

# Bahl & Gaynor

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06/17/2024

This brochure provides information about the qualifications and business practices of Bahl & Gaynor, Inc. If you have any questions about the contents of this brochure, please contact us at 513-287-6100 or [info@bahl-gaynor.com](mailto:info@bahl-gaynor.com). The information in this brochure has not been approved or verified by the United States Securities and Exchange Commission or by any state securities authority.

Bahl & Gaynor, Inc is a registered investment adviser. Registration of an Investment Adviser does not imply any level of skill or training. The oral and written communications of an adviser provide you with the information about which you determine to hire or retain an adviser.

Additional information about Bahl & Gaynor, Inc. also is available on the SEC's website at [www.adviserinfo.sec.gov](http://www.adviserinfo.sec.gov). You can search this site by a unique identifying number, known as a CRD number. Our firm's CRD number is 106139.

## Item 2 Material Changes

11/2023

### Item 4 Advisory Business

Add:

Peter G. Knipe, Managing Director

John P. Galvin, Sr., Managing Director

11/2023

### Item 4.a. Management Services

Add:

B&G is the **Adviser** to the Bahl & Gaynor Income Growth ETF (BGIG). As the Fund's investment advisor, B&G arranges for transfer agency, custody, fund administration, distribution, and all other services necessary for the Fund to operate. For the services it provides to the Fund, the Fund pays Bahl & Gaynor a unified management fee, which is calculated daily and paid monthly, at an annual rate of 0.45% of the fund's average daily net assets.

You can obtain information regarding the Fund by contacting the Fund at c/o U.S. Bank Global Fund Services, P.O. Box 701, Milwaukee, Wisconsin 53201-0701 or by calling 1-800-617-0004.

11/2023

### Item 5 Fees and Compensation

Update language to include BGIG:

B&G may, from time to time, recommend that a client invest in the Bahl & Gaynor Income Growth ETF (**BGIG**) and/or AAM/Bahl & Gaynor Small/Mid Cap Income Growth ETF (**SMIG**) for which B&G provides investment management services. In that event, a conflict of interest arises as a result of B&G receiving a fee at the ETF level in addition to the fee it receives from the client at the account level. In that event, B&G will resolve the conflict by crediting against the account level fee an estimate of the investment management fees it receives from the fund or ETF (but not exceeding the full account level fee) for the period per the client's stated fee schedule above. This reduction is not applied at the combined and pro-rated relationship level. B&G will collect the stated full SMIG ETF management fee from the Adviser of the Fund, net of certain expenses.

11/2023

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

Update language to include BGIG:

The Bahl & Gaynor Income Growth ETF (**BGIG**) and AAM/Bahl & Gaynor Small/Mid Cap Income Growth ETF (**SMIG**) has the potential to provide certain benefits to B&G clients, including the potential for increased tax efficiency and the ability to add diversified exposure to Large Cap (**BGIG**) companies with a small investment, and Small and Mid-Cap (**SMIG**) companies with a small investment. In certain circumstances, those potential benefits may outweigh the possibility for added costs to clients with stated B&G fees for investment management services that are lower than the ETF management fee. The potential costs and benefits of investing in the ETF in comparison to all other options should be considered carefully before investing. If an asset allocation decision is made to incorporate the ETF(s) in your portfolio, Bahl & Gaynor is taking steps to avoid duplicate charges on those assets. Additionally small accounts sizes that cannot

meet SMA account size minimums can enjoy the benefits of the ETF(s). In the event the client account managed by B&G holds ERISA plan assets or assets of an IRA or other account subject to Section 4975 of the Internal Revenue Code, B&G will also comply with all other requirements of Prohibited Transaction Exemption 77-4.

11/2023

Item 12.d. Trade Order Rotation

Update language to include BGIG:

The Bahl & Gaynor Income Growth ETF (**BGIG**) and AAM Bahl & Gaynor Small/Mid Cap Income Growth ETF (**SMIG**) trades through an independent trade process determined at the discretion of the Bahl & Gaynor ETF Basket Committee based on various factors including, but not limited to, ETF capital market factors, ETF market liquidity, and other general investment considerations.

2/2024

Item 4.a. Management Services

Remove:

***Total Return Bond Strategy** – Employs an active management style that has the ability to invest across the spectrum of the US bond market. This includes Government, Agency, Municipal, Corporate (Investment Grade and High Yield), Mortgage-backed, and Preferred Stock. This product seeks relative value and margin of safety across various fixed income sectors.*

***Environmental, Social & Governance (ESG) Dividend Growth** – High quality, dividend growth with an ESG overlay*

2/2024

Item 5 Fees and Compensation

Remove:

ESG Dividend Growth from investment strategies

2/2024

Item 5 Fees and Compensation

Add:

Small Cap and smig Cap from investment strategies

2/2024

Item 5 Fees and Compensation

Update Fee Schedule to:

Assets Under Management

1% on first \$1 million

.85% on next \$2 million

.6% on next \$2 million

.5% on amounts over \$5 million

2/2024

Item 5 Fees and Compensation

Remove:

The following schedule is considered for clients with the investment strategies of Small Cap or Smig Cap:

**Assets Under Management**

.9% on first \$5 million

.7% on next \$5 million

.65% on amounts over \$10 million

B&G's minimum account fee is \$7,000.00 which on occasion may be waived or discounted.

2/2024

Update minimum account requirement to:

A minimum of \$1,000,000.00 of assets under management is required for all service.

2/2024

ADV Part 2B

Add for all Financial Professionals:

All Bahl & Gaynor financial professionals who meet their goals are eligible to participate in an equity program.

6/2024

Throughout: Update the name change of AAM Bahl & Gaynor Small/Mid Cap Income Growth Fund (SMIG) to Bahl & Gaynor Small/Mid Cap Income Growth ETF (SMIG) and AAM/Bahl & Gaynor Income Growth Fund mutual fund to Bahl & Gaynor Income Growth Fund mutual fund

Throughout: Update Sub-Advisory language to Advisory language for Bahl & Gaynor Small/Mid Cap Income Growth ETF (SMIG) and Bahl & Gaynor Income Growth Fund mutual fund:

B&G is the Adviser to the Bahl & Gaynor Small/Mid Cap Income Growth ETF (**SMIG**). As the Fund's investment advisor, B&G arranges for transfer agency, custody, fund administration, distribution, and all other services necessary for the Fund to operate. For the services it provides to the Fund, the Fund pays Bahl & Gaynor a unified management fee, which is calculated daily and paid monthly, at an annual rate of 0.60% of the fund's average daily net assets.

You can obtain information regarding the Fund by contacting the Fund at c/o U.S. Bank Global Fund Services, P.O. Box 701, Milwaukee, Wisconsin 53201-0701 or by calling 1-800-617-0004.

B&G is the **Adviser** to the Bahl & Gaynor Income Growth Fund mutual fund. As the Fund's investment adviser, B&G provides investment advisory services to the Fund, including monitoring and measuring the Fund's risk and return against appropriate benchmarks and peers. B&G is responsible for the day-to-day management of the Fund's portfolio, selection of the Fund's portfolio investments and supervision of its portfolio transactions subject to the general oversight of the Board and the adviser. For providing services to the Fund, B&G receives an annual advisory fee equal to 0.45% of the average daily net assets of the Fund. The Fund's SAI provides additional information about fees paid to the Adviser.

6/2024

Item 5 Fees and Compensation

Update Fee Schedule to:

Assets Under Management

1% on first \$1 million

.85% on next \$2 million

.65% on next \$2 million

.5% on amounts over \$5 million

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## Item 4 Advisory Business

Bahl & Gaynor, Inc. ("B&G") is a SEC-registered investment adviser with its principal place of business located in Ohio. B&G began conducting business in 1990. Bahl & Gaynor, Inc. is also conducting business using the name Bahl & Gaynor Investment Counsel.

Listed below are the firm's directed shareholders and executive officers:

Vere W. Gaynor, Director Emeritus  
Charles A. Pettengill, Chairman of the Board  
Edward A. Woods, Director, Secretary  
John B. Schmitz, Director, Treasurer  
Ellis D. Hummel, Director  
W. Jeff Bahl, Director  
Robert S. Groenke, Chief Executive Officer & President  
Kevin T. Gade, Chief Operating Officer  
Peter M. Kwiatkowski, Chief Investment Officer  
Tita A. Rogers, Chief Compliance Officer  
Jenelle M. Armstrong, Chief Administrative Officer  
Glenn D. Warden, Chief Technology Officer  
Stephanie S. Thomas, Institutional Client Managing Director  
Nicholas W. Puncer, Institutional Product Managing Director  
Christopher J. Heekin, Wealth Management Managing Director  
Peter G. Knipe, Managing Director  
John P. Galvin, Sr., Managing Director

B&G offers the following advisory services to our clients:

### 4.a. Management Services

Bahl & Gaynor provides portfolio management investment advisory services for individual and institutional clients.

Meetings and discussions with clients help determine an appropriate asset allocation and portfolio strategy. The portfolio may be managed uniquely for that client or it may be determined that a model portfolio better suits the clients' objectives.

If an account is invested in a particular model the goals and objectives of the model are followed. The client still has the ability to place certain restrictions on the securities chosen. The client retains individual ownership of the securities. The following models are currently managed at B&G:

*Quality Growth – Income Growth, Downside Protections and Capital Appreciation*

*Income Growth – Current and Growing Income, Downside Protection and Capital Appreciation*

*Small Growth – Capital Appreciation, Downside Protection and Income focusing on small capitalization stocks*



*smig - Current and Growing Income, Downside Protection and Capital Appreciation focusing on small to middle capitalization stocks*

Some of these model strategies are also available to clients of some other investment advisory firms through **Separately Managed Accounts (SMA) and Unified Managed Accounts (UMA) programs**. In this instance B&G does not work directly with the individual client to determine if the model portfolio meets that client's investment objectives or risks. Furthermore, B&G engages a wholesaler for the operations and servicing responsibilities of several SMA programs where B&G's investment strategies are available. These wholesalers do not have any responsibility, discretion or authority for any investment decisions for these SMA accounts. In some cases, B&G will provide the model trade to the wholesaler. The wholesaler interacts with some of the SMA providers that are responsible for executing the recommended transactions.

B&G also provide certain **financial planning services** to clients who have elected this service, which includes an analysis of a client's current financial situation and assistance in identifying and implementing appropriate strategies to meet their financial objectives. We gather information through in-depth personal interviews and/or the use of a questionnaire completed by the client. Information includes the client's current financial status, tax status, future goals, and return objectives. We then review the information provided by the client, conduct analysis and present a written financial analysis to the client. There is no separate fee schedule for utilizing financial planning tools.

Financial planning service may include the following as selected by the client:

- Assisting clients in developing and prioritizing goals and objectives
- Creating a current net worth statement
- Review of your current investment holdings and evaluate options for suggested asset allocation
- Developing an action plan to implement agreed upon recommendations
- Work with outside professionals to implement tax strategies, insurance planning, and estate planning as directed by the client
- B&G does not provide tax, insurance, or legal advice, and recommends you consult with your tax and/or legal adviser for guidance

B&G has also **presented a Sub-Adviser** to clients who it believes is a suitable candidate for the provision of investment advisory services to invest and reinvest the account, primarily in tax-exempt fixed income municipal securities. B&G would have discretionary authority to hire and fire the sub-adviser and re-allocate assets among them.

