



# Item 1: Cover Page

Thrive Retirement Specialists, L.L.C.

21975 Wildwood St.  
Dearborn, Michigan 48128

**Form ADV Part 2A - Firm Brochure**

(833) 217-9613

November 10, 2023

This Brochure provides information about the qualifications and business practices of Thrive Retirement Specialists, L.L.C, "TRS." If you have any questions about the contents of this Brochure, please contact us at (833) 217-9613. The information in this Brochure has not been approved or verified by the United States Securities and Exchange Commission or any state securities authority.

Thrive Retirement Specialists, L.L.C is registered as an Investment Adviser with the Securities and Exchange Commission. Registration as an Investment Adviser does not imply any level of skill or training.

Additional information about TRS is available on the SEC's website at [www.adviserinfo.sec.gov](http://www.adviserinfo.sec.gov), which can be found using the Firm's identification number, 310289.



## Item 2: Material Changes

Since the previous annual filing of this Form ADV Part 2 on March 15, 2023, the following material changes have been made to this version of the Disclosure Brochure:

- TRS applied for SEC registration on November 10, 2023.

From time to time, we may amend this Brochure to reflect changes in our business practices, changes in regulations, and routine annual updates as required by securities regulators. This complete Brochure or a Summary of Material Changes shall be provided to each Client annually as well as any time a material change occurs in the business practices of Thrive Retirement Specialists, L.L.C.

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## Item 4: Advisory Business

### Description of Advisory Firm

Thrive Retirement Specialists, L.L.C is registered as an Investment Adviser with the Securities and Exchange Commission. We were founded in July 2020 to introduce an entirely new business model rooted in fairness and abundance that focuses on applying time-tested academic research to deliver “reality-based” retirement planning representing an evolutionary step forward in how people prepare for retirement. We aspire to enrich every retiree’s life by helping them transcend their limiting beliefs, have ongoing peace of mind, and maximize their quality of life.

Anthony Robert Watson, CFA, CFP®, RICP® is the Firm’s sole owner, while Michael Stephen Nemick, CFP® possesses an option to purchase a 30% ownership interest. Anthony Robert Watson, CFA, CFP®, RICP® and Michael Stephen Nemick, CFP® are the Firm’s Retirement Advisors. We hold ourselves to a fiduciary standard, which means we act with undivided loyalty in the best interest of each client. As of November 6, 2023, clients had already entrusted us with \$100,026,542 of discretionary Assets Under Management.

### Types of Advisory Services

#### ThriveRetire™ Planning and Investment Management

We provide a single integrated service known as ThriveRetire™ to all clients for an all-in-one, single flat fee of \$2,250 per quarter, making us a fee-only firm. ThriveRetire™ includes our ongoing comprehensive retirement planning process and discretionary investment management services to high-net-worth individuals nearing or in retirement.

ThriveRetire's retirement planning is a comprehensive five-step retirement planning process that goes far beyond what has traditionally been known as retirement planning. Over the course of this planning process, we identify your authentic goals and assess your willingness and ability to accept the Big Five Retirement Risks™ you will be subject to in retirement. We then evaluate your retirement assets, looking beyond the obvious investment-based assets, and develop a retirement spending plan designed to support your ideal retirement lifestyle and goals. We then combine your retirement assets with certain tools and tactics deemed to be appropriate to optimize the funding of your retirement spending plan. Lastly, we execute upon the initially determined ThriveRetire™ Plan and establish semi-annual formal plan update and review meetings. Your initial ThriveRetire™ Plan marks only the beginning of your retirement journey. We use semi-annual formal plan update and review meetings to keep you on track in real-time as your life situation or goals change and variables outside your control change and occur. Making small adjustments along the way as needed to remain optimized is the key to avoiding potentially disruptive lifestyle changes being forced upon you later. We track implemented retirement income plans with dynamic withdrawal strategies monthly for adjustments.

