



REGISTERED INVESTMENT ADVISORS

The value of trust. The wealth of experience.

**Form ADV 2B
Brochure Supplement**

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March 27, 2020

This brochure supplement provides information about **Michael Disharoon, Henry U. Harris III, James J. Izard II, Jonathan E. Morris, Caroline S. Oliver, Walker W. Phillips, Sarah K. Shaw, Jonathan L. Taylor, Justin A. Topping and Katherine C. Willis** that supplements the Palladium ADV Part 2A brochure. Please contact Nancy Renshaw, Chief Compliance Officer at 757.305.1500 if you did not receive the Palladium ADV Part 2A brochure or if you have any questions about the contents of this supplement.

Additional information about the individuals listed above is available on the SEC's website at www.adviserinfo.sec.gov.

Michael P. Disharoon, CFA **Principal and Portfolio Manager**

Born: 1982

Educational Background

University of Virginia, 2004 –B.A. Economics

Business Experience

June 2012 – Present

Palladium Partners, LLC – Portfolio Manager

January 2008 – June 2012

Merrill Lynch – Financial Advisor

July 2007 – January 2008

Monarch Mortgage – Loan Officer

July 2004 – June 2007

Resource Bank – Assistant Vice President

Certifications

Chartered Financial Analyst (CFA®), 2016: To earn a CFA charter, you must have four years of qualified investment work experience, become a member of the CFA Institute, pledge to adhere to the CFA Institute Code of Ethics and Standards of Professional Conduct on an annual basis, apply for membership to a local CFA member society, and complete the CFA Program. The CFA Program is organized into three levels, each culminating in a six-hour exam. Completing the Program takes most candidates between two and five years. The Program reflects a broad Candidate Body of Knowledge™ (CBOK) developed and continuously updated by active practitioners to ensure that charter holders possess knowledge grounded in the real world of today's global investment industry.

Disciplinary Information

There is no disciplinary information to report.

Other Business Activities

There is no investment related outside business activities to report. There are no additional businesses or occupations to report that provide a substantial source of income or require a substantial amount of time.

Additional Compensation

There is no additional compensation to report.

Supervision

Mike is supervised by the firm's principals who are Katherine Willis, Henry Harris III, Jim Izard II, and Jonathan Taylor. Supervision is conducted through frequent interaction and periodic reviews of Mike's activities to ensure adherence to the policies and procedures set forth in Palladium's Compliance Manual and to the applicable regulatory requirements.

Nancy Renshaw, Chief Compliance Officer, can be contacted for any questions concerning Mike's advisory activities. She can be reached at 757.305.1500 or nerenshaw@palladiumllc.com

Henry (Sandy) U. Harris III, CFA, CIC Principal and Portfolio Manager

Born: 1951

Educational Background

University of Virginia, Darden School of Business Administration, 1976 – M.B.A.

University of Virginia, 1974 – B.A.

Business Experience

January 2008 - Present

Palladium Partners, LLC – Principal/Portfolio Manager

June 1980 - January 2008

Virginia Investment Counselors, a Division of BB&T Asset Management – Portfolio Manager

Certifications

Chartered Financial Analyst (CFA®), 1986: To earn a CFA charter, you must have four years of qualified investment work experience, become a member of the CFA Institute, pledge to adhere to the CFA Institute Code of Ethics and Standards of Professional Conduct on an annual basis, apply for membership to a local CFA member society, and complete the CFA Program. The CFA Program is organized into three levels, each culminating in a six-hour exam. Completing the Program takes most candidates between two and five years. The Program reflects a broad Candidate Body of Knowledge™ (CBOK) developed and continuously updated by active practitioners to ensure that charter holders possess knowledge grounded in the real world of today's global investment industry.

Chartered Investment Counselor (CIC), 1989: This designation is offered by the Investment Advisor Association. The candidate must:

- be employed by an IAA member firm
- have at least five years of work experience, one of which is at the IAA member firm
- already hold the Chartered Financial Analyst designation
- provide work and character references
- agree to abide to the Standards of Practice
- complete an ethics questionnaire

Disciplinary Information

There is no disciplinary information to report.

Other Business Activities

Sandy is a member of 20th Street TC, LLC. This LLC acts as a financial guarantor for EOS, a privately held entity, which you may be solicited by us to invest. 20th Street TC, LLC also acts as an affiliated business with EOS from which Sandy receives compensation. This presents a conflict of interest. In addition, Sandy acts as a trustee for various trusts and serves as a board member for a variety of businesses and charitable entities. These activities represent approximately five percent of Sandy's business hours and are frequently related to his profession.