B&G is the Adviser to the Bahl & Gaynor Income Growth ETF (**BGIG**). As the Fund's investment advisor, B&G arranges for transfer agency, custody, fund administration, distribution, and all other services necessary for the Fund to operate. For the services it provides to the Fund, the Fund pays Bahl & Gaynor a unified management fee, which is calculated daily and paid monthly, at an annual rate of 0.45% of the fund's average daily net assets.

You can obtain information regarding the Fund by contacting the Fund at c/o U.S. Bank Global Fund Services, P.O. Box 701, Milwaukee, Wisconsin 53201-0701 or by calling 1-800-617-0004.

You can obtain information regarding the fund by calling the Fund (toll-free) at 1-833-472-2140 or by writing to, Bahl & Gaynor Income Growth Fund, P.O. Box 2175, Milwaukee, WI 53201.

B&G is the Adviser to the Bahl & Gaynor Small/Mid Cap Income Growth ETF (**SMIG**). As the Fund's investment advisor, B&G arranges for transfer agency, custody, fund administration, distribution, and all other services necessary for the Fund to operate. For the services it provides to the Fund, the Fund pays Bahl & Gaynor a unified management fee, which is calculated daily and paid monthly, at an annual rate of 0.60% of the fund's average daily net assets.

You can obtain information regarding the Fund by contacting the Fund at c/o U.S. Bank Global Fund Services, P.O. Box 701, Milwaukee, Wisconsin 53201-0701 or by calling 1-800-617-0004.

B&G is the **Adviser** to the Bahl & Gaynor Income Growth Fund mutual fund. As the Fund's investment adviser, B&G provides investment advisory services to the Fund, including monitoring and measuring the Fund's risk and return against appropriate benchmarks and peers. B&G is responsible for the day-to-day management of the Fund's portfolio, selection of the Fund's portfolio investments and supervision of its portfolio transactions subject to the general oversight of the Board and the adviser. For providing services to the Fund, B&G receives an annual advisory fee equal to 0.45% of the average daily net assets of the Fund. The Fund's SAI provides additional information about fees paid to the Adviser.

B&G has a unique investment strategy, see Item 8, but individual client portfolios may be very different due to the unique circumstances of each client. **All investments contain some level of risk.** Upon client request and a further review of objectives and risk tolerances, we may also invest in other investment vehicles. These include option contracts, real estate, limited partnerships, exchange traded funds and private equity.

#### 4. b. Assets Under Management

As of 4/30/2024, we were actively managing \$18,057,214,423 of clients' assets on a discretionary basis plus \$335,942,918 of clients' assets on a non-discretionary basis and oversee \$30,029,199,553 (4/30/2024) of clients' assets through Separately Managed Accounts (SMA) programs.

### Item 5 Fees and Compensation

The annualized fee for Portfolio Management Services will be charged as a percentage of assets under management, according to investment strategy.

The following schedule is considered the standard fee schedule for HNW clients and institutional client with the investment strategies of Quality Growth, Income Growth, Mid Cap, Small Cap, smig Cap and all other accounts that are non-strategy specific:

**Assets Under Management**

1% on first \$1 million

.85% on next \$2 million  
.65% on next \$2 million  
.5% on amounts over \$5 million

B&G's minimum account fee is \$7,000.00 which on occasion may be waived or discounted.

Bond strategy does not have a stated fee schedule and will be negotiated according to account size and group related client accounts.

A minimum of \$1,000,000.00 of assets under management is required for all service. This account size may be negotiable under certain circumstances. B&G group certain related client accounts for the purposes of achieving the minimum account size and determining the annualized fee.

Charitable accounts qualify for a 15% discount to the standard fee schedule.

All fees will be paid quarterly and in arrears. Clients can authorize B&G to deduct the fee directly from their custodial account otherwise clients pay the fees to B&G directly.

Clients who have agreed to the terms to engage Sub-Advisers for their fixed income assets agrees that B&G will pay the sub-adviser for its services on a quarterly basis, an amount equal to a percentage of the fair market value of the assets in the accounts. The value of the accounts shall include accrued interest income. The fee shall be charged to each account on a prorated basis upon inception of the account and at the beginning of each calendar quarter, thereafter, based on the portfolio value as determined by the custodian for the client accounts as of the last business day of the previous calendar quarter. The sub-adviser will receive the annual rate of 0.30% of an aggregate accounts size of under \$200 million, and 0.25% of an aggregate accounts size of greater than \$200 million.

Clients who invest in the Bahl & Gaynor Income Growth Fund mutual fund will have that asset excluded from management fees of their account.

B&G may, from time to time, recommend that a client invest in the Bahl & Gaynor Income Growth ETF (**BGIG**) and/or Bahl & Gaynor Small/Mid Cap Income Growth ETF (**SMIG**) for which B&G provides investment management services. In that event, a conflict of interest arises as a result of B&G receiving a fee at the ETF level in addition to the fee it receives from the client at the account level. In that event, B&G will resolve the conflict by crediting against the account level fee an estimate of the investment management fees it receives from the fund or ETF (but not exceeding the full account level fee) for the period per the client's stated fee schedule above. This reduction is not applied at the combined and pro-rated relationship level. B&G will collect the stated full SMIG ETF management fee from the Adviser of the Fund, net of certain expenses.

In the event the client account managed by B&G holds ERISA plan assets or assets of an IRA or other account subject to Section 4975 of the Internal Revenue Code, B&G will also comply with all other requirements of Prohibited Transaction Exemption 77-4.

**Limited Negotiability of Advisory Fees:** Although B&G has established the aforementioned fee schedules, we retain the discretion to negotiate alternative fees on a client-by-client basis for all investment strategies. The specific annual fee schedule will be identified in the contract between the adviser and each client.

#### 5. a. Pricing of Securities

Securities owned by B&G's clients are priced at least monthly by an independent pricing service. From time to time some securities do not receive a price from the pricing service. It is B&G's policy to obtain the most accurate price for these excepted securities. It is possible that the value of these securities may be overstated or understated at the month end valuation. B&G takes considerable care to provide as accurate a price as possible. This process presents a possible conflict of interest in that a higher valuation for a security would result in a higher fee.

#### 5. b. General Information

**Termination of the Advisory Relationship:** Clients may terminate their relationship with B&G at any time and no refund will be necessary since payment is made only for services already rendered and no prepayment has occurred.

**Mutual Fund Fees:** Client portfolios may, from time to time, be invested, in part, in mutual funds/index funds/exchange traded funds. Mutual funds/index funds/exchange traded funds pay advisory fees to their investment advisers, which reduces the assets of the fund accordingly. B&G's clients are billed an advisory fee set forth in the advisory agreement and clients investing in mutual funds/index funds/exchange traded funds may therefore pay two levels of advisory fees with respect to the portion of their portfolio invested in mutual funds/index funds/exchange traded funds.

**Wrap Fee Programs and Separately Managed Account Fees:** B&G is not a sponsor of a wrap fee program. But some clients of B&G may participate in a wrap fee program sponsored by the custodian. Clients participating in separately managed account programs may be charged various program fees in addition to the advisory fee charged by B&G. Such fees may include the investment advisory fees of the independent advisers, which may be charged as part of a wrap fee arrangement. In a wrap fee arrangement, clients pay a single fee for advisory, brokerage and custodial services. Clients' portfolio transactions may be executed without a commission charge in a wrap fee arrangement. In evaluating such an arrangement, the client should also consider that, depending upon the level of the wrap fee charged by the broker-dealer, the amount of portfolio activity in the client's account, and other factors, the wrap fee may or may not exceed the aggregate cost of such services if they were to be provided separately.

**Retirement Account(s):** When we provide investment advice to you regarding your retirement

plan account or individual retirement account, we are fiduciaries within the meaning of Title I of the Employee Retirement Income Security Act and/or the Internal Revenue Code, as applicable, which are laws governing retirement accounts. The way we make money creates some conflicts with your interests, so we operate under a special rule that requires us to act in your best interest and not put our interest ahead of yours.

Under this special rule's provisions, we must:

- Meet a professional standard of care when making investment recommendations (give prudent advice);
- Never put our financial interests ahead of yours when making recommendations (give loyal advice);
- Avoid misleading statements about conflicts of interest, fees, and investments;
- Follow policies and procedures designed to ensure that we give advice that is in your best interest;
- Charge no more than is reasonable for our services; and
- Give you basic information about conflicts of interest.

**Additional Fees and Expenses:** In addition to our advisory fees, clients are also responsible for the fees and expenses charged by custodians and broker dealers, including, commissions and any other trade related fees. Please refer to the "Brokerage Practices" section (Item 12) of this Form ADV for additional information.

**Advisory Fees in General:** Clients should note that similar advisory services may be available from other registered investment advisers for similar or lower fees.

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

B&G does not charge performance-based fees.

## Item 7 Types of Clients

B&G provides advisory services to the following types of clients:

Individuals (other than high net worth individuals)  
High net worth individuals  
Pension and profit sharing plans (other than plan participants)  
Charitable organizations  
Corporations or other businesses not listed above  
State or municipal government entities  
Investment Companies

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

### 8. a. Methods of Analysis and Investment Strategies

The B&G equity investment strategy is focused on high quality, dividend growth companies. We are long term investors (which we define as 2-5 years) and therefore do not generally have high turnover of the investments in our portfolios. B&G believes high quality companies generate consistent earnings growth, have very manageable debt levels, pay and grow dividends, and are leaders in their respective markets.

B&G portfolio managers/analysts (our Investment Committee) screen equities based on these high quality, fundamental characteristics. We use market conditions and the valuation of the equities to determine which companies best fit our investment philosophy. The Investment Committee decides which stocks to include in the Model Portfolios. Individual accounts are invested by the assigned portfolio manager using individual client goals and objectives.

B&G fixed income strategy is based on the same high-quality investment philosophy of our equity investment strategy. We allocate capital in a fashion that maximizes total return relative to the client's objectives. We recognize every client's needs are different and individually tailor portfolios from both a bottom-up and top-down perspective to achieve our return objectives. We do not limit ourselves to specific ratings or maturity criteria as that may not suit our client's best interests. However, we do stress that all fixed income sectors and potential possess a "margin of safety". Additionally, we stress secondary liquidity and tax efficiency for our clients. For a portion of our municipal holdings, B&G has engaged in a relationship with a sub-adviser that specializes in tailored municipal portfolios. Such sub-advisory relationships are an exception and employed on a very limited basis.

The Bahl & Gaynor Income Growth ETF (**BGIG**) and Bahl & Gaynor Small/Mid Cap Income Growth ETF (**SMIG**) has the potential to provide certain benefits to B&G clients, including the potential for increased tax efficiency and the ability to add diversified exposure to Large Cap (**BGIG**) companies with a small investment, and Small and Mid-Cap (**SMIG**) companies with a small investment. In certain circumstances, those potential benefits may outweigh the possibility for added costs to clients with stated B&G fees for investment management services that are lower than the ETF management fee. The potential costs and benefits of investing in the ETF in comparison to all other options should be considered carefully before investing. If an asset allocation decision is made to incorporate the ETF(s) in your portfolio, Bahl & Gaynor is taking steps to avoid duplicate charges on those assets. Additionally small accounts sizes that cannot meet SMA account size minimums can enjoy the benefits of the ETF(s). In the event the client account managed by B&G holds ERISA plan assets or assets of an IRA or other account subject to Section 4975 of the Internal

Revenue Code, B&G will also comply with all other requirements of Prohibited Transaction Exemption 77-4.