ThriveRetire's investment management services are tailored for each client based on their unique goals and personal circumstances. ThriveRetire's investment management services employ a passive investment philosophy that believes in investing based on probability over possibility and building maximally diversified portfolios using low-cost index funds. Using only nine index funds, each representing one of the nine asset classes we believe a retiree should hold, we can build portfolios for clients giving them exposure to over 30,000 individual securities across all investable 44 countries, yet keep the portfolio's weighted average expense ratio to less than 0.10%. Following best practice research done by Vanguard, we monitor portfolios and rebalance quarterly to ensure the integrity of the chosen portfolio's characteristics at all times.



### **Client-Tailored Services and Client-Imposed Restrictions**

We offer the same service to all Clients; however, specific Client ThriveRetire™ Plans and their implementation depend on each Client's unique goals, circumstances, and Investment Strategy Statement. Clients can specify, within reason, any limitations they would like to place on discretionary authority as it pertains to their ThriveRetire™ Plan or individual securities and/or sectors that will be traded in their account.

### **Wrap Fee Programs**

We do not participate in any wrap fee programs.

## **Item 5: Fees and Compensation**

Please note, unless a Client has received the Firm's Disclosure Brochure at least 48 hours before signing the investment advisory contract, the Client may terminate the investment advisory contract within five (5) business days of signing the contract without incurring any advisory fees. Please review the fee and compensation information below.

### **ThriveRetire™ Planning and Investment Management**

This combined service is available for an ongoing flat fee paid quarterly, in advance, at \$2,250 per quarter. The fee may be negotiable in rare special cases. Fees for this service are paid through direct debit of the specified investment account held at the Custodian. This service may be terminated with 30 days' notice. Upon termination of any agreement, the fee will be prorated, and any unearned fee will be refunded to the Client.

### **Other Types of Fees and Expenses**

Our fee excludes certain minor charges occasionally imposed by the custodian, such as transaction costs, transfer taxes, wire transfers, electronic fund fees, and other service fees. Our fees are also exclusive of other third-party fees that could arise in rare circumstances. Mutual funds and exchange-traded funds also charge internal management fees, which are disclosed in each fund's prospectus. We do not receive any portion of these fees or costs.

Item 12 further describes the factors we consider in selecting or recommending broker-dealers for our Client's transactions and determining the reasonableness of their compensation (e.g., commissions).

We do not accept any form of compensation for selling securities or other investment products.

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

We do not offer performance-based fees and do not engage in side-by-side management.

## **Item 7: Types of Clients**

We provide ongoing retirement planning and portfolio management services to high-net-worth individuals. While we do not have a minimum account size requirement, it is important to note that our ThriveRetire™ service is designed to



provide the most value to those nearing or already in retirement with investment assets over \$1,000,000.

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

Our primary method of investment analysis is Fundamental analysis.

**Fundamental analysis** involves analyzing individual fund characteristics, such as a fund's coverage of (or exposure to) a desired asset class, the fund's benchmark, expense ratio, tracking error, and liquidity. The resulting data is used to compare alternative funds to find the fund that best accomplishes its desired role in the portfolio. The risk of fundamental analysis is that the information obtained may be incorrect, and the analysis may not accurately estimate future performance.

### Passive Investment Management

We primarily practice passive investment management. Passive investing involves building portfolios that are composed of various distinct asset classes. The asset classes are weighted to achieve the desired relationship between correlation, risk, and return. Funds that passively capture the returns of the desired asset classes are placed in the portfolio. The funds used to build passive portfolios are typically index mutual funds or exchange-traded funds.

Passive investment management is characterized by low portfolio expenses (i.e., the mutual funds or exchange-traded funds inside the portfolio have low internal costs), minimal trading costs (due to infrequent trading activity), and relative tax efficiency (because the funds inside the portfolio are tax efficient and turnover inside the portfolio is minimal).

In contrast, active management is characterized by higher portfolio expenses due to the involvement of a single manager or managers who employ some method, strategy, or technique to construct a portfolio intended to generate returns greater than the broader market or a designated benchmark.

### Material Risks Involved

**All investing strategies we offer involve risk and may result in a loss of your original investment, which you should be prepared to bear.** These risks may apply equally to stocks, bonds, and any other investment or security. Material risks associated with our investment strategies are listed below.

