

Mills Wealth Advisors, LLC

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FORM ADV PART 2A BROCHURE

This brochure provides information about the qualifications and business practices of Mills Wealth Advisors, LLC. If you have any questions about the contents of this brochure, please contact us at 817-416-7300. 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.

Additional information about Mills Wealth Advisors, LLC is available on the SEC's website at www.adviserinfo.sec.gov.

Mills Wealth Advisors, LLC is a registered investment adviser. Registration with the United States Securities and Exchange Commission or any state securities authority does not imply a certain level of skill or training.

Item 2 Summary of Material Changes

Form ADV Part 2 requires registered investment advisers to amend their brochure when information becomes materially inaccurate. If there are any material changes to an adviser's disclosure brochure, the adviser is required to notify you and provide you with a description of the material changes.

Since the filing of our last annual updating amendment, dated March 20, 2019 we have the following material changes to report:

Custody- Item 15

- We serve as the investment adviser to Mills Equity Fund, II, LP, and LS MWA Loan 2 ("Funds"). The Funds are offered to certain sophisticated investors,.
- The fees charged by the Funds are separate and apart from our advisory fees. You should refer to the offering documents for a complete description of the fees, investment objectives, risks and other relevant information associated with investing in the Funds.
- Persons affiliated with our firm may have made an investment in the Funds and may have an incentive to recommend the Funds over other investments.
- In our capacity as investment adviser to the Fund, we will have access to the Fund's funds and securities, and therefore have custody over such funds and securities.
- We provide each investor in the Fund with audited annual financial statements.

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Item 4 Advisory Business

About Mills Wealth Advisors, LLC.

Mills Wealth Advisors, LLC (MWA) is a registered investment advisor based in Southlake, Texas. We are organized as a limited liability company under the laws of the State of Texas. We have been providing investment advisory services since February, 2012 and prior thereto, since 1999, the principal of our firm, provided services as an investment adviser representative registered representative of an independent investment adviser/broker-dealer. Mike Mills is the principal owner of Mills Wealth Advisors, LLC (www.millswealthadvisors.com).

While our offices are located in Southlake, Texas, we service clients both nationally & internationally. Given our founder's military background, we now have clients located around the globe, and we have invested in technology that allows us to conduct meetings face-to-face so that our clients, or their families, get the same service whether they are local or are in the far corners of the world defending freedom. We have found that whether in the DFW metro area, or around the world, clients want to have their choice of financial advisors, not merely the closest.

- At MWA, we are committed to the financial planning process, objective financial advice, transparency in fees, confidentiality and upholding the highest ethical standards. As your fiduciary, we have a client first policy and are committed to listening and understanding your needs. Armed with your goals, dreams, and fears we use our experience to co-create a financial plan that attempts to provide clarity and wisdom while avoiding the landmines that can destroy a plan.
- Our firm primarily focuses on counseling and advising leaders at life's key transitional events.
 This often includes retirement, selling a business, changing jobs, divorce, etc. Our typical
 clients are business owners, executives, retirees and their families that have complex financial
 affairs and are looking for a long term financial partner.
- We believe investors would be better off to ignore Wall Street's "noise" promoted by many
 market pundits in the media. We think clients should accept that no one knows the direction the
 market is going in the short-term. Clients should also give up the temptation to beat the market
 and instead accept the investment structure (asset allocation) that is designed to account for
 the majority of expected returns.
- We believe a key to long term, after-tax, superior risk-adjusted returns, involves building well-balanced, globally-diversified portfolios grounded in over 60 years of academic research. This research suggests market-based investing over active management. Our firm's *CORE*⁺ models primarily use low cost, broadly diversified, second generation index funds and/or exchange-traded funds ("ETFs") to give our client's access to public markets and to give them an opportunity to achieve the investment objectives identified in their financial plan.

The following paragraphs describe our services and fees. Please refer to the description of each investment advisory service listed below for information on how we tailor our advisory services to your individual needs. As used in this brochure, the words "we", "our" and "us" refer to Mills Wealth Advisors, LLC, and the words "you", "your" and "client" refer to you as either a client or prospective client of our firm.

Description of Services

We provide our clients with wealth management services consisting of financial planning, consulting services and portfolio management services.

Financial Planning and Consulting Services

Our financial planning services are provided based on a goal driven philosophy. Our plans are designed to integrate the components of the financial planning process in a manner that we believe leads to increased confidence and control by efficiently integrating the following areas:

- Cash management and liquidity planning
- Risk management planning
- Investment planning
- Income tax planning
- Retirement income planning
- Education planning
- Estate planning
- · Executive Benefits (Stock option analysis & planning).
- Business Succession Planning
- Retirement plan design & consulting

Our process is designed to determine and address our client's overall needs, goals, and dreams. The steps in our process consist of the following meetings:

- Introductory meeting- the intro meeting is a get-to-know-each-other meeting (free of charge) where we will both determine if it is a good fit to start our relationship. Should you decide to engage our firm, we request that you complete a detailed, confidential client questionnaire and provide the applicable documents that we will need to complete your Financial Plan.
- Questionnaire meeting- in this meeting we will ask questions based on the information
 provided to determine expected cash flow, net worth, confidence in the ability to reach goals,
 tax considerations, time horizon objectives, risk capacity, income and growth expectations, etc.
- <u>Plan Delivery meeting</u>- we present a written financial plan with our recommendations for your review. The financial plan is based upon the information collected and the goals set forth in the guestionnaire meeting.
- Implementation meeting- pending your approval, we implement the plan on your behalf. Plan
 implementation will be accomplished via our asset management services and/or fixed insurance
 products described below. You may impose restrictions on our ability to implement particular
 types of investments or investment strategies. At the onset of the relationship, you will sign an
 advisory agreement that describes the financial planning engagement, any investment
 restrictions, and the fees that we charge. Plans may need to be updated from time to time as
 situations change.
- <u>90-day and annual review meeting</u>- we will have a 90-day meeting to review any changes implemented from your financial plan. Also, our firm will monitor/update your plan, if engaged to do so.

We will also consult with your other personal advisors, if appropriate. We will review all decisions on implementing the initial plan with you. You have no obligation to open an account, to transact business, or to implement any recommendations or suggestions provided pursuant to the plan.

We request that you promptly notify our firm if your financial situation, goals, objectives, or needs change. In addition, we will not verify independently any information we receive from our clients or our clients' other professional advisors but will instead rely upon the accuracy and completeness of the information provided in performing our services.

We do not provide legal, tax or accounting advice or related services. Clients should not assume that we are providing these services at any time. Also, clients should understand that, generally speaking, securities or other investments for which we provide advice are not deposits or obligations of any bank, are not endorsed or guaranteed by any bank and are not insured by the Federal Deposit Insurance Corporation, the Federal Reserve Board or any other governmental agency.

Consulting Services

In some cases, we may provide consulting services which only address specific areas or subject matter. In limited cases we may also recommend alternative investments for certain sophisticated clients who are "qualified clients" and/or "accredited investors". Alternative investments may include private investments such as private equity funds, real estate development funds, mezzanine debt, and on a limited basis hedge funds which generally refers to a wide range of private restricted investments that can vary substantially in terms of size, strategy, business model, and organizational structure. In instances where we utilize these types of investments, we consider the extra return potential versus the additional cost and possible concentration of leaving a diversified core portfolio.

Asset Management Services

We offer discretionary and non-discretionary asset management services. Our investment advice is tailored to meet our clients' needs and investment objectives. If you retain our firm for asset management services, we will determine your investment objectives, risk tolerance, and other relevant information at the beginning of our advisory relationship, which may be accomplished via the financial planning process as described above. According to your risk tolerance and investing objectives we may invest your assets according to one or more model portfolios developed by our firm. Once we construct an investment portfolio for you, or select a model portfolio, we will monitor your portfolio's performance on an ongoing basis, and will rebalance the portfolio as required by changes in market conditions and in your financial circumstances.

For those clients that require an enhanced and/or specialized level of asset management services, we may also recommend unaffiliated Third Party Advisers ("TPAs") to manage a portion of your account, based upon the stated investment objectives of the client. You will receive full disclosure of the TPA's services, fees and other relevant information at the inception of the relationship by way of the TPA's disclosure document. Fees charged by TPAs are separate and apart from the advisory fees charged by our firm and we will include the assets managed by the TPA when calculating our advisory fee. MWA shall continue to render asset management services to the client relative to the ongoing monitoring and review of account performance, asset allocation and client investment objectives. Factors which MWA shall consider in recommending TPAs include management style, performance, reputation, financial strength, reporting, pricing, and research.

