

Registered as Impactful Business Solutions, LLC | Doing Business As: Impactful Wealth Solutions

Form ADV 2A – Firm Disclosure Brochure



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This brochure provides information about the qualifications and business practices of Impactful Business Solutions, LLC which uses the trade name Impactful Wealth Solutions (“IWS”). If you have any questions about the contents of this brochure, please contact us at (888) 828-7526 or email us at info@impactfulwealthsolutions.com. The information in this brochure has not been approved or verified by the United States Securities and Exchange Commission or by any state securities authority. IWS is a registered investment advisor in the State of Texas. Registration of an investment adviser with the SEC or state does not imply a certain level of skill or training. Impactful Wealth Solutions provides products and services for which they are appropriately licensed to offer and solicit. Investors should carefully consider their specific investment objectives and financial position before implementing any financial strategy. Impactful Wealth Solutions does not provide legal or tax advice. Investors should consult with their legal advisor regarding their specific situation. Additional information about Impactful Wealth Solutions is also available on the SEC’s website at www.adviserinfo.sec.gov.

ITEM 2 - MATERIAL CHANGES

Investment advisors must update the information in their brochure at least annually. In lieu of providing clients with an updated brochure each year, we will provide IWS's existing advisory clients with this Item 2 summary describing any material changes occurring since the last annual update of the brochure. We will deliver a brochure or summary each year to existing clients within 120 days of the close of IWS's fiscal year.

Clients wishing to receive a complete copy of the current brochure may request the complete brochure at no charge by contacting our Chief Compliance Officer by phone or email.

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ITEM 4 - ADVISORY BUSINESS

Impactful Wealth Solutions is a full-service financial planning firm providing Insurance, Retirement Plans, Investment Management and Tax Planning. Our mission is simple: to make financial principles easy to apply and comprehend while helping our clients achieve financial independence. We provide our clients trusted counsel and valuable financial solutions so they can achieve their goals and realize their dreams.

IWS provides advisory services to individual investors, trusts, and smaller employee benefit plans. Our services include a broad array of equity and fixed income products designed to meet their financial goals. Our clients entrust in our investment philosophies designed to deliver superior, risk-adjusted returns.

IWS was built on the cornerstones of intelligence, experience, and conviction and transparency that we believe clients expect from their investment managers.

Intelligence | Intelligence is more than an ability to learn. It is also the talent to discern important information and identify opportunities. From idea generation and proprietary research to portfolio construction and stock selection, IWS advisors employ keen insight and intelligent processes to build portfolios that seek to add alpha over time.

Experience | There is no substitute for experience in the investment world, where lessons are taught and learned during every market cycle. Experience provides valuable knowledge into portfolio and stock-specific risk and enables our managers to construct portfolios that we hope limit downside risk.

Conviction | Staying the course is often a manager's greatest challenge. At IWS, we are committed to a long-term investment approach. We do not endeavor to chase short-term market favorites. This sometimes will hurt performance in strong bull markets, but we do not believe that chasing trends adds value over the long-term.

Transparency | Transparency is an essential element for building trust. It is paramount in creating and developing client relationships and encourages the open sharing of information and accountability at all levels. IWS demonstrates transparency through our company culture and throughout the industry.

Third Party Managers

Impactful Wealth Solutions is a full-service financial planning firm providing Insurance, Retirement Plans, Investment Management, and Tax Planning. Our mission is simple: to make financial principles easy to apply and comprehend while helping our clients achieve financial independence.

When deemed appropriate for the Client, Impactful Wealth Solutions may recommend that Clients utilize the services of a Third-Party Manager ("TPM") to manage a portion of, or your entire portfolio. All TPMs that Impactful Wealth Solutions recommends must either be registered as investment advisers with the Securities and Exchange Commission or with the appropriate state authority(ies). After gathering information about your financial situation and objectives, an investment advisor representative of our firm will make recommendations regarding the suitability of a TPM or investment style based on, but not limited to, your financial needs, investment goals, tolerance for risk, and investment objectives. Upon selection of a TPM,

ITEM 4 - ADVISORY BUSINESS

Impactful Wealth Solutions will monitor the performance of the TPM to ensure their performance and investment style remains aligned with your investment goals and objectives.

1. Meet with the Client to discuss any changes in status, objectives, time horizon or suitability
2. Update the TPM with any changes in Client status which is provided to Impactful Wealth Solutions by the Client
3. Review the statements provided by the TPM; a
4. Deliver the Form ADV Part 2, Privacy Notice and Solicitors Disclosure Statement of the TPM to the Client

Clients placed with TPM will be billed in accordance with the TPM's Fee Schedule which will be disclosed to the Client prior to signing an agreement. This is detailed in Item 10 of this brochure.

Financial Planning

IWS also offers comprehensive financial planning and consulting services to both prospective and existing Clients. The Financial Planning Program services include one or more meetings, via any means of communication, between the Advisory Consultant and Client. The Client will then provide financial data that is used to prepare a financial report. This report constitutes the "financial plan" for purposes of the Financial Planning Client Agreement. The financial areas of consideration for these services may include some or all of and are not necessarily limited to: your overall financial position, including cash flow; asset protection and risk; income tax strategies; retirement; education funding; investments; legacy and/or estate planning; and other topics depending upon your specific financial situation.

The extent to which you engage in examining some or all of these financial areas will depend upon your specific financial situation and goals that you provide in the Financial Planning Questionnaire.

Financial Planning Program services involve general recommendations that are appropriate for your risk tolerance and investment objectives. These may include information regarding asset classes (e.g., equities both domestic and foreign), debt (both long-term and short-term), government securities, municipal securities or general types of investment vehicles (e.g., mutual funds, variable annuities, variable life insurance, partnerships, tax-advantaged retirement savings and education savings vehicles), concentrated equity strategies, stock option analysis, private money management alternatives, retirement planning strategies, estate planning strategies, philanthropic planning, margin transactions, and education suggestions in which Client can choose to invest. Investment techniques and strategies recommended in a financial plan generally will involve long-term or short-term holdings of securities or other investment products, and insurance and trust strategies, depending on Client's financial goals, objectives and desires. IWS is under no obligation to update the financial plan after it is delivered to the Client.