**Market Risk:** Market risk involves the possibility that an investment's current market value will fall because of a general market decline, reducing the value of the investment.

**Interest Rate Risk:** Bond (fixed income) prices generally fall when interest rates rise, and the value may fall below par value or the principal investment. The opposite is also generally true: bond prices generally rise when interest rates fall. In general, bond securities with longer maturities are more sensitive to these price changes. Most other investments are also sensitive to the level and direction of interest rates.

**Inflation:** Inflation may erode the buying power of your investment portfolio, even if the dollar value of your investments remains the same.



## Risks Associated with Securities

Apart from the general risks outlined above, which apply to all types of investments, specific securities may have other risks.

**Corporate Bonds** are debt securities to borrow money. Generally, issuers pay investors periodic interest and repay the amount borrowed either periodically during the life of the security and/or at maturity. Alternatively, investors can purchase other debt securities, such as zero-coupon bonds, which do not pay current interest, but rather are priced at a discount from their face values, and their values accrete over time to face value at maturity. The market prices of debt securities fluctuate depending on factors such as interest rates, credit quality, and maturity. In general, market prices of debt securities decline when interest rates rise and increase when interest rates fall. The longer the time to a bond's maturity, the greater its interest rate risk.

**Municipal Bonds** are debt obligations generally issued to obtain funds for various public purposes, including the construction of public facilities. Municipal bonds pay a lower rate of return than most other types of bonds. However, because of a municipal bond's tax-favored status, investors should compare the relative after-tax return to the after-tax return of other bonds, depending on the investor's tax bracket. Investing in municipal bonds carries the same general risks as investing in bonds in general. Those risks include interest rate, reinvestment, inflation, market, call or redemption, credit, liquidity, and valuation risks.

**Exchange Traded Funds** prices may vary significantly from the Net Asset Value due to market conditions. Certain Exchange Traded Funds may not track underlying benchmarks as expected. ETFs are also subject to the following risks: (i) an ETF's shares may trade at a market price that is above or below their net asset value; (ii) the ETF may employ an investment strategy that utilizes high leverage ratios; or (iii) trading of an ETF's shares may be halted if the listing exchange's officials deem such action appropriate, the shares are de-listed from the exchange, or the activation of market-wide "circuit breakers" (which are tied to large decreases in stock prices) halts stock trading generally. The Advisor has no control over the risks taken by the underlying funds in which the Clients invest.

**Mutual Funds:** When a Client invests in open-end mutual funds or ETFs, the Client indirectly bears its proportionate share of any fees and expenses payable directly by those funds. Therefore, the Client will incur higher expenses. In addition, the Client's overall portfolio may be affected by losses of an underlying fund and the level of risk arising from the investment practices of an underlying fund (such as the use of derivatives).

## Item 9: Disciplinary Information

### Criminal or Civil Actions

Neither TRS nor its management has been involved in any criminal or civil action.

### Administrative Enforcement Proceedings

Neither TRS nor its management has been involved in administrative enforcement proceedings.

### Self-Regulatory Organization Enforcement Proceedings

Neither TRS nor its management has been involved in legal or disciplinary events that are material to a Client's or prospective Client's evaluation of TRS or the integrity of its management.

## Item 10: Other Financial Industry Activities and Affiliations

No TRS employee is registered or has an application pending to register as a broker-dealer or a registered broker-dealer representative.

No TRS employee is registered or has an application pending to register as a futures commission merchant, commodity pool operator, or commodity trading advisor.

TRS does not have any related parties. As a result, we do not have a relationship with any related parties.

TRS only receives compensation directly from Clients. We do not receive compensation from any outside source. We do not have any conflicts of interest with any outside party.