If you participate in our discretionary asset management services, we require you to grant our firm discretionary authority to manage your account. Discretionary authorization will allow us to determine the specific securities, and the amount of securities, to be purchased or sold for your account as well as the broker-dealer to be used and the commission rates to be paid without your approval prior to each transaction. Discretionary authority is typically granted by the investment advisory agreement you sign with our firm and the appropriate trading authorization forms. You may limit our discretionary authority (for example, limiting the types of securities that can be purchased for your account) by providing our firm with your restrictions and guidelines in writing. If you enter into non-discretionary arrangements with our firm, we must obtain your approval prior to executing any transactions on behalf of your account.

Mills Equity Fund, II, LP

Our firm is the General Partner of the Mills Equity Fund II, LP, (the "Fund") a pooled investment vehicle we created to gain access to deeply distressed companies in need of significant restructuring and operational support. The Fund is only offered to certain sophisticated investors meeting certain net worth and other financial requirements and only via private placement memorandum and other offering documents. This Fund is closed to new investors.

LS MWA Loan 2

Our firm is the General Partner of the LS MWA Loan 2, (the "Fund 2") a pooled investment vehicle we created for securitized assets. The Fund is only offered to certain sophisticated investors meeting certain net worth and other financial requirements and only via private placement memorandum and other offering documents. This Fund is closed to new investors.

Types of Investments

We primarily offer advice on investments and how to structure investments to achieve specific financial goals. We may provide advice on publicly and privately traded investments. Our firm can advise on investments ranging from mutual funds, ETF's, real estate, stocks, fixed income, and structured products. Our CORE+ portfolios are comprised primarily of low cost mutual funds and ETF's.

Assets Under Management

As of December 31, 2019, we manage \$203,324,973 in client assets on a discretionary basis, and \$25,910,316 in client assets on a non-discretionary basis.

Item 5 Fees and Compensation

We are committed to fee transparency and doing what is in the best interests of our clients. As a result, we have determined that the best way to build trust and accommodate our clients' multiple needs is to offer pricing flexibility, so that our clients can choose the option that best fits their particular situation.

Fee Options:

We charge the following types of fees which clients may elect based on the services provided:

- Fixed fees for broad-based financial planning services;
- Fees based upon assets under management for asset management services;
- Hourly or fixed fees for specific projects;
- For "qualified clients", a performance based fee based on the percentage of the profits generated. See Section 6: Performance-based Fees and Side-by-side management for more information on this type of fee.

Our employees and their families accounts may be charged a reduced fee, or no fee, for our services.

Financial Planning Fees

Our fee for financial planning services generally costs \$2,500. One-half of our fee for the initial written financial plan will be due upon execution of your written agreement with us, with the remainder of the fee due upon completion of the initial plan. The fee is based on complexity and could be less in certain situations. MWA reserves the right to waive the 2nd half of the financial planning fee if clients engage MWA for other services with a greater value. Additional engagements or revisions to the financial plan will be billed at an hourly rate of \$250. Before we begin any additional work, we will provide an estimate of time and get prior approval to begin work.

Asset Under Management Fees

For clients that have less than \$500,000 AUM only, we charge an annual fee of \$5,000 or 1.5% management fee, whichever is lower. However, once a client's AUM is above \$500,000 we immediately move them to the fee schedule below.

For clients that have above \$500,000 AUM only, for Asset Management Services, we charge an annual fee based on the market value of your assets under our management or advisement. The fee is charged as a percentage of value of assets we manage according to the fee schedule set forth below:

Assets Under Management	Tiered Annual Fee**	Fee At = Blended Fee***
First \$1,500,000	1.00%	\$1,500,000 = 1.00%
Next \$1,500,000	0.50%	\$3,000,000 = 0.75%
Next \$2,000,000	0.33%	\$5,000,000 = 0.582%
Next \$5,000,000(+)	0.25%	\$10,000,000 = 0.416%

^{**}Existing clients of the firm may pay different fees than those stated.

All accounts inside a family household will make up a client's Assets Under Management and the combined value dictates what the client will be billed at. For example, if a husband and wife have \$1.5M each, they will be billed as though they have \$3M, which will result in a lower household fee than if they were billed separately.

Fees are billed and payable quarterly in advance based on the value of the accounts on the last day of the previous quarter. If the investment advisory agreement is executed at any time other than the first day of a calendar quarter, our fees will apply on a pro rata basis, which means that the advisory fee is payable in proportion to the number of days in the quarter for which you are a client. Our advisory fee is negotiable, depending on individual client circumstances. If an alternate fee method is used, it will be equal to or lower than the fee schedule listed above.

Consulting Services

In circumstances where very specific situations develop that may call for an unknown amount of time or in a situation that is limited in scope, we may charge negotiable hourly fees at \$300 per hour to be billed no less than quarterly or as services are provided. Should the written advisory agreement for these services be terminated, you will be provided a refund of any portion of the hourly fee paid which we have not earned.

In the event we recommend an alternative investment that does not have ascertainable market value, we will use the tax basis. We may charge clients a fixed fee for conducing due diligence and monitoring of the investment. Fees and fee paying arrangements for such services will be determined on a case by case basis.

In some cases where we recommend alternative investments to clients, we may be compensated directly by the alternative investment sponsor by receiving a portion of the advisory fees attributable to the client's, investment, a fee equivalent to a percentage of the funds invested by the client and/or equity interests in the alternative investments equivalent to such fee, a percentage of cash flows and/or

^{***}As an example this shows what the blended fee is at the stated AUM levels

other compensation arrangements. MWA may act in a sub-advisory capacity to alternative investments recommended to clients. MWA has an incentive to recommend alternative investments for which MWA receives compensation over other investments with which MWA has no compensation arrangements and/or less favorable compensation arrangements. You are under no obligation to invest in any alternative investment which MWA recommends and should refer to the offering documents of alternative investments for a complete description of the fees, risks and other pertinent information.

MWA believes in transparent advice. As a client centered advisor; our clients goals are our primary objective. Any products or strategies MWA uses or recommends to clients is done so in an effort to accomplish those objectives. In limited situations, when MWA can gain concessions from targeted investments that may help us monetize a dislocated market or provide additional diversification to our CORE+ portfolios, MWA may receive fees or sub-advisory compensation. Such compensation will be disclosed and will normally benefit the client in the form of full or partial offset of management fees.

While all types of compensation arrangements can cause conflicts of interest, MWA will only receive sub-advisory compensation when it provides a service at fair market value, or when it is specifically disclosed to clients. MWA only recommends alternative non-core investments when it believes the investments are worth the risk of concentration.

In an effort to minimize or reduce any conflicts associated MWA sub-advisory compensation, MWA may place all or part of the fee into the investment as a co-investment to align interest. In most circumstances where MWA receives compensation that is not paid by our client, MWA receives a concession from the alternative investment manager. MWA may share or offset the MWA fee with all or a portion of the fee received with clients.

Performance Based fees

In limited circumstances, for "qualified clients" (net worth greater than \$2,100,000 (\$2,000,000 for performance based fee agreements entered into prior to August 15, 2016) or for whom we manage at least \$1,000,000 immediately after entering an agreement for our services), we may charge performance based fees with respect to alternative investments we may recommend to clients. Performance based fees will be determined on a case by case and client by client basis. See Section 6, Performance-based Fees for more information.

You will bear the management or performance fees charged by our firm along with the fees charged by the managers managing the funds in which we recommend. Such fees charged by the managers of the funds may include management and performance fees. This will result in greater expense than if you invested in such funds by yourself. You should take into account that the return on your investment will be reduced to the extent of both levels of fees. We consider fees and expected net of tax returns and fee returns before we make any recommendation to invest in alternative investments, including private funds.

Billing Practices

Fees for our services may be paid to us directly upon receipt of an invoice or you may authorize your custodian to allow us to directly debit fees from a managed account or accounts. If you choose the latter method, your custodian will not confirm our fee calculation, but will pay the fee amount we report to the custodian and send it directly to us. You will receive periodic statements from your custodian which will show all disbursements from your account, including the amount of the fee which has been sent to us. You should review all statements for accuracy.

Termination of Agreements

Client agreements may be canceled by either party upon 30 days written notice. In the event of termination, you will be provided a refund of any portion of any fee paid which we have not earned. For asset management clients, you will incur a pro rata charge for services rendered prior to the termination of the advisory agreement, which means you will incur advisory fees only in proportion to the number of days in the quarter for which you are a client. Financial planning clients may also owe us the remainder of our fee for the preparation of your initial written investment policy or financial plan.

Mills Equity Fund

With respect to the Mills Equity Fund II, LP, we charged both management and performance fees. The performance fee is collected if certain investment goals are met and consists of a specified carried interest percentage (10%) in the profits and cash distributions of the Fund after the investors in the partnership receive a specified return (108%) on their investment. We also received a separate asset based management fee of up to 0.25% quarterly for our investment management services to the Fund. This fee ended on Investments in the Fund are only suitable for certain "qualified clients", meeting certain financial requirements.