## **8. b. Risk of Loss**

**Investing in stocks or bonds has risk** – markets can experience significant decline and specific stocks can decline due to the company’s failure to meet investors’ expectations. Bond investing has risks based on interest rate fluctuation and specific credit deterioration or default. Any of the above factors can lead to a loss of value.

**Cybersecurity and Business Continuity risk** – B&G has a policy in place to respond to a Significant Business Disruption (SBD). In the event of an SBD, our policy is to safeguard our employees’ lives and B&G prosperity, to conduct a rapid financial and operational assessment, to recover quickly and resume operations swiftly, to protect B&G’s books and records, and to allow B&G clients to transact business seamlessly. If it is determined B&G is unable to continue its business, B&G will assure clients prompt access to their funds and securities.

B&G has taken significant steps to reduce the impact of business interruptions resulting from a wide variety of potential events. This Disaster Recovery Plan (DRP) in conjunction with the Business Continuity Plan (BCP) and other related policies and procedures are meant to reduce any business downtime. These plans put in place the resources, personnel, equipment, and procedures designed to minimize operational downtime. The DRP and BCP involve defining the mission critical systems and is designed to document the information and procedures needed to safeguard business operations and restore the necessary operations after any natural or man-made disaster event.

**Natural & Unavoidable Events:** Global markets are interconnected, and events like hurricanes, floods, earthquakes, forest fires and similar natural disturbances, war, terrorism or threats of terrorism, civil disorder, public health crises, and similar “Act of God” events have led, and may in the future lead, to increased short-term market volatility and may have adverse long-term and wide-spread effects on the world economies and markets generally. Clients may have exposure to countries and markets impacted by such events, which could result in material losses.

## **Item 9 Disciplinary Information**

We are required to disclose any legal or disciplinary events that are material to a client's or prospective client's evaluation of our advisory business or the integrity of our management.

B&G and our management personnel have no reportable disciplinary events to disclose.

## **Item 10 Other Financial Industry Activities and Affiliations**

B&G and any related persons are not engaged in other financial industry activities and have no other industry affiliations.

From time to time a broker, dealer or custodian may pay in full or in part, for educational conferences and events; consulting on technology, compliance, legal and business needs; publications and conferences on practice management and business succession; access to employee benefits providers, human capital consultants, and insurance providers; or marketing consulting and support. These benefits do not obligate Bahl & Gaynor in any way to recommend, request, or require the use of that broker, dealer, or custodian.

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

### 11. a. Code of Ethics

The Code of Ethics is predicated on the principle that B&G owes a fiduciary duty to its clients. Accordingly, B&G's employees must avoid activities, interests and relationships that run contrary (or appear to run contrary) to the best interests of clients. At all times, B&G must:

- ***Place client interests ahead of B&G's*** – As a fiduciary, B&G must serve in its clients' best interests. In other words, B&G employees may not benefit at the expense of advisory clients. This concept is particularly relevant when employees are making personal investments in securities traded by advisory clients.
- ***Engage in personal investing that is in full compliance with B&G's Code of Ethics*** – Employees must review and abide by B&G's Personal Securities Transaction and Insider Trading Policies.
- ***Avoid taking advantage of your position*** – Employees must not accept investment opportunities, gifts or other gratuities from individuals seeking to conduct business with B&G, or on behalf of an advisory client.
- ***Accept no more than reasonable compensation*** – B&G believes that fees for its services should be reasonable and appropriate for the level of service provided. Fee structures are available for reference in the B&G ADV 2A.
- ***Maintain full compliance with the Federal Securities Laws*** – Employees must abide by the standards set forth in Rule 204A-1 under the Advisers Act.

A copy of our Code of Ethics is available to our advisory clients and prospective clients. You may request a copy by email sent to [info@bahl-gaynor.com](mailto:info@bahl-gaynor.com), or by calling us at 513-287-6100.

### 11. b. Personal Trading

Employees of B&G are permitted to buy and sell securities for their own account. The Code of Ethics requires employees to: 1) pre-clear certain personal securities transactions, 2) report personal securities transactions on at least a quarterly basis, and 3) provide B&G with a detailed summary of certain holdings (both initially upon commencement of employment and annually thereafter) over which the employees have a direct or indirect beneficial interest.

A conflict of interest arises when the securities B&G employees buy or sell are the same



securities we are buying, selling or holding for our clients. The employee may receive a better price than a client trading the same security.

B&G has a personal trading policy with which we work to reduce this risk. A “restricted list” of securities is maintained to inform employees of any stock they may not purchase or sell in their own accounts for a period of time, usually one week after it is decided to purchase or sell that stock broadly in client accounts. The compliance staff monitors employee trading against the restricted list through the quarterly transaction reports. Any violations are handled by the Chief Compliance Officer, based on the Code of Ethics.

#### **11. c. Serving as Officer, Trustee and/or Directors of Outside Organizations**

Employees may, under certain circumstances, be granted permission to serve as directors, trustees or officers of outside organizations. These organizations can include public or private corporations, partnerships, charitable foundations and other not-for-profit institutions. Employees may also receive compensation for such activities.

Service with organizations outside of B&G can, however, raise serious regulatory issues and concerns, including conflicts of interests and access to material non-public information.

As an outside board member or officer, an employee may come into possession of material non-public information about the outside company, or other public companies. It is critical that a proper information barrier be in place between B&G and the outside organization, and that the employee does not communicate such information to other B&G employees in violation of the information barrier.

Similarly, B&G may have a business relationship with the outside organization or may seek a relationship in the future. In those circumstances, the employee must not be involved in the decision to retain or hire B&G.

#### **11. d. Related Persons at Brokers and Custodians**

Relatives of employees may work for financial entities that B&G does business with. A review of the relationship between the employee and related party and the financial entity that B&G does business with is performed and evaluated for any conflict of interest.

#### **11. e. Political Contributions**

Rule 203(4)-5 requires any covered associate that makes political contributions to an “official” of a state or local “government entity” client to:

- 1) impose a two-year ban on the adviser receiving compensation for advisory services, 2) prohibit an adviser and its covered associates from coordinating or soliciting any person or political actions committee (“PAC”) to make contributions to officials or payments to certain state or local political parties, 3) prohibit an adviser from paying a third-party solicitor to solicit a government

client for the adviser's advisory services unless the third party is a "regulated person," currently defined as a SEC-registered broker-dealer or SEC-registered investment adviser subject to pay to play restrictions, and 4) the rule also applies to an investment adviser that manages assets of a government entity indirectly through a covered investment pool in which a government entity invests or is solicited to invest; such as hedge funds, private equity funds, venture capital funds, and collective trust funds, as well as registered investment companies that are investment options of participant-directed plans or programs of a government entity; such as 529 plans, 403(b) plans and 457 plans.

The portfolio management team of B&G are permitted to make political contributions up to the de minimis of, \$350.00 in contributions per election to a candidate for whom he or she is entitled to vote, and up to \$150.00 per election to a candidate for whom he or she is not entitled to vote. Quarterly B&G officers report any political contributions using the B&G Quarterly Political Contribution form, showing date of contribution, who the contribution was made to, if the contributor is entitled to vote for the candidate and the amount of the contribution. Any contribution over the de minimis amount has to be pre-cleared. B&G will perform two year look back for new officers.

## **Item 12 Brokerage Practices**

### **12. a. Best Execution**

B&G's principal objective in selecting brokers and placing client trades is to receive the best execution for those client trades. Best execution involves a number of factors, including:

- 1) Price received/paid for the security
- 2) Brokerage cost
- 3) Timeliness of the transaction
- 4) Ability to transact smoothly from order placement to settlement
- 5) Record keeping
- 6) Custody services provided

B&G has a Best Execution Committee that meets semi-annually to review brokers. We also engage with an outside provider for quantitative best execution analysis.

Clients that direct brokerage reduce our ability to seek best execution and negotiate commissions. For clients in custody with a broker we have limited ability to negotiate commissions and monitor for best execution. Trading away from a custodian broker will usually result in additional charges to the client.

### **12. b. Block Trades**

Whenever possible we will block clients' trades together to achieve a better transaction price.

Directed broker accounts are not available for blocking and may lose this price and execution advantage. All accounts in the blocks receive the same price for the trade. Partial fills of the block are allocated pro-rata among the accounts.

### **12. c. Soft Dollars**

B&G may use non-directed client commission dollars to receive investment related research and services. This practice is referred to as “Soft Dollars”

This research includes, but may not be limited to, written company and industry reports, economic data, historical charts and graphs, visits from company managements and access to industry conferences hosted by brokerage firms. Investment services include security information such as price quotes, dividend information, stock split information, news updates, access to the exchanges, daily, monthly pricing of securities, price charts and graphs and other technical analysis of stocks and bonds.

The use of soft dollars does create a conflict of interest. Only certain trades are used for soft dollars, but all clients may benefit. Though we have negotiated competitive commission rates with all of these brokers, it may result in clients paying a higher commission than they may receive for trade execution only. It may also result in brokers being favored because they provide the soft dollar benefits. Some of these trades are placed directly with the broker providing the research and some are made through third party brokers that then make the payment to the service provider.

### **12.d. Trade Order Rotation**

B&G’s fully discretionary non-directed brokerage accounts and B&G directed accounts in a randomized rotation program are within a single trade rotation with all Separately Managed Accounts (SMA) and Unified Managed Accounts (UMA) programs, traded in a snake like order.

Model strategies are also available to clients in some other investment advisory firms through SMA and UMA programs. In this instance B&G does not work directly with the individual client or execute trades. B&G communicates model trades the SMA/UMA platform partners.

The Trade Order Rotation is as follows:

- When a model trade is scheduled, trades are entered using a single trade rotation that includes B&G fully discretionary accounts and all SMA/UMA platform relationships.
- Within the rotation, all groups are traded in snake order (i.e. trade first today, trade last on the next trade).
- All allocations are made by close of business on trade date. In the event an order is “partially filled” the allocation is made on a pro-rata basis. Each account in the order will receive the same percentage of the trade.

The Bahl & Gaynor Income Growth ETF (**BGIG**) and Bahl & Gaynor Small/Mid Cap Income Growth ETF (**SMIG**) trades through an independent trade process determined at the discretion of the Bahl

& Gaynor ETF Basket Committee based on various factors including, but not limited to, ETF capital market factors, ETF market liquidity, and other general investment considerations.

## **12. e. Cross Transactions (Agency)**

An agency cross trade is a transaction between two clients' accounts managed by the same investment adviser. It is B&G's policy to engage in cross transactions only when necessary. Agencies' cross transactions will only occur when it is in the client's best interest. All agency cross trade must be reported to the firm's CCO. B&G does not receive any additional compensation other than the normal advisory fee for these trades.

B&G does not participate in Principle cross trades.

## **Item 13 Review of Accounts**

### **13. a. Reviews**

The underlying securities used in accounts are continually monitored; the individual accounts are reviewed semi-annually by the portfolio management team. Accounts are reviewed in the context of each client's stated investment objectives and guidelines. More frequent reviews are done by the portfolio manager based on the client circumstances.

Clients should always compare their custodian reports to the B&G reports to make sure they are consistent.

### **13. b. Reports**

In addition to the monthly or quarterly statements and confirmations of transactions that clients receive from their custodian, B&G will provide monthly, quarterly or annual reports per the client's request. These reports summarize the value of the account, securities held with the market value of each, the estimated annual income, and the cost basis of each holding, if available. This report is available by mail or online based on the client preference. Individual securities have the following information: number of shares, price, total market value, dividend, estimated annual income and cost basis if available. B&G is not responsible for the accuracy of cost information provided by the client.