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

As a fiduciary, our Firm and its associates have a duty of utmost good faith to act solely in the best interests of each Client. Our Clients entrust us with their funds and personal information, which places a high standard on our conduct and integrity. Our fiduciary duty is a core aspect of our Code of Ethics and represents the expected basis of our dealings. The Firm also adheres to the Code of Ethics and Professional Responsibility adopted by the CFP® Board of Standards Inc. and accepts the obligation not only to comply with the mandates and requirements of all applicable laws and regulations but also to take responsibility to act in an ethical and professionally responsible manner in all professional services and activities. Additionally, TRS requires adherence to its Insider Trading Policy and the *CPA* Institute's Asset Manager Code of Professional Conduct and Code of Ethics and Standards of Professional Conduct.

### Code of Ethics Description

This code does not attempt to identify all possible conflicts of interest, and literal compliance with each of its specific provisions will not shield associated persons from liability for personal trading or other conduct that violates a fiduciary duty to advisory Clients. A summary of the Code of Ethics Principles is outlined below.

- **Integrity** - Associated persons shall offer and provide professional services with integrity.
- **Objectivity** - Associated persons shall be objective in providing professional services to Clients.
- **Competence** - Associated persons shall provide services to Clients competently and maintain the necessary knowledge and skill to continue to do so in those areas in which they are engaged.
- **Fairness** - Associated persons shall perform professional services in a manner that is fair and reasonable to Clients, principals, partners, and employers and shall disclose conflict(s) of interest in providing such services.
- **Confidentiality** - Associated persons shall not disclose confidential Client information without the Client's consent unless in response to proper legal process or as required by law.





- **Professionalism** - Associated persons' conduct in all matters shall reflect the credit of the profession.
- **Diligence** - Associated persons shall act diligently in providing professional services.

We periodically review and amend our Code of Ethics to remain current. We require all firm access persons to attest to their understanding of and adherence to the Code of Ethics at least annually. Our Firm will provide a copy of its Code of Ethics to any Client or prospective Client upon request.

### **Investment Recommendations Involving a Material Financial Interest and Conflicts of Interest**

Neither our Firm nor its associates are authorized to recommend to a Client any security in which our Firm or a related person has a material financial interest, such as in the capacity of an underwriter, adviser to the issuer, etc.

### **Advisory Firm Purchase of Same Securities Recommended to Clients and Conflicts of Interest**

Firm employees often hold the same index exchange-traded fund (ETF) securities the Firm recommends to Clients. Firm employees holding the same index ETFs do not cause a conflict of interest because imbalances in supply and demand that can cause the price of an ETF share to deviate from its Net Asset Value (NAV) tend to be short-lived. Two primary features of an ETF's structure promote trading of an ETF's shares at a price that approximates the ETF's NAV: 1). portfolio transparency, and 2). the ability for Authorized Participants to create or redeem ETF shares at NAV at the end of each trading day.

### **Trading Securities At/Around the Same Time as Client's Securities**

Due to the combination of the previously mentioned features of an Index ETF's structure and the de minimus percentage of a funds market capitalization the Firm may trade in a given day, the timing of firm client trading and employee trading would have no bearing on the price movement of the Index ETF security.

## **Item 12: Brokerage Practices**

### **Factors Used to Select Custodians and Broker-Dealers**

Thrive Retirement Specialists, L.L.C does not have any affiliation with Broker-Dealers. Specific custodian recommendations are made to the Client based on their need for such services. We recommend custodians based on the reputation and services provided by the Firm.

#### **1. Research and Other Soft-Dollar Benefits**

We currently do not receive soft dollar benefits.

#### **2. Brokerage for Client Referrals**

We receive no referrals from a broker-dealer or third party in exchange for using that broker-dealer or third party.

#### **3. Clients Directing Which Broker/Dealer/Custodian to Use**

While we recommend specific custodians to Clients, they may custody their assets at a custodian of their choice. The specific custodians we recommend are ones that our Firm has an Institutional relationship with, granting us benefits we may pass along to our clients. Clients who choose not to use our recommended custodian will have to place directed trades on their own and may not be able to achieve the most favorable execution.



