

Form ADV Part 2B Brochure Supplement

Education and Business Background



FERGUSON WELLMAN
CAPITAL MANAGEMENT



WEST BEARING INVESTMENTS
a division of Ferguson Wellman

January 1, 2023

Ferguson Wellman Capital Management
West Bearing Investments, a division of Ferguson Wellman
888 Southwest Fifth Avenue | Suite 1200 | Portland, Oregon 97204
Ferguson Wellman (503) 226-1444 | West Bearing (503) 417-1444
www.fergusonwellman.com

This brochure supplement provides information about the professionals of Ferguson Wellman Capital Management and West Bearing Investments, a division of Ferguson Wellman, which supplements the firm brochure. You should have received a copy of the brochure. Please contact our chief compliance officer, Ezra Kover, if you did not receive Ferguson Wellman Capital Management's brochure or if you have any questions about the content of this supplement. Additional information about Ferguson Wellman and West Bearing is available on the SEC's website at www.adviserinfo.sec.gov.

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Ferguson Wellman (503) 226-1444 | West Bearing (503) 417-1444

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If you have questions or comments, please contact:
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Charissa Anderson, CFP[®], CDF[®]

January 1, 2023

This brochure supplement provides information about Charissa Anderson that supplements the Ferguson Wellman Capital Management brochure. You should have received a copy of that brochure. Please contact our chief compliance officer, if you did not receive Ferguson Wellman Capital Management's brochure or if you have any questions about the content of this supplement. Additional information about Charissa Anderson is available on the SEC's website at www.adviserinfo.sec.gov.

Educational Background and Business Experience

- Year of Birth: 1977
- Senior Vice President, Portfolio and Wealth Management
- Bachelor of Science, Portland State University, 2000
- Designations - CFP[®], 2010, CDF[®], 2020
- Prior to joining Ferguson Wellman Capital Management in 2017, Charissa worked for Umpqua Private Bank

Disciplinary Information

Charissa Anderson has no legal or disciplinary events to report.

Other Business Activities

None

Additional Compensation

None

Supervision

Joshua Frankel supervises Charissa Anderson and monitors the advisory services provided to clients through regular review of trading and positions for adherence to internal strategy and client guidelines. Joshua Frankel can be reached at (503) 417-1444.

For more information on the qualifications of the CFP[®] and CDF[®] designations, please see the Appendix.

Nathan Ayotte, CFP®

January 1, 2023

This brochure supplement provides information about Nathan Ayotte that supplements the Ferguson Wellman Capital Management brochure. You should have received a copy of that brochure. Please contact our chief compliance officer if you did not receive Ferguson Wellman Capital Management's brochure or if you have any questions about the content of this supplement. Additional information about Nathan Ayotte is available on the SEC's website at www.adviserinfo.sec.gov.

Educational Background and Business Experience

- Year of Birth: 1973
- Principal, Portfolio and Wealth Management
- Bachelor of Science, Psychology, University of Oregon, 1995
- Designations - CFP®, 2010
- Prior to joining Ferguson Wellman Capital Management in 2008, Nathan worked for Scottrade

Disciplinary Information

Nathan Ayotte has no legal or disciplinary events to report.

Other Business Activities

None

Additional Compensation

None

Supervision

Steven Holwerda supervises Nathan Ayotte and monitors the advisory services provided to clients through regular review of trading and positions for adherence to internal strategy and client guidelines. Steven Holwerda can be reached at (503) 226-1444.

For more information on the qualifications of the CFP® designation, please see the Appendix.

Chris Bixby, CFP[®], EA

January 1, 2023

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Educational Background and Business Experience

- Year of Birth: 1975
- Senior Vice President, Portfolio and Wealth Management
- B.S. Financial Management, Bob Jones University, 1998
- M.S. Administration, St. Michael's College, 2012
- Designations - CFP[®], 2003, EA, 2004
- Prior to joining Ferguson Wellman Capital Management in 2021, Chris worked for Mariner Wealth Advisors

Disciplinary Information

Chris Bixby has no legal or disciplinary events to report.