Some or all of the following factors may be analyzed:

- Risk Tolerance
- Income Requirements
- Tax Implications
- Liquidity Needs
- Investment Objectives
- Time Horizon
- Investment Experience

The Financial Plan incorporates some or all of the following standard modules:

- Summary of Financial Goals
- Summary of Action Plan
- Analysis of Personal Net Worth, including Balance Sheet
- Education Planning
- Debt Management / Cash Flow Analysis
- Asset Allocation
- Retirement Planning
- Insurance Needs Analysis
- Estate Planning, including estate valuation, federal estate tax estimates, and planning strategies Services offered by the Advisory Consultant for the Financial Planning Program may include:
- Client education
- Gathering data to be used in the preparation of the plan
- Creating and presenting the Financial Plan
- Presenting the portfolio recommendations and allocations based on the information provided
- Researching and recommendations of specific asset classes

Services provided by IWS for the Financial Planning Program may include:

- Collection and processing of financial planning fees
- Maintaining the registrations of IWS and Advisory Consultants with appropriate state agencies
- Supervision of activities of all Advisory Consultant

Unless otherwise specifically agreed to, IWS shall have no duties or obligations with respect to the implementation of Client's financial plan and shall have no duty or obligation to provide investment advisory or investment management services to Clients that are outside the scope of the services discussed above. The advisory relationship can only begin upon Client's written acceptance (through a separate written agreement) to engage in financial planning and ends upon delivery of the financial plan to Client. By providing a financial plan, neither IWS nor your Advisory Consultant is acting as a fiduciary for purposes of the Employee Retirement Income Security Act of 1974, as amended (ERISA) or section 4975 of the Internal Revenue Code ("the Code") with respect to any ERISA-covered employee benefit plan or any individual retirement account in either the planning, execution or provision of this analysis. Although this is a detailed list of possible topics, not every item is applicable to all Clients, and the Advisory Consultant and Client will agree to the topics/modules to include in the financial plan. Neither IWS, nor your Advisory Consultant will provide legal or accounting advice, and any fees payable by Client under the Financial Planning Client Agreement or Retirement Plan Services Agreement cover only the services rendered by IWS and Advisory Consultant. IWS and Advisory Consultant are not responsible for drafting or providing any legal or other documentation, or taking any action relating to or arising from implementation of Client's financial plan (subject to the considerations set forth in the following paragraph). Each of the advisory services we offer is tailored to the Client and designed to work toward their individual investment objectives, financial needs and tolerance of risk. They are drawn from research and analysis we believe to be reliable and appropriate to your financial circumstances.

Advisor shall discharge its investment management responsibilities consistent with the Client's designated investment objectives. Unless the Client has advised the Advisor to the contrary, in writing, there are no restrictions that the Client has imposed upon the Advisor with respect to the management of the Assets. Client agrees to provide information and/or documentation requested by Advisor in furtherance of this Agreement as it pertains to Client's objectives, needs and goals, and maintains exclusive responsibility to keep Advisor informed of any changes regarding same. Client acknowledges that Advisor cannot adequately perform its services for Client unless Client diligently performs his/her responsibilities under this Agreement. Advisor shall be fully protected in relying upon any direction, notice, or instruction until it has been duly advised in writing of changes therein. Advisor shall not be required to verify any information obtained from Client and is expressly authorized to rely thereon.

Impactful Business Solutions, LLC is wholly owned by Tiffany Tippins and organized as a corporation under the laws of Texas in 2014. Impactful Business Solutions, LLC operates under the trade name Impactful Wealth Solutions (IWS) which is also registered as the assumed name in the State of Texas. Currently, the firm manages \$442,778.11 assets on a discretionary and non-discretionary basis. The amounts were calculated as of 12/31/2025. IWS is a registered investment advisor in the State of Texas. Registration of an investment adviser with the SEC or state does not imply a certain level of skill or training. IWS's principal owner is Tiffany Tippins, who owns 100 percent of IWS's voting shares.

ITEM 5 - FEES AND COMPENSATION

The following information describes IWS's compensation for the advisory services it provides to each type of

client account. In most contracts, advisory fees are paid quarterly based on the market value of assets in an account as of the last day of each calendar quarter. However, certain accounts, such as mutual funds, calculate advisory fees based upon average daily assets. Fees are negotiable and are based on a client's need. IWS representatives are also licensed to sale insurance products and may receive commission from the sale of insurance products. IWS does not impose investment minimums on financial planning services.

Financial Planning Services Offerings

Financial Services	Business Services	Tax Services
Credit & Cash Flow Management	Credit & Cash Flow Management	Tax Planning & Forecasting
Debt Management	Debt Management	Tax Preparation
Insurance Planning	Employee Benefit Administration	
Social Security & Retirement Planning	Enrollment Services	
Investment Advisory	Investment Advisory	
Financial Planning	Financial Planning	

Subscription Services

Individuals & Families	Solopreneur	Businesses 10+
Credit & Cash Flow Management	Credit & Cash Flow Management	Credit & Cash Flow Management
Debt Management	Debt Management	Debt Management
Insurance Planning	Insurance Planning	Employee Benefit Admin. & Enrollment Services
Social Security & Retirement Planning	Self-Employment Plans: SEP IRA/ Solo 401(k)	Retirement Plan Set-Up
Investment Advisory	Investment Advisory	Investment Advisory
Financial Planning	Financial Planning	Financial Planning
Basic Tax Planning & Preparation Included (additional fees may apply)	Basic Tax Planning & Preparation Included (additional may apply fees)	Tax Planning & Preparation (additional fees apply)

Included Monthly Advisory Meeting	Includes Monthly Advisory Meeting	Includes Monthly Advisory Meeting
Indiv: Starting at \$295 mo. Couples: Starting at \$500 mo.	Starting at \$895 mo.	Benefit Services Priced
Indiv: Starting at \$3,500 yrly. Couples: Starting at \$5,000 yrly.	Starting at \$10,000 yrly.	Costs based on company size.

Jump Start Program
Individuals \$2500, Couples \$3500, Solopreneur's \$5500
(Tax Preparation Services Not Included)
Our Jump Start program is for those who aren't ready to commit long term, but address 3 financial concerns.
All amounts can be applied to an annual program.

These services include two 60-85-minute consultations (Data Gathering, Plan Presentation & Implementation)

An in-depth discussion of your 3 most pressing financial topics. Popular questions include:

- **Can you help lower my tax bill?**
- **How do I calculate my optimal retirement age where I receive most of my benefits?**
- **Can you set up my investment account and manage my investments?**
- **Can you help me with a budget or debt management plan?**
- **How much should I set aside for emergency savings vs. savings for other goals?**
- **What's the best strategy to pay off my student loans?**
- **Which benefit plans are best suitable for my employees?**

General Information about Fees

Fee Deduction Arrangements

Financial Planning Fees can be paid by check or electronic transfer at the client's discretion as to what date the fee is selected to be drafted. Assets under management will be deducted from the investment advisory account in advance and billed on a quarterly basis. Additional fees such securities fees including trades, custodial fees, brokerage or mutual fund expenses will be drafted on the last month of the quarter from the client's account balance. Clients will receive a quarterly billing statement.

Assets Under Management

Asset Classes	Portfolio Increments	Maximum Annual Fee by Tier
All Asset Classes	\$25,000-\$100,000	2.00%
All Asset Classes	\$100,001-\$250,000	1.85%
All Asset Classes	\$250,001-\$500,000	1.65%
All Asset Classes	\$500,001-\$1,000,000	1.50%
All Asset Classes	\$1,000,001-\$2,000,000	1%
All Asset Classes	\$2,000,001-\$5,000,000	0.90%
All Asset Classes	\$5,000,001 +	0.85%

Conflict of Interest

After the completion of a financial plan, recommendations are based on the outcome of plan results. Based on gaps or deficits of the plan an Advisory Consultant will recommend specific products or services that will assist a client in improving their probability of successfully achieving their goals. IWS representatives are also licensed to sale insurance products and receive commission from the sale of insurance products. The client is in no way obligated to implement any of these recommendations with IWS and has the option to purchase these products or services through other brokers or agents that are not affiliated with IWS. IWS is cognizant of client's incurring additional fees and strives to select products with minimum fees while also providing the best value. Such products or services advised by IWS may pay additional fees, such as commissions, etc. from entities related to IWS in addition to the advisory fees paid to IWS. IWS does not reduce its advisory fees to offset commissions or markups. IWS policy dictates that the firm will not act regarding class action suits for stocks owned by its clients. Clients are advised to consult their attorney to determine course of legal action.