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

B&G has entered into a written agreement with unaffiliated third parties ("solicitors") for the provision of marketing services. This relationship results in the payment of fees when B&G enters into management agreements with specific clients introduced by those solicitors. Such fees are commonly referred to as "finder's fees" and are typically paid as a percentage of fees

received by B&G from the introduced account(s). The payment of such fees does not result in additional cost to the client and will only be paid to qualified persons who have entered into a written agreement with B&G in accordance with Rule 206(4)-3 of the Investment Advisers Act of 1940. In compliance with this Rule, the solicitor will provide the client with written disclosure of its relationship with Applicant, give each potential client a copy of the referral agreement prior to or at the time of entering into any advisory contract, and obtain an acknowledgement of receipt of such disclosure from the prospective client.

## **Item 15 Custody**

B&G does not have actual or constructive custody of client accounts.

We previously disclosed in the "Fees and Compensation" section (Item 5) of this Brochure that B&G can directly debit advisory fees from client custodial accounts if authorized.

As part of this billing process, the client's custodian is advised of the amount of the fee to be deducted from that client's account. On at least a quarterly basis, the qualified custodian is required to send to the client a statement showing all transactions within the account during the reporting period.

Because the custodian does not calculate the amount of the fee to be deducted, it is important for clients to carefully review their custodial statements to verify the accuracy of the calculation, among other things. Clients should contact us directly if they believe that there may be an error in their statement.

In addition to the periodic statements that clients receive directly from their custodians, we also send account statements directly to our clients monthly, quarterly or annually per client request by mail or electronically. We urge our clients to carefully compare the information provided on these statements to ensure that all account transactions, holdings and values are correct and current.

## **Item 16 Investment Discretion**

Some clients hire B&G to provide discretionary asset management services, in which case we place trades in a client's account without contacting the client prior to each trade to obtain the client's permission. Clients give us discretionary authority when they sign a discretionary agreement with B&G and may limit this authority by giving us written instructions.

Some agreements B&G have contracted with clients are non-discretionary in nature. For these accounts the portfolio manager will obtain the approval, either orally or in writing, from the client for investment transactions that the manager recommends.

## **Item 17 Voting Client Securities**

Proxy voting is an important right of clients and reasonable care must be undertaken to ensure that such rights are properly and timely exercised. When B&G has discretion to vote the proxies of clients, it will vote the proxies in the best interests of its clients and in accordance with its proxy policies and procedures. B&G has selected an unaffiliated third-party proxy research and voting service to assist in the electronic record keeping and management of the proxy process with respect to client securities.

B&G does not vote proxies in-house. B&G has engaged the services of Broadridge's ProxyEdge platform to vote and maintain records of all proxies. The Broadridge open architecture platform allows B&G to choose from several different proxy advisory firms to make recommendations on how Broadridge should vote the proxies.

B&G has selected Glass Lewis as the Adviser, who considers the reputation, experience, and competence of a company's management and board of directors when it evaluates an issuer.

B&G's complete proxy voting policy and procedure, and those of its proxy voting service providers, are maintained in writing and are available for client review. In addition, B&G's complete proxy voting record is available to our clients, and only to our clients. Clients should contact B&G at the phone number on the front of this document if they have any questions or if they would like to review either of these documents.

In addition, B&G has also contracted with Broadridge as provider to file Class Actions "Proof of Claim" forms.

Occasionally, securities held in the accounts of clients will be the subject of class action lawsuits. B&G has retained the services of Broadridge to provide a comprehensive review of the clients' possible claims to a settlement throughout the class action lawsuit process. Broadridge actively seeks out any open and eligible class action lawsuits. Additionally, Broadridge files, monitors and expedites the distribution of settlement proceeds in compliance with SEC guidelines on behalf of our clients.

## **Item 18 Financial Information**

B&G has no additional financial circumstances to report.

Under no circumstances do we require or solicit payment of fees in excess of \$1200 per client more than six months in advance of services rendered. Therefore, we are not required to include a financial statement. B&G has not been the subject of a bankruptcy petition at any time during the past ten years.

Part 2B of Form ADV: *Brochure Supplement*

# Bahl & Gaynor

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6/17/2024

This brochure supplement provides information about investment management personnel of Bahl & Gaynor, Inc. that supplements the Bahl & Gaynor Investment Counsel brochure. You should have received a copy of that brochure. Please contact Bahl & Gaynor if you have not received the Bahl & Gaynor brochure or if you have any questions about the contents of the supplement.

Bahl & Gaynor, Inc is a registered investment adviser. Registration of an Investment Adviser does not imply any level of skill or training. The oral and written communications of an Adviser provide you with the information about which you determine to hire or retain an Adviser.

Additional information about Bahl & Gaynor, Inc. also is available on the SEC's website at [www.adviserinfo.sec.gov](http://www.adviserinfo.sec.gov). You can search this site by a unique identifying number, known as a CRD number. Our firm's CRD number is 106139.

**Full Legal Name:**

Vere W. Gaynor

**Born:** 1947

**Education**

Columbia University; BS, Political Science; 1970

Columbia University; MBA, Finance; 1971

**Business Experience**

Bahl & Gaynor, Inc.; Director Emeritus; from 4/2022 to current

Bahl & Gaynor, Inc.; Chairman of the Board/President; from 7/2/1990 to 4/2022

**Disciplinary Information**

Vere W. Gaynor has no reportable disciplinary history.

**Other Business Activities**

A. Investment Related Activities

1. Vere W. Gaynor is not engaged in any other investment related activities.
2. Vere W. Gaynor does not receive commissions, bonuses or other compensation on the sale of securities or other investment products.

B. Non-Investment Related Activities

1. Vere W. Gaynor is not engaged in any other business or occupation that provides substantial compensation or involves a substantial amount of his time.

**Additional Compensation**

Vere W. Gaynor does not receive any economic benefit from a non-advisory client for the provision of advisory services.

All Bahl & Gaynor financial professionals who meet their goals are eligible to participate in an equity program.



**Full Legal Name:**

**Charles A. Pettengill**

**Born: 1961**

**Education**

Colgate University; BA, Economics; 1984  
University of Chicago; MBA; Finance; 1986

**Business Experience**

Bahl & Gaynor, Inc.; Chairman of the Board; from 4/2022 to current  
Bahl & Gaynor, Inc.; Vice President, Senior Wealth Advisor; from 5/1/1997 to  
4/2022

**Designations**

Charles A. Pettengill has earned the following designation and is in good standing with the granting authority.

CFA®; Institute of Chartered Financial Analyst; 9/1996

*\* Please see Minimum Qualifications Required below*

**Disciplinary Information**

Charles A. Pettengill has no reportable disciplinary history.

**Other Business Activities**

**A. Investment Related Activities**

1. Charles A. Pettengill is not engaged in any other investment related activities.
2. Charles A. Pettengill does not receive commissions, bonuses or other compensation on the sale of securities or other investment products.

**B. Non-Investment Related Activities**

1. Charles A. Pettengill is not engaged in any other business or occupation that provides substantial compensation or involves a substantial amount of his time.

**Additional Compensation**

Charles A. Pettengill does not receive any economic benefit from a non-advisory client for the provision of advisory services.

All Bahl & Gaynor financial professionals who meet their goals are eligible to participate in an equity program.

**Full Legal Name:**

**Eleanor K. Moffat**

**Born: 1956**

**Education**

Princeton University; AB, History; 1978

John Hopkins University; MAS; Administrative Science; 1983

**Business Experience**

Bahl & Gaynor, Inc.; Senior Wealth Advisor; from 1/1/1999 to current

**Designations**

Eleanor K. Moffat has earned the following designation and is in good standing with the granting authority.

CFA®; Institute of Chartered Financial Analyst; 9/1988

*\* Please see Minimum Qualifications Required below*

**Disciplinary Information**

Eleanor K. Moffat has no reportable disciplinary history.

**Other Business Activities****A. Investment Related Activities**

1. Eleanor K. Moffat is not engaged in any other investment related activities.
2. Eleanor K. Moffat does not receive commissions, bonuses or other compensation on the sale of securities or other investment products.

**B. Non-Investment Related Activities**

1. Eleanor K. Moffat is not engaged in any other business or occupation that provides substantial compensation or involves a substantial amount of his time.

**Additional Compensation**

Eleanor K. Moffat does not receive any economic benefit from a non-advisory client for the provision of advisory services.

All Bahl & Gaynor financial professionals who meet their goals are eligible to participate in an equity program.

**Full Legal Name:**

**Scott D. Rodes**

**Born: 1962**

**Education**

Vanderbilt University; BE, Mechanical Engineering; 1985  
Xavier University; MBA; Business; 1987

**Business Experience**

Bahl & Gaynor, Inc.; Senior Wealth Advisor; from 6/1/2001 to current

**Designations**

Scott D. Rodes has earned the following designation and is in good standing with the granting authority.

CFA®; Institute of Chartered Financial Analyst; 9/1993

*\* Please see Minimum Qualifications Required below*

**Disciplinary Information**

Scott D. Rodes has no reportable disciplinary history.

**Other Business Activities****A. Investment Related Activities**

1. Scott D. Rodes is not engaged in any other investment related activities.
2. Scott D. Rodes does not receive commissions, bonuses or other compensation on the sale of securities or other investment products.

**B. Non-Investment Related Activities**

1. Scott D. Rodes is not engaged in any other business or occupation that provides substantial compensation or involves a substantial amount of his time.

**Additional Compensation**

Scott D. Rodes does not receive any economic benefit from a non-advisory client for the provision of advisory services.

All Bahl & Gaynor financial professionals who meet their goals are eligible to participate in an equity program.

**Full Legal Name:**

**Edward A. Woods**

**Born: 1966**

**Education**

Wittenberg University; BA, Business Administration; 1989

University of Cincinnati, MBA, Finance; 1996

**Business Experience**

Bahl & Gaynor, Inc.; Director, Senior Wealth Advisor; from 9/1/2004 to current

**Designations**

Edward A. Woods has earned the following designation and is in good standing with the granting authority.

CFA®; Institute of Chartered Financial Analyst; 9/1996

*\* Please see Minimum Qualifications Required below*

**Disciplinary Information**

Edward A. Woods has no reportable disciplinary history.

**Other Business Activities**

**A. Investment Related Activities**

1. Edward A. Woods is not engaged in any other investment related activities.
2. Edward A. Woods does not receive commissions, bonuses or other compensation on the sale of securities or other investment products.

**B. Non-Investment Related Activities**

1. Edward A. Woods is not engaged in any other business or occupation that provides substantial compensation or involves a substantial amount of his time.

**Additional Compensation**

Edward A. Woods does not receive any economic benefit from a non-advisory client for the provision of advisory services.

All Bahl & Gaynor financial professionals who meet their goals are eligible to participate in an equity program.

**Full Legal Name:**

**John B. Schmitz**

**Born: 1960**

**Education**

University of Cincinnati, BA, Finance and Real Estate; 1982

**Business Experience**

Bahl & Gaynor, Inc.; Director, Portfolio Manager; from 12/1/2005 to current

**Designations**

John B. Schmitz has earned the following designation and is in good standing with the granting authority.

