

Tandem Investment Advisors, Inc.

Customer Relationship Summary, February 2024

Item 1 - Introduction

Tandem Investment Advisors, Inc. is registered with the Securities and Exchange Commission (SEC) as an investment advisor. Brokerage and investment advisory fees differ, and it is important for you to understand these differences. Free and simple tools are available to research firms and financial professionals at [Investor.gov/CRS](https://www.investor.gov/crs), which also provides educational material about broker-dealers, investment advisors and investing.

Item 2 - Relationships and Services

What investment services and advice can you provide me?

We provide investment advisory services to *retail investors*. We will offer you portfolio management services on a regular basis. We offer various investment strategies that you may select. If you use an independent financial advisor, you have an **indirect relationship** with us – we are acting as a portfolio manager hired by your financial advisor. If we are your main point of contact you have a **direct relationship** with us. We, or your financial advisor, will contact you at least annually to offer to review your investment strategy selection. We offer our services on a discretionary basis, which means that you allow us to buy and sell investments in your account without asking you in advance.

For additional information, please see Items 4, 7, and 13 in our Form ADV Part 2a.

Conversation Starters. Ask your financial professional –

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

Item 3 - Fees, Costs, Conflicts and Standard of Conduct

What fees will I pay?

You will pay an on-going asset-based fee at the beginning of each quarter for our services, based on the value of the cash and investments in your advisory account. If you have an indirect relationship with us, your total fee is determined by your financial advisor. The more assets there are in your advisory account, the more you will pay in fees. Therefore, we may have an incentive to increase the assets in your account. In addition to our fees, the custodian may also charge you other fees for account maintenance and transaction fees.

For additional information, please see Items 5 and 12 in our Form ADV Part 2a. 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 in your investments over time. Please make sure you understand what fees and costs you are paying.

Conversation Starters. Ask your financial professional –

- *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?*

What are your legal obligations to me when acting as my investment advisor? How else does your firm make money and what conflicts of interest do you have?

When we act as your investment advisor, we have to act in your best interest and not put our personal interests 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. For example, since we have some clients that pay us a higher asset management fee than others, we may be incented to direct trades with a greater potential for growth to those accounts that pay a higher fee. However, our trading program is ambivalent with regard to the asset management fee; all accounts are treated equally.

Conversation Starters. Ask your financial professional –

- *How might your conflicts of interest affect me, and how will you address them?*
- *How do your financial professionals make money?*

Our financial professionals are typically compensated based on salary and an incentive bonus. Bonus incentives are calculated on various factors including individual- or firm-established goals, growth in client base and revenue derived from assets under management. These incentive structures create a conflict of interest because our financial professionals have an incentive to encourage you to increase the assets in your accounts entrusted to us.

Item 4 - Disciplinary History

Do you or your financial professionals have legal or disciplinary history?

No. You can research us and our financial professionals by visiting a free and simple search tool – Investor.gov/CRS.

Conversation Starters. Ask your financial professional –

- *As a financial professional, do you have any disciplinary history? For what type of conduct?*

Item 5 – Additional Information

You can find additional information about our investment advisory services and receive a copy of this summary by visiting our website at www.tandemadvisors.com or calling our offices at (843) 720-3413.

Conversation Starters. Ask your financial professional –

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

Summary of Changes to Form CRS – February 26, 2024

All Changes since the Firm's last filing of the Form CRS (March 2023) are noted below and were disclosed to clients in the 2024 annual offer letter.

The Firm's February 2024 Form CRS filing included amended language in Item 2 to clarify that Tandem does not provide investment advice:

- We provide investment advisory services to retail investors. We will offer you **investment advice on a regular basis**.

To:

- We provide investment advisory services to retail investors. We will offer you **portfolio management services on a regular basis**.

The Firm's February 2024 Form CRS filing included additional amended language in Item 2 to clarify that Tandem is not the client's Financial Advisor:

- **If we are your financial advisor**, you have a direct relationship with us, and we are your main point of contact.

To:

- **If we are your main point of contact** you have a direct relationship with us.

The Firm's February 2024 Form CRS filing included amended language in Item 3 - Fees, Costs, Conflicts and Standard of Conduct - How do your financial professionals make money section to better explain the compensation practices at the Firm:

- Our Firm's financial professionals are compensated based on experience and the overall financial performance of the Firm.

To:

- Our financial professionals are typically compensated based on salary and an incentive bonus. Bonus incentives are calculated on various factors including individual- or firm-established goals, growth in client base and revenue derived from assets under management. These incentive structures create a conflict of interest because our financial professionals have an incentive to encourage you to increase the assets in your accounts entrusted to us