Refunds of Pre-Paid and Unearned Advisory Fees

Either party to IWS's Advisory Contracts may typically terminate the contract at any time upon written notice to the other party. If an Advisory Contract terminates, IWS will return any unearned and pre-paid advisory fees no later than 30 days after the termination notice has been recieved. Returned advisory fees paid for financial planning will be return in the method it was paid and calculated based on the time of the original contract was signed to when termination notice was given. If a financial plan has been completed and delivered to the client there will be no refund given.

Third Party Managers

Impactful Wealth Solutions has entered into a Solicitor Agreement with Gradient Investments, LLC (“GI”). GI is a Registered Investment Advisor registered with the Securities and Exchange Commission that provides investment portfolio advice and supervisory services. GI offers an actively managed program of mutual fund and stock portfolios. The fee will be disclosed to the Client in the Investment Advisory Agreement and is negotiable. The Client's fee for these services will be based on a percentage of assets under management as follows:

Fee Schedule per Account: Strategic Portfolios

Fee Scheduel per Acct: Strategic Portfolios			
Assets Valuation	Maximum Annual Advisory Fee	Gradient Investments	Impactful Wealth Solutions Retention
All Assets	2.00%	1.00%	1.00%
Fee Scheduel per Acct: Tactical Portfolios			
Assets Valuation	Maximum Annual Advisory Fee	Gradient Investments	Impactful Wealth Solutions Retention
All Assets	1.80%	0.80%	1.00%
Fee Scheduel per Acct: Allocation & Definied Portfolios			
Assets Valuation	Maximum Annual Advisory Fee	Gradient Investments	Impactful Wealth Solutions Retention
All Assets	1.70%	0.70%	1.00%
Fee Scheduel per Acct: Account PreservationPortfolios			
Assets Valuation	Maximum Annual Advisory Fee	Gradient Investments	Impactful Wealth Solutions Retention
All Assets	1.00%	0.40%	0.60%
Fee Scheduel per Acct: Client Directed Portfolios			
Assets Valuation	Maximum Annual Advisory Fee	Gradient Investments	Impactful Wealth Solutions Retention
All Assets	\$300	\$300	\$0

Traditionally, GI’s Tactical portfolio was billed at the same fee as the Strategic portfolios with a maximum annual fee of 2.00%. GI is the sub-advisor to the ETF that is held in the Tactical Portfolio and will receive an annual fee of 0.20% from the ETF provider. In light of this arrangement, GI has reduced its annual fee on the Tactical Portfolio by 0.20%. The end net fee collected by GI and paid by the Client, which includes the ETF fee discussed above, will remain the same.

For example, a client investing \$100,000 in the GI Tactical portfolio prior to November 2022 would pay an annual fee to GI of \$2,000 or $\$100,000 \times 2.00\% = \$2,000$. After November 2022, GI will collect 0.20% of assets (or \$200 on the same \$100,000 account) from the ETF provider for sub-advisory services which clients incur as an expense from holding the ETF. The same client will now pay GI a discounted annual fee of \$1,800 or $\$100,000 \times 1.80\% = \$1,800$. Overall, the client incurs the same \$2,000 annual fee (\$1,800 investment management fee plus \$200 ETF expense fee).

For Client Directed Accounts (CDA), GI will assist in the opening, closing, and transferring of accounts. GI will not have discretion at any time on these accounts. The Client is solely responsible for the assets held within the accounts and their values, which could increase or decrease (potential loss of principal). GI will not execute trades in CDA accounts. GI exceptions will be made for withdrawals to the client or assets transferred into a GI-managed portfolio. GI will also provide performance reporting on these accounts and can furnish third-party analysis reports per the client's request. Similar services may be available through other sources for a lower fee.

These are flat fee schedules; the entire portfolio is charged the same asset management fee. Fee Calculation: (Quarter End Value x Annual Fee %) x (Days in Quarter/Days in Year) + \$15 Quarterly Service Fee
 The \$15 Quarterly Service Fee is the technology fee charged per account or investment strategy for performance and other reporting. This fee is disclosed in our ADV Part 2A (Item 5: Fees and Compensation) and in our Investment Proposal and Contract (Schedule D: Schedule of Fees).

All management fees are withdrawn from the Client’s account unless otherwise noted. GI will receive written authorization from the Client to deduct advisory fees from their account held by a qualified custodian. GI will pay Impactful Wealth Solutions their share of the fees. Impactful Wealth Solutions does not have access to deduct Client fees. Clients may terminate their account within five (5) business days of signing the investment advisory agreement without penalty or obligation. After the initial 5 business days, the agreement may be terminated by GI with thirty (30) days written notice to the Client and by the Client at any time with written notice to GI. For terminations after the initial five business days, GI will be entitled to a pro-rata fee for the days service was provided in the final quarter. GI will pay Impactful Wealth Solutions their portion of the final fee. In addition, GI charges a \$15 service fee quarterly.

Incentive Program - GI

In addition to the regular advisory fee, GI has instituted a long-term incentive arrangement by which Impactful Wealth Solutions can share in GI’s portion of the management fee. This does not change the cost to the Client; it is a sharing arrangement paid from GI’s portion of the advisory fee. The incentive arrangement will be paid annually according to the following table:

Quarterly AUM with GI		Participation rate in GI’s fee
\$	10,000.00	3.00%
\$	25,000.00	10.00%
\$	50,000.00	12.50%
\$	75,000.00	15.00%

Once Impactful Wealth Solutions reaches and maintains the thresholds listed above, the participation rate applies to all of the AUM for the quarter.

To receive the incentive award, Impactful Wealth Solutions needs to meet two qualifications. First, the quarter-end billable AUM must be above the threshold amounts specified. Second, Impactful Wealth Solutions must be an advisor “in good standing” with GI at the time the annual checks are issued. “In good standing” means the advisor is proactively placing assets with GI.

This relationship will be disclosed to the Client in each contract between Impactful Wealth Solutions and the Third-Party Money Manager. Impactful Wealth Solutions does not charge additional management fees for third-party managed account services. The Client's signature is required to confirm consent for services within the Third-Party Investment Agreement. The Client will initial Impactful Wealth Solutions Investment Advisory Agreement to acknowledge receipt of the Third-Party fee schedule and required documents, including Form ADV Part 2 disclosures.