Additional Compensation

Sandy receives compensation from 20th Street TC, LLC and economic benefits for his services as trustee for various trusts as well as his services on the boards of a variety of businesses and charitable entities. These benefits and compensation represent approximately 20% of his income.

Supervision

Sandy is supervised by the firm's principals who are Katherine Willis, Jim Izard II, Jonathan Taylor and Michael Disharoon. Supervision is conducted through frequent interaction and periodic reviews of Sandy's activities to ensure adherence to the policies and procedures set forth in Palladium's Compliance Manual and to the applicable regulatory requirements.

Nancy Renshaw, Chief Compliance Officer, can be contacted for any questions concerning Sandy's advisory activities. She can be reached at 757.305.1500 or nerenshaw@palladiumllc.com.

James J. Izard II, CFP® **Principal and Portfolio Manager**

Born: 1962

Educational Background

University of Virginia, 1989 – M.B.A.

University of Virginia, 1985 –B.A.

Experience

January 2008 - Present

Palladium Partners, LLC – Principal/Managing Director/Portfolio Manager

August 1998 – January 2008

Virginia Investment Counselors, a Division of BB&T Asset Management – Portfolio Manager

Certifications

Certified Financial Planner™ (CFP®), 1991: The CERTIFIED FINANCIAL PLANNER™, CFP® and federally registered CFP (with flame design) marks (collectively, the “CFP® marks”) are professional certification marks granted in the United States by Certified Financial Planner Board of Standards, Inc. (“CFP Board”).

The CFP® certification is a voluntary certification; no federal or state law or regulation requires financial planners to hold CFP® certification. It is recognized in the United States and a number of other countries for its (1) high standard of professional education; (2) stringent code of conduct and standards of practice; and (3) ethical requirements that govern professional engagements with clients. Currently, more than 62,000 individuals have obtained CFP® certification in the United States.

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

- Education – Complete an advanced college-level course of study addressing the financial planning subject areas that CFP Board’s studies have determined as necessary for the competent and professional delivery of financial planning services, and attain a Bachelor’s Degree from a regionally accredited United States college or university (or its equivalent from a foreign university). CFP Board’s financial planning subject areas include insurance planning and risk management, employee benefits planning, investment planning, income tax planning, retirement planning, and estate planning.
- Examination – Pass the comprehensive CFP® Certification Examination. The examination, administered in 10 hours over a two-day period, includes case studies and client scenarios designed to test one’s ability to correctly diagnose

financial planning issues and apply one's knowledge of financial planning to real world circumstances.

- Experience – Complete at least three years of full-time financial planning-related experience (or the equivalent, measured as 2,000 hours per year); and
- Ethics – Agree to be bound by CFP Board's *Standards of Professional Conduct*, a set of documents outlining the ethical and practice standards for CFP® professionals.

Individuals who become certified must complete the following ongoing education and ethics requirements in order to maintain the right to continue to use the CFP® marks:

- Continuing Education – Complete 30 hours of continuing education hours every two years, including two hours on the *Code of Ethics* and other parts of the *Standards of Professional Conduct*, to maintain competence and keep up with developments in the financial planning field; and
- Ethics – Renew an agreement to be bound by the *Standards of Professional Conduct*. The Standards prominently require that CFP® professionals provide financial planning services at a fiduciary standard of care. This means CFP® professionals must provide financial planning services in the best interests of their clients.

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

Disciplinary Information

There is no disciplinary information to report.

Other Business Activities

Jim serves as a board member for Southern Bank. There are no conflicts of interest with him serving in this role. He also serves on various other boards in a non-investment related capacity for schools and foundations that do not provide him with any income or involve a substantial amount of his time. These business activities represent less than one percent of his overall time.

Additional Compensation

Jim receives a minimal economic benefit while serving as a board member for the Southern Bank Advisory Board. This benefit represents less than one percent of his overall income.

Supervision

Jim is supervised by the firm's principals who are Katherine Willis, Henry Harris III, Jonathan Taylor and Michael Disharoon. Supervision is conducted through frequent interaction and periodic reviews of Jim's activities to ensure adherence to the policies and procedures set forth in Palladium's Compliance Manual and to the applicable regulatory requirements.