LS MWA Loan 2

Our firm is the General Partner of the LS MWA Loan 2, (the "Fund 2") a pooled investment vehicle we created to own a high interest securitized note. As the General Partner, Mills Wealth Advisors is the Class B Member in Fund 2. Class A Members will receive 13% Return on Revenue and Class B Member will receive 2.5% per annum: 50% to the Class A Members (to each in proportion to its Class A Sharing Ratio) and 50% to the Class B Member. Investments in the Fund are only suitable for certain "qualified clients", meeting certain financial requirements.

Additional Fees and Expenses

As part of our investment advisory services to you, we may invest, or recommend that you invest, in mutual funds and exchange traded funds. The fees that you pay to our firm for investment advisory services are separate and distinct from the fees and expenses charged by mutual funds or exchange traded funds (described in each fund's prospectus) to their shareholders. These fees will generally include a management fee and other fund expenses. You will also incur transaction charges and/or brokerage fees when purchasing or selling securities. These charges and fees are typically imposed by the broker-dealer or custodian through whom your account transactions are executed. We do not share in any portion of the brokerage fees/transaction charges imposed by the broker-dealer or custodian. To fully understand the total cost you will incur, you should review all the fees charged by mutual funds, exchange traded funds, our firm, and others. For information on our brokerage practices, please refer to the *Brokerage Practices* section of this brochure.

Insurance Commissions

Mills Wealth Advisors and certain persons providing investment advice on behalf of our firm are licensed as independent insurance agents. The firm or the agent may earn commission-based compensation for helping implement and place fixed insurance products recomended by MWA. Because insurance commissions are sometimes paid more in the first year than in later years, insurance can present a perceived conflict of interest since there is a short-term financial incentive to recommend insurance products based on receiving more short-term compensation rather than what may be in the client's best interest. However, our firm and its employees follow a code of ethics to do what we believe is in the client's best interests whether that involves insurance recommendations or investments, or both. This perceived conflict is further addressed by making you aware that you always have the option to purchase insurance through another firm or individual of your choosing and you are not obligated to purchase insurance through our associated persons, in their capacity as insurance agents, or at all.

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

We may charge performance-based fees to "qualified clients" having a net worth greater than \$2,100,000 (\$2,000,000 for performance based fee agreements entered into prior to August 15, 2016) or for whom we manage at least \$1,000,000 immediately after entering an agreement for our services. Performance-based fees are fees based on a share of capital gains or capital appreciation of a client's account.

We may recommend investments for clients and/or manage accounts for which we charge performance-based fees while at the same time managing accounts (perhaps with similar objectives) that are not charged performance-based fees ("side-by-side management"). Performance-based fees and side-by-side management create conflicts of interest, which we have identified and described in the following paragraphs.

Performance-based fees create an incentive for our firm to recommend and/or allocate investments that are riskier or more speculative than would be the case absent a performance fee arrangement. In order to address this potential conflict of interest, a senior officer of our firm periodically reviews investments to ensure that such investments are suitable for clients and consistent with the client's investment objectives and risk tolerance.

Performance-based fees may also create an incentive for our firm to overvalue investments which lack a market quotation. In order to address such conflict, we have adopted policies and procedures that require our firm to "fairly value" any investments, which do not have a readily ascertainable value.

Side-by-side management might provide an incentive for our firm to favor accounts for which we receive a performance-based fee. For example, we may have an incentive to recommend and/or allocate limited investment opportunities, to clients who are charged performance-based fees over clients who are charged asset based fees only. To address this conflict of interest, we have instituted policies and procedures that require our firm to recommend/allocate investment opportunities (if they are suitable) in an effort to avoid favoritism among our clients, regardless of whether the client is charged performance fees.

Our firm seeks at all times to act in the best interests of our clients so we take the following steps to address these conflicts:

We disclose to investors and prospective clients the existence of material conflicts of interest, including our potential to earn more compensation from some clients than others, in this brochure, and we educate our employees regarding our responsibilities to our clients, including the equitable treatment of all clients, regardless of the fee arrangement.

Item 7 Types of Clients

We offer investment advisory services to individuals, pension and profit sharing plans, trusts, estates, charitable organizations, corporations, and other business entities. Our clients are primarily executives and business owners and their families that are either planning for retirement or already retired. Many clients begin their relationship with our firm when they are approaching a transition event like retirement, selling a large asset, changing jobs, starting a new business, exercising company stock, or managing the divorce process.

We also provide investment advisory services to the Mills Equity Fund II, LP, an investment partnership described above in the Section 4: Advisory Business. Investments in the Fund are only suitable for certain qualified clients and offered only by private placement memorandum and other offering documents. The investment partnership is closed to new investors.

In general, for asset management services, we require a minimum account size of \$500,000 and a net worth of \$1,000,000. At our discretion, we may waive these minimums. For example, we may waive the minimum if you appear to have significant potential for increasing your assets under our management. We may also combine account values for you and your minor children, joint accounts with your spouse, and other types of related accounts to meet the stated minimum. Pre-existing advisory clients are subject to the terms and conditions that were in effect per the client's most recent advisory agreement. Therefore, minimum account requirements and management fee rates may differ among clients.

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

Methods of Analysis

Mills Wealth Advisors' investment committee leverages multiple sources of information to manage its model portfolios. The primary tools and analysis methods we use include AdvisoryWorld Scanalytics, Morningstar® Direct® mutual fund information and tools, Dimensional Fund Advisors' Returns Web, Vanguard Financial Advisor Services tools, Black Diamond, Portfolio Visualizer, Ken French website, Schwab website, FactorE, and the World Wide Web.

Investment Strategies

At MWA, we believe risk and potential investment returns are related. As no investment is completely free from risk, one of our primary objectives is to help our clients select prudent investment strategies that are appropriate for the risk they are willing to accept, so that over time, they have the greatest chance of achieving their stated financial goals. We may use one or more of the following methods of analysis or investment strategies or model portfolios when providing investment advice to you. At MWA we offer two different investment methods CORE+ model methodology.

MWA CORE+ Portfolios

At Mills Wealth we offer a broad array of investment strategies and model portfolios which are used to help our clients meet their financial goals and implement our financial planning process. Our CORE+ portfolios are based on leveraging academia, what we view as one of the least conflicted sources for finding reliable financial information, to identify peer reviewed investment theories and principles that can be applied to our models to produce attractive risk adjusted portfolio returns. Currently ideas such as the Fama-French 5 Factor model, Modern Portfolio Theory, and asset allocation are ideas evident in each of the investment strategies we offer. MWA portfolios are primarily built using globally diversified, low-cost, institutionally priced mutual funds, ETFs, or closed end funds trading at a discount. CORE+ Models utilize a global, low cost, broadly diversified core portfolio combined with various satellite strategies that enhance the desired characteristics of the core. MWA portfolios are built to be as efficient as possible, seeking to maximize returns for a given level of risk in conjunction with the client's objective. Our CORE+ Models can be divided into 2 main groups:

- HiVol Models Normally used for long-term, risk tolerant investors in the accumulation phase of life and vary by client risk tolerance. This series of models' primary objective is to maximize long-term portfolio returns efficiently without regard for portfolio volatility.
- There are 8 sub-models of our HiVol models that vary based on the number of equity and fixed income funds found within them. These funds are used for clients based on their risk profile and objectives.
- LowVol Models Are designed for those that need to withdraw portfolio income or that want

lower total risk and therefore want to minimize portfolio fluctuations. Selection of investment strategies will vary by our client's tolerance and capacity for risk. We use different models and combination of investments based on portfolio objective, stage of lifetime horizon, tax situation, and amount of withdrawal relative to assets, etc. LowVol strategies are used primarily for investors approaching college, or who are in the decumulation or retirement phase of life.

 There are 8 sub-models of our LowVol models that vary based on the number of equity and fixed income funds found within them. These funds are used for clients based on their risk profile and objectives.

Additional Information about MWA CORE+ Models:

- MWA leverages global asset allocation and may tilt portfolios toward funds exhibiting greater exposure to the Fama-French 5 Factors. When portfolios invest in global equities, our portfolios will typically own more undervalued, high profit, and smaller companies than the indexes we benchmark against. On the defensive side of the portfolio, we own fixed income to counterbalance equities, tilting towards global term and credit factors to reduce market risk. Tilting away from a market weighted portfolio subjects the portfolio to more potential volatility and causes investment returns to rise and fall at slightly different times than the index each fund is benchmarked against (as the weightings are different).
- Our Core+ portfolios seek to maximize portfolio diversification by investing broadly in the stock and bond markets of the Unites States, International Developed Markets, and the Emerging Markets. We often use high quality fixed income to lower overall portfolio risk. Fixed income in these models can range from 0% of the portfolio to 100% of the portfolio depending on a client's risk aversion, risk capacity or objective.
- Our CORE+ portfolios can be customized based on a variety of situations which attempt to
 provide clients with a model that will meet their objectives and help implement their financial
 plan. For instance, MWA portfolios can be designed to increase or decrease a client's
 portfolio exposure to US, international markets or expected volatility. If investors would rather
 own a portfolio that is built from indexes closer to market weights, MWA has a solution to
 achieve that objective as well as our more tilted options that may add return while adding risk or
 visa versa.
- Our CORE+ portfolios are strategic in design and are not actively traded; however, we use
 periodic threshold-based rebalancing to bring portfolios back to target allocations and to
 capture deviations in prices across asset classes.