CFA®; Institute of Chartered Financial Analyst; 9/1992

*\* Please see Minimum Qualifications Required below*

**Disciplinary Information**

John B. Schmitz has no reportable disciplinary history.

**Other Business Activities****A. Investment Related Activities**

1. John B. Schmitz is not engaged in any other investment related activities.
2. John B. Schmitz does not receive commissions, bonuses or other compensation on the sale of securities or other investment products.

**B. Non-Investment Related Activities**

1. John B. Schmitz is not engaged in any other business or occupation that provides substantial compensation or involves a substantial amount of his time.

**Additional Compensation**

John B. Schmitz does not receive any economic benefit from a non-advisory client for the provision of advisory services.

All Bahl & Gaynor financial professionals who meet their goals are eligible to participate in an equity program.

**Full Legal Name:**

Ellis D. Hummel

Born: 1968

**Education**

Skidmore College, BA, Government; 1990

**Business Experience**

Bahl & Gaynor, Inc.; Director, Senior Wealth Advisor; from 2/1/2008 to current

**Designations**

Ellis D. Hummel has earned the following designation and is in good standing with the granting authority.

CFP®; College of Financial Planning™; 6/2002

*\*\*Please see Minimum Qualifications Required below*

**Disciplinary Information**

Ellis D. Hummel has no reportable disciplinary history.

**Other Business Activities****A. Investment Related Activities**

1. Ellis D. Hummel is not engaged in any other investment related activities.
2. Ellis D. Hummel does not receive commissions, bonuses or other compensation on the sale of securities or other investment products.

**B. Non-Investment Related Activities**

1. Ellis D. Hummel is not engaged in any other business or occupation that provides substantial compensation or involves a substantial amount of his time.

**Additional Compensation**

Ellis D. Hummel does not receive any economic benefit from a non-advisory client for the provision of advisory services.

All Bahl & Gaynor financial professionals who meet their goals are eligible to participate in an equity program.

**Full Legal Name:**

**Stephanie S. Thomas**

**Born: 1967**

**Education**

Wittenberg University, BA, Economics; 1989

University of Notre Dame, MBA 1996

**Business Experience**

Bahl & Gaynor, Inc.; Institutional Client Managing Director, Portfolio Manager;  
from 7/2/2012 to current

**Designations**

Stephanie S. Thomas has earned the following designation and is in good standing with the granting authority.

CFA®; Institute of Chartered Financial Analyst; 9/2001

*\* Please see Minimum Qualifications Required below*

**Disciplinary Information**

Stephanie S. Thomas has no reportable disciplinary history.

**Other Business Activities****A. Investment Related Activities**

1. Stephanie S. Thomas is not engaged in any other investment related activities.
2. Stephanie S. Thomas does not receive commissions, bonuses or other compensation on the sale of securities or other investment products.

**B. Non-Investment Related Activities**

1. Stephanie S. Thomas is not engaged in any other business or occupation that provides substantial compensation or involves a substantial amount of his time.

**Additional Compensation**

Stephanie S. Thomas does not receive any economic benefit from a non-advisory client for the provision of advisory services.

All Bahl & Gaynor financial professionals who meet their goals are eligible to participate in an equity program.

**Full Legal Name:**

**W. Jeff Bahl**

**Born: 1979**

**Education**

Washington & Lee University, BSBA, Commerce; 2002

**Business Experience**

Bahl & Gaynor, Inc.; Director, Senior Wealth Advisor; from 5/1/2014 to current  
Goldman Sachs, High Yield Trading; from 2008 to December 2013

**Disciplinary Information**

W. Jeff Bahl has no reportable disciplinary history.

**Other Business Activities**

A. Investment Related Activities

1. W. Jeff Bahl is not engaged in any other investment related activities.
2. W. Jeff Bahl does not receive commissions, bonuses or other compensation on the sale of securities or other investment products.

B. Non-Investment Related Activities

1. W. Jeff Bahl is not engaged in any other business or occupation that provides substantial compensation or involves a substantial amount of his time.

**Additional Compensation**

W. Jeff Bahl does not receive any economic benefit from a non-advisory client for the provision of advisory services.

All Bahl & Gaynor financial professionals who meet their goals are eligible to participate in an equity program.



**Full Legal Name:**

**Christopher M. Rowane**      **Born:** 1960

**Education**

Gannon University, BSBA, Finance; 1983

Gannon University, MBA, Finance; 1988

**Business Experience**

Bahl & Gaynor, Inc.; Senior Wealth Advisor; from 5/1/2014 to current

**Designations**

Christopher M. Rowane has earned the following designation and is in good standing with the granting authority.

CFA®; Institute of Chartered Financial Analyst; 9/1998

*\* Please see Minimum Qualifications Required below*

**Disciplinary Information**

Christopher M. Rowane has no reportable disciplinary history.

**Other Business Activities****A. Investment Related Activities**

1. Christopher M. Rowane is not engaged in any other investment related activities.
2. Christopher M. Rowane does not receive commissions, bonuses or other compensation on the sale of securities or other investment products.

**B. Non-Investment Related Activities**

1. Christopher M. Rowane is not engaged in any other business or occupation that provides substantial compensation or involves a substantial amount of his time.

**Additional Compensation**

Christopher M. Rowane does not receive any economic benefit from a non-advisory client for the provision of advisory services.

All Bahl & Gaynor financial professionals who meet their goals are eligible to participate in an equity program.

**Full Legal Name:**

Nicholas W. Puncer

**Born:** 1987

**Education**

University of Cincinnati; BBA, Finance and Business Economics; 2010

**Business Experience**

Bahl & Gaynor, Inc.; Institutional Product Managing Director, Portfolio Manager;  
from 5/1/2014 to current

Bahl & Gaynor, Inc.; Analyst; from 2010 to April 2014

**Designations**

Nicholas W. Puncer has earned the following designation and is in good standing with the granting authority.

CFA®; Institute of Chartered Financial Analyst; 9/2014

*\* Please see Minimum Qualifications Required below*

CFP®; College of Financial Planning™; 6/2014

*\* Please see Minimum Qualifications Required below*

**Disciplinary Information**

Nicholas W. Puncer has no reportable disciplinary history.

**Other Business Activities**

A. Investment Related Activities

1. Nicholas W. Puncer is not engaged in any other investment related activities.
2. Nicholas W. Puncer does not receive commissions, bonuses or other compensation on the sale of securities or other investment products.

B. Non-Investment Related Activities

1. Nicholas W. Puncer is not engaged in any other business or occupation that provides substantial compensation or involves a substantial amount of his time.

**Additional Compensation**

Nicholas W. Puncer does not receive any economic benefit from a non-advisory client for the provision of advisory services.

All Bahl & Gaynor financial professionals who meet their goals are eligible to participate in an equity program.

**Full Legal Name:**

James E. Russell

Born: 1961

**Education**

Centre College of Kentucky, BS, Chemistry; 1983

Emory University, MBA, Finance; 1986

**Business Experience**

Bahl & Gaynor, Inc.; Portfolio Manager; from 10/27/2014 to current

**Designations**

James E. Russell has earned the following designation and is in good standing with the granting authority.

CFA®; Institute of Chartered Financial Analyst; 9/1992

*\* Please see Minimum Qualifications Required below*

**Disciplinary Information**

James E. Russell has no reportable disciplinary history.

**Other Business Activities****A. Investment Related Activities**

1. James E. Russell is not engaged in any other investment related activities.
2. James E. Russell does not receive commissions, bonuses or other compensation on the sale of securities or other investment products.

**B. Non-Investment Related Activities**

1. James E. Russell is not engaged in any other business or occupation that provides substantial compensation or involves a substantial amount of his time.

**Additional Compensation**

James E. Russell does not receive any economic benefit from a non-advisory client for the provision of advisory services.

All Bahl & Gaynor financial professionals who meet their goals are eligible to participate in an equity program.

**Full Legal Name:**

**Christopher J. Heekin**

**Born: 1970**

**Education**

Duke University, BA, Economics; 1992

Darden School at University of Virginia, MBA, 1999

**Business Experience**

Bahl & Gaynor, Inc.; Wealth Management Managing Director, Senior Wealth Advisor; from 10/17/2016 to current

**Designations**

Christopher J. Heekin has earned the following designation and is in good standing with the granting authority.

CFP®; College of Financial Planning™; 7/2017

*\*Please see Minimum Qualifications Required below*

**Disciplinary Information**

Christopher J. Heekin has no reportable disciplinary history.

**Other Business Activities****A. Investment Related Activities**

1. Christopher J. Heekin is not engaged in any other investment related activities.
2. Christopher J. Heekin does not receive commissions, bonuses or other compensation on the sale of securities or other investment products.

**B. Non-Investment Related Activities**

1. Christopher J. Heekin is not engaged in any other business or occupation that provides substantial compensation or involves a substantial amount of his time.

**Additional Compensation**

Christopher J. Heekin does not receive any economic benefit from a non-advisory client for the provision of advisory services.

All Bahl & Gaynor financial professionals who meet their goals are eligible to participate in an equity program.

**Full Legal Name:**

Steven N. Brown

Born: 1981

**Education**

University of Cincinnati; BA, Finance; 2004

**Business Experience**

Bahl & Gaynor, Inc.; Financial Planning Specialist; from 1/8/2018 to current  
Huntington National Bank; Vice President and Wealth Advisor; from August 2011  
to January 2018

**Designations**

Steven N. Brown has earned the following designation and is in good standing  
with the granting authority.

CFP®; College of Financial Planning™; 3/2008

*\*\*Please see Minimum Qualifications Required below*

**Disciplinary Information**

Steven N. Brown has no reportable disciplinary history.

**Other Business Activities****A. Investment Related Activities**

1. Steven N. Brown is not engaged in any other investment related activities.
2. Steven N. Brown does not receive commissions, bonuses or other compensation on the sale of securities or other investment products.

**B. Non-Investment Related Activities**

1. Steven N. Brown is not engaged in any other business or occupation that provides substantial compensation or involves a substantial amount of his time.

**Additional Compensation**

Steven N. Brown does not receive any economic benefit from a non-advisory client for the provision of advisory services.

All Bahl & Gaynor financial professionals who meet their goals are eligible to participate in an equity program.

**Full Legal Name:**

**Samuel L. Koopman**

**Born: 1988**

**Education**

Xavier University, BSBA, Finance; 2010

**Business Experience**

Bahl & Gaynor, Inc.; Senior Wealth Advisor; from 7/1/2018 to current  
Bahl & Gaynor, Inc.; Wealth Advisor Analyst; from 6/15/2015 to 6/30/2018  
United States Army, Company Executive Officer; from 1/1/2014 to 6/1/2015  
United States Army, Brigade Medical Operations Officer; from 1/1/2013 –  
12/31/2014

**Designations**

Samuel L. Koopman has earned the following designation and is in good standing with the granting authority.

CFP®; College of Financial Planning™; 5/2017

*\*\*Please see Minimum Qualifications Required below*

**Disciplinary Information**

Samuel L. Koopman has no reportable disciplinary history.

**Other Business Activities****A. Investment Related Activities**

1. Samuel L. Koopman is not engaged in any other investment related activities.
2. Samuel L. Koopman does not receive commissions, bonuses or other compensation on the sale of securities or other investment products.

**B. Non-Investment Related Activities**

1. Samuel L. Koopman is not engaged in any other business or occupation that provides substantial compensation or involves a substantial amount of his time.

**Additional Compensation**

Samuel L. Koopman does not receive any economic benefit from a non-advisory client for the provision of advisory services.