Nancy Renshaw, Chief Compliance Officer, can be contacted for any questions concerning Jim's advisory activities. She can be reached at 757.305.1500 or nerenshaw@palladiumllc.com.

Jonathan E. Morris

Fixed Income Portfolio Manager

Born: 1972

Educational Background

The College of William & Mary, 2011 – M.B.A.
Virginia Commonwealth University, 1997 – B.A.

Business Experience

June 2008 - Present

Palladium Partners, LLC – Fixed Income Portfolio Manager

March 2006 - June 2008

Wachovia Securities – Fixed Income Analyst

September 2004 – March 2006

Wachovia Securities - Portfolio Strategist

August 1998- September 2004

First Union Securities – Licensed Financial Specialist

Disciplinary Information

There is no disciplinary information to report.

Other Business Activities

There is no investment related outside business activities to report. There are no additional businesses or occupations to report that provide a substantial source of income or require a substantial amount of time.

Additional Compensation

There is no additional compensation to report.

Supervision

Jon is supervised by the firm's principals who are Katherine Willis, Henry Harris III, Jim IZard II, Jonathan Taylor and Michael Disharoon. Supervision is conducted through frequent interaction and periodic reviews of Jon's activities to ensure adherence to the policies and procedures set forth in Palladium's Compliance Manual and to the applicable regulatory requirements.

Nancy Renshaw, Chief Compliance Officer, can be contacted for any questions concerning Jon's advisory activities. She can be reached at 757.305.1500 or nerenshaw@palladiumllc.com.

Caroline S. Oliver, CFA, CFP®, AEP®
Portfolio Manager

Born: 1955

Educational Background

Old Dominion University, 1993 – M.B.A.

Elizabethtown College, 1977 – B.A.

University of Strasbourg, France, 1976

Business Experience

January 2010 – Present

Palladium Partners, LLC – Portfolio Manager

September 2008 – September 2009

Crowe Wealth Management, LLC – Client Service Advisor

January 1995 – November 2007

Bank of America – Portfolio Manager and Managing Director of Investments

Certifications

Chartered Financial Analyst (CFA®), 1997: To earn a CFA charter, you must have four years of qualified investment work experience, become a member of the CFA Institute, pledge to adhere to the CFA Institute Code of Ethics and Standards of Professional Conduct on an annual basis, apply for membership to a local CFA member society, and complete the CFA Program. The CFA Program is organized into three levels, each culminating in a six-hour exam. Completing the Program takes most candidates between two and five years. The Program reflects a broad Candidate Body of Knowledge™ (CBOK) developed and continuously updated by active practitioners to ensure that charter holders possess knowledge grounded in the real world of today's global investment industry.

Certified Financial Planner™ (CFP®), 2008: The CERTIFIED FINANCIAL PLANNER™, CFP® and federally registered CFP (with flame design) marks (collectively, the “CFP® marks”) are professional certification marks granted in the United States by Certified Financial Planner Board of Standards, Inc. (“CFP Board”).

The CFP® certification is a voluntary certification; no federal or state law or regulation requires financial planners to hold CFP® certification. It is recognized in the United States and a number of other countries for its (1) high standard of professional education; (2) stringent code of conduct and standards of practice; and (3) ethical requirements that govern professional engagements with clients. Currently, more than 62,000 individuals have obtained CFP® certification in the United States.

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

- Education – Complete an advanced college-level course of study addressing the financial planning subject areas that CFP Board’s studies have determined as necessary for the competent and professional delivery of financial planning services, and attain a Bachelor’s Degree from a regionally accredited United States college or university (or its equivalent from a foreign university). CFP Board’s financial planning subject areas include insurance planning and risk management, employee benefits planning, investment planning, income tax planning, retirement planning, and estate planning.
- Examination – Pass the comprehensive CFP® Certification Examination. The examination, administered in 10 hours over a two-day period, includes case studies and client scenarios designed to test one’s ability to correctly diagnose financial planning issues and apply one’s knowledge of financial planning to real world circumstances.
- Experience – Complete at least three years of full-time financial planning-related experience (or the equivalent, measured as 2,000 hours per year); and
- Ethics – Agree to be bound by CFP Board’s *Standards of Professional Conduct*, a set of documents outlining the ethical and practice standards for CFP® professionals.