CORE+ portfolios are designed with these CORE PRINCIPLES and BELIEFS:

- Markets are generally efficient. Because markets work, generally assets in public markets are fairly priced and reflect all known information.
- By allocating investments across a wide variety of diverse asset classes and having additional diversification within each asset class, market-based portfolios are expected to minimize risk when compared to conventional investments that are more concentrated.
- Risk and Return are related as such investors long-term returns should match the risk they
 assume from purchasing market priced risk factors. Consistently overweighting value stocks,
 high profit stocks, and smaller company stocks, which have historically had superior long-term
 returns, may increase portfolio returns while also increasing portfolio volatility. It should be
 noted that the long run can sometimes take more than 10 years.
- High-quality fixed-income investments can provide defense (also called negative correlation
 -meaning they may zig when equities zag). Bonds are utilized in an effort to provide portfolio
 protection in down markets. We carefully consider both term (time) and credit (default risk).
- Because it is difficult to forecast market returns over the shorter term, it is better to invest with a longer-term time horizon. CORE+ Models have a 5-year minimum time horizon on the equity component of the portfolio.

- Periodic portfolio rebalancing reduces risk and can improve the chance of achieving desired returns. This is accomplished by maintaining desired portfolio weights within a portfolio by trimming asset classes which have done well and buying more of those asset classes which have fallen in price (selling high and buying low).
- Institutionally priced mutual funds that leverage a flexible continuously rebalancing methodology with a stable or growing asset base are preferable to rigid index funds.

Other Characteristics of MWA CORE+ Model Portfolios:

Since 2012, the stock allocations of CORE+ portfolios have been invested predominantly in no-load stock mutual funds mostly managed by Dimensional Fund Advisors ("DFA"). DFA funds are available to individuals only through registered investment advisors such as our firm.

- DFA stock portfolios are like index funds in that expenses and turnover tend to be low; however, MWA believes DFA's passive asset class, factor tilted, non-rigid index methodology, provides advantages over both index funds and ETFs.
- Our investment committee believes that DFA's limited distribution combined with its flexible trading policy offer long-term performance benefits. DFA's strong alliance with academia has produced a consistent formula for success with a 3-decade long track record upon which to evaluate the execution of their consistent beliefs.
- Most CORE+ portfolios include investments in mutual funds that may hold all major asset classes such as with U.S., International, and Emerging Market, large companies, small, medium size companies, U.S. and international real estate investment trusts ("REITs"), as well as diversified commodities, short-term and intermediate-term bonds, outside investments in money markets, or insurance cash value which can be coordinated with the investment policy to control risk in portfolios.
- Tax-deferred accounts may also include inflation-protected bond funds. Tax-deferred portfolios
 may hold securities that are less tax efficient than some of the securities that are chosen in
 taxable accounts.
- In taxable accounts, we may seek greater tax efficiency by using tax loss harvesting, asset location trading strategies, tax-managed stock funds and municipal bond funds to produce greater after-tax estimated returns.
- The funds in clients' CORE+ portfolios fall into two primary types CORE Funds and Satellite Funds. Often Core funds seek broad diversification and low turnover while satellite funds are chosen for a specific characteristic or to maintain asset class purity.
- Our firm does not receive compensation from any of the portfolio managers that we use in our portfolios. While we extensively use mutual funds from DFA & ETF's from Charles Schwab, regular consideration is given to other investment approaches, products, and vendors. After due diligence, if we identify a considerably better alternative for our clients, we may incorporate it into the appropriate client accounts and portfolio strategies. As described above, such vehicles incur management and other fees and expenses related to their investment programs, as further described in the offering documents of the chosen investments. These fees and expenses will reduce the returns achieved by the portfolios.
- At MWA careful consideration is given to all fees and costs that can detract from long-term performance. CORE+ models have been designed to minimize total cost that are both easy to see and hard to gather. Investment Cost can be hard to fully understand because investments have both explicit cost and less transparent cost that can only be estimated from portfolio turnover. These costs often include mutual fund or ETF fund trading cost, and market impact cost derived from bid ask spreads. Another important but overlooked form of cost reduction has to do with how investment providers handle cost recapture from securities lending revenue. Firms that pass on 100% of revenue can often be less expensive than a fund that has a lower expense ratio.

Aggressive Income Portfolio:

• The primary purpose of the Aggressive Income Portfolio is to provide an above average current yield from diversified sources. Security selection is based on this goal. Allocation can be made, but not limited to: Oil Pipelines (Master Limited Partnerships), Preferred Stocks, Emerging Market Debt, Covered Call Strategies, High Yield Debt, Domestic and Global Utilities, Bank Loans, and REITs. High Grade Corporate and Agency Bonds are utilized to lower the overall volatility of the portfolio. Software from AdvisoryWorld and FactorE help balance the search for higher yielding securities without creating an overly volatile portfolio.

Growth Portfolio

The primary purpose of the Growth Portfolio is to provide capital appreciation. Allocation of the
portfolio is made to Small, Medium and Large Companies along the Value to Growth
continuum. Domestic, International and Emerging Markets are all represented. Software from
AdvisoryWorld and FactorE is utilized to provide return and risk metrics.

Other Considerations When Investing

Long-Term Purchases:

- Securities purchased with the expectation that the value of those securities will grow over a relatively long period of time, generally greater than one year.
- Risk: Using a long-term purchase strategy generally assumes the financial markets will go up in the long-term which may not be the case. There is also the risk that the segment of the market that you are invested in, or perhaps just your particular investment, will go down over time even if the overall financial markets advance. Purchasing investments long-term may create an opportunity cost -"locking-up" assets that may be better utilized in the short-term in other investments.

Short-Term Purchases

- Securities purchased with the expectation that they will be sold within a relatively short period of time, generally less than one year, to take advantage of the securities' short-term price fluctuations.
- Risk: Using a short-term purchase strategy generally assumes that we can predict how financial
 markets will perform in the short-term which may be very difficult and will incur a
 disproportionately higher amount of transaction costs compared to long-term trading. There are
 many factors that can affect financial market performance in the short-term (such as short-term
 interest rate changes, cyclical earnings announcements, etc.) but may have a smaller impact
 over longer periods of times.

Margin Transactions- A securities transaction in which an investor borrows money to purchase a security, in which case the security serves as collateral on the loan.

• Risk: If the value of the shares drops sufficiently, the investor will be required to either deposit more cash into the account or sell a portion of the stock in order to maintain the margin requirements of the account. This is known as a "margin call." An investor's overall risk includes the amount of money invested plus the amount that was loaned to them.

Option Writing - A securities transaction that involves selling an option. An option gives an investor the right, but not the obligation, to buy or sell a particular security at a specified price before the expiration date of the option. When an investor sells an option, he or she must deliver to the buyer a specified number of shares if the buyer exercises the option. The buyer pays the seller a premium (the market price of the option at a particular time) in exchange for writing the option.

 Risk: Options are complex investments and can be very risky, especially if the investor does not own the underlying stock. In certain situations, an investor's risk can be unlimited **Tax Considerations** - Our strategies and investments are generally tax-efficient but may have unique and significant tax implications. However, unless we specifically agree otherwise, and in writing, tax efficiency is a secondary consideration in the management of your assets. Regardless of your account size or any other factors, we strongly recommend that you consult with a tax professional prior to and throughout the investing of your assets.

As a result of revised IRS regulations, custodians and broker-dealers will begin reporting the cost basis of equities acquired in client accounts on or after January 1, 2011. Your custodian may default to the FIFO (First-In-First-Out) accounting method for calculating the cost basis of your investments. You are responsible for contacting your tax advisor to determine if this accounting method is the right choice for you. If your tax advisor believes another accounting method is more advantageous, please provide written notice to our firm immediately and we will alert the account custodian of your individually selected accounting method. Please note that decisions about cost basis accounting methods will need to be made before trades settle, as the cost basis method cannot be changed after settlement.

With Charles Schwab & Co., Inc. as our custodian, MWA has chosen to use their Tax Lot Optimizer tool for cost basis. Lots are sold with the objective of taking losses first (short term and long term) and gains last (long term and short term).