All Bahl & Gaynor financial professionals who meet their goals are eligible to participate in an equity program.

**Full Legal Name:**

Kevin T. Gade

Born: 1991

**Education**

University of Cincinnati; BBA, Finance & Business Economics; 2014

**Business Experience**

Bahl & Gaynor, Inc.; Chief Operating Officer & Portfolio Manager, from 4/2022 to current

Bahl & Gaynor, Inc.; Portfolio Manager, from 7/17/2018 to 4/2022

Bahl & Gaynor, Inc.; Portfolio Analyst, from 9/1/2016 to 7/11/2018

**Designations**

Kevin T. Gade has earned the following designation and is in good standing with the granting authority.

CFA®; Institute of Chartered Financial Analyst, 8/2017

*\* Please see Minimum Qualifications Required below*

CFP®; College of Financial Planning™; 3/2018

*\*\*Please see Minimum Qualifications Required below*

**Disciplinary Information**

Kevin T. Gade has no reportable disciplinary history.

**Other Business Activities****A. Investment Related Activities**

1. Kevin T. Gade is not engaged in any other investment related activities.
2. Kevin T. Gade does not receive commissions, bonuses or other compensation on the sale of securities or other investment products.

**B. Non-Investment Related Activities**

1. Kevin T. Gade is not engaged in any other business or occupation that provides substantial compensation or involves a substantial amount of his time.

**Additional Compensation**

Kevin T. Gade does not receive any economic benefit from a non-advisory client for the provision of advisory services.

All Bahl & Gaynor financial professionals who meet their goals are eligible to participate in an equity program.

**Full Legal Name:****Keith Herbert Rennekamp****Born: 1980****Education**

The Ohio State University Fisher College of Business BSBA, Finance, 2002  
Xavier University Williams College of Business MBA, Finance, 2007

**Business Experience**

Bahl & Gaynor, Inc.; Senior Wealth Advisor; from 5/29/2018 to current  
Huntington Bank; Vice President, Senior Portfolio Manager; from September 2013 to May 2018

**Designations**

Keith Herbert Rennekamp has earned the following designation and is in good standing with the granting authority.

CFA®; Institute of Chartered Financial Analyst, 9/2009

*\* Please see Minimum Qualifications Required below*

CFP®; College of Financial Planning™; 4/2012

*\*\*Please see Minimum Qualifications Required below*

**Disciplinary Information**

Keith Herbert Rennekamp has no reportable disciplinary history.

**Other Business Activities****A. Investment Related Activities**

1. Keith Herbert Rennekamp is not engaged in any other investment related activities.
2. Keith Herbert Rennekamp does not receive commissions, bonuses or other compensation on the sale of securities or other investment products.

**B. Non-Investment Related Activities**

1. Keith Herbert Rennekamp consults with the CFA Institute that results in approximately 120 hours of his time in a one-year cycle. The majority of that time is outside of normal business hours, and Mr. Rennekamp is paid a stipend for his consultation.

**Additional Compensation**

Keith Herbert Rennekamp does not receive any economic benefit from a non-advisory client for the provision of advisory services.

All Bahl & Gaynor financial professionals who meet their goals are eligible to participate in an equity program.



**Full Legal Name:**

**Peter Michael Kwiatkowski**

**Born: 1969**

**Education**

California State University at Long Beach BS, Finance, Real Estate, & Law 1999

**Business Experience**

Bahl & Gaynor, Inc.; Chief Investment Officer, Portfolio Manager; from 4/2022 to current

Bahl & Gaynor, Inc.; Portfolio Manager; from 1/14/2019 to 4/2022

ClearArc Capital, in multiple positions most recently as Director, Growth & Income Strategies from 11/2002 to 12/2018

**Designations**

Peter Michael Kwiatkowski has earned the following designation and is in good standing with the granting authority.

CFA®; Institute of Chartered Financial Analyst, 9/2002

*\* Please see Minimum Qualifications Required below*

**Disciplinary Information**

Peter Michael Kwiatkowski has no reportable disciplinary history.

**Other Business Activities****A. Investment Related Activities**

1. Peter Michael Kwiatkowski is not engaged in any other investment related activities.
2. Peter Michael Kwiatkowski does not receive commissions, bonuses or other compensation on the sale of securities or other investment products.

**B. Non-Investment Related Activities**

1. Peter Michael Kwiatkowski is not engaged in any other business or occupation that provides substantial compensation or involves a substantial amount of his time.

**Additional Compensation**

Peter Michael Kwiatkowski does not receive any economic benefit from a non-advisory client for the provision of advisory services.

All Bahl & Gaynor financial professionals who meet their goals are eligible to participate in an equity program.

**Full Legal Name:**

**John Eric Strange**

**Born: 1973**

**Education**

Georgetown College, BS, Accounting, 1996

**Business Experience**

Bahl & Gaynor, Inc.; Senior Wealth Advisor; from 4/15/2019 to current  
Fifth Third Private Bank; Vice President, Senior Portfolio Manager; from July  
2016 to February 2019

**Designations**

John Eric Strange has earned the following designation and is in good standing  
with the granting authority.

CFA®; Institute of Chartered Financial Analyst, 9/2002

*\* Please see Minimum Qualifications Required below*

**Disciplinary Information**

John Eric Strange has no reportable disciplinary history.

**Other Business Activities**

A. Investment Related Activities

1. John Eric Strange is not engaged in any other investment related activities.
2. John Eric Strange does not receive commissions, bonuses or other compensation on the sale of securities or other investment products.

B. Non-Investment Related Activities

1. John Eric Strange is not engaged in any other business or occupation that provides substantial compensation or involves a substantial amount of his time.

**Additional Compensation**

John Eric Strange does not receive any economic benefit from a non-advisory client for the provision of advisory services.

All Bahl & Gaynor financial professionals who meet their goals are eligible to participate in an equity program.

**Full Legal Name:****Robert Scott Groenke****Born: 1983****Education**

University of Michigan, BA, Economics, 2005

University of Chicago, MBA, 2012

**Business Experience**

Bahl &amp; Gaynor, Inc.; Chief Executive Officer &amp; President, Portfolio Manager; from 4/2022 to current

Bahl &amp; Gaynor, Inc.; Portfolio Manager; from 12/16/2019 to 4/2022

Franklin Templeton, Vice President &amp; Research Analyst; from 2018 to December 2019

Franklin Templeton, Research Analyst; from August 2012 to 2018

**Disciplinary Information**

Robert Scott Groenke has no reportable disciplinary history.

**Other Business Activities****A. Investment Related Activities**

1. Robert Scott Groenke is not engaged in any other investment related activities.
2. Robert Scott Groenke does not receive commissions, bonuses or other compensation on the sale of securities or other investment products.

**B. Non-Investment Related Activities**

1. Robert Scott Groenke is not engaged in any other business or occupation that provides substantial compensation or involves a substantial amount of his time.

**Additional Compensation**

Robert Scott Groenke does not receive any economic benefit from a non-advisory client for the provision of advisory services.

All Bahl &amp; Gaynor financial professionals who meet their goals are eligible to participate in an equity program.

**Full Legal Name:**

Maura Anne Kelly

Born: 1980

**Education**

University of Dayton, BSBA, Finance (major) & Accounting (minor), 2002

**Business Experience**

Bahl & Gaynor, Inc.; Senior Wealth Advisor; from 3/30/2020 to current  
US Bank; Senior Vice President, Senior Portfolio Manager; from May 2017 to  
March 2020

Fifth Third Bank; Vice President, Senior Portfolio Manager; from December 2012  
to May 2017

**Designations**

Maura Anne Kelly has earned the following designation and is in good standing  
with the granting authority.

CFP®; College of Financial Planning™; Xavier University, 2/2008

*\*\*Please see Minimum Qualifications Required below*

**Disciplinary Information**

Maura Anne Kelly has no reportable disciplinary history.

**Other Business Activities****A. Investment Related Activities**

1. Maura Anne Kelly is not engaged in any other investment related activities.
2. Maura Anne Kelly does not receive commissions, bonuses or other compensation on the sale of securities or other investment products.

**B. Non-Investment Related Activities**

1. Maura Anne Kelly is not engaged in any other business or occupation that provides substantial compensation or involves a substantial amount of his time.

**Additional Compensation**

Maura Anne Kelly does not receive any economic benefit from a non-advisory client for the provision of advisory services.

All Bahl & Gaynor financial professionals who meet their goals are eligible to participate in an equity program.

**Full Legal Name:**

**Andrew Hagedorn**

**Born: 1976**

**Education**

University of Kentucky BSBA, Management and Economics, 1998

**Business Experience**

Bahl & Gaynor, Inc.; Senior Wealth Advisor; from 10/4/2021 to current  
Huntington Bank; Senior Vice President & National Portfolio Manager Executive;  
from 12/2001 to 9/2021

**Disciplinary Information**

Andrew Hagedorn has no reportable disciplinary history.

**Other Business Activities**

A. Investment Related Activities

1. Andrew Hagedorn is not engaged in any other investment related activities.
2. Andrew Hagedorn does not receive commissions, bonuses or other compensation on the sale of securities or other investment products.

B. Non-Investment Related Activities

1. Andrew Hagedorn is not engaged in any other business or occupation that provides substantial compensation or involves a substantial amount of his time.

**Additional Compensation**

Andrew Hagedorn does not receive any economic benefit from a non-advisory client for the provision of advisory services.

All Bahl & Gaynor financial professionals who meet their goals are eligible to participate in an equity program.

**Full Legal Name:**

Ian Thomas Owens

Born: 1993

**Education**

University of Cincinnati, BBA, Finance; 2017

**Business Experience**

Bahl & Gaynor, Inc.; Associate Portfolio Manager, from 5/2023 to current

Bahl & Gaynor, Inc.; Portfolio Analyst, from 8/14/2017 to 5/2023

**Designations**

Ian Thomas Owens has earned the following designation and is in good standing with the granting authority.

Chartered Financial Analyst®, CFA Institute, 11/2021

*\* Please see Minimum Qualifications Required below*

**Disciplinary Information**

Ian Thomas Owens has no reportable disciplinary history.

**Other Business Activities****A. Investment Related Activities**

1. Ian Thomas Owens is not engaged in any other investment related activities.
2. Ian Thomas Owens does not receive commissions, bonuses or other compensation on the sale of securities or other investment products.

**B. Non-Investment Related Activities**

1. Ian Thomas Owens is not engaged in any other business or occupation that provides substantial compensation or involves a substantial amount of his time.

**Additional Compensation**

Ian Thomas Owens does not receive any economic benefit from a non-advisory client for the provision of advisory services.

All Bahl & Gaynor financial professionals who meet their goals are eligible to participate in an equity program.

**Full Legal Name:**

**Eric James Zins**

**Born: 1995**

**Education**

University of Cincinnati College of Business BBA, Finance; 2018

**Business Experience**

Bahl & Gaynor, Inc.; Associate Portfolio Manager, from 5/2023 to current

Bahl & Gaynor, Inc.; Portfolio Analyst; from 8/20/2018 to 5/2023

**Designations**

Eric James Zins has earned the following designation and is in good standing with the granting authority.

Chartered Financial Analyst®, CFA Institute, 2/2021

*\* Please see Minimum Qualifications Required below*

**Disciplinary Information**

Eric James Zins has no reportable disciplinary history.