Other Business Activities

None

Additional Compensation

None

Supervision

Ralph Cole supervises Chris Bixby and monitors the advisory services provided to clients through regular review of trading and positions for adherence to internal strategy and client guidelines. Ralph Cole can be reached at (503) 226-1444.

For more information on the qualifications of the CFP[®] and EA designations, please see the Appendix.

Casia Chappell, CFP[®], CPWA[®]

January 1, 2023

This brochure supplement provides information about Casia Chappell that supplements the Ferguson Wellman Capital Management brochure. You should have received a copy of that brochure. Please contact our chief compliance officer if you did not receive Ferguson Wellman Capital Management's brochure or if you have any questions about the content of this supplement. Additional information about Casia Chappell is available on the SEC's website at www.adviserinfo.sec.gov.

Educational Background and Business Experience

- Year of Birth: 1988
- Vice President, Wealth Planning
- Bachelor of Arts, Puget Sound University, 2010
- Designations - CFP[®], 2014, CPWA[®], 2016
- Prior to joining Ferguson Wellman Capital Management in 2017, Casia worked for Sapient Private Wealth Management

Disciplinary Information

Casia Chappell has no legal or disciplinary events to report.

Other Business Activities

None

Additional Compensation

None

Supervision

Mary Lago supervises Casia Chappell and monitors the advisory services provided to clients through regular review of trading and positions for adherence to internal strategy and client guidelines. Mary Lago can be reached at (503) 226-1444.

For more information on the qualifications of the CFP[®] and CPWA[®] designations, please see the Appendix.

Scott Christianson, CFP®

January 1, 2023

This brochure supplement provides information about Scott Christianson that supplements the Ferguson Wellman Capital Management brochure. You should have received a copy of that brochure. Please contact our Chief Compliance Officer if you did not receive Ferguson Wellman Capital Management's brochure or if you have any questions about the content of this supplement. Additional information about Scott Christianson is available on the SEC's website at www.adviserinfo.sec.gov.

Educational Background and Business Experience

- Year of Birth: 1985
- Executive Vice President, Portfolio and Wealth Management
- Bachelor of Science, Business Administration, Oregon State University, 2008
- Designations - CFP®, 2013
- Prior to joining Ferguson Wellman Capital Management in 2008, Scott interned for Financial Stewardship Resources

Disciplinary Information

Scott Christianson has no legal or disciplinary events to report.

Other Business Activities

None

Additional Compensation

None

Supervision

Ralph Cole supervises Scott Christianson and monitors the advisory services provided to clients through regular review of trading and positions for adherence to internal strategy and client guidelines. Ralph Cole can be reached at (503) 226-1444.

For more information on the qualifications of the CFP® designation, please see the Appendix.

James Coats

January 1, 2023

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Educational Background and Business Experience

- Year of Birth: 1970
- Executive Vice President, Portfolio Management
- Bachelor of Arts, Communication, Oregon State University, 1993
- Master of International Affairs, Columbia University, 2001
- Prior to joining Ferguson Wellman Capital Management in 2006, James worked for R.V. Kuhns & Associates, Inc.

Disciplinary Information

James Coats has no legal or disciplinary events to report.

Other Business Activities

None

Additional Compensation

None

Supervision

Steven Holwerda supervises James Coats and monitors the advisory services provided to clients through regular review of trading and positions for adherence to internal strategy and client guidelines. Steven Holwerda can be reached at (503) 226-1444.

Ralph Cole, CFA

January 1, 2023

This brochure supplement provides information about Ralph Cole that supplements the Ferguson Wellman Capital Management brochure. You should have received a copy of that brochure. Please contact our chief compliance officer if you did not receive Ferguson Wellman Capital Management's brochure or if you have any questions about the content of this supplement. Additional information about Ralph Cole is available on the SEC's website at www.adviserinfo.sec.gov.

Educational Background and Business Experience

- Year of Birth: 1967
- Director, Equity Strategy and Portfolio Management
- Bachelor of Science, Finance and Marketing, University of Oregon, 1989
- Master of Business Administration, University of Southern California, 1998
- Designation - CFA, 1997
- Prior to joining Ferguson Wellman Capital Management in 1998, Ralph worked for Payden & Rygel

Disciplinary Information

Ralph Cole has no legal or disciplinary events to report.