Risk of Loss

Investing in securities involves risk of loss that you should be prepared to bear. We do not
represent or guarantee that our services or methods of analysis can or will predict future
results, effectively identify market tops or bottoms or insulate clients from losses due to market
corrections or declines. We cannot offer any guarantees or promises that your financial goals
and objectives will be met. Past performance is in no way an indication of future performance.
However, our investment philosophy and methods are very cognizant of the risk of loss.
Investors face the following investment risks:

Recommendation of Particular Types of Securities

- As disclosed under the Advisory Business section in this brochure, we primarily recommend no-load mutual funds and exchange-traded funds (ETFs). However, we may recommend other types of investments as appropriate for you since each client has different needs and different tolerance for risk. Each type of security has its own unique set of risks associated with it and it would not be possible to list here all of the specific risks of every type of investment. Even within the same type of investment, risks can vary widely. However, in very general terms, the higher the anticipated return of an investment, the higher the risk of loss associated with it.
- Mutual Funds and ETFs: Mutual funds and exchange-traded funds (ETFs) are professionally managed collective investment systems that pool money from many investors and invest in stocks, bonds, short-term money market instruments, other mutual funds, other securities or any combination thereof. The fund will have a manager that trades the fund's investments in accordance with the fund's investment objective. While mutual funds and ETFs generally provide diversification, risks can be significantly increased if the fund is concentrated in a particular sector of the market, primarily invests in small-cap or speculative companies, uses leverage (i.e., borrows money) to a significant degree, or concentrates in a particular type of security (i.e., equities) rather than balancing the fund with different types of securities. Exchange-traded funds differ from mutual funds since they can be bought and sold throughout the day like stock and their price can fluctuate throughout the day. The returns on mutual funds and ETFs can be reduced by the costs to manage the funds. Also, while some mutual funds are "no-load" and charge no fee to buy into, or sell out of the fund, other types of mutual funds do charge such fees which can also reduce returns. Mutual funds can also be "closed-end" or "open-end". So-called "open-end" mutual funds continue to allow in new investors indefinitely

whereas "closed-end" funds have a fixed number of shares to sell which can limit their availability to new investors.

Item 9 Disciplinary Information

Neither our firm nor any of our management persons has any reportable disciplinary information.

Item 10 Other Financial Industry Activities and Affiliations

We serve as the General Partner and investment manager to the Mills Equity Fund II, LP, a private pooled investment vehicle. The Fund is offered to certain sophisticated investors, who meet certain requirements under applicable state and/or federal securities laws. The Fund is currently closed to new investors.

Certain persons associated with our firm are licensed as independent insurance agents and may earn commission for selling insurance products to you. Please see Item 5 above for further information on this subject.

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

Description of Our Code of Ethics

We strive to comply with applicable laws and regulations governing our practices. Therefore, our Code of Ethics includes guidelines for professional standards of conduct for persons associated with our firm. Our goal is to protect your interests at all times and to demonstrate our commitment to our fiduciary duties of honesty, good faith, and fair dealing with you. All persons associated with our firm are expected to adhere strictly to these guidelines. Our Code of Ethics also requires that certain persons associated with our firm submit reports of their personal account holdings and transactions to the CCO of our firm who will review these reports on a periodic basis. Persons associated with our firm are also required to report any violations of our Code of Ethics. Additionally, we maintain and enforce written policies reasonably designed to prevent the misuse or dissemination of material, non-public information about you or your account holdings by persons associated with our firm.

You may obtain a copy of our Code of Ethics by contacting us at the telephone number on the cover page of this brochure. In addition, our firm's advisors adhere to the CFP Board Standards Code of Ethics, which is located at http://www.cfp.net/learn/ethics.asp.

Participation or Interest in Client Transactions

We serve as the General Partner to the Mills Equity Fund II, LP (the "Fund"), a private pooled investment vehicle which is closed to new investors. Persons associated with our firm may have significant investments in the Fund and therefore may have an incentive to recommend the Fund over other investments. If you are an investor in the Fund, please refer to the Fund's offering documents for detailed disclosures regarding the Fund.

Personal Trading Practices

Our firm or persons associated with our firm may buy or sell the same securities that we recommend to you or securities in which you are already invested. A conflict of interest can exist in such cases because we have the ability to trade ahead of you and potentially receive more favorable prices than you will receive. To mitigate this conflict of interest, it is our policy that neither our firm nor persons associated with our firm shall have priority over your account in the purchase or sale of securities.

Item 12 Brokerage Practices

The Custodian and Brokers We Use

Our firm does not maintain custody of your assets that we manage or advise on, although we may be deemed to have custody of your assets if you give us authority to withdraw assets from your account (see Item 15 Custody, below). Your assets must be maintained in an account at a "qualified custodian," generally a broker/dealer or bank. We recommend that our clients use Charles Schwab & Co., Inc. (Schwab), a registered broker-dealer, member SIPC, as the qualified custodian. We are independently owned and operated and are not affiliated with Schwab. Schwab will hold your assets in a brokerage account and buy and sell securities when we instruct them to. While we recommend that you use Schwab as custodian/broker, you will decide whether to do so and will open your account with Schwab by entering into an account agreement directly with them. We do not open the account for you, although we may assist you in doing so. Even though your account is maintained at Schwab, we can still use other brokers to execute trades for your account as described below (see "Your Brokerage and Custody Costs").

How We Select Brokers/Custodians

We seek to recommend a custodian/broker who will hold your assets and execute transactions on terms that are, overall, most advantageous when compared to other available providers and their services. We consider a wide range of factors, including, among others:

- Combination of transaction execution services and asset custody services (generally without a separate fee for custody)
- Capability to execute, clear, and settle trades (buy and sell securities for your account)
- Capability to facilitate transfers and payments to and from accounts (wire transfers, check requests, bill payment, etc.)
- Breadth of available investment products (stocks, bonds, mutual funds, exchange-traded funds (ETFs), etc.)
- Availability of investment research and tools that assist us in making investment decisions
- Quality of services
- Competitiveness of the price of those services (commission rates, margin interest rates, other fees, etc.) and willingness to negotiate the prices
- Reputation, financial strength, and stability
- Prior service to us and our other clients
- Availability of other products and services that benefit us, as discussed below (see "Products and Services Available to Us From Schwab")

Your Brokerage and Custody Costs

For our clients' accounts that Schwab maintains, Schwab generally does not charge you separately for custody services but is compensated by charging you commissions or other fees on trades that it executes or that settle into your Schwab account. Schwab's commission rates applicable to our client accounts were negotiated based on the condition that our clients collectively maintain a total of at least \$10,000,000 of their assets in accounts at Schwab. This commitment benefits you because the overall commission rates you pay are lower than they would be otherwise. In addition to commissions, Schwab charges you a flat dollar amount as a "prime broker" or "trade away" fee for each trade that we have executed by a different broker-dealer but where the securities bought or the funds from the securities sold are deposited (settled) into your Schwab account. These fees are in addition to the commissions or other compensation you pay the executing broker-dealer. Because of this, in order to minimize your trading costs, we have Schwab execute most trades for your account. We have determined that having Schwab execute most trades is consistent with our duty to seek "best execution" of your trades. Best execution means the most favorable terms for a transaction based on all relevant factors, including those listed above (see "How We Select Brokers/Custodians").

Products and Services Available to Us From Schwab

Schwab Advisor Services™ (formerly called Schwab Institutional®) is Schwab's business serving independent investment advisory firms like us. They provide us and our clients with access to its institutional brokerage— trading, custody, reporting, and related services—many of which are not typically available to Schwab retail customers. Schwab also makes available various support services. Some of those services help us manage or administer our clients' accounts, while others help us manage and grow our business. Schwab's support services generally are available on an unsolicited basis (we don't have to request them) and at no charge to us as long as our clients collectively maintain a total of at least \$10 million of their assets in accounts at Schwab. If our clients collectively have less than \$10 million in assets at Schwab, Schwab may charge us quarterly service fees of \$1,200. Following is a more detailed description of Schwab's support services:

Services That Benefit You. Schwab's institutional brokerage services include access to a broad range of investment products, execution of securities transactions, and custody of client assets. The investment products available through Schwab include some to which we might not otherwise have access or that would require a significantly higher minimum initial investment by our clients. Schwab's services described in this paragraph generally benefit you and your account.

Services That May Not Directly Benefit You. Schwab also makes available to us other products and services that benefit us but may not directly benefit you or your account. These products and services assist us in managing and administering our clients' accounts. They include investment research, both Schwab's own and that of third parties. We may use this research to service all or a substantial number of our clients' accounts, including accounts not maintained at Schwab. In addition to investment research, Schwab also makes available software and other technology that:

- Provide access to client account data (such as duplicate trade confirmations and account statements)
- Facilitate trade execution and allocate aggregated trade orders for multiple client accounts
- Provide pricing and other market data
- Facilitate payment of our fees from our clients' accounts
- · Assist with back-office functions, recordkeeping, and client reporting

Services That Generally Benefit Only Us. Schwab also offers other services intended to help us manage and further develop our business enterprise. These services include:

- 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

Schwab may provide some of these services itself. In other cases, it will arrange for third-party vendors to provide the services to us. Schwab may also discount or waive its fees for some of these services or pay all or a part of a third party's fees. Schwab may also provide us with other benefits, such as occasional business entertainment of our personnel.