**Other Business Activities****A. Investment Related Activities**

1. Eric James Zins is not engaged in any other investment related activities.
2. Eric James Zins does not receive commissions, bonuses or other compensation on the sale of securities or other investment products.

**B. Non-Investment Related Activities**

1. Eric James Zins is not engaged in any other business or occupation that provides substantial compensation or involves a substantial amount of his time.

**Additional Compensation**

Eric James Zins does not receive any economic benefit from a non-advisory client for the provision of advisory services.

All Bahl & Gaynor financial professionals who meet their goals are eligible to participate in an equity program.

**Full Legal Name:**

**Matthew John Carroll**

**Born: 1997**

**Education**

Xavier University Williams College of Business BSBA, Finance, 2020

**Business Experience**

Bahl & Gaynor, Inc.; Wealth Management Analyst; from 8/17/2020 to current  
Prior to 8/2022 Matthew John Carroll was a student at Xavier University

**Designations**

Matthew John Carrol has earned the following designation and is in good standing with the granting authority.

CFP®; College of Financial Planning™; 3/2022

*\*Please see Minimum Qualifications Required below*

**Disciplinary Information**

Matthew John Carroll has no reportable disciplinary history.

**Other Business Activities****A. Investment Related Activities**

1. Matthew John Carroll is not engaged in any other investment related activities.
2. Matthew John Carroll does not receive commissions, bonuses or other compensation on the sale of securities or other investment products.

**B. Non-Investment Related Activities**

1. Matthew John Carroll is not engaged in any other business or occupation that provides substantial compensation or involves a substantial amount of his time.

**Additional Compensation**

Matthew John Carroll does not receive any economic benefit from a non-advisory client for the provision of advisory services.

All Bahl & Gaynor financial professionals who meet their goals are eligible to participate in an equity program.



**Full Legal Name:**

**Kelsey Marie Flannery**

**Born: 1995**

**Education**

University of Kentucky Gatton College of Business BBA, Finance 2016

**Business Experience**

Bahl & Gaynor, Inc.; Wealth Management Analyst; from 8/26/2021 to current  
Huntington National Bank; Portfolio Manager; from 9/2017 to 8/2021

**Designations**

Kelsey Marie Flannery has earned the following designation and is in good standing with the granting authority.

CFP®; College of Financial Planning™; 8/2022

*\*Please see Minimum Qualifications Required below*

**Disciplinary Information**

Kelsey Marie Flannery has no reportable disciplinary history.

**Other Business Activities**

**A. Investment Related Activities**

1. Kelsey Marie Flannery is not engaged in any other investment related activities.
2. Kelsey Marie Flannery does not receive commissions, bonuses or other compensation on the sale of securities or other investment products.

**B. Non-Investment Related Activities**

1. Kelsey Marie Flannery is not engaged in any other business or occupation that provides substantial compensation or involves a substantial amount of her time.

**Additional Compensation**

Kelsey Marie Flannery does not receive any economic benefit from a non-advisory client for the provision of advisory services.

All Bahl & Gaynor financial professionals who meet their goals are eligible to participate in an equity program.

**Full Legal Name:**

Michael Murray Del Prince

Born: 1990

**Education**

Centre College, BA, Economics, 2013  
University of Cincinnati, MS, Taxation, 2022

**Business Experience**

Bahl & Gaynor, Inc.; Wealth Advisor; from 2/2023 to present  
Bahl & Gaynor, Inc.; Senior Wealth Management Analyst; from 2/14/2022 to 2/2023  
Nationwide Financial; Territory Manager; from January 2017 to February 2022

**Designations**

Michael Murray Del Prince has earned the following designation and is in good standing with the granting authority.

CFP®; College of Financial Planning™; 12/2016

*\*\*Please see Minimum Qualifications Required below*

CLU®; Charter Life Underwriter ®; 8/2018

*\*\*\*Please see Minimum Qualifications Required below*

**Disciplinary Information**

Michael Murray Del Prince has no reportable disciplinary history.

**Other Business Activities****A. Investment Related Activities**

1. Michael Murray Del Prince is not engaged in any other investment related activities.
2. Michael Murray Del Prince does not receive commissions, bonuses or other compensation on the sale of securities or other investment products.

**B. Non-Investment Related Activities**

1. Michael Murray Del Prince is not engaged in any other business or occupation that provides substantial compensation or involves a substantial amount of her time.

**Additional Compensation**

Michael Murray Del Prince does not receive any economic benefit from a non-advisory client for the provision of advisory services.

All Bahl & Gaynor financial professionals who meet their goals are eligible to participate in an equity program.

**Full Legal Name:**

**Christian Roberts Wing**

**Born: 1974**

**Education**

University of Cincinnati BA, Communications 1997

**Business Experience**

Bahl & Gaynor, Inc.; Senior Wealth Advisor; from 2/03/2023 to current  
Huntington National Bank: from June 2010 to January 2023

**Disciplinary Information**

Christian Roberts Wing has no reportable disciplinary history.

**Other Business Activities**

**A. Investment Related Activities**

1. Christian Roberts Wing is not engaged in any other investment related activities.
2. Christian Roberts Wing does not receive commissions, bonuses or other compensation on the sale of securities or other investment products.

**B. Non-Investment Related Activities**

1. Christian Roberts Wing is not engaged in any other business or occupation that provides substantial compensation or involves a substantial amount of her time.

**Additional Compensation**

Christian Roberts Wing will be compensated on new net assets engaged by his efforts.

All Bahl & Gaynor financial professionals who meet their goals are eligible to participate in an equity program.

**Full Legal Name:**

**Grant Emerson Cooper**

**Born: 1987**

**Education**

Miami University, BS, Finance, 2009  
University of Cincinnati, MS, Finance, 2015

**Business Experience**

Bahl & Gaynor, Inc.; Wealth Advisor; from 10/31/2022 to current  
US Bank Private Wealth Management, Portfolio Manager and Vice President;  
from May 2018 to October 2023  
Johnson Investment Counsel; Portfolio Manager Assistant, from May 2015 to May  
2018

**Designations**

Grant Emerson Cooper has earned the following designation and is in good standing with the granting authority.

CFA®; Institute of Chartered Financial Analyst, 9/2019

*\* Please see Minimum Qualifications Required below*

CFP®; College of Financial Planning™; 3/2020

*\* Please see Minimum Qualifications Required below*

**Disciplinary Information**

Grant Emerson Cooper has no reportable disciplinary history.

**Other Business Activities**

**A. Investment Related Activities**

1. Grant Emerson Cooper is not engaged in any other investment related activities.
2. Grant Emerson Cooper does not receive commissions, bonuses or other compensation on the sale of securities or other investment products.

**B. Non-Investment Related Activities**

1. Grant Emerson Cooper is not engaged in any other business or occupation that provides substantial compensation or involves a substantial amount of his time.

**Additional Compensation**

Grant Emerson Cooper will be compensated on new net assets engaged by his efforts.

All Bahl & Gaynor financial professionals who meet their goals are eligible to participate in an equity program.

**Full Legal Name:**

**Christopher Anthony Guy**

**Born: 1999**

**Education**

University of Cincinnati College of Business BBA, Finance, 2022

**Business Experience**

Bahl & Gaynor, Inc.; Wealth Management Analyst; from 08/15/2022 to current  
Prior to 8/2022 Chris Anthony Guy was a student at University of Cincinnati

**Disciplinary Information**

Christopher Anthony Guy has no reportable disciplinary history.

**Other Business Activities**

**A. Investment Related Activities**

1. Christopher Anthony Guy is not engaged in any other investment related activities.
2. Christopher Anthony Guy does not receive commissions, bonuses or other compensation on the sale of securities or other investment products.

**B. Non-Investment Related Activities**

1. Christopher Anthony Guy is not engaged in any other business or occupation that provides substantial compensation or involves a substantial amount of his time.

**Additional Compensation**

Christopher Anthony Guy does not receive any economic benefit from a non-advisory client for the provision of advisory services.

All Bahl & Gaynor financial professionals who meet their goals are eligible to participate in an equity program.

**Full Legal Name:**

**Derrick Kihembo**

**Born: 1994**

**Education**

The Johns Hopkins University B.S., Economics 2016

**Business Experience**

Bahl & Gaynor, Inc.; Associate Portfolio Manager & Senior Trader; from 6/01/2018 to current

**Designations**

Derrick Kihembo has earned the following designation and is in good standing with the granting authority.

Chartered Financial Analyst®, CFA Institute, 02/2022

*\* Please see Minimum Qualifications Required below*

**Disciplinary Information**

Derrick Kihembo has no reportable disciplinary history.

**Other Business Activities****A. Investment Related Activities**

1. Derrick Kihembo is not engaged in any other investment-related activities.
2. Derrick Kihembo does not receive commissions, bonuses or other compensation on the sale of securities or other investment products.

**B. Non-Investment Related Activities**

1. Derrick Kihembo is not engaged in any other business or occupation that provides substantial compensation or involves a substantial amount of his time.

**Additional Compensation**

Derrick Kihembo does not receive any economic benefit from a non-advisory client for the provision of advisory services.

All Bahl & Gaynor financial professionals who meet their goals are eligible to participate in an equity program.

## Supervision of Firm

**Supervisor & Title:** Robert S. Groenke, Chief Executive Officer & President

**Phone Number:** 513-287-6100

Robert S. Groenke supervises the company and business practices of B&G. Jenelle M. Armstrong manages any staff related issues and Tita A. Rogers, IACCP® \*\*\*\* manages the Code of Ethics, Investment Policies, Review Process, Conflicts, and Assessing Risks. Mrs. Armstrong and Mrs. Rogers report any concerns or risk to Robert S. Groenke as he has the supervision role for all Investment and Executive employees.

*Above Business Experience is for the most recent 5 years.*

### **\* CFA - Minimum Qualifications Required**

The CHARTERED FINANCIAL ANALYST, CFA® charter is a professional designation established in 1962 and awarded by CFA Institute. To earn the CFA charter, candidates must pass three sequential, six-hour examinations over two to four years. The three levels of the CFA Program test a wide range of investment topics, including ethical and professional standards, fixed-income analysis, alternative and derivative investments, and portfolio management and wealth planning. In addition, CFA charter holders must have at least four years of acceptable professional experience in the investment decision-making process and must commit to abide by, and annually reaffirm, their adherence to the CFA Institute Code of Ethics and Standards of Professional Conduct.

### **\*\* CFP - Minimum Qualifications Required**

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 62,000 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, administered in 10 hours over a two-day period, 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 in order 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.

### **\*\*\* CLU - Minimum Qualifications Required**

The CHARTER LIFE UNDERWRITER®, CLU® is a financial professional with extensive knowledge of life insurance. The American College of Financial Services is an accredited non-profit educational institution founded in 1927. It has the highest level of educational accreditation—regional accreditation—through the Middle States Commission on Higher Education. The college has a full-time faculty of industry experts and is one of the leading educators of financial professionals in the United States.

To earn the CLU, individuals must complete five core courses plus three elective courses and pass eight 100-question, two-hour examinations. Required course titles include Fundamentals of Insurance Planning, Individual Life Insurance, Life Insurance Law, Fundamentals of Estate Planning and Planning for Business Owners and Professionals.<sup>1</sup> Other course topics include financial planning, health insurance, income taxation, group benefits, investments, and retirement planning.