Other Business Activities

None

Additional Compensation

None

Supervision

Ralph Cole is supervised by the firm's other board of directors, Steven Holwerda and George Hosfield. All these individuals monitor the advisory services provided to clients and are responsible for formulation and monitoring of investment advice offered to clients, regular reviews of trading and positions for adherence to internal strategy and client guidelines. Steven Holwerda and George Hosfield and can be reached at (503) 226-1444

For more information on the qualifications of the CFA designation, please see the Appendix.

Blaine Dickason

January 1, 2023

This brochure supplement provides information about Blaine Dickason that supplements the Ferguson Wellman Capital Management brochure. You should have received a copy of that brochure. Please contact our chief compliance officer if you did not receive Ferguson Wellman Capital Management's brochure or if you have any questions about the content of this supplement. Additional information about Blaine Dickason is available on the SEC's website at www.adviserinfo.sec.gov.

Educational Background and Business Experience

- Year of Birth: 1972
- Senior Vice President, Trading and Fixed Income Portfolio Management
- Bachelor of Arts, Biology, Reed College, 1994
- Prior to joining Ferguson Wellman Capital Management in 2018, Blaine worked for Quest Investment Management

Disciplinary Information

Blaine Dickason has no legal or disciplinary events to report.

Other Business Activities

None

Additional Compensation

None

Supervision

George Hosfield supervises Blaine Dickason and monitors the advisory services provided to clients through regular review of trading and positions for adherence to internal strategy and client guidelines. George Hosfield can be reached at (503) 226-1444.

Dean Dordevic

January 1, 2023

This brochure supplement provides information about Dean Dordevic that supplements the Ferguson Wellman Capital Management brochure. You should have received a copy of that brochure. Please contact our chief compliance officer if you did not receive Ferguson Wellman Capital Management's brochure or if you have any questions about the content of this supplement. Additional information about Dean Dordevic is available on the SEC's website at www.adviserinfo.sec.gov.

Educational Background and Business Experience

- Year of Birth: 1958
- Principal, Portfolio Management
- Bachelor of Arts, Business Administration and Finance, Trinity University, 1981
- Prior to joining Ferguson Wellman Capital Management in 1994, Dean worked for Kidder Peabody Asset Management

Disciplinary Information

Dean Dordevic has no legal or disciplinary events to report.

Other Business Activities

None

Additional Compensation

None

Supervision

Dean Dordevic is supervised by the firm's board of directors, Steven Holwerda, George Hosfield and Ralph Cole. All these individuals monitor the advisory services provided to clients and are responsible for formulation and monitoring of investment advice offered to clients, regular reviews of trading and positions for adherence to internal strategy and client guidelines. Steven Holwerda, George Hosfield and Ralph Cole can be reached at (503) 226-1444.

Joshua Frankel, CFP®

January 1, 2023

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Educational Background and Business Experience

- Year of Birth: 1978
- Principal, Portfolio and Wealth Management
- Bachelor of Science, Journalism, University of Oregon, 2000
- Master of Business Administration, University of Oregon, 2006
- Designations - CFP®, 2014
- Prior to joining Ferguson Wellman Capital Management in 2013, Joshua worked for Merrill Lynch

Disciplinary Information

Joshua Frankel has no legal or disciplinary events to report.

Other Business Activities

None

Additional Compensation

None

Supervision

Steven Holwerda supervises Joshua Frankel and monitors the advisory services provided to clients through regular review of trading and positions for adherence to internal strategy and client guidelines. Steven Holwerda can be reached at (503) 226-1444.

For more information on the qualifications of the CFP® designation, please see the Appendix.

Alex Harding, CFA

January 1, 2023

This brochure supplement provides information about Alex Harding that supplements the Ferguson Wellman Capital Management brochure. You should have received a copy of that brochure. Please contact our Chief Compliance Officer if you did not receive Ferguson Wellman Capital Management's brochure or if you have any questions about the content of this supplement.