## **The Custodians and Brokers We Use (TD Ameritrade and Schwab)**

Advisor participates in the TD Ameritrade and Schwab Institutional programs. TD Ameritrade and Schwab are independent SEC-registered broker-dealers who offer custodial services to our clients. TD Ameritrade and Schwab offer independent investment Advisors services, including custody of securities, trade execution, clearance, and settlement of transactions. Advisor receives some non-monetary benefits from TD Ameritrade and Schwab through its participation in the program. (Please see the disclosure under Item 14 below.)

## **Aggregating (Block) Trading for Multiple Client Accounts**

Investment advisors may elect to purchase or sell the same securities for several clients at approximately the same time when they believe such action may prove advantageous to clients. This process is referred to as aggregating orders, batch trading, or block trading. We do not engage in block trading. It should be noted that implementing trades on a block or aggregate basis may be less expensive for client accounts; however, it is our trading policy to implement all client orders on an individual basis. Therefore, we do not aggregate or "block" client transactions. Considering the types of investments we hold in advisory client accounts, we do not believe clients are hindered in any way because we trade accounts individually. This is because we develop individualized investment strategies for clients. Our strategies are primarily developed for the long term, and minor differences in price execution are not material to our overall investment strategy.

## **Item 13: Review of Accounts**

We work with Clients to obtain current information regarding their assets and investment holdings and review it as part of our financial planning services.

Client accounts will be reviewed quarterly by Anthony Watson (Founder, Retirement Advisor, and Chief Compliance Officer) or Michael Nemick (Partner and Retirement Advisor). The account is reviewed regarding the Client's investment policies and risk tolerance levels. Events that may trigger a special review would be unusual performance, addition or deletions of Client imposed restrictions, excessive draw-down, volatility in performance, or buy and sell decisions from the Firm or per Client's needs.

Clients will receive trade confirmations from the broker(s) for each transaction in their accounts and monthly or quarterly statements, and annual tax reporting statements from their custodian showing all activity in the accounts, such as receipt of dividends and interest.

TRS does not provide performance reports to Clients that are separate from the reports/statements Clients receive from their account custodian.

## **Item 14: Client Referrals and Other Compensation**

We do not receive any economic benefit, directly or indirectly, from any third party for advice rendered to our Clients.

As disclosed under Item 12 above, Advisor participates in TD Ameritrade's and Schwab's institutional customer program, and Advisor may recommend TD Ameritrade or Schwab to Clients for custody and brokerage services. There is no direct link between Advisor's participation in the programs and the investment advice it gives to its



Clients, although Advisor receives economic benefits through its participation in the program that are typically not available to TD Ameritrade and Schwab retail investors. These benefits include the following products and services (provided without cost or at a discount): receipt of duplicate Client statements and confirmations; research-related products and tools; consulting services; access to a trading desk serving Advisor participants; the ability to have advisory fees deducted directly from Client accounts; access to an electronic communications network for Client order entry and account information; access to mutual funds with no transaction fees and to certain institutional money managers; and discounts on compliance, marketing, research, technology, and practice management products or services provided to Advisor by third-party vendors. TD Ameritrade and Schwab may also have paid for business consulting and professional services received by Advisor's related persons. Some of the products and services made available by TD Ameritrade and Schwab through their programs may benefit Advisor but may not benefit its Client accounts. These products or services may assist Advisor in managing and administering Client accounts, including accounts not maintained at TD Ameritrade or Schwab. Other services made available by TD Ameritrade and Schwab are intended to help Advisor manage and further develop its business enterprise. The benefits Advisor or its personnel receives through participation in the programs do not depend on the number of brokerage transactions directed to TD Ameritrade or Schwab. As part of their fiduciary duties to Clients, Advisor always endeavors to put their client's interests first. Clients should be aware, however, that receiving economic benefits by the Advisor or its related persons in and of itself creates a potential conflict of interest and may indirectly influence the Advisor's choice of TD Ameritrade or Schwab for custody and brokerage services.

## **Item 15: Custody**

TRS does not accept custody of Client funds except when withdrawing Client fees. For Client accounts in which TRS directly debits their advisory fee:

- i. The Client will provide written authorization to TRS, permitting us to be paid directly from Client's accounts held by the custodian.
- ii. The custodian will send at least quarterly statements to the Client showing all disbursements from the accounts, including the amount of the advisory fee.