Our Interest in Schwab's Services

The availability of these services from Schwab benefits us because we do not have to produce or purchase them. We don't have to pay for Schwab's services so long as our clients collectively keep a total of at least \$10 million of their assets in accounts at Schwab. Beyond that, these services are not contingent upon us committing any specific amount of business to Schwab in trading commissions or assets in custody. The \$10 million minimum may give us an incentive to recommend that you maintain

your account with Schwab, based on our interest in receiving Schwab's services that benefit our business rather than based on your interest in receiving the best value in custody services and the most favorable execution of your transactions. This is a potential conflict of interest. We believe, however, that our selection of Schwab as custodian and broker is in the best interests of our clients. Our selection is primarily supported by the scope, quality, and price of Schwab's services (see "How We Select Brokers/Custodians") and not Schwab's services that benefit only us.

Directed Brokerage

In limited circumstances, and at our discretion, some clients may instruct our firm to use one or more particular brokers for the transactions in their accounts. If you choose to direct our firm to use a particular broker, you should understand that this might prevent our firm from aggregating trades with other client accounts. This practice may also prevent our firm from obtaining favorable net price and execution. Thus, when directing brokerage business, you should consider whether the commission expenses, execution, clearance, and settlement capabilities that you will obtain through your broker are adequately favorable in comparison to those that we would otherwise obtain for you.

Brokerage for Client Referrals

We do not receive client referrals from broker-dealers in exchange for cash or other compensation, such as brokerage services or research.

Block Trades

For discretionary accounts, we may but are not obligated to combine multiple orders for shares of the same securities purchased for advisory accounts we manage (this practice is commonly referred to as "block trading"). In the event order are aggregated, we will then distribute a portion of the shares to participating accounts in a fair and equitable manner. The distribution of the shares purchased is typically proportionate to the size of the account, but it is not based on account performance or the amount or structure of management fees. Subject to our discretion regarding factual and market conditions, when we combine orders, each participating account pays an average price per share for all transactions and pays a proportionate share of all transaction costs. Accounts owned by our firm or persons associated with our firm may participate in block trading with your accounts; however, they will not be given preferential treatment.

We may combine multiple orders for shares of the same securities purchased for discretionary accounts; however, we do not combine orders for non-discretionary accounts. Accordingly, accounts which are not block traded and non-discretionary accounts may pay different costs than discretionary accounts which are block traded pay. We may not be able to buy and sell the same quantities of securities for non-discretionary account and accounts that are not block-traded and such accounts may pay higher commissions, fees, and/or transaction costs than clients who's accounts are block-traded.

Item 13 Review of Accounts

Our clients' accounts are reviewed on a quarterly basis by our investment committee composed of Michael Mills, President. Factors which may trigger more frequent reviews include change in client investment objectives or circumstances such as retirement or a large contribution or withdrawal to or from an account, significant developments or events specific to a particular security held in the account, or significant market, economic or political developments.

We will provide asset management clients with written reports on a quarterly basis. These reports include details of the date of purchase and cost basis for each security as well as market value and income yield and the current and historical account performance for the account, separated by asset

classes and possibly grouped with other accounts related to you. You should also receive written statements directly from your custodian concerning your account(s) which generally contains information relating to all transactions and other account activity.

Our financial planning clients will also receive a written report complete with recommendations, projections of savings, and additional items related to specific goals and objectives discussed in the planning process. We will review and/or update the plan according to the terms of the client agreement on an as needed or as requested basis.

Item 14 Client Referrals and Other Compensation

Please refer to the *Brokerage Practices* section above for disclosures on research and other benefits we may receive resulting from our relationship with Charles Schwab.

As disclosed under the *Fees and Compensation* section in this brochure, persons providing investment advice on behalf of our firm are licensed insurance agents. For information on the conflicts of interest this presents, and how we address these conflicts, please refer to the *Fees and Compensation* section.

We have entered into contractual arrangements with certain employees of our firm under which the individual receives compensation from our firm for the establishment of new client relationships. Employees who introduce clients to our firm must comply with the requirements of the jurisdictions where they operate. The compensation is a percentage of the advisory fee you pay our firm for as long as you are a client of our firm, or until such time as our agreement with the referring employee expires. You will not be charged additional fees based on this compensation arrangement. Incentive-based compensation is contingent upon you entering into an advisory agreement with our firm. Therefore, the individual has a financial incentive to recommend our firm to you for advisory services. This creates a conflict of interest; however, you are not obligated to retain our firm for advisory services. Comparable services and/or lower fees may be available through other firms.

Item 15 Custody

As paying agent for our firm, your independent custodian will directly debit your account(s) for the payment of our advisory fees. This ability to deduct our advisory fees from your accounts causes our firm to exercise limited custody over your funds or securities. We do not have physical custody of any of your funds and/or securities. Your funds and securities will be held with a bank, broker-dealer, or other qualified custodian. You will receive account statements from the qualified custodian(s) holding your funds and securities at least quarterly. The account statements from your custodian(s) will indicate the amount of our advisory fees deducted from your account(s) each billing period. You should carefully review account statements for accuracy.

We will also provide statements to you reflecting the amount of the advisory fee deducted from your account. You should compare our statements with the statements from your account custodian(s) to reconcile the information reflected on each statement. If you have a question regarding your account statement, or if you did not receive a statement from your custodian, contact us immediately at the telephone number on the cover page of this brochure.

Private Investment Companies

We serve as the investment adviser to Mills Equity Fund, II, LP, and LS MWA Loan 2 (the "Fund", whether one or more), a private pooled investment vehicle in which our clients are not solicited to invest. The Fund is offered to certain sophisticated investors, who meet certain requirements under applicable state and/or federal securities laws. Investors to whom the Fund is offered will receive a

private placement memorandum and other offering documents. The fees charged by the Fund are separate and apart from our advisory fees. You should refer to the offering documents for a complete description of the fees, investment objectives, risks and other relevant information associated with investing in the Fund. Persons affiliated with our firm may have made an investment in the Fund and may have an incentive to recommend the Fund over other investments.

In our capacity as investment adviser to the Fund, we will have access to the Fund's funds and securities, and therefore have custody over such funds and securities. We provide each investor in the Fund with audited annual financial statements. If you are a Fund investor and have questions regarding the financial statements or if you did not receive a copy, contact us directly at the telephone number on the cover page of this brochure.

Item 16 Investment Discretion

Before we can buy or sell securities on your behalf, you must first sign our discretionary management agreement and the appropriate trading authorization forms.

You may grant our firm discretion over the selection and amount of securities to be purchased or sold for your account(s), the broker-dealer to be used, and the commission rates to be paid, without obtaining your consent or approval prior to each transaction. You may specify investment objectives, guidelines, and/or impose certain conditions or investment parameters for your account(s). For example, you may specify that the investment in any particular stock or industry should not exceed specified percentages of the value of the portfolio and/or restrictions or prohibitions of transactions in the securities of a specific industry or security. Please refer to the *Advisory Business* section in this brochure for more information on our discretionary management services.

If you enter into non-discretionary arrangements with our firm, we will obtain your approval prior to the execution of any transactions for your account(s). You have an unrestricted right to decline to implement any advice provided by our firm on a non-discretionary basis.

Item 17 Voting Client Securities

Proxy Voting

We will not vote proxies on behalf of your advisory accounts. If you own shares of applicable securities, you are responsible for exercising your right to vote as a shareholder.

In most cases, you will receive proxy materials directly from the account custodian. However, in the event we were to receive any written or electronic proxy materials, we would forward them directly to you by mail, unless you have authorized our firm to contact you by electronic mail, in which case, we would forward any electronic solicitation to vote proxies.

Class Action Lawsuits

In addition, we do not determine if securities held by you are the subject of a class action lawsuit or whether you are eligible to participate in class action settlements or litigation nor do we initiate or participate in litigation to recover damages on your behalf for injuries as a result of actions, misconduct, or negligence by issuers of securities held by you, although we may provide you limited assistance upon request on an informal basis.

We will not forward you any class action materials we may receive inadvertently. Please ensure that you contact your custodian with instructions to forward class action materials directly to you or your representative.

Item 18 Financial Information

Our firm does not have any financial condition or impairment that would prevent us from meeting our contractual commitments to you. We do not take physical custody of client funds or securities, or serve as trustee or signatory for client accounts, and, we do not require the prepayment of more than \$1200 in fees six or more months in advance nor have we filed a bankruptcy petition at any time in the past ten years. Therefore, we are not required to include a financial statement with this brochure.

Item 19 Requirements for State-Registered Advisers

Our firm is registered with the Securities and Exchange Commission; therefore, we are not required to respond to this section.

Item 20 Additional Information

Your Privacy

We view protecting your private information as a top priority. Pursuant to applicable privacy requirements, we have instituted policies and procedures to ensure that we keep your personal information private and secure.