Individuals who become certified must complete the following ongoing education and ethics requirements in order to maintain the right to continue to use the CFP® marks:

- Continuing Education – Complete 30 hours of continuing education hours every two years, including two hours on the *Code of Ethics* and other parts of the *Standards of Professional Conduct*, to maintain competence and keep up with developments in the financial planning field; and
- Ethics – Renew an agreement to be bound by the *Standards of Professional Conduct*. The Standards prominently require that CFP® professionals provide financial planning services at a fiduciary standard of care. This means CFP® professionals must provide financial planning services in the best interests of their clients.

CFP® professionals who fail to comply with the above standards and result in suspension or permanent revocation of their CFP® certification.

Accredited Estate Planner (AEP®), 2015: To be eligible to be considered for the AEP® designation, the applicant must provide documentation of being currently licensed to practice law as an Attorney (JD) or to practice as a Certified Public Accountant (CPA), or of being currently designated as a Chartered Life Underwriter® (CLU®), Chartered Financial Consultant® (ChFC®), Certified Financial Planner (CFP®), or Certified Trust & Financial Advisor (CFTA), in any jurisdiction of the U.S.A.

An AEP® must have acquired extensive knowledge as an estate planner and be significantly engaged in estate planning activities, including the accumulation, preservation, and transfer of assets through proper planning.

A minimum of five years of experience engaged in estate planning and estate planning activities is required to apply for the designation. Applicants for the AEP® designation must successfully complete two graduate courses through the Richard D. Irwin Graduate School of The American College. To be exempt from the education requirements, an applicant must have a minimum of fifteen years of experience engaged in estate planning and estate planning activities.

An AEP® must continuously maintain membership in an affiliated estate planning council where one is available.

Designees must remain in good standing within his or her respective professional organization(s) and license(s), and must be highly recommended by three unrelated, credentialed professionals practicing within the disciplines recognized by the National Association of Estate Planners & Councils (NAEPC).

AEP® professionals must sign a declaration agreeing to continuously abide by the NAEPC Code of Ethics.

At least 30 credits of continuing education (15 of which must be in estate planning) is required every two years and must be certified to the NAEPC on an annual basis.

An AEP® must be committed to the team concept of estate planning and remain dedicated and loyal to his or her clients.

Each year an audit of randomly selected active designation holders is conducted to verify compliance with the requirements of continuing education, council affiliation, current licensing, and active practice.

Disciplinary Information

There is no disciplinary information to report.

Other Business Activities

Caroline serves as a board member for the Lake Taylor Transitional Care Hospital Foundation's Board and as a Director on the Board of Norfolk Botanical Garden, Inc. She does not receive any compensation serving as a board member. There are no conflicts of interest to report with her serving in these roles.

Additional Compensation

There is no additional compensation to report.

Supervision

Caroline is supervised by the firm's principals who are Katherine Willis, Henry Harris III, Jim Izard II, Jonathan Taylor and Michael Disharoon. Supervision is conducted through frequent interaction and periodic reviews of Caroline's activities to ensure adherence to the policies and procedures set forth in Palladium's Compliance Manual and to the applicable regulatory requirements.

Nancy Renshaw, Chief Compliance Officer, can be contacted for any questions concerning Caroline's advisory activities. She can be reached at 757.305.1500 or nerenshaw@palladiumllc.com.

Manual and to the applicable regulatory requirements.

Walker W. Phillips, CFP®, CIMA® **Portfolio Manager**

Born: 1979

Educational Background

McPherson College, 2004 – A.S. Automotive Technology
University of Kansas, 2002 – B.F.A. Industrial Design

Business Experience

October 2015 – Present

Palladium Partners, LLC – Portfolio Manager

December 2013 – October 2015

Waddell & Reed, Inc. – Associated Person

December 2013 – October 2015

Ivy Funds Distributor, Inc. – Associated Person

September 2011 – December 2013

Wells Fargo Advisors, LLC – Registered Representative

June 2009 – September 2011

Morgan Stanley Smith Barney – Financial Advisor

Certifications

Certified Financial Planner™ (CFP®), 2019: The CERTIFIED FINANCIAL PLANNER™, CFP® and federally registered CFP (with flame design) marks (collectively, the “CFP® marks”) are professional certification marks granted in the United States by Certified Financial Planner Board of Standards, Inc. (“CFP Board”).

