

Impact Investors Form CRS Relationship Summary

Which is Right for You?

You choose how you want to invest.

There are different ways you can get help with your investments. You should carefully consider which types of accounts and services are right for you. *Free and simple tools are available to research firms and financial professionals at www.Investor.gov/CRS, which also provides educational materials about broker-dealers, investment advisers, and investing. We are an investment adviser registered with the Securities and Exchange Commission that offers advisory accounts and services rather than brokerage accounts and services.* This document gives you a summary of the types of services we provide and how you pay. Please ask us for more information. There are some suggested questions to ask us at the end of each section.

WHAT INVESTMENT SERVICES AND ADVICE CAN YOU PROVIDE TO ME?

We offer investment advisory services to retail investors as follows.

Asset Management and Wrap Fee Services

- We offer asset management services using Socially Responsible Investments. We will provide you advice on a regular basis. We will discuss your investment goals, help you design a strategy to achieve your investment goals, and regularly monitor your account.
- We will contact you either by phone or web meeting at least annually to discuss your portfolio.
- We manage portfolios by placing trades in your account without asking you in advance (a "discretionary account"). We sometimes outsource investment management to third party vendors.
- Our minimum requirement for investment management is \$500,000 per household or organization, unless certain conditions apply.
- You will pay an on-going **asset-based fee** at the end of each quarter for our services, based on the value of the investments in your advisory account. We charge clients within a wrap fee structure, so clients do not pay transaction costs, wire fee, or any other accounts fees.

Financial Planning Services

- We offer financial planning services that involve preparing a financial plan for you based on information and documentation you provide to us including your financial objectives, risk tolerance, financial resources and family situation. We include general recommendations for a course of activity or specific actions for you to take. You make the decision to implement any recommendations.
- Once we deliver your financial plan, we do not monitor your financial situation on an ongoing basis. You must contact us if you have any significant changes in your financial situation and would like to contract with us to update your plan.
- You will pay a **fixed fee** that will be due upon completion of the financial plan.

GROUP RETIREMENT PLAN ADVISORY SERVICES

- Setup, design, maintenance, and advice for ERISA and non-ERISA retirement plans.

FOR ADDITIONAL INFORMATION, please see our Form ADV Part 2A brochure Items 4, 7 and 13 and our Wrap Fee Brochure.

QUESTIONS TO ASK US:

- ▶ *Given my financial situation, should I choose an investment advisory service? Why or why not?*
- ▶ *How will you choose investments to recommend to me?*
- ▶ *What is your relevant experience, including your licenses, education and other qualifications? What do these qualifications mean?*

WHAT FEES WILL I PAY?

Fees and costs affect the value of your account over time. The following summarizes the fees and costs you will pay for our advisory services.

Asset Management and Wrap Program Fees

- The amount you pay to our firm and your financial professional generally does not vary based on the type of investments we select on your behalf except for individual bond holdings. The asset-based fee reduces the value of your account and will be deducted directly from your account.
- Our fees vary and are negotiable. The amount you pay will depend, for example, on the services provided and assets under our management.
- Some investments (such as mutual funds and variable annuities) impose additional fees that will reduce the value of your investment over time.
- The more assets you have in the advisory account, the more you will pay us. Therefore, we have an incentive to increase the assets in your account in order to increase our fees. You pay our fee quarterly even if you do not buy or sell.

- This fee will include both advisory services and transaction costs. You may pay a higher aggregate fee than if investment management and brokerage services are separate.

Financial Planning Fees

- We generally charge a fixed fee that is due half at the beginning and half at the end of the engagement. The amount you pay will depend on the complexity of your needs.

GROUP RETIREMENT PLAN ADVISORY SERVICES

- You pay an asset-based fee and/or a fixed fee, depending on plan service providers and level of service appropriate for the company/organization.

You will pay fees and costs whether you make or lose money on your investments. Fees and costs will reduce any amount of money you make on your investments over time. Please make sure you understand what fees and costs you are paying.

WHAT ARE YOUR LEGAL OBLIGATIONS TO ME WHEN ACTING AS MY INVESTMENT ADVISER? HOW ELSE DOES YOUR FIRM MAKE MONEY AND WHAT CONFLICTS OF INTEREST DO YOU HAVE?

We are held to a fiduciary standard that covers our entire investment advisory relationship with you including monitoring your portfolio, investment strategy, and investments on an ongoing basis, among other requirements.

When we act as your investment adviser, we have to act in your best interest and not put our interest ahead of yours. At the same time, the way we make money creates some conflicts with your interests. You should understand and ask us about these conflicts because they can affect the investment advice we provide you. Here are some examples to help you understand what this means.

- We have an incentive to advise you to invest in certain investments, such as [] because the manager or sponsor of those investments shares with us the revenue it earns on those investments.
- We can make extra money if you act on our financial planning recommendations and you choose to open an advisory account through us.
- Your financial professional can receive more money by advising you to invest in an insurance product, when you then purchase through that financial professional.
- Your financial professional invests in his or her own personal account in securities that are traded in your portfolio.
- Our financial professionals are compensated based on the amount of client assets they service. The more assets you have in the advisory account, the more you will pay us and the more your financial professional will earn. Therefore, your financial professional has an incentive to increase the assets in your account in order to increase the amount he or she earns.
- Our financial professionals are compensated based on complexity required to meet a client's needs. Therefore, your financial professional has an incentive to work with clients with more complex financial situations.

FOR ADDITIONAL INFORMATION, please see our Form ADV Part 2A brochure Items 4, 5, and 10 and any brochure supplement your financial professional provides such as Wrap Fee Brochure.

QUESTIONS TO ASK US:

- ▶ *Help me understand how these fees and costs might affect my investments. If I give you \$10,000 to invest, how much will go to fees and costs, and how much will be invested for me?*
- ▶ *How might your conflicts of interest affect me, and how will you address them?*

How Do Your Financial Professionals Make Money?

DO YOU OR YOUR FINANCIAL PROFESSIONALS HAVE A LEGAL OR DISCIPLINARY HISTORY?

No. Please visit www.Investor.gov for a free search tool to research us and our financial professionals.

QUESTIONS TO ASK US:

- ▶ *Do you or your financial professionals have a disciplinary history? For what type of conduct?*

HOW DO I GET ADDITIONAL INFORMATION ABOUT YOUR FIRM AND SERVICES?

FOR ADDITIONAL INFORMATION ABOUT OUR SERVICES, see our Form ADV brochure on www.adviserinfo.sec.gov/IAPD, www.Investor.gov and any brochure supplement your financial professional provides.

Call us at 888-463-6861 to request up-to-date information and request a copy of the relationship summary.

QUESTIONS TO ASK US:

- ▶ *Who is my primary contact person?*
- ▶ *Is he or she a representative of an investment adviser or a broker-dealer?*
- ▶ *Who can I talk to if I have concerns about how this person is treating me?*