A Chartered Life Underwriter must adhere to The American College of Financial Services' Code of Ethics, which includes the following professional pledge:

*"I shall, in light of all conditions surrounding those I serve, which I shall make every conscientious effort to ascertain and understand, render that service which, in the same circumstances, I would apply to myself."*

Furthermore, maintaining the designation requires 30 hours of continuing education every two years, and the designation may be removed for unethical conduct through the certification committee of The American College's Board of Trustees.

#### **\*\*\*IACCP – Minimum Qualifications Required**

INVESTMENT ADVISOR CERTIFIED COMPLIANCE PROFESSIONAL, IACCP® The first industry designation of its kind, the Investment Adviser Certified Compliance Professional (IACCP®), was developed by the Center for Compliance Professionals, the education and professional development division of National Regulatory Services (NRS), a resource closely in tune with the changing complexity of the financial securities compliance profession and provider of compliance education for over 20 years.

The IACCP® is awarded to knowledgeable, experienced individuals who complete an instructor-led program of face-to-face and online study, pass a certifying examination, and meet work experience, ethics and continuing education requirements. The designation signifies knowledge of investment adviser regulation and compliance best practice, and adherence to national recognized professional standards and ethical leadership.

Exhaustive certification and course development, together with expert instructors and facilitators from the compliance, legal, regulatory, industry, and academic sectors, help ensure that individuals earning the IACCP® designation have been trained, tested and certified to meet high industry professional standards.

IACCP® is a certification owned by the Investment Adviser Compliance Certificate Program®. This certification is awarded to individuals who successfully complete the program's initial and ongoing certification requirements.



# Bahl&Gaynor

## Privacy Statement

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The relationship between Bahl & Gaynor and our clients is the most important asset of our firm. We strive to maintain your trust and confidence in us, an essential aspect of which is our commitment to protecting your personal information to the best of our ability. We believe that all of our clients value their privacy, so we will not disclose your personal information to anyone unless it is permitted by law, is at your direction, or is necessary to provide you with our services. We require our employees to uphold our privacy standards.

Bahl & Gaynor expects all persons associated with Bahl & Gaynor to preserve the confidentiality of information that they may obtain in the course of our business and to use such information properly and not in any way adverse to our clients' interests, subject to the legality of such information.

Bahl & Gaynor collects and maintains your personal information so we can provide investment management services to you. The types of information we collect and maintain about you may come from sources such as account applications, investment policy statements, from your transactions and other forms of written, electronic or verbal correspondence from you, your broker, custodian, attorney, accountant or other advisors you may employ.

In order for us to provide investment services to you, we may disclose personal information in very limited instances to outside third party organizations that is essential in administering our operations. We reserve the right to disclose or report personal information where we believe in good faith that disclosure is required under law, to cooperate with regulators or law enforcement authorities.

We have not and will not sell or exchange your personal information to anyone.

To fulfill our privacy commitment to you we maintain physical, electronic and other safeguards to protect your personal information. We maintain password protected systems, updated anti-virus and anti-spyware software, and encrypted hardware and software firewalls.

Occasionally, Bahl & Gaynor is asked to share a list of representative clients. Only with client consent, Bahl & Gaynor may share the names of clients on such list. Bahl & Gaynor will not disclose contact information, asset size or imply any endorsement for Bahl & Gaynor. Additionally, the Representative Client List also includes the following disclosure: *"It is not known whether these representative clients approve or disapprove of Bahl & Gaynor's investment services. These representative clients were not selected for their performance record or assets under management."*

# Bahl&Gaynor

## Business Continuity Plan

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In the event of an emergency it is a top priority for Bahl & Gaynor to have the ability to conduct business in a timely and efficient manor. To facilitate this we have put in place a plan for disaster recovery and business continuity.

Bahl & Gaynor maintains critical backup data, including client records, at an offsite location. A plan to retrieve this information and get systems functioning again has been established and tested. An alternate location to conduct business had been designated. All of our employees have been trained in these business continuity procedures.

A detailed document with all information needed to execute this plan has been developed and is maintained outside of our main office by a number of key personnel. If you would like more information on this plan you may contact our office at 513-287-6100, 255 E. Fifth Street, Cincinnati, OH 45202.

## PROXY VOTING AND CLASS ACTIONS

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Rule 206(4)-6 of the Investment Advisers Act

### BAHL & GAYNOR, INC.

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#### Proxy Voting

Rule 206(4)-6 under the Advisers Act requires every investment adviser to adopt and implement written policies and procedures, reasonably designed to ensure that the adviser votes proxies in the best interest of its clients. The Rule further requires the adviser to provide a summary of the adviser's proxy voting process and offer to provide copies of the complete proxy voting policy and procedures to clients upon request. Lastly, the Rule requires that the adviser disclose to clients how they may obtain information on how the adviser voted their proxies.

As adviser and sub-adviser of an ETF, the Trust has delegated the responsibility for voting proxies relating to the portfolio securities held by the Funds to B&G as a part of the general management of the fund.

Proxy voting is an important right of clients and reasonable care must be undertaken to ensure that such rights are properly and timely exercised. When B&G has the discretion to vote the proxies of clients, it will vote the proxies in the best interests of its clients and in accordance with its proxy policies and procedures. B&G has selected an unaffiliated third-party proxy research and voting service to assist in the electronic record keeping and management of the proxy process with respect to client securities.

#### Policy

B&G does not vote proxies in-house. B&G has engaged the services of Broadridge's ProxyEdge platform to vote and maintain records of all proxies. The Broadridge open architecture platform allows B&G to choose from several different proxy advisory firms to make recommendations on how Broadridge should vote the proxies.

B&G has selected Glass Lewis as the current adviser, who considers the reputation, experience, and competence of a company's management and board of directors when it evaluates an issuer.

The Glass Lewis guidelines are maintained in writing and are available for client review. In addition, B&G's complete proxy voting record is available to our clients, and only to our clients. Clients should contact B&G at the phone number on the front of this document if they have any questions or if they would like to review either of these documents.

B&G will not overwrite a vote according to the Glass Lewis guidelines. The only instance that this would occur would be in the case where the client has indicated a desire to vote differently than the Glass Lewis guideline. The client decision will be documented.

B&G will periodically request attestation from Broadridge that it:

- has the capacity and competency to adequately analyze proxy issues;
- has provided B&G directly (or made publicly known) all information as required by Exchange Act Rule 14a-2(b)(3) with respect to significant relationships and/or material interests; and
- has made no recommendations to B&G in the past that were based on material, factual errors.

B&G reviews the ProxyEdge platform for accuracy of accounts assigned to the appropriate guidelines annually.

As adviser and sub-adviser to ETF's B&G will help facilitate the Trust to file an annual report for each proxy voted with respect to portfolio securities held by the Funds during the twelve-month period ended June 30 on Form N-PX not later than August 31 of each year.

### Resolution of Conflicts of Interest

Where a proxy proposal raises a material conflict of interest between the interests of B&G, the Funds' principal underwriters, or an affiliated person of B&G or a principal underwriter and that of one or more Funds, B&G shall resolve such conflict in the manner described below. For this purpose, a "conflict of interest" shall be deemed to occur when B&G, the Funds' principal underwriters, or an affiliated person of B&G or a principal underwriter has a financial interest in a matter presented by a proxy to be voted on behalf of a Fund, other than the obligation B&G incurs as investment adviser to that Fund, which may compromise B&G's independence of judgment and action in voting the proxy.

1. **Vote in Accordance with a Predetermined Specific Policy.** To the extent that B&G's Policies and Procedures include a pre-determined voting policy for various types of proposals and B&G has little or no discretion to deviate from such policy with respect to the proposal in question, B&G shall vote in accordance with such pre-determined voting policy.
2. **Notify and Obtain Consent of the Board.** To the extent that B&G's Policies and Procedures include a predetermined voting policy for various proposals and B&G has discretion to deviate from such policy, B&G shall disclose the conflict to the Board and obtain the Board's consent to the proposed vote prior to voting on such proposal.
  - a. **Detailed Disclosure to the Board.** To enable the Board to make an informed decision regarding the vote in question, such disclosure to the Board shall include sufficient detail regarding the matter to be voted on and the nature of the conflict. When the Board does not respond to such a conflict disclosure request or denies the request, B&G shall abstain from voting the securities held by the relevant Funds.
  - b. **Use of Independent Third Party.** To the extent there is a conflict of interest between B&G, the Funds' principal underwriters, or an affiliated person of B&G or a principal underwriter and one or more Funds and B&G notifies the Board of such conflict, the Board may vote the proxy in accordance with the recommendation of an independent third party.

### Recordkeeping

B&G must maintain the documentation described in the following section for a period of not less than five (5) years, the first two (2) years at its principal place of business. The Compliance Officer will be responsible for the following procedures and for ensuring that the required documentation is retained.

Client request to review proxy votes:

- Any request, whether written (including e-mail) or oral, received by any employee of B&G, must be promptly reported to the Compliance Officer. All written requests must be retained in the permanent file.
- The Compliance Officer will record the identity of the client, the date of the request, and the disposition (e.g., provided a written or oral response to client's request, referred to third party, not a proxy voting client, other dispositions, etc.) in a suitable place.

- In order to facilitate the management of proxy voting record keeping process, and to facilitate dissemination of such proxy voting records to clients, the Compliance Officer will distribute to any client requesting proxy voting information the complete proxy voting record of B&G for the period requested. Reports containing proxy information of only those issuers held by a certain client will not be created or distributed<sup>1</sup>.
- Any report disseminated to a client(s) will contain the following legend:
  - “This report contains the full proxy voting record of Bahl & Gaynor. If securities of a particular issuer were held in your account on the date of the shareholder meeting indicated, your proxy was voted in the direction indicated (absent your expressed written direction otherwise).”
- Furnish the information requested, free of charge, to the client within a reasonable time period (within 10 business days). Maintain a copy of the written record provided in response to client’s written (including e-mail) or oral request. A copy of the written response should be attached and maintained with the client’s written request, if applicable, and maintained in the permanent file.
- Clients are permitted to request the proxy voting record for the 5 year period prior to their request.

#### Disclosure

- B&G will ensure that Part 2A of Form ADV is updated as necessary to reflect: (i) all material changes to the Proxy Voting Policy and Procedures; and (ii) regulatory requirements.

#### Proxy Solicitation

The Compliance Officer is to be promptly informed of the receipt of any solicitation from any person to vote proxies on behalf of clients. At no time may any employee accept any remuneration in the solicitation of proxies. The Compliance Officer shall handle all responses to such solicitations.

#### Class Action

In addition to Broadridge voting proxies for our clients' securities, B&G has engaged Broadridge as provider to file Class Actions "Proof of Claim" forms for our client's securities.

#### Policy

B&G does not file, monitor or process class actions in-house. B&G has engaged the services of Broadridge to file and maintain records of all class actions.

Occasionally securities held in the accounts of our clients will be subject to class action lawsuits. Broadridge actively seeks out any open and eligible class action law lawsuits and provides a comprehensive review of our client’s possible claims to the settlement throughout the class action lawsuit process. Additionally, Broadridge files, monitors and expedites the distribution of settlement proceeds on behalf of our clients.

B&G’s complete policy, and those of its class action service provider, are maintained in writing and are available for client review. Clients should contact B&G at the phone number on the front of this document if they have any questions or if they would like to review these records.

Review 7/2023

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<sup>1</sup> For clients who have provided B&G with specific direction on proxy voting, the Compliance Officer will review the proxy voting record and permanent file in order to identify those proposals voted differently than how Broadridge voted clients not providing direction.