Portfolio Values for Fee Calculations

Billing is administered quarterly and calculated on a blended rate. In a Blended Rate schedule, only the amount within the new tier is billed at that rate. For example, if an account with a \$510,000 balance, \$500,000 is still billed at 1% and the 0.75% rate is only applied to that final \$10,000.

Additional Expenses

If IWS invests a client's assets in a mutual fund, or exchange-traded fund, the client may incur additional expenses and fees as a shareholder of those mutual or exchange traded funds. These additional expenses may include advisory/management fees, distribution fees, administrative expenses, and other fund operating expenses. Clients wishing to obtain more information about the fees and expenses that may apply due to investing in mutual funds or exchange-traded funds should contact IWS. Clients may also obtain more information by reviewing the relevant prospectus(es) for the underlying mutual funds or exchange-traded funds in which the clients' assets are invested. Attention is also directed to Item 12, for additional information about the types of brokerage and other transaction costs that IWS's clients may incur.

Tax Implications; Liquidation of Existing Positions upon Transition to IWS

Unless IWS is otherwise directed by a client, pursuant to a contract, will liquidate all securities deposited into an account if the securities are not suitable or consistent with IWS's investment models for a particular strategy. IWS will then re-allocate the cash resulting from the liquidations according to the IWS strategy the client selected. IWS will consider a client's tax consequences when liquidating securities deposited into an account that it will manage.

ITEM 6 - PERFORMANCE-BASED FEES AND SIDE-BY-SIDE MANAGEMENT

IWS does not charge performance-based fees, fees based on a share of capital gains or capital appreciation of the assets of a Client (such as a Client that is a hedge fund or other pooled investment vehicle.) IWS also does not participate in side-by-side management, where an advisor manages accounts that are both charged a performance-based fee and accounts that are charged another type of fee, such as an hourly, flat fee or an asset-based fee.

ITEM 7 - TYPES OF CLIENTS

All Programs are designed for individuals, profit-sharing plans, charitable organizations, corporations or other businesses with investment portfolios valued at \$25,000 or more, although exceptions can be made in the sole discretion of IWS. IWS does not have a minimum account size for its financial planning services. Third-party advisory programs each have their own account minimums which are further outlined in the respective advisory program manager's brochure.

ITEM 8 - METHODS OF ANALYSIS, INVESTMENT STRATEGIES AND RISK OF LOSS

Each Advisory Consultant has the independence to take the approach that he or she believes is most appropriate when analyzing investment products and strategies for clients. The Advisory Consultant chooses his or her own research methods, investment style and management philosophy. It is important to note that no

methodology or investment strategy is guaranteed to be successful or profitable. When developing recommendations for you, Advisory Consultants compare your financial goals with your investment risk tolerance and the risk and potential return of a specific investment. Advisory Consultants have wide latitude in designing investment strategies.

IWS generally manages accounts with full investment discretion. However, clients may place reasonable restrictions on the management of their accounts. Clients may also direct IWS to sell, or to avoid selling, particular securities for the purpose of realizing a capital loss or avoiding a capital gain.

A method of evaluating a security that involves analyzing individual companies and their industry groups, such as a company's financial statements, details regarding the company's product line, the experience and expertise of the company's management, and the outlook for the company's industry. The resulting data is used to measure what is deemed to be the true value of the company's stock compared to the current market value. The end goal of performing fundamental analysis is to produce a value that an investor can compare to the security's current price and whether the security is over or under priced.

Asset Allocation Analysis

Asset allocation aims to balance risk and reward by apportioning a portfolio's assets according to an individual's goals, risk tolerance, and investment horizon. The three main asset classes - equities, fixed-income, and cash and equivalents - have different levels of risk and return, so each will behave differently over time. Through this process, clients become better educated about the multiple factors that can affect the portfolio's performance.

Fundamental Analysis

A method of evaluating a security that involves analyzing individual companies and their industry groups, such as a company's financial statements, details regarding the company's product line, the experience and expertise of the company's management, and the outlook for the company's industry. The resulting data is used to measure what is deemed to be the true value of the company's stock compared to the current market value. The end goal of performing fundamental analysis is to produce a value that an investor can compare to the security's current price and whether the security is over or under priced.

Technical Analysis.

A method of evaluating securities by studying past price patterns and trends in the financial markets in an attempt to predict the direction of the overall market, specific stocks or both. Technical analysts do not attempt to measure a security's intrinsic value. Instead they use charges and other tools to identify patterns that suggest future activity. When looking at individual equities, a person using technical analysis generally believes that performance of the stock, rather than performance of the company itself, has more to do with a company's future stock price.

Cyclical Analysis

A type of technical analysis that involves evaluating recurring price patterns and trends with the goal buying or selling securities based upon expected price movements or "market timing." The risk of market timing based on technical analysis is that charts may not accurately predict future price movements. Current prices of

securities may reflect all information known about the security and day to day changes in market prices of securities may follow random patterns and may not be predictable with any reliable degree of accuracy.

Descriptions of Material Risks

Credit Risk – If debt obligations held by an account are downgraded by ratings agencies, go into default, or if management action, legislation or other government action reduces the issuers' ability to pay principal and interest when due, the obligations' value may decline and an account's value may be reduced. Because the ability of an issuer of a lower-rated or unrated obligation (including particularly "junk" or "high yield" bonds) to pay principal and interest when due is typically less certain than for an issuer of a higher rated obligation, lower rated and unrated obligations are generally more vulnerable than higher-rated obligations to default, ratings downgrades, and liquidity risk. Political, economic, and other factors also may adversely affect governmental issues.

Derivatives Risk – An account's investments in derivatives involve risks associated with the securities or other assets underlying the derivatives, as well as risks different or greater than the risks affecting the underlying assets. Risk unassociated with the underlying assets include the inability or unwillingness of the other party to a derivative to perform its obligations to an account, an account's inability or delay in selling or closing positions in derivatives, and difficulties in valuing derivatives.

Foreign Investment Risk – Investments in securities of foreign issuers may involve risks including adverse fluctuations in currency exchange rates, political instability, confiscations, taxes, restrictions on currency exchange, difficulty in selling foreign investments, and reduced legal protection. These risks may be more pronounced for investments in developing countries.

Interest Rate Risk – When interest rates increase, the value of the account's investments may decline, and the account's share value may decrease. This effect is typically more pronounced for intermediate and longer-term obligations. This effect is typically more pronounced for mortgage and other asset-backed securities, since value may fluctuate more significantly in response to interest rate changes. When interest rates decrease, the account's current income may decline.

Liquidity Risk – Due to a lack of demand in the marketplace or other factors, an account may not be able to sell some or all of the investments promptly or may only be able to sell investments at less than desired prices.

Management Risk – IWS client accounts are actively managed portfolios. The accounts' value may decrease if IWS pursues unsuccessful investments or fails to correctly identify risks affecting the broad economy or specific issuers comprising the accounts.

Market and Economic Risk – An account's investment value may decline due to changes in general economic and market conditions. A security's value held in an account may change in response to developments affecting entire economies, markets, or industries, including changes in interest rates, political and legal developments, and general market volatility.