Clients should receive at least quarterly statements from the broker-dealer, bank, or other qualified custodians that hold and maintains the Client's investment assets. We urge you to carefully review such statements and compare such official custodial records to the account statements or reports we may provide. Our statements or reports may vary from custodial statements based on accounting procedures, reporting dates, or valuation methodologies of certain securities.

## **Item 16: Investment Discretion**

For those Client accounts where we provide Investment Management Services, we maintain discretion over Client accounts concerning securities to be bought and sold and the amount of securities to be bought and sold. Investment discretion is explained to Clients in detail when an advisory relationship has commenced. At the start of the advisory relationship, the Client will execute a Limited Power of Attorney, granting our firm discretion over the account. Additionally, the discretionary relationship will be outlined in the advisory contract and signed by the Client.



## **Item 17: Voting Client Securities**

We do not vote Client proxies. Therefore, Clients maintain exclusive responsibility for (1) voting proxies and (2) acting on corporate actions on the Client's investment assets. The Client shall instruct the Client's qualified custodian to forward to the Client copies of all proxies and shareholder communications relating to the Client's investment assets. If the Client would like our opinion on a particular proxy vote, they may contact us at the number listed on the cover of this Brochure.

You will usually receive proxy materials directly from the account custodian. However, if we were to receive any written or electronic proxy materials, we would forward them directly to you by mail unless you have authorized our Firm to contact you by electronic mail. In this case, we would forward you any electronic solicitation to vote proxies.

## **Item 18: Financial Information**

Registered Investment Advisers are required in this Item to provide you with certain financial information or disclosures about our financial condition. We have no financial commitment that impairs our ability to meet contractual and fiduciary commitments to Clients, and we have not been the subject of a bankruptcy proceeding.

We do not have custody of Client funds or securities or require or solicit prepayment of more than \$1,200 in fees per Client six months in advance.



Thrive Retirement Specialists L.L.C.

21975 Wildwood St.  
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(833) 217-9613

November 10, 2023  
Form ADV Part 2B - Brochure Supplement

**Anthony Robert Watson – Individual CRD# 5682762**

Founder, Retirement Advisor, and Chief Compliance Officer

This brochure supplement provides information about Anthony Robert Watson that supplements the Thrive Retirement Specialists L.L.C ("TRS") Brochure. A copy of that Brochure precedes this supplement. Please contact Anthony Robert Watson if the TRS brochure is not included with this supplement or if you have any questions about the contents of this supplement.

Additional information about Anthony Robert Watson is available on the SEC's website at [www.adviserinfo.sec.gov](http://www.adviserinfo.sec.gov), which can be found using the identification number 5682762.



## Item 2: Educational Background and Business Experience

### Anthony Robert Watson

Born: 1974

### Educational Background

- 2006 - Masters Of Business Administration (MBA), University Of Michigan Ross School Of Business
- 1997-Bachelors Of Business Administration (BBA) In Finance, Walsh College

### Business Experience

- 07/2020-Present, Thrive Retirement Specialists L.L.C, President and CCO
- 10/2021 – 04/2022, Origin Financial, Certified Financial Planner
- 06/2012-10/2020, Portfolio Solutions, LLC, Chief Investment Officer
- 07/2009-06/2012, J.P. Morgan, Vice President

### Professional Designations, Licensing & Exams

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

The CFP® certification is a voluntary certification; no federal or state law or regulation requires financial planners to hold CFP® certification. It is recognized in the United States and a number of other countries for its (1) high standard of professional education; (2) stringent code of conduct and standards of practice; and (3) ethical requirements that govern professional engagements with Clients. Currently, more than 71,000 individuals have obtained CFP® certification in the United States.

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

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



ethical and practice standards for CFP® professionals.

