, each client must provide written authorization permitting fees to be paid directly from the custodian to Skibek Wealth. The Custodian will provide the client a statement showing all transactions within the account during the reporting period, on at least a quarterly basis.

Clients are encouraged to raise any questions with us about the custody, safety, or security of their assets and our custodial recommendations.

B. ACCOUNT STATEMENTS

Although the Firm is the client's adviser, the client's statements will be mailed or made available electronically by the broker-dealer or custodian. When the client receives these statements, they should be reviewed carefully. Clients should compare asset values, holdings, and fees on the statement to that in the account statement issued the previous period.

ITEM 16: INVESTMENT DISCRETION

It is the Firm's customary procedure to have full discretionary authority to supervise and direct the investments of the client's account(s). Clients grant this authority upon execution of the Agreement. This authority is for the purpose of making and implementing investment decisions, without the client's prior consultation. All investment decisions are made in accordance with the client's stated investment objectives. Other than management fees due to Skibek Wealth, which

we will receive directly from the custodian, the Firm's discretionary authority does not give us the authority to take or have possession of any assets in the client's account or to direct delivery of any securities or payment of any funds held in the account to Skibek Wealth. Furthermore, our discretionary authority by agreement does not allow us to direct the disposition of such securities or funds to anyone except the account owner.

ITEM 17: VOTING CLIENT SECURITIES

Skibek Wealth does not vote nor advise clients how to vote proxies for securities held in client accounts. The client clearly keeps the authority and responsibility for the voting of these proxies. Our Firm does not give any advice or take any action with respect to the voting of these proxies. For accounts subject to the provisions of the Employee Retirement Income Security Act of 1974 ("ERISA"), the plan fiduciary specifically keeps the authority and responsibility for the voting of any proxies for securities held in plan accounts.

Class Action Lawsuits

From time to time, securities held in the accounts of clients will be the subject of class action lawsuits. The Firm has no obligation to determine if securities held by the client are subject to a pending or resolved class action lawsuit. The Firm also has no duty to evaluate a client's eligibility or to submit a claim to participate in the proceeds of a securities class action settlement or verdict. Furthermore, the Firm has no obligation or responsibility to initiate litigation to recover damages on behalf of clients who may have been injured as a result of actions, misconduct or negligence by corporate management of issuers whose securities are held by clients.

Where the Firm receives written or electronic notice of a class action lawsuit, settlement or verdict affecting securities owned by a client, we will forward all notices, proof of claim forms and other materials, to the client. For clients who have authorized electronic communication from the Firm, we will forward the notices, proof of claim forms and other materials to the client via electronic mail, where appropriate.

ITEM 18: FINANCIAL INFORMATION

A. BALANCE SHEET REQUIREMENT

Our Firm does not require or solicit prepayment of more than \$1,200 in fees per client, six (6) months or more in advance, we are not required to deliver our balance sheet along with this Brochure.

B. FINANCIAL CONDITION

Our Firm does not have any financial conditions that would reasonably impair our ability to meet contractual commitments to clients.

C. BANKRUPTCY PETITION

Our Firm has not been the subject of a bankruptcy petition at any time during the previous ten (10) years.

PRIVACY POLICY

An important part of the relationship we have with our clients is the information they share with us. We want each client to know how we treat their private information. We keep personal information such as Social Security Numbers and account balances confidential. We take steps to safeguard this data from anyone who should not have access to it. We do not sell this information to anyone. In dealing with Skibek Wealth Management, clients can expect that we will take the steps outlined below to keep all their information confidential and secure.

OUR PRIVACY POLICY

In providing financial services and products to our clients, we collect certain non-public information about them. Our policy is to keep this information confidential and strictly safeguarded, and to use or disclose it only as needed to provide services to our clients, or as permitted by law. Protecting your privacy is important to us.

INFORMATION WE COLLECT

The non-public personal information we have about clients includes what they give us when opening an account or communicating with us. This could include:

- Name and address
- Social Security Number
- Investment objectives and experience
- Financial circumstances
- Employment history
- Account balance and account transactions

HOW WE SHARE YOUR PERSONAL INFORMATION

We do not sell personal client information to anyone.

Affiliates. We may share personal information about you with our affiliated companies for everyday business purposes, however, our affiliated companies are not permitted to use this information to market their products or services to you.

We do not disclose personal information about our clients to non-affiliated third parties, without expressed written consent. We may disclose anonymous information that cannot be linked to an individual client on occasion, but only to companies that we hire to help us provide products and services to our clients, or as required by law, or as authorized by the client personally, or as otherwise described in this Privacy Policy.

Service Providers. Companies and individuals that provide services on our behalf or help us operate our services and business (such as IT, hosting, investment trading, customer relationship management and support, print and mail fulfillment, data management, email delivery, etc.).

Service-Related Third Parties. Brokers, custodians, administrators, transfer agents, investment funds and their respective managed and other non-affiliated third parties as necessary to provide our services to you.

HOW INFORMATION IS USED

We use your personal information for the following purposes:

Service Delivery. We use your personal information to provide, operate, and improve the Service; execute your transactions; provide support for the service; and respond to your inquiries, questions and feedback.

Compliance and Operations. We may use your personal information to: comply with applicable laws, lawful requests, and legal process, such as to respond to subpoenas or requests from government authorities; protect our, your or others' rights, privacy, safety or property (including by making and defending legal claims); audit our internal processes for compliance with legal and contractual requirements and internal policies; and prevent, identify, investigate and deter fraudulent, harmful, unauthorized, unethical or illegal activity, including cyberattacks and identity theft.

HOW INFORMATION IS SAFEGUARDED

We have procedures in place that we believe are reasonably designed to protect the security and confidentiality of client information. These include confidentiality agreements with companies we hire to help us provide services to clients, password-protected user access to our computer files, and strict confidentiality policies that apply to all Firm personnel, vendors and contractors.

YOUR DATA CHOICES

You have the following choices with respect to your personal information:

Decline to provide information. We need to collect personal information to provide certain services. If you do not provide the information requested, we may not be able to provide those services.

How to contact us. You can reach us in the following ways:

- Mailing Address: 401 Hawthorne Lane, Suite 110-313, Charlotte, North Carolina 28204
- Email: info@skibekwealth.com
- Phone: (704) 612-6658 or (800) 783-5762