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- 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 Investment Management Analyst® (CIMA®), 2015: The CIMA certification signifies that an individual has met initial and ongoing experience, ethical, education, and examination requirements for investment management consulting, including advanced investment management theory and application. To earn CIMA certification, candidates must: submit an application, pass a background check and have an acceptable regulatory history; pass an online Qualification Examination; complete an in-person or online executive education program at an AACSB accredited university business school; pass an online Certification Examination; and have an acceptable regulatory history as evidenced by FINRA Form U-4 or other regulatory requirements and have three years of financial services experience at the time of certification.

CIMA certificants must adhere to IMCA's *Code of Professional Responsibility, Standards of Practice*, and *Rules and Guidelines for Use of the Marks*. CIMA designees must report 40 hours of continuing education credits, including two ethics hours, every two years

to maintain the certification. The designation is administered through Investment Management Consultants Association (IMCA).

Disciplinary Information

There is no disciplinary information to report.

Other Business Activities

There is no investment related outside business activities to report. There are no additional businesses or occupations to report that provide a substantial source of income or require a substantial amount of time.

Additional Compensation

There is no additional compensation to report.

Supervision

Walker is supervised by the firm's principals who are Katherine Willis, Henry Harris III, Jim Izard II, Jonathan Taylor and Michael Disharoon. Supervision is conducted through frequent interaction and periodic reviews of Walker's activities to ensure adherence to the policies and procedures set forth in Palladium's Compliance Manual and to the applicable regulatory requirements.

Nancy Renshaw, Chief Compliance Officer, can be contacted for any questions concerning Walker's advisory activities. She can be reached at 757.305.1500 or nerenshaw@palladiumllc.com

Sarah K. Shaw **Analyst**

Born: 1988

Educational Background

Louisiana State University, 2013 - M.B.A.

Louisiana State University, 2011- B.S. Finance

Business Experience

June 2017 -Present

Palladium Partners, LLC – Analyst

May 2013 – December 2013

Williams Financial Advisors, LLC – Research Assistant

September 2011 - May 2013

Louisiana State University – Graduate Assistant

June 2011 – September 2011

Latter & Blum Property Management – Accounting Intern

Disciplinary Information

There is no disciplinary information to report.

Other Business Activities

There is no investment related outside business activities to report. There are no additional businesses or occupations to report that provide a substantial source of income or require a substantial amount of time.

Additional Compensation

There is no additional compensation to report.

Supervision

Sarah is supervised by the firm's principals who are Katherine Willis, Henry Harris III, Jim Izard II, Jonathan Taylor and Michael Disharoon. Supervision is conducted through frequent interaction and periodic reviews of Sarah's activities to ensure adherence to the policies and procedures set forth in Palladium's Compliance Manual and to the applicable regulatory requirements.

Nancy Renshaw, Chief Compliance Officer, can be contacted for any questions concerning Sarah's advisory activities. She can be reached at 757.305.1500 or nerenshaw@palladiumllc.com.

Jonathan L. Taylor, CFA

Principal and Equity Portfolio Manager

Born: 1981

Educational Background

James Madison University, 2004 – B.B.A. Finance

Business Experience

August 2013 - Present

Palladium Partners, LLC – Equity Portfolio Manager

June 2007 - August 2013

Dollar Tree Stores, Inc. – Financial Analyst

January 2006 – June 2007

Circuit City Stores – Financial Analyst

June 2004 – January 2006

Auditor of Public Accounts - Auditor

Certifications

Chartered Financial Analyst (CFA®), 2009: To earn a CFA charter, you must have four years of qualified investment work experience, become a member of the CFA Institute, pledge to adhere to the CFA Institute Code of Ethics and Standards of Professional Conduct on an annual basis, apply for membership to a local CFA member society, and complete the CFA Program. The CFA Program is organized into three levels, each culminating in a six-hour exam. Completing the Program takes most candidates between two and five years. The Program reflects a broad Candidate Body of Knowledge™ (CBOK) developed and continuously updated by active practitioners to ensure that charter holders possess knowledge grounded in the real world of today's global investment industry.

Disciplinary Information

There is no disciplinary information to report.

Other Business Activities

There is no investment related outside business activities to report. There are no additional businesses or occupations to report that provide a substantial source of income or require a substantial amount of time.

Additional Compensation

There is no additional compensation to report.