Prepayment Risk – Decreases in market interest rates may result in prepayments of obligations in the account, requiring the account to reinvest at lower interest rates.

Real Estate Risk – An account’s investments in real estate investment trusts (“REITs”) are subject to risks affecting real estate investments generally (including market conditions, competition, property obsolescence, changes in interest rates and casualty to real estate), as well as risks specifically affecting REITs (the quality and skill of REIT management and the REIT’s internal expenses).

Risks Affecting Specific Issuers – The value of an equity security or debt obligation may decline in response to developments affecting the specific issuer of the security or obligation, even if the overall industry or economy is unaffected. These developments may comprise a variety of factors, including but not limited to management issues or other corporate disruption, political factors adversely affecting governmental issuers, a decline in revenues or profitability, an increase in costs, or an adverse effect on the issuer’s competitive position.

Smaller Company Risk – Investments in smaller companies may involve additional risks because of limited product lines, limited access to markets and financial resources, greater vulnerability to competition and changes in markets, lack of management depth, increased volatility in share price, and possible difficulties in valuing or selling the investments.

Structured Products Risk – An account’s investments in structured finance arrangements, including Collateralized Mortgage Obligations (CMOs), Collateralized Debt Obligations (CDOs), Collateralized Loan Obligations (CLOs), involve the risks associated with the underlying pool of securities or other assets, as well as risks different or greater than the risks affecting the underlying assets. In particular, these investments may be less liquid than other debt obligations, making it difficult for an account to value its investment or sell the investment in a timely manner or at an acceptable price.

Inflation Risk – If any type of inflation is present, a dollar today will not buy as much as a dollar at the same subsequent time, because purchasing power is eroded at the rate of inflation. Inflation tends to erode returns on investments, as well.

Portfolio Turnover Risk – Active and frequent trading of securities and financial instruments in a portfolio can result in increased transaction costs, including potentially substantial brokerage commissions, fees, and other transaction costs. In addition, frequent trading is likely to result in short-term capital gains tax treatment. As a result of portfolio turnover, the performance of a portfolio can be adversely impacted.

Currency Risk – Overseas investments are subject to fluctuations in the value of the dollar against the currency of the investment’s originating country. This is also referred to as exchange rate risk.

Reinvestment Risk – This is the risk that future proceeds from investments may have to be reinvested at a potentially lower rate of return (e.g. interest rate). This primarily relates to fixed income securities.

Business Risk – These risks are associated with a particular industry or a particular company within an industry. For example, oil-drilling companies depend on finding oil and then refining it (a lengthy process) before they can generate a profit. They have a greater uncertainty of profitability than an electric company, which generates its income from a steady stream of customers who buy electricity no matter what the, economic environment is like

The above list of risk factors does not claim to be a complete list or explanation of the risks involved in an

investment strategy. Investing involves the risk of loss, including loss of principal. Past performance does not guarantee future results. Your investments are not bank products and are not insured or guaranteed by any governmental agency, entity, or person, unless otherwise noted and, as such, may lose value. You are encouraged to consult your Advisory Consultant, legal counsel and tax professional on an initial and continuous basis in connection with selecting and engaging in the services provided by us. In addition, due to the dynamic nature of investments and markets, strategies may be subject to additional and different risk factors not discussed above.

Altruist makes available three categories of securities portfolio strategies:

1. Altruist Constructed Portfolios are portfolios composed of securities for which Altruist selects the underlying securities and weightings of those securities associated with allocations. Altruist Constructed Portfolios are composed of publicly traded ETF securities.
2. Third-Party Portfolios are portfolio strategies that are constructed and updated by third-party managers. Altruist does not select the underlying securities in Third-Party Portfolios but periodically reviews the Third-Party Portfolios to ensure that the portfolios remain consistent with the portfolio objectives identified by the third-party manager.
3. Custom Portfolios are Advisor-designed custom portfolios that Advisors are able to construct. A Custom Portfolio consists of a set or multiple sets of securities and allocations with underlying return and volatility assumptions that are either (i) provided by the Advisor to Altruist or (ii) defaulted to Altruist's capital markets assumptions if the Advisor does not provide assumptions. For any Advisor and/or Client who elects a Custom Portfolio, Altruist will allocate the Client's assets in accordance with the Custom Portfolio. For Custom Portfolios, the Advisor is responsible for ensuring the Custom Portfolio (1) is suitable for its Clients, and (2) is constructed and managed in a manner consistent with the Client's financial situation and investment objectives. For certain DFA-authorized Advisors on the Altruist platform, an Advisor may design a Custom Portfolio constructed entirely of DFA mutual funds and ETFs (such Custom Portfolio, a "DFA Portfolio"). Altruist does not independently review and/or approve Advisor-built Custom Portfolios.

ITEM 9 - DISCIPLINARY INFORMATION

Neither IWS, its management personnel nor Advisory Consultants, has been the subject of any material legal or disciplinary action.

ITEM 10 - OTHER FINANCIAL INDUSTRY ACTIVITIES AND AFFILIATIONS

IWS does engage in tax preparation and tax planning with its tax clients. Tiffany Tippins, an investment advisor representative of the firm is also insurance licensed and sells insurance related products. Such other services represent a conflict of interest based on the compensation received. Clients are not obligated to use the

tax services or purchase insurance products from Ms. Tippins.

Clients placed with TPMs will be billed in accordance with the TPM's fee schedule which will be disclosed to the Client prior to signing an agreement. When referring Clients to a TPM, the Client's best interest will be the main determining factor of Impactful Wealth Solutions. Impactful Wealth Solutions ensures that before selecting other advisors for Client that the other advisors are properly licensed or registered as an investment advisor.

These practices represent conflicts of interest because Impactful Wealth Solutions is paid a Solicitor Fee for recommending the TPMs and may choose to recommend a particular TPM based on the fee Impactful Wealth Solutions is to receive. This conflict is mitigated by disclosures, procedures, and the firm's fiduciary obligation to act in the best interest of his Clients. Clients are not required to accept any recommendation of TPMs given by Impactful Wealth Solutions and have the option to receive investment advice through other money managers of their choosing.

Prior to selecting TPMs, Impactful Wealth Solutions will ensure that they are properly licensed, or notice filed.

ITEM 11 - CODE OF ETHIC, PARTICIPATION OR INTEREST IN CLIENT TRANSACTIONS & PERSONAL TRADING

IWS has adopted a Code of Ethics to address its fiduciary relationship and its investment advisory supervised persons' fiduciary relationships with their clients; specify or prohibit certain types of transactions deemed to create conflicts of interest (or the potential for or appearance of); establish reporting requirements; and enforcement procedures under federal, state, and all other applicable securities laws. In recognition of the trust and confidence placed in IWS by its clients and to stress IWS's belief that its operations are directed to the benefit of its clients, IWS has developed and adopted the following general principles to guide its employees, officers, and directors deemed to be Supervised Persons of IWS's RIA ("Supervised Persons") under the Code of Ethics. IWS defines the investment adviser to be the entity that supports and drives the provision of investment advisory products and services. Supervised Persons also include all investment advisory personnel defined as key officers, home office associates, all Advisory Consultants and all associates of an Advisory Consultant's office, including licensed and non-registered fingerprinted people who have direct contact with our advisory clients. The interests of clients are paramount and all Supervised Persons shall strive to conduct themselves in such a manner that the interests of clients take precedence over all others, and to prevent access to non-public information about IWS's securities recommendations, and client securities holdings and transactions, except to those associates that need such information to perform their duties.