Educational Background and Business Experience

- Year of Birth: 1991
- Vice President, Equity and Trading Analysis
- Bachelor of Science, Business Administration, University of Oregon, 2013
- Designation - CFA, 2019
- Prior to joining Ferguson Wellman Capital Management in 2017, Alex worked for tru independence and Martin Capital Partners

Disciplinary Information

Alex Harding has no legal or disciplinary events to report.

Other Business Activities

None

Additional Compensation

None

Supervision

Ralph Cole supervises Alex Harding and monitors the advisory services provided to clients through regular review of trading and positions for adherence to internal strategy and client guidelines. Ralph Cole can be reached at (503) 226-1444.

For more information on the qualifications of the CFA designation, please see the Appendix.

Joe Herrle, CFA, CAIA

January 1, 2023

This brochure supplement provides information about Joe Herrle that supplements the Ferguson Wellman Capital Management brochure. You should have received a copy of that brochure. Please contact our chief compliance officer if you did not receive Ferguson Wellman Capital Management's brochure or if you have any questions about the content of this supplement.

Educational Background and Business Experience

- Year of Birth: 1987
- Senior Vice President
- Bachelor of Science, University of Portland Pamplin Business School, 2009
- Designations - CFA, 2009; CAIA 2022
- Prior to joining Ferguson Wellman Capital Management in 2021, Joe worked as a research and investment associate for a family office in San Francisco

Disciplinary Information

Joe Herrle has no legal or disciplinary events to report.

Other Business Activities

None

Additional Compensation

None

Supervision

Ralph Cole supervises Joe Herrle and monitors the advisory services provided to clients through regular review of trading and positions for adherence to internal strategy and client guidelines. Ralph Cole can be reached at (503) 226-1444.

For more information on the qualifications of the CAIA and CFA designations, please see the Appendix.

Krystal Daibes Higgins, CFA

January 1, 2023

This brochure supplement provides information about Krystal Daibes Higgins that supplements the Ferguson Wellman Capital Management brochure. You should have received a copy of that brochure. Please contact our chief compliance officer, Ezra Kover, if you did not receive Ferguson Wellman Capital Management's brochure or if you have any questions about the content of this supplement.

Educational Background and Business Experience

- Year of Birth: 1985
- Vice President, Equity Research
- B.S. Marketing, Oregon Institute of Technology, 2007
- B.S. Business Management, Oregon Institute of Technology, 2007
- MBA, University of Oregon, 2010
- Designations - CFA, 2021
- Prior to joining Ferguson Wellman Capital Management in 2021, Krystal worked at Mazama Capital Management in Portland.

Disciplinary Information

Krystal Daibes Higgins has no legal or disciplinary events to report.

Other Business Activities

None

Additional Compensation

None

Supervision

Ralph Cole supervises Krystal Daibes Higgins and monitors the advisory services provided to clients through regular review of trading and positions for adherence to internal strategy and client guidelines. Ralph Cole can be reached at (503) 226-1444.

For more information on the qualifications of the CFA designation, please see the Appendix.

Steven Holwerda, CFA

January 1, 2023

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Educational Background and Business Experience

- Year of Birth: 1962
- Managing Director
- Bachelor of Science, Economics, South Dakota State University, 1984
- Master of Business Administration, University of Oregon, 1991
- Designations – CFA, 1994
- Prior to joining Ferguson Wellman Capital Management in 1989, Steven worked for the University of Oregon

Disciplinary Information

Steven Holwerda has no legal or disciplinary events to report.

Other Business Activities

None

Additional Compensation

None

Supervision

Steven Holwerda is supervised by the firm's other board of directors, George Hosfield and Ralph Cole. All these individuals monitor the advisory services provided to clients and are responsible for formulation and monitoring of investment advice offered to clients, regular reviews of trading and positions for adherence to internal strategy and client guidelines. George Hosfield and Ralph Cole can be reached at (503) 226-1444.

For more information on the qualifications of the CFA designation, please see the Appendix.

George Hosfield, CFA

January 1, 2023

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Educational Background and Business Experience

- Year of Birth: 1957
- Chief Investment Officer and Director
- Bachelor of Science, Management, University of Oregon, 1979
- Master of Business Administration, University of Oregon, 1983
- Designations – CFA, 1990
- Prior to joining Ferguson Wellman Capital Management in 1991, George was a portfolio manager with Qualinvest Capital Management

Disciplinary Information

George Hosfield has no legal or disciplinary events to report.