Supervision

Jonathan is supervised by the firm's principals who are Katherine Willis, Henry Harris III, Jim Izard II and Michael Disharoon. Supervision is conducted through frequent interaction and periodic reviews of Jonathan's activities to ensure adherence to the policies and procedures set forth in Palladium's Compliance Manual and to the applicable regulatory requirements.

Nancy Renshaw, Chief Compliance Officer, can be contacted for any questions concerning Jonathan's advisory activities. She can be reached at 757.305.1500 or nerenshaw@palladiumllc.com.

Justin A. Topping, CFA **Portfolio Manager**

Born: 1988

Educational Background

The College of William & Mary, 2013 - M.B.A.

Virginia Military Institute, 2011- B.A. Economics and Business

Business Experience

February 2016 -Present

Palladium Partners, LLC – Portfolio Manager

August 2013 – January 2016

Palladium Partners, LLC – Junior Portfolio Manager

September 2012 - May 2013

The College of William & Mary – Graduate Teaching Assistant

September 2011 – August 2012

The College of William & Mary – Assistant Baseball Coach

June 2012 – August 2012

MBF Trading – Trading Intern

June – August 2008 thru 2011

The Gartman Letter - Intern

Certifications

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Disciplinary Information

There is no disciplinary information to report.

Other Business Activities

There is no investment related outside business activities to report. There are no additional businesses or occupations to report that provide a substantial source of income or require a substantial amount of time.

Additional Compensation

There is no additional compensation to report.

Supervision

Justin is supervised by the firm's principals who are Katherine Willis, Henry Harris III, Jim Izard II, Jonathan Taylor and Michael Disharoon. Supervision is conducted through frequent interaction and periodic reviews of Justin's activities to ensure adherence to the policies and procedures set forth in Palladium's Compliance Manual and to the applicable regulatory requirements.

Nancy Renshaw, Chief Compliance Officer, can be contacted for any questions concerning Justin's advisory activities. She can be reached at 757.305.1500 or nerenshaw@palladiumllc.com.

Katherine C. Willis, CFA, CIC

Principal and Portfolio Manager

Born: 1967

Educational Background

Randolph-Macon Woman's College, 1989 – B.A. Economics

University of Reading, England, 1988

Business Experience

January 2008 – Present

Palladium Partners, LLC – Principal/Managing Director/Portfolio Manager

June 1994 – January 2008

Virginia Investment Counselors, a Division of BB&T Asset Management – Portfolio Manager

Certifications

Chartered Financial Analyst (CFA®), 1996: To earn a CFA charter, you must have four years of qualified investment work experience, become a member of CFA Institute, pledge to adhere to the CFA Institute Code of Ethics and Standards of Professional Conduct on an annual basis, apply for membership to a local CFA member society, and complete the CFA Program. The CFA Program is organized into three levels, each culminating in a six-hour exam. Completing the Program takes most candidates between two and five years. The Program reflects a broad Candidate Body of Knowledge™ (CBOK) developed and continuously updated by active practitioners to ensure that charter holders possess knowledge grounded in the real world of today's global investment industry.

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- be employed by an IAA member firm
- have at least five years of work experience, one of which is at the IAA member firm
- already hold the Chartered Financial Analyst designation
- provide work and character references
- agree to abide to the Standards of Practice
- complete an ethics questionnaire

Disciplinary Information

There is no disciplinary information to report.

Other Business Activities

Katherine serves as a board member for Towne Bank and a Director for Gwaltney Realty Corporation. She also serves on Ocean Sands Corporation's board and advises

them on their fixed income investments. There are no conflicts of interest with her serving in these roles. In addition, Katherine serves on various boards in a non-investment related capacity for foundations that do not provide her with any income or involve a substantial amount of her time.

Additional Compensation

Katherine receives an economic benefit for her services as a board member of Towne Bank in the form of shares of bank stock. In addition, she receives a monetary benefit for serving as a board member for Ocean Sands Corporation. These benefits represent less than one percent of her income.

Supervision

Katherine is supervised by the firm's principals who are Henry Harris III, Jim Izard II, Jonathan Taylor and Michael Disharoon. Supervision is conducted through frequent interaction and periodic reviews of Katherine's activities to ensure adherence to the policies and procedures set forth in Palladium's Compliance Manual and to the applicable regulatory requirements.

Nancy Renshaw, Chief Compliance Officer, can be contacted for any questions concerning Katherine's advisory activities. She can be reached at 757.305.1500 or nerenshaw@palladiumllc.com.