We do not disclose any nonpublic personal information about you to any nonaffiliated third parties, except as permitted by law. In the course of servicing your account, we may share some information with our service providers, such as transfer agents, custodians, broker-dealers, accountants, consultants, and attorneys.

We restrict internal access to nonpublic personal information about you to employees, who need that information in order to provide products or services to you. We maintain physical and procedural safeguards that comply with regulatory standards to guard your nonpublic personal information and to ensure our integrity and confidentiality. We will not sell information about you or your accounts to anyone. We do not share your information unless it is required to process a transaction, at your request, or required by law.

You will receive a copy of our privacy notice prior to or at the time you sign an advisory agreement with our firm. Thereafter, we will deliver a copy of the current privacy policy notice to you on an annual basis. Please contact our main office at the telephone number on the cover page of this brochure if you have any questions regarding this policy.

Trade Errors

In the event a trading error occurs in your account, our policy is to restore your account to the position it should have been in had the trading error not occurred. Depending on the circumstances, corrective actions may include canceling the trade, adjusting an allocation, and/or reimbursing the account.

For accounts maintained at Schwab, if a profit results from the correcting trade, the gain will remain in your account unless the same error involved other client account(s) that should have received the gain, you are not permitted to keep the gain, or you do not want the profit (e.g., due to tax reasons). If the profit does not remain in your account, Schwab will donate the amount of any profit \$100 and over to charity. If a loss occurs greater than \$100, we will pay for the loss. Schwab will keep the loss or profit (if you do not keep the profit) if it is under \$100 to minimize and offset its administrative time and expense. Generally, if related trade errors result in profit and losses in your account, they may be netted.



Michael Mills (CRD #3049166)

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August 2, 2017

FORM ADV PART 2B BROCHURE SUPPLEMENT

This brochure supplement provides information about Michael Mills that supplements the Mills Wealth Advisors, LLC brochure. You should have received a copy of that brochure. Please contact us at 817-416-7300 if you did not receive Mills Wealth Advisors, LLC's brochure or if you have any questions about the contents of this supplement.

Additional information about Michael Mills is available on the SEC's website at www.adviserinfo.sec.gov.

Item 2 Educational Background and Business Experience

The business background information provided below is for the last five years.

Your Financial Adviser: Michael Mills

Year of Birth: 1971

Education:

• United States Air Force Academy, Bachelor of Science, Management, 1995 Business Background:

- Mills Wealth Advisors, LLC PKA "Mike Mills Wealth Management, LLC", President & Lead Advisor, 2003 to Present
- BFT Financial Group, LLC, Investment Adviser Representative and Registered Representative, 2004 to 2011
- Integrity Financial Solutions d/b/a Mike Mills, President, 1999 to 2003

Certifications: CFP®, CFS, CLU

• CERTIFIED FINANCIAL PLANNER™ ("CFP®"), 2007. 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. 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.

- Certified Fund Specialist (CFS), 1999 consists of a 12 month program requiring the
 applicant to pass three exams, complete an open-book study exam and sign a code of ethics.
 To earn this designation, candidates must have at least 2,000 hours of work experience in the
 financial services industry or a bachelor's degree from an accredited college or university. The
 designation will not be granted until the required minimum number of hours has been fulfilled or
 a bachelor's degree has been granted. Designees must report 30 hours of CE every 2 years.
- Chartered Life Underwriter (CLU), 2011. This designation is issued by The American College and is granted to individuals who have at least three years of full-time business experience within the five years preceding the awarding of the designation. The candidate is required to take a series of mandatory courses which include, for example, the following: insurance planning, life insurance law, fundamentals of estate planning, planning for business owners, income taxation, group benefits, planning for retirement needs, and investments. Each course has a final proctored exam and once issued, the individual is required to submit 30 hours of continuing education every two years.

Item 3 Disciplinary Information

Michael Mills does not have any disciplinary disclosure.

Item 4 Other Business Activities

Michael Mills is separately licensed as an independent insurance agent. In this capacity, he can effect transactions in insurance products and earn commissions for these activities. The fees you pay our firm for advisory services are separate and distinct from the commissions earned by Mr. Mills for insurance related activities. Because insurance commissions are sometimes paid more in the first year than in later years, insurance can present a perceived conflict of interest since there is a short-term financial incentive to recommend insurance products based on short-term compensation rather than what may be in the client's best interest. Mr. Mills adheres to the firm's code of ethics and only recommends insurance products based on the client's best interest. You are under no obligation, contractually or otherwise, to purchase insurance products through Mr. Mills or any person affiliated with our firm.

Michael Mills is the majority owner in AMTM Investments, LLC which is wholly owned by Michael and his wife and which is used to make direct investments in real estate. Mr. Mills is also a part owner in Timarron Courtyard, LLC, which owns an office building. AMTM Investments, LLC and Timarron Courtyard, LLC are unrelated to the business activities of Mills Wealth Advisors, LLC and no clients of Mills Wealth Advisors, LLC will be solicited to invest in these entities.

Mr. Mills spends approximately 5% of his time on these other business activities.

Item 5 Additional Compensation

Michael Mills does not receive any additional compensation for providing advisory services beyond that received as a result of his capacity as President & Lead Advisor of Mills Wealth Advisors, LLC.

Please refer to the *Other Business Activities* section above for disclosures on Mr. Mills's receipt of additional compensation as a result of his activities as a licensed insurance agent.

Also, please refer to the *Fees and Compensation* section of Mills Wealth Advisors, LLC's firm brochure for additional disclosures on this topic.

Item 6 Supervision

Michael Mills is the President of Mike Mills Wealth Management, LLC and is not directly supervised by other persons. Mr. Mills is part of the firm's investment committee, client accounts are reviewed on a quarterly basis. Michael Mills can be reached at 817-416-7300.



Stephen Brooks Nelson, CFP (CRD # 6129809)

Mills Wealth Advisors, LLC 1207 South White Chapel Road Suite 150 Southlake, TX 76092

Telephone: 817-416-7300 Facsimile: 817-416-7307

April 20, 2018

FORM ADV PART 2B BROCHURE SUPPLEMENT

This brochure supplement provides information about Stephen Brooks Nelson that supplements the Mills Wealth Advisors, LLC brochure. You should have received a copy of that brochure. Contact us at 817-416-7300 if you did not receive Mills Wealth Advisors, LLC's brochure or if you have any questions about the contents of this supplement.

Additional information about Stephen Brooks Nelson is available on the SEC's website at www.adviserinfo.sec.gov.

Item 2 Educational Background and Business Experience

The business background information provided below is for the last five years.

Your Financial Adviser: Stephen Brooks Nelson, CFP

Year of Birth: 1989

Education:

- · Dixie State University, BS Finance, 2014
- Salt Lake Community College, AA General Studies, 2012

Business Background:

- Mills Wealth Advisors, LLC, Associate Financial Planner/Investment Adviser Representative, 4/2018 - Present
- Stephen Nelson, Independent Insurance Agent, 12/2012 Present
- Northwestern Mutual Investment Services, LLC, Registered Representative, 7/2014 4/2018
- Northwestern Mutual Life Insurance Company, Agent, 1/2013 4/2018
- Dixie State College, Student, 8/2012 12/2014

Certifications: CFP

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

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

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

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

Individuals who become certified must complete the following ongoing education and ethics requirements 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;
- Ethics Renew an agreement to be bound by the *Standards of Professional Conduct*. The *Standards* prominently require that CFP® professionals provide financial planning services at a fiduciary standard of care. This means CFP® professionals must provide financial planning services in the best interests of their clients.

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

Item 3 Disciplinary Information

Form ADV Part 2B requires disclosure of certain criminal or civil actions, administrative proceedings, and self-regulatory organization proceedings, as well as certain other proceedings related to suspension or revocation of a professional attainment, designation, or license. Mr. Stephen Brooks Nelson has no required disclosures under this item.

Item 4 Other Business Activities

Stephen Brooks Nelson is separately licensed as an independent insurance agent. In this capacity, he can effect transactions in insurance products for his clients and earn commissions for these activities. The fees you pay our firm for advisory services are separate and distinct from the commissions earned by Mr. Nelson for insurance related activities. This presents a conflict of interest because Mr. Nelson may have an incentive to recommend insurance products to you for the purpose of generating commissions rather than solely based on your needs. However, you are under no obligation, contractually or otherwise, to purchase insurance products through any person affiliated with our firm.

Item 5 Additional Compensation

Refer to the *Other Business Activities* section above for disclosures on Mr. Nelson's receipt of additional compensation as a result of his other business activities.

Also, refer to the Fees and Compensation, Client Referrals and Other Compensation, and Other Financial Industry Activities and Affiliations section(s) of Mills Wealth Advisors, LLC's firm brochure for additional disclosures on this topic.