IWS Supervised Persons must comply with all federal and state securities laws. Further, no Supervised Persons shall, in connection with the purchase or sale of securities, directly or indirectly:

- Employ any device, scheme or artifice to defraud.
- Make any untrue statement of a material fact or omit to state a material fact.
- Engage in any act, practice or course of business which would operate as a fraud or deceit; or
- Engage in any manipulative practice.

All personal securities transactions by Supervised Persons must be accomplished in such a way as to avoid any conflict between the interest of IWS's clients and the interest of any Supervised Persons. All Supervised Persons shall strive to avoid actions or activities that allow personal benefit or profit from their position with regard to IWS's clients. Each Supervised Person is required to provide quarterly reports of all transactions in securities in which the person has, or by reason of such transaction acquires, any direct or indirect beneficial ownership to IWS's Chief Compliance Officer or designee. Each Supervised Person is also required to submit appropriate holdings reports to IWS's Chief Compliance Officer, or his/her designee, which shall be reviewed to determine whether a violation of the Code of Ethics may have occurred.

Our Code of Ethics includes specific provisions outlined in the Insider Trading and Gifts and Gratuity sections of the IWS Investment Adviser policies and procedures manuals. Supervised Persons are required to comply with these policies and procedures. Supervised Persons are further required to report any violation of the Code of Ethics to the CCO, or his/her designee and submit written acknowledgment of receipt of the Code of Ethics and any amendments at least annually. If you want to obtain a complete copy of IWS's Code of Ethics, we will provide it upon request.

Participation or Interest in Client Transactions and Personal Trading

IWS and our Advisory Consultants may recommend or effect transactions in securities in which an IWS director, officer, employee or another Advisory Consultant may also invest directly or indirectly. This poses a conflict of interest to the extent that transactions in such securities on behalf of IWS Clients may advantage such related persons. We do monitor equity trading activity in client accounts to ensure that Advisory Consultants' trades are not placed ahead of client trades which may result in the Advisory Consultant receiving a better price.

ITEM 12 BROKERAGE PRACTICES

Research and Other Soft Dollar Costs

Soft dollars are revenue programs offered by broker-dealers whereby an Advisory Consultant enters into an agreement to place security trades with the broker in exchange for research and other services. IWS does not participate in soft dollar programs offered by any broker-dealer.

Brokerage for Client Referrals

IWS does not consider, in selecting or recommending broker-dealers, whether we or a related person receives client referrals from such broker-dealer or third party.

Directed Brokerage

All Clients are serviced on a "directed brokerage basis", where IWS will place trades within the established account[s] at the custodian designated by the Client. Further, all Client accounts are traded within their respective brokerage account(s). The Advisory Consultant will not engage in any principal transactions (i.e., trade of any security from or to the Advisor's own account) or cross transactions with other Client accounts (i.e., purchase of a security into one Client account from another Client's account(s)). In selecting the custodian, IWS will not be obligated to select competitive bids on securities transactions and does not have an obligation to seek the lowest available transaction costs. These costs are determined by the designated custodian.

Aggregating & Allocating Trades

The primary objective in placing orders for the purchase and sale of securities for Client accounts is to obtain the most favorable net results considering such factors as 1) price, 2) size of order, 3) difficulty of execution, 4) confidentiality and 5) skill required of the broker. IWS will execute its transactions through an unaffiliated broker-dealer selected by the Client. IWS may aggregate orders in a block trade or trades when securities are purchased or sold through the same broker-dealer for multiple (discretionary) accounts. If a block trade cannot be executed in full at the same price or time, the securities actually purchased or sold by the close of each business day must be allocated in a manner that is consistent with the initial pre-allocation or other written statement. This must be done in a way that does not consistently advantage or disadvantage Client accounts.

Altruist Brokerage Services

Impactful Business Solutions (DBA/Impactful Wealth Solutions) clients establish brokerage accounts through Altruist. Impactful Wealth Solutions maintains an institutional relationship with Altruist whereby Altruist provides certain benefits to Impactful Wealth Solutions, including a fully digital account opening process, a variety of available investments, and integration with software tools that can benefit Impactful Wealth Solutions and its clients. Impactful Wealth Solutions is not affiliated with Altruist. Altruist does not supervise Impactful Wealth Solutions, its agents, activities, or its regulatory compliance.

Research and Soft Dollar Benefits

Altruist does not provide research or other products and services to third-party Advisors in connection with Client securities transactions. Brokerage for Client Referrals: Altruist does not work with broker-dealers other than its affiliate, Altruist Financial Services LLC and Impactful Wealth Solutions, does not receive client referrals from Altruist Financial Services, LLC.

ITEM 13 - REVIEW OF ACCOUNTS

Frequency of Reviews

Accounts & Financial Plans are monitored on a regular and continuous basis by Tiffany Tippins, Principle of IWS. Formal reviews are generally conducted at least annually or more or less frequently depending on the needs of the Client.

Causes for Reviews

In addition to the investment monitoring noted above, each Client account shall be reviewed at least annually. Reviews may be conducted more or less frequently at the Client's request. Accounts may be reviewed as a result of major changes in economic conditions, known changes in the Client's financial situation, and/or large deposits or withdrawals in the Client's account. The Client is encouraged to notify IWS if changes occur in his/her personal financial situation that might adversely affect his/her investment plan. Additional reviews may be triggered by material market, economic or political events.

Review Reports

The Client will receive brokerage statements no less than quarterly from the trustee or custodian. These brokerage statements are sent directly from the custodian to the Client. The Client may also establish electronic access to the custodian's website so that the Client may view these reports and their account activity. Client brokerage statements will include all positions, transactions and fees relating to the Client's accounts). The Advisor may also provide Clients with periodic reports regarding their holdings, allocations, and performance.

ITEM 14 - CLIENT REFERRALS AND OTHER COMPENSATION

IWS primarily receives its compensation directly from its Clients. Impactful Wealth Solutions receives a portion of the annual management fees collected by the TPM(s) to whom Impactful Wealth Solutions refers Clients.

This situation creates a conflict of interest because Impactful Wealth Solutions and or its Investment Advisor Representative have an incentive to decide what TPMs to use because of the higher solicitor fees to be received by Impactful Wealth Solutions. However, when referring Clients to a TPM, the Client's best interest will be the main determining factor of Impactful Wealth Solutions. IWS may refer Clients to various third parties to provide certain financial services necessary to meet the goals of its Clients. Likewise, IWS may receive referrals of new Clients from a third party.