Other Business Activities

None

Additional Compensation

None

Supervision

George Hosfield is supervised by the firm's other board of directors, Steven Holwerda and Ralph Cole. All these individuals monitor the advisory services provided to clients and are responsible for formulation and monitoring of investment advice offered to clients, regular reviews of trading and positions for adherence to internal strategy and client guidelines. Steven Holwerda and Ralph Cole can be reached at (503) 226-1444.

For more information on the qualifications of the CFA designation, please see the Appendix.

Brad Houle, CFA

January 1, 2023

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Educational Background and Business Experience

- Year of Birth: 1969
- Principal, Fixed Income Research and Portfolio Management
- Bachelor of Science, Finance, University of Montana, 1991
- Master of Business Administration, University of Oregon, 1995
- Designations – CFA, 1999
- Prior to joining Ferguson Wellman Capital Management in 2013, Brad worked for the Davidson Investment Advisors

Disciplinary Information

Brad Houle has no legal or disciplinary events to report.

Other Business Activities

None

Additional Compensation

None

Supervision

George Hosfield supervises Brad Houle and monitors the advisory services provided to clients through regular review of trading and positions for adherence to internal strategy and client guidelines. George Hosfield can be reached at (503) 226-1444.

For more information on the qualifications of the CFA designation, please see the Appendix.

Peter Jones, CFA

January 1, 2023

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Educational Background and Business Experience

- Year of Birth: 1990
- Senior Vice President, Equity Research and Portfolio Management
- Bachelor of Arts, Political Science, University of Portland, 2013
- Designations - CFA, 2018
- Prior to joining Ferguson Wellman Capital Management in 2015, Peter worked at UBS Financial Services

Disciplinary Information

Peter Jones has no legal or disciplinary events to report.

Other Business Activities

None

Additional Compensation

None

Supervision

Ralph Cole supervises Peter Jones and monitors the advisory services provided to clients through regular review of trading and positions for adherence to internal strategy and client guidelines. Ralph Cole can be reached at (503) 226-1444.

For more information on the qualifications of the CFA designation, please see the Appendix.

Tara Kinateder

January 1, 2023

This brochure supplement provides information about Tara Kinateder that supplements the Ferguson Wellman Capital Management brochure. You should have received a copy of that brochure. Please contact our chief compliance officer if you did not receive Ferguson Wellman Capital Management's brochure or if you have any questions about the content of this supplement. Additional information about Tara Kinateder is available on the SEC's website at www.adviserinfo.sec.gov.

Educational Background and Business Experience

- Year of Birth: 1970
- Principal, Portfolio and Wealth Management
- Bachelor of Arts, Journalism and Business, Brenau University, 1992
- Certificate in Personal Financial Planning, University of Washington, 2007
- Certificate in Investment Strategies and Portfolio Management, University of Pennsylvania's Wharton School of Business, 2016
- Prior to joining Ferguson Wellman Capital Management in 2017, Tara worked for U.S. Trust and Bernstein Wealth Management

Disciplinary Information

Tara Kinateder has no legal or disciplinary events to report.

Other Business Activities

None

Additional Compensation

None

Supervision

Ralph Cole supervises Tara Kinateder and monitors the advisory services provided to clients through regular review of trading and positions for adherence to internal strategy and client guidelines. Ralph Cole can be reached at (503) 226-1444.

Mary Lago, CFP®, CTFA

January 1, 2023

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Educational Background and Business Experience

- Year of Birth: 1976
- Principal, Wealth Management Chair
- Bachelor of Science, Business Administration, Linfield College, 1997
- Designations - CFP®, 2018, CTFA, 2005
- Prior to joining Ferguson Wellman Capital Management in 2015, Mary worked for Washington Trust Bank

Disciplinary Information

Mary Lago has no legal or disciplinary events to report.

Other Business Activities

None

Additional Compensation

None

Supervision

Steven Holwerda supervises Mary Lago and monitors the advisory services provided to clients through regular review of trading and positions for adherence to internal strategy and client guidelines. Steven Holwerda can be reached at (503) 226-1444.