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

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

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

**Chartered Financial Analyst (CFA):** The CFA Program is a graduate-level self-study program that combines a broad-based curriculum of investment principles with professional conduct requirements. It is designed to prepare charter holders for a wide range of investment specialties that apply in every market all over the world. To earn a CFA charter, applicants study for three exams (Levels I, II, III) using an assigned curriculum. Upon passing all three exams and meeting the professional and ethical requirements, they are awarded a charter.

**Retirement Income Certified Professional (RICP®):** The Retirement Income Certified Professional® (RICP®) program empowers financial professionals with the knowledge they need to become proficient in today's retirement planning market. It is an *extensive and intensive* retirement income education that covers all retirement income styles and strategies straight from the nation's top thought leaders. The RICP® program teaches the skills to build sustainable, holistic retirement plans. The RICP® program also leaves a certified financial advisor with a robust toolkit to serve clients. These tools include estate planning techniques, portfolio assessment, personal finance best practices, health expense budget creation, home equity strategies, and more.

## Item 3: Disciplinary Information

No management person at Thrive Retirement Specialists L.L.C has ever been involved in an arbitration claim or been found liable in a civil, criminal, self-regulatory organization, or administrative proceeding.

## Item 4: Other Business Activities

Anthony Robert Watson is not involved with outside business activities.

## Item 5: Additional Compensation

Anthony Robert Watson does not receive any economic benefit from any person, company, or organization in exchange for providing Clients advisory services through TRS.

## Item 6: Supervision

As Chief Compliance Officer of TRS, Anthony Robert Watson is responsible for supervision. He may be contacted at the phone number on this brochure supplement.



Thrive Retirement Specialists L.L.C.

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(833) 217-9613

November 10, 2023

Form ADV Part 2B - Brochure Supplement

**Michael Stephen Nemick – Individual CRD# 6004954**

**Partner and Retirement Advisor**

This brochure supplement provides information about Michael Stephen Nemick that supplements the Thrive Retirement Specialists L.L.C. (“TRS”) brochure. A copy of that Brochure precedes this supplement. Please contact Michael Stephen Nemick if the TRS brochure is not included with this supplement or if you have any questions about the contents of this supplement.

Additional information about Michael Stephen Nemick is available on the SEC’s website at [www.adviserinfo.sec.gov](http://www.adviserinfo.sec.gov), which can be found using the identification number 6004954.



## Item 2: Educational Background and Business Experience

### Michael Stephen Nemick

Born: 1982

### Educational Background

- 2007 – Bachelors Of Business Administration (BBA) in Personal Financial Planning, Western Michigan University

### Business Experience

- 5/2022 – Present, Thrive Retirement Specialists, Partner and Retirement Advisor
- 03/2021 – 05/2022, Vintage Financial Services LLC, Financial Advisor
- 03/2016 – 03/2021, Portfolio Solutions LLC, Financial Advisor
- 03/2014 – 03/2016, Portfolio Solutions LLC, Client Relationship Manager
- 01/2010 – 01/2014, Flagstar Bank, Senior Loan Administration Analyst

### Professional Designations, Licensing & Exams

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

The CFP® certification is a voluntary certification; no federal or state law or regulation requires financial planners to hold CFP® certification. It is recognized in the United States and a number of other countries for its (1) high standard of professional education; (2) stringent code of conduct and standards of practice; and (3) ethical requirements that govern professional engagements with clients. Currently, more than 71,000 individuals have obtained CFP® certification in the United States.

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

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



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

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

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

### Item 3: Disciplinary Information

No management person at Thrive Retirement Specialists has ever been involved in an arbitration claim or been found liable in a civil, self-regulatory organization or administrative proceeding.

### Item 4: Other Business Activities

Michael Stephen Nemick is not involved with outside business activities.

### Item 5: Additional Compensation

Michael Stephen Nemick does not receive any economic benefit from any person, company, or organization in exchange for providing clients advisory services through Thrive Retirement Specialists.

### Item 6: Supervision

As Chief Compliance Officer of Thrive Retirement Specialists, Anthony Robert Watson is responsible for supervision. He may be contacted at the phone number on this brochure supplement.