Item 6 Supervision

In the supervision of our associated persons, advice provided is limited based on the restrictions set by Mills Wealth Advisors, LLC, and by internal decisions as to the types of investments that may be included in client portfolios. We conduct periodic reviews of client holdings and documented suitability information to provide reasonable assurance that the advice provided remains aligned with each client's stated investment objectives and with our internal guidelines.

My supervisor is: Michael Mills, President and Chief Compliance Officer

Supervisor phone number: 817-416-7300



Matthew A. Brown (CRD # 6245624)

Mills Wealth Advisors, LLC 1207 South White Chapel Road Suite 150 Southlake, TX 76092

Telephone: 817-416-7300 Facsimile: 817-416-7307

December 6, 2017

FORM ADV PART 2B BROCHURE SUPPLEMENT

This brochure supplement provides information about Matthew A. Brown that supplements the Mills Wealth Advisors, LLC brochure. You should have received a copy of that brochure. Contact us at 817-416-7300 if you did not receive Mills Wealth Advisors, LLC's brochure or if you have any questions about the contents of this supplement.

Additional information about Matthew A. Brown is available on the SEC's website at www.adviserinfo.sec.gov.

Item 2 Educational Background and Business Experience

The business background information provided below is for the last five years.

Your Financial Adviser: Matthew A. Brown

Year of Birth: 1990

Education:

University of Mississippi, BA Psychology, 2012

Business Background:

- Mills Wealth Advisors, LLC, Associate Financial Planner/Investment Adviser Representative, 7/2017 - Present
- TD Ameritrade, Registered Representative, 10/2013 8/2017
- Camp Mondamin, Line Head and Head of Swimming, 5/2013 9/2013
- N2 Publishing, Account Executive, 1/2013 5/2013

Item 3 Disciplinary Information

Matthew Brown does not have any disciplinary disclosure.

Item 4 Other Business Activities

Matthew Brown is not actively engaged in any other business or occupation (investment-related or otherwise) beyond his capacity as Associate Financial Planner/Investment Adviser Representative of Mills Wealth Advisors, LLC. Moreover, Mr. Brown does not receive any commissions, bonuses or other compensation based on the sale of securities or other investment products.

Item 5 Additional Compensation

Matthew Brown does not receive any additional compensation beyond that received as an Associate Financial Planner/Investment Adviser Representative of Mills Wealth Advisors, LLC.

Item 6 Supervision

In the supervision of our associated persons, advice provided is limited based on the restrictions set by Mills Wealth Advisors, LLC, and by internal decisions as to the types of investments that may be included in client portfolios. We conduct periodic reviews of client holdings and documented suitability information to provide reasonable assurance that the advice provided remains aligned with each client's stated investment objectives and with our internal guidelines.

My supervisor is: Michael Mills, President and Chief Compliance Officer

Supervisor phone number: 817-416-7300

Mills Wealth Advisors, LLC June 26, 2020

FORM CRS

Mills Wealth Advisors, LLC is registered with the Securities and Exchange Commission as an investment adviser and, as such, we provide advisory services rather than brokerage services. Brokerage and investment advisory services and fees differ and it is important for you, our client, to understand the differences. Additionally, free and simple tools are available to research firms and financial professionals at Investor.gov/CRS, which also provides educational materials about broker-dealers, investment advisers, and investing. This document is a summary of the services and fees we offer to "retail" investors, which are natural persons who seek or receive services primarily for personal, family, or household purposes.

What investment services and advice can you provide me?

We offer the following investment advisory services to retail investors: Financial Planning Services and the implentation of financial plans withPortfolio Management Services, Selection of Other Advisers, Risk Mitigation Services, and Advisory Consulting Services. Detailed information regarding our services, fees and other disclosures can be found in our Form ADV Part 2A Brochure, Items 4, 7, and 8 by clicking this link https://adviserinfo.sec.gov/firm/brochure/159251.

- Account Monitoring If you open an investment account with our firm, as part of our standard service we will
 monitor your investments on a daily basis and and will conduct account reviews at least annually. We will provide
 asset management clients with written reports on a guarterly basis.
- Investment Authority We manage investment accounts on a discretionary basis whereby we will decide which investments to buy or sell for your account. We have discretion to select, retain or replace third-party managers to manage your accounts. You may limit our discretionary authority (for example, limiting the types of securities that can be purchased or sold for your account) by providing our firm with your restrictions and guidelines in writing. We also offer non-discretionary investment management services whereby we will provide advice, but you will ultimately decide which investments to buy and sell for your account. You have an unrestricted right to decline to implement any advice provided by our firm on a non-discretionary basis.
- Investment Offerings We offer advice on the following types of investments or products: equity securities, corporate debt securities, municipal securities, insurance products, mutual fund shares, United States government securities, options contracts on securities and commodities, private equity, money market funds, real estate, REITs, ETFs, interests in partnerships investing in real estate and interests in partnerships investing in oil and gas interests. Additionally, we may advise you on various types of investments based on your stated goals and objectives
- Account Minimums and Requirements In general, for asset management services, we require a minimum account size of \$500,000 and a net worth of \$1,000,000. At our discretion, we may waive these minimums.

Key Questions to Ask Your Financial Professional

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

What fees will I pay?

The following summarizes the principal fees and costs associated with engaging our firm for investment advisory services. For detailed information, refer to our Form ADV Part 2A Brochure, Items 5 and 6 by clicking this link https://adviserinfo.sec.gov/firm/brochure/159251

- Asset Based Fees Payable quarterly in advance. Since the fees we receive are asset-based (i.e. based on the
 value of your account), we have an incentive to increase your account value which creates a conflict especially for
 those accounts holding illiquid or hard-to-value assets;
- **Hourly Fees** An hourly fee of \$250.00 per hour for financial planning related services rendered for specific situations. The hourly fee is payable upon completion of services rendered.
- **Fixed Fees** One-half of our fee for the initial written financial plan will be due upon execution of your written agreement with us, with the remainder of the fee due upon completion of the initial plan. If the client elects to enter into a relationship where we provided discretionary investment advisory services, the remainder of the fee due upon completion of the initial plan will be waived in lieu of their asset based fees.
- **Performance-based Fees** We receive the performance portion of the fee and are paid if we exceed a certain threshold. Performance-based fees create an incentive for our firm to make investments that are riskier than would be the case absent a performance fee arrangement and also have an incentive to favor accounts for which we receive a performance-based fee.

• Other Advisory Fees -In addition, we are also compensated by: Advisory Fees charged by third party money managers, which are separate and distinct from our fees. Examples of the most common fees and costs applicable to our clients are: custodian fees, account maintenance fees, fees related to mutual funds, and exchange-traded funds, transaction charges when purchasing or selling securities; and other product-level fees associated with your investments

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

Key Questions to Ask Your Financial Professional

 Help me understand how these fees and costs might affect my investments. If I give you \$10,000 to invest, how much will go to fees and costs, and how much will be invested for me?

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

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

- Persons providing investment advice on behalf of our firm are licensed as independent insurance agents. These
 persons will earn commission-based compensation for selling insurance products. Insurance commissions are
 separate and in addition to our advisory fees. This practice presents a conflict of interest because they have an
 incentive to recommend insurance products to you for the purpose of generating commissions rather than solely
 based on your needs.
- Because our revenue is derived from asset-based fees, we have an incentive to grow your account as much as
 possible. This could cause us to take overly aggressive positions in conflict with your interests in an attempt to
 grow your account, or could incentivize us to inflate the valuations of illiquid investments held in your account.
- We have entered into contractual arrangements with certain employees of our firm under which the individual receives compensation from our firm for the establishment of new client relationships.
- We receive performance-based fees. Performance-based fees create an incentive for our firm to make investments that are riskier than would be the case absent a performance fee arrangement and we have an incentive to favor accounts for which we receive a performance-based fee.
- We receive benefits from our custodians. Our receipt of economic benefits from custodians creates a potential
 conflict of interest since these benefits have the potential to influence the Firm's recommendation of custodians
 who provide benefits over another that does not furnish similar benefits.

Refer to our Form ADV Part 2A Brochure by clicking this link https://adviserinfo.sec.gov/firm/brochure/159251 to help you understand what conflicts exist.

Key Questions to Ask Your Financial Professional

· How might your conflicts of interest affect me, and how will you address them?

How do your financial professionals make money?

The financial professionals servicing your account(s) are compensated in the following ways: salary and bonus. Financial professionals' compensation is based on how well they service their clients, their individual performance, and the firm's performance.

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

No, our firm and our financial professionals currently do not have any legal or disciplinary history to disclose. Visit Investor.gov/CRS for a free and simple research tool.

Key Questions to Ask Your Financial Professional

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

You can find additional information about your investment advisory services and request a copy of the relationship summary at 817-416-7300 or click the link provided https://adviserinfo.sec.gov/firm/brochure/159251

Key Questions to Ask Your Financial Professional

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