For more information on the qualifications of the CFP® and CTFA designations, please see the Appendix.

Shawn Narancich, CFA

January 1, 2023

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Educational Background and Business Experience

- Year of Birth: 1972
- Executive Vice President, Equity Research and Portfolio Management
- Bachelor of Science, Accounting and Business Administration, College of Great Falls, 1995
- Designations - CFA, 2000
- Prior to joining Ferguson Wellman Capital Management in 2008, Shawn worked for Chittenden Bank

Disciplinary Information

Shawn Narancich has no legal or disciplinary events to report.

Other Business Activities

None

Additional Compensation

None

Supervision

George Hosfield supervises Shawn Narancich and monitors the advisory services provided to clients through regular review of trading and positions for adherence to internal strategy and client guidelines. George Hosfield can be reached at (503) 226-1444.

For more information on the qualifications of the CFA designation, please see the Appendix.

Jason Norris, CFA

January 1, 2023

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Educational Background and Business Experience

- Year of Birth: 1972
- Principal, Equity Research and Portfolio Management
- Bachelor of Business Administration, Economics, Boise State University, 1994
- Master of Business Administration, Notre Dame, 1998
- Designations – CFA, 2002
- Prior to joining Ferguson Wellman Capital Management in 2001, Jason worked for Morgan Stanley Investment Management

Disciplinary Information

Jason Norris has no legal or disciplinary events to report.

Other Business Activities

None

Additional Compensation

None

Supervision

George Hosfield supervises Jason Norris and monitors the advisory services provided to clients through regular review of trading and positions for adherence to internal strategy and client guidelines. George Hosfield can be reached at (503) 226-1444.

For more information on the qualifications of the CFA designation, please see the Appendix.

Samantha Pahlow, CTFA, AWMA®

January 1, 2023

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Educational Background and Business Experience

- Year of Birth: 1982
- Senior Vice President, Portfolio and Wealth Management
- Bachelor of Science, Business Administration and Accounting, Portland State University, 2007
- Designations – CTFA, 2013, AWMA®, 2020
- Prior to joining Ferguson Wellman Capital Management in 2018, Samantha was a practicing CPA at Pittman & Brooks and Moss Adams LLP

Disciplinary Information

Samantha Pahlow has no legal or disciplinary events to report.

Other Business Activities

None

Additional Compensation

None

Supervision

Ralph Cole supervises Samantha Pahlow and monitors the advisory services provided to clients through regular review of trading and positions for adherence to internal strategy and client guidelines. Ralph Cole can be reached at (503) 226-1444.

For more information on the qualifications of the CTFA and AWMA® designations, please see the Appendix.

Nathan Putnam, CFP®

January 1, 2023

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Educational Background and Business Experience

- Year of Birth: 1988
- Senior Vice President, Portfolio and Wealth Management
- Bachelor of Science, University of Denver, 2011
- Designations - CFP®, 2022
- Prior to joining Ferguson Wellman Capital Management in 2021, Nathan worked for TIAA-CREF Individual & Institutional Services, LLC

Disciplinary Information

Nathan Putnam has no legal or disciplinary events to report.

Other Business Activities

None

Additional Compensation

None

Supervision

Joshua Frankel supervises Nathan Putnam and monitors the advisory services provided to clients through regular review of trading and positions for adherence to internal strategy and client guidelines. Joshua Frankel can be reached at (503) 417-1444.

For more information on the qualifications of the CFP® designation, please see the Appendix.

Appendix: Qualifications for Professional Designations

Accredited Wealth Management Advisor (AWMA®)

The AWMA® certification is a wealth management credential awarded by the College for Financial Planning® to individuals who meet its education, examination and ethics requirements.

- *Education* – Individuals who hold the AWMA® designation have completed a course of study encompassing wealth strategies, equity-based compensation plans, tax reduction alternatives and asset protection alternatives. Designees renew their designation every two years by completing 16 hours of continuing education, reaffirming adherence to the Standards of Professional Conduct and complying with self-disclosure requirements.
- *Examination* – Individuals must pass an end-of-course examination that tests their ability to synthesize complex concepts and apply theoretical concepts to real-life situation.
- *Ethics* – All designees have agreed to adhere to Standards of Professional Conduct and are subject to a disciplinary process.