IWS actively educates consultants, clients and other financial intermediaries (collectively, "Consultants") about its advisory services. IWS sponsors educational events where its representatives meet with Consultants and sometimes their clients. Sometimes IWS will use its own resources to pay for part of the costs associated with educational events. Clients should ask their Consultant for details of any IWS payments they receive.

Impactful Business Solutions, LLC (DBA/ Impactful Wealth Solutions) may be deemed to give Altruist an indirect benefit in the form of the asset-based fees Altruist receives from Impactful Wealth Solutions' Clients on the Altruist platform. You also receive a non-economic benefit from Altruist in the form of the support products and services Altruist makes available to Impactful Wealth Solutions.

ITEM 15 - CUSTODY

IWS does not accept or maintain custody of any Client accounts. All Clients must place their assets with a qualified custodian. Clients are required to select their own custodian to retain their funds and securities and direct IWS to utilize that custodian for the Client's security transactions. For more information about custodians and brokerage practices, see Item 12 - Brokerage Practices.

Impactful Business Solutions, LLC (DBA/ Impactful Wealth Solutions) offers investment advisory services through the custodial platform offered by Altruist Financial LLC ("Altruist"), an unaffiliated SEC- registered broker dealer and FINRA/SIPC member. Custody, clearing and execution services are provided by Altruist Financial LLC as a self-clearing broker-dealer. Impactful Wealth Solutions clients establish brokerage accounts through Altruist. Impactful Wealth Solutions maintains an institutional relationship with Altruist whereby Altruist provides certain benefits to Impactful Wealth Solutions, including a fully digital account opening process, a variety of available investments, and integration with software tools that can benefit Impactful Wealth Solutions and its clients. Impactful Wealth Solutions is not affiliated with Altruist. Altruist does not supervise Impactful Wealth Solutions its agents, activities, or its regulatory compliance.

ITEM 16 - INVESTMENT DISCRETION

IWS generally has discretion over the selection and amount of securities to be bought or sold in Client accounts without obtaining prior consent or approval from the Client. However, these purchases or sales may be subject to specified investment objectives, guidelines, or limitations previously set forth by the Client and agreed to by IWS. Discretionary authority will only be authorized upon full disclosure to the Client. The granting of such authority will be evidenced by the Client's execution of an Investment Advisory Agreement containing all applicable limitations to such authority. You may rescind this authorization at any time by providing written notice to Chief Compliance Office at the address on the front of this Disclosure Brochure. Your Account will then be traded only on a non-discretionary basis. All discretionary trades made by IWS will be in accordance with each Client's investment objectives and goals.

Impactful Business Solutions, LLC (DBA / Impactful Wealth Solutions) participates in the Model Marketplace and/or uses tax management tools of Altruist LLC, an SEC-registered investment adviser and affiliate of Altruist Financial LLC. Through the Model Marketplace, Impactful Wealth Solutions has access to model portfolios including Altruist LLC-generated portfolios and Third-Party Portfolios, to assist it in managing or advising Impactful Wealth Solutions client accounts. Impactful Wealth Solutions also has the ability to create custom model portfolios and has access to tax management tools for use with Altruist LLC-generated portfolios, Third-Party Portfolios, and custom model portfolios, to assist Impactful Wealth Solutions in managing or advising its client accounts. Altruist LLC's Model Marketplace fees and tax management tool fees – each of which range between 0.00% and 1.00% and are listed in the Altruist LLC Fee Schedule available at altruist.com/legal – are automatically deducted from Impactful Wealth Solutions' house account or passed through to and debited from clients' accounts, according to the instruction of Impactful Wealth Solutions. Altruist LLC and its affiliates do not act as investment advisers or fiduciary to Impactful Wealth Solutions. Impactful Wealth Solutions is responsible for suitability of all investment decisions and transactions for client accounts subscribed to model portfolios through the Model Marketplace.

ITEM 17 - VOTING CLIENT SECURITIES

IWS does not accept proxy-voting responsibility for any Client. If a client wishes to vote by proxy they may contact their custodian directly to receive proxy materials, annual reports and other related issuer material.

For assets managed on the Altruist Financial LLC (Altruist) platform, Clients delegate to Altruist the authority to receive and vote all proxies and related materials for any security held in Altruist accounts. Altruist maintains policies and procedures reasonably designed to mitigate conflicts of interest and reasonably ensure that proxy matters are conducted in the best interest of Clients. Altruist will only vote on proxies and respond to corporate actions associated with securities that Altruist currently selects for Altruist Constructed Portfolios (as defined above) and will abstain from voting on other securities, including but not limited to those securities only present in third-party portfolios, Advisor custom portfolios, or securities transferred to Altruist via ACATS, in each case that are not already supported in a Altruist Constructed Portfolio. If a security is present in Altruist Constructed Portfolios and outside of Altruist Constructed Portfolios, Altruist will vote on proxies associated with that security in all portfolios in which it is held. Altruist will abstain from voting on such proxies if it determines that abstaining is in the best interest of its clients. Additional information about proxy matters is contained in Altruist's [Form ADV Part 2A](#).

ITEM 18 - FINANCIAL INFORMATION

Neither IWS, nor its management has any adverse financial situations that would reasonably impair the ability of IWS to meet all obligations to its Clients. Neither IWS, nor any of its advisory persons, has been subject to a bankruptcy or financial compromise. Also, we do not require prepayment of fees at any dollar amount more than 6 months in advance.

ITEM 19 - REQUIREMENTS FOR STATE-REGISTERED ADVISORS

Educational Background and Business Experience of Principal Officers

The Principle and Managing Members of IWS is Ms. Tiffany Tippins. Ms. Tippins also serves as the firm's Chief Compliance Officer. Information regarding the formal education and background of the firm's principal is included in Item 2 of Part 2B below.

Other Business Activities of Principal Officer

Advisory persons of IWS have additional business activities that are detailed in Item 10 - Other Financial Activities and Affiliations and in each advisory persons' Form ADV2B – Brochure Supplement (attached herein)

Performance Fee Calculations

IWS does not charge performance-based fees for its investment advisory services. The fees charged by IWS are as described in Item 5 – Fees and Compensation above and are not based upon the capital appreciation of the funds or securities held by any Client.

Disciplinary Information

There are no legal, civil or disciplinary events to disclose regarding IWS any of its advisory persons. Neither IWS nor its advisory persons have ever been involved in any regulatory, civil or criminal action. There have been no client complaints, lawsuits, arbitration claims or administrative proceedings against IWS or any of its advisory persons. Securities laws require an advisor to disclose any instances where the advisor or its advisory persons have been found liable in a legal, regulatory, civil or arbitration matter that alleges violation of securities and other statutes; fraud; false statements or omissions; theft, embezzlement or wrongful taking of property; bribery, forgery, counterfeiting, or extortion; and/or dishonest, unfair or unethical practices. ***As previously noted, there are no legal, civil or disciplinary events to disclose regarding IWS or its advisory persons.***

Material Relationships with Issuers of Securities

Neither IWS nor its advisory persons have any relationships or arrangements with issuers of securities.