Certified Divorce Financial Analyst (CDFA®)

The Certified Divorce Financial Analyst®, (CDFA®) is a professional certification granted in the United States and Canada by the Institute for Divorce Financial Analysts™ (IDFA™). To attain the right to use the CDFA® certification, an individual must satisfactorily fulfill requirements in education, examination, experience and ethics.

- *Education* – Professionals must develop their theoretical understanding and knowledge of the financial aspects of divorce by completing a comprehensive course of study approved by the IDFA™.
- *Examination* – Practitioners must pass a four-part Educational Curriculum and Certification Examination that tests their understanding and knowledge of the financial aspects of divorce. In addition, the practitioner must demonstrate the practical application of this knowledge in the divorce process.
- *Experience* – Individuals must have a bachelor's degree with three years of on-the-job experience or if no bachelor's degree, five years of relevant experience prior to earning the right to use the CDFA® certification mark.
- *Ethics* – Practitioners agree to abide by a strict code of professional conduct known as the "Code of Ethics and Professional Responsibility," which sets forth their ethical responsibilities to the public, clients, employers and other professionals. The IDFA™ may perform a background check during this process, and each candidate for CDFA® certification must disclose any investigations or legal proceedings relating to his or her professional or business conduct. Practitioners must voluntarily disclose any public, civil, criminal or disciplinary actions that may have been taken against them during the past two years as part of the renewal process. If a complaint has been brought against a CDFA® by another professional or member of the general public, the CDFA® must be examined and cleared by IDFA's Ethics Committee to maintain their designation.

Ongoing CDFA® Certification Requirements – CDFA® practitioners are required to maintain technical competence and to fulfill ethical obligations. Every two years, they must complete a minimum of 30 hours of continuing education specifically related to the field of divorce. Additionally, all CDFA® practitioners must voluntarily disclose any public, civil, criminal or disciplinary actions that may have been taken against them during the past two years as part of the renewal process.

CERTIFIED FINANCIAL PLANNER™ (CFP®)

The CFP® certification process, administered by CFP® Board, identifies to the public that individuals have met rigorous professional standards and have agreed to adhere to the principles of integrity, objectivity, competence, fairness, confidentiality, professionalism and diligence when dealing with clients.

CFP® professionals must pass a comprehensive CFP® Certification Examination, pass CFP® Board's Fitness Standards for Candidates, agree to abide by CFP® Board's Code of Ethics and Rules of Conduct which put clients' interests first.

Initial CFP certification includes – Education, Examination, Experience and Ethics

- *Education* – The first step is to acquire the knowledge required to deliver professional, competent and ethical financial planning services to clients. They must also have earned a bachelor's degree from an accredited institution. CFP® Board does not grant equivalencies or exceptions to the bachelor's degree education requirement.
- *Examination* – After meeting the education coursework requirement, an examination is administered. The CFP® exam assesses their ability to apply their financial planning knowledge, in an integrated format, to financial planning situations.
- *Experience* – CFP® Board requires them to have three years of professional experience in the financial planning process, or two years of apprenticeship experience. Qualifying experience may be acquired through professional settings including personal delivery, supervision, direct support or teaching.
- *Ethics* – When they have completed the education, examination and experience components of the CFP® certification, a candidate is required to disclose information about their background, including involvement in any criminal, civil, governmental or self-regulatory agency proceeding or inquiry, bankruptcy, customer complaint, filing, termination/internal reviews conducted by their employer or firm. CFP® conducts a detailed background check for all candidates, including review of any disclosures made on the CFP® Certification Application.

Certified Private Wealth Advisor (CPWA®)

The Certified Public Wealth Advisor (CPWA®) designation is an advanced education and certification program for financial planners and financial advisors who work with high-net-worth clients on the lifecycle of wealth: accumulation, preservation and distribution. The CPWA® is awarded by the Investments and Wealth Institute. The certification requires five years of relevant experience, a five day in-class program, a CPWA® Certification Exam and adherence to the Code of Professional Responsibility, Standards of Practice and Rules and Guidance.

Certified Trust and Financial Advisor (CTFA)

The Certified Trust and Financial Advisor (CTFA) designation is awarded by the Institute of Certified Bankers, a division of the American Bankers Association. The designation is intended to represent comprehensive understanding in the following disciplines: fiduciary and trust activities; financial planning; tax law and planning; and investment management as verified through a professionally administered exam. CTFA exam eligibility requirements include three-to-10 years of industry experience, structured coursework and degrees, as well as adherence to a Professional Code of Ethics. Maintaining the designation requires 45 hours of continuing education in every three-year cycle and adherence to the ICB's Professional Code of Ethics.

Chartered Alternative Investment Analyst (CAIA)

The CAIA designation, recognized globally, is administered by the Chartered Alternative Investment Analyst Association and requires a comprehensive understanding of core and advanced concepts regarding alternative investments, structures, and ethical obligations. To qualify for the CAIA designation, finance professionals must pass a self-directed, comprehensive course of study on risk-return attributes of institutional quality alternative assets and complete both the Level I and Level II CAIA examinations. The CAIA examinations are administered in a computerized format at proctored test centers around the world. To qualify for membership, individuals are required to have met prerequisites of at least one year of professional experience and a U.S. bachelor's degree or its equivalent, or four years of professional experience. Professional experience includes full-time employment in a professional capacity within the regulatory, banking, financial or related fields. Once a qualified candidate completes the CAIA program, he or she may apply for CAIA membership and the right to use the CAIA designation, providing an opportunity to access ongoing educational opportunities.

Chartered Financial Analyst (CFA)

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

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

High Ethical Standards – The CFA Institute Code of Ethics and Standards of Professional Conduct, enforced through an active professional conduct program, require CFA charterholders to:

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

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

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

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

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

Chartered Market Technician (CMT)

The Chartered Market Technician (CMT) program requires candidates demonstrate proficiency in a broad range of topics in the field of Technical Analysis.

In order to be granted the CMT designation, candidates must meet the following requirements:

- Successful completion of all three levels of the CMT Exam
- Obtain ‘Member Status’ in the Market Technicians Association

Have been gainfully employed in a professional analytical or investment management capacity for a minimum period of three years and must be regularly engaged in this capacity at the time of successfully passing all three levels of the Chartered Market Technician Exam.

Enrolled Agent (EA)

An enrolled agent (EA) is a federally authorized tax practitioner who has technical expertise in the field of taxation and who is empowered by the U.S. Department of the Treasury to represent taxpayers before all administrative levels of the Internal Revenue Service for audits, collections and appeals.

“Enrolled” means to be licensed to practice by the federal government, and “Agent” means authorized to appear in the place of the taxpayer at the IRS. Only enrolled agents, attorneys, and CPAs may represent taxpayers before the IRS.

The license is earned in one of two ways, by passing a comprehensive examination which covers all aspects of the tax code or having worked at the IRS for five years in a position which regularly interpreted and applied the tax code and its regulations. All candidates are subjected to a rigorous background check conducted by the IRS. Enrolled agents advise, represent and prepare tax returns for individuals, partnerships, corporations, estates, trusts and any entities with tax-reporting requirements. Enrolled agents' expertise in the continually changing field of taxation enables them to effectively represent taxpayers audited by the IRS.

In addition to the stringent testing and application process, the IRS requires enrolled agents to complete 72 hours of continuing professional education, reported every three years, to maintain their enrolled agent status. Due to the knowledge necessary to become an enrolled agent and the requirements to maintain the license, there are only about 46,000 practicing enrolled agents.

Investment Adviser Certified Compliance Professional® (IACCP®)

The IACCP® designation is awarded by National Regulatory Services (NRS) and co-sponsored by the Investment Adviser Association (IAA), to knowledgeable, experienced individuals who complete an instructor-led program of study, pass a certifying examination and meet its work experience, ethics and continuing education requirements. The designation signifies intermediate-level knowledge of investment adviser regulation and compliance best practices, and adherence to nationally recognized professional standards and ethical leadership.