Registered As: Impactful Business Solutions, LLC | Doing Business as: Impactful Wealth Solutions



Form ADV Part 2B – Individual Disclosure Brochure

Tiffany E. Tippins

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December 31, 2025

This brochure supplement provides information about your Investment Advisor Representative that supplements the firm disclosure brochure. You should have received a copy of the firm brochure that describes the investment advisory services offered through Impactful Wealth Solutions a registered investment advisor. Please contact Impactful Wealth Solutions at the telephone number above if you did not receive their brochure or if you have any questions about the contents of this supplement. Additional information about your Investment Advisor Representative is available on the SEC's website at www.adviserinfo.sec.gov.

Item 2 - Educational Background and Business Experience

This section of the brochure supplement includes the supervised person's name, age (or year of birth), formal education after high school, and business background (including an identification of the specific positions held) for the preceding five years.

Name: **Tiffany E. Tippins**

Year of birth: **1975**

Education

The following information details your Financial Advisor's formal education. If a degree was attained, the type of the degree will be listed next to the name of the institution. If a degree is not listed, the Financial Advisor attended the institution but did not attain a degree.

Hampton University | Bachelor of Arts| 1998

Drexel University | Masters in Business | 2013

Professional Designations

The following provides information on professional designation(s) that your Financial Advisor earned.

Retirement Plans Associate- RPA

The International Foundation of Employee Benefit Plans partners with the Wharton School of the University of Pennsylvania to offer the RPA designation. The RPA designation is an ideal credential for those who work with defined contribution and defined benefit plans or are involved with the management of plan assets. The minimum qualifications for completing the designation requires an individual to complete the following three courses, RPA 1-Directing Retirement Plans Part 1, RPA 2-Directing Retirement Plans Part 2, GBA/RPA 3- Strategic Benefits Management. Candidates must also successfully complete a comprehensive exam for each course. These courses reflect the most current and relevant information needed to effectively design and manage retirement plans. All persons who seek or obtain the RPA designation are expected to comply with the letter and spirit of the Precertification Standards of Personal and Professional Conduct along with these Principles of Conduct of the International Foundation of Employee Benefit Plans.

Exams

Tiffany Tippins has passed the following securities examinations.

- Securities Industry Essentials Examination (SIE)
- Investment Company Products / Variable Contracts Representative Examination (Series 6)
- General Securities Representative Examination (Series 7)
- Uniform Securities Agent State Law Examination (Series 63)
- Uniform Combine State Law Examination (Series 66)

Business Experience

The following information details your Financial Advisor's business experience for at least the past 5 years.

Impactful Wealth Solutions - Investment Advisor Representative & Chief Compliance Officer
08/2012 - Present

Uniquely Gifted Chic Boutique - Designer
10/2018 - Present

Avantax Investment Services - Registered Representative
05/2015 - 03/2020

Avantax Advisory Services - Advisory Representative
05/2015 - 03/2020

HD Vest Insurance Agency - Agent
01/2016 - 03/2020

EvolutionHealth - Benefits Management
01/2017 - 02/2019

CFD Investments Inc - Rep
05/2014 - 05/2015

EOI Service Company Benefits Consultant
10/2012 - 12/2019

Student
08/2011 - 09/2013

Item 3 - Disciplinary Information

This section includes any legal or disciplinary events and material to a client's or prospective client's evaluation of the supervised person.

There are no legal or disciplinary events required to be disclosed in response to this item. Any such disciplinary information would be available at www.adviserinfo.sec.gov.

Item 4 - Other Business Activities

This section includes any relationship between the advisory business and the supervised person's other financial industry activities that creates a material conflict of interest with clients and describes the nature of the conflict and generally how it is addressed. If the supervised person is actively engaged in any investment-related business or occupation, including if the supervised person is registered, or has an application pending to register, as a broker-dealer, registered representative of a broker-dealer, futures commission merchant ("FCM"), commodity pool operator ("CPO"), commodity trading advisor ("CTA"), or an associated person of an FCM, CPO, or CTA, the business relationship, if any, between the advisory business and the other business is disclosed below.

Ms. Tippins can earn substantial income and spend considerable time providing other non-investment related services to Clients as an insurance agent. When providing insurance services to Clients, Ms. Tippins typically receives payments in the form of commissions. In addition, Ms. Tippins can derive substantial income and spend considerable time providing non-investment related services to their Clients such as tax preparation and planning, payroll and employee benefit consulting. Although Impactful Wealth engages in these services, we do not provide legal services. The primary responsibility of our investment clients relates specifically to offering approved securities and investment advisory or insurance services.

Item 5 - Additional Compensation

This section includes details regarding if someone who is not a client provides an economic benefit to the supervised person for providing advisory services. For purposes of this Item, economic benefits include sales awards and other prizes, but not the supervised person's regular salary, if any.

Tiffany Tippins does not provide or receive any economic benefit from a non-advisory client for the provision of advisory services.

Item 6 – Supervision

This section explains how Impactful Wealth Solutions. supervises the supervised person, including how the advice the supervised person provided to clients is monitored.

Impactful Wealth Solutions (IWS) maintains a supervisory structure designed to detect and prevent violations of securities laws, rules and regulations. IWS requires all supervisory personnel to meet appropriate qualification criteria and to exercise diligence while supervising IWS activities. Qualified supervisory personnel use various systems and supervisory tools to monitor transactional and account activity to ensure adherence with IWS policies and procedures. In addition, the supervisory structure and its personnel are regularly evaluated for their effectiveness, compliance and adherence to our standards.

Your Advisor does not recommend advisory programs over other programs or services based on compensation factors. IWS intends, to make all recommendations independent of any compensation

considerations and based solely on our obligations to consider your objectives and needs. IWS has a supervisory structure in place to review for potential conflicts of interest. Below is the name and contact information for your Advisor's Supervisor.

Supervisor: Tiffany Tippins Title: Sales Supervision Phone: (214) 662-9634

Item 7 – Requirements for State Registered Advisors

In addition to the events listed in Item 3 of Part 2B, if the supervised person has been involved in one of the events listed below, disclose all material facts regarding the event. An award or otherwise being *found* liable in an arbitration claim alleging damages in excess of \$2,500, *involving* any of the following:

- (a) an investment or an *investment-related* business or activity;
- (b) fraud, false statement(s), or omissions;
- (c) theft, embezzlement, or other wrongful taking of property;
- (d) bribery, forgery, counterfeiting, or extortion; or
- (e) dishonest, unfair, or unethical practices.

Tiffany Tippins has not been involved in any of the above listed events.

An award or otherwise being *found* liable in a civil, *self-regulatory organization*, or administrative *proceeding* involving any of the following:

- (a) an investment or an *investment-related* business or activity;
- (b) fraud, false statement(s), or omissions;
- (c) theft, embezzlement, or other wrongful taking of property;
- (d) bribery, forgery, counterfeiting, or extortion; or
- (e) dishonest, unfair, or unethical practices.

If the *supervised person* has been the subject of a bankruptcy petition, disclose that fact, the date the petition was first brought, and the current status.

Tiffany Tippins has not been involved in any of the above listed events or the subject of a bankruptcy petition.