



Application to be placed on my website's recommended list of Flat Fee/Hourly Fee Financial Advisors

Your Name: **Justina Welch & Clint Thomas**

Name of your Company: **Integrity Wealth Solutions**

City & State where you are located: **Greenwood Village, CO**

Public contact information:

Website link: **www.integrity-wealth.com**

Phone: **303-716-5777**

E-mail: **info@integrity-wealth.com**

Which of the following services do you provide?

Portfolio management

Investment advice

Practice financial planning

Personal financial planning

Student loan management

Tax preparation

Other (Specify)

Your Philosophy

Describe your investment philosophy.

Broadly diversified using low cost and tax efficient index funds and/or ETFs. This strategy, combined with active rebalancing, tax efficient portfolio construction, and tax loss harvesting allows our clients to keep more of what they earn.

Why should a client choose you as an advisor?

We provide high-quality planning expertise and investment management with a transparent and equitable compensation structure.

How do you answer the question “Should I pay down debt or invest”?

It depends. It will depend on the type of the debt, interest rate and most importantly one’s personal financial situation and specific goals. However, most common is recommending a balanced and reasonable approach between paying down debt and investing.

Do you recommend clients carry a home mortgage into retirement and why?

No. We typically recommend clients pay off their mortgage (and any other large debt) before they go into retirement. Mainly because it is beneficial to reduce the cash flow needs from portfolio assets. It is also beneficial from a tax standpoint to minimize the amount coming out of retirement accounts that would be taxed at one’s ordinary income rate.

Nuts & Bolts

What licenses or certifications do you have?

Justina – Certified Financial Planner ®

Clint – Certified Financial Planner ®

What year did you get your first license or certificate and what was it?

Justina – Series 7 in 1999, Series 63 in 2000, Series 65 in 2011.

Clint – Series 7 in 2001, Series 63 in 2004.

Year you began with your current company:

We started Integrity Wealth Solutions, an Independent Registered Investment Advisory firm (RIA), in 2016

Prior financial companies you were associated with:

Justina – Hofgard & Co., Inc. (Multi-Financial Securities), Fisher Investments (Independent RIA), MJ Smith & Associates (Raymond James)

Clint – Merrill Lynch, MJ Smith & Associates (Raymond James)

Have you or your company ever been sanctioned by a regulatory agency? **NO**

ADV2 link: **This brochure is as of January 2019**

https://www.adviserinfo.sec.gov/IAPD/Content/Common/crd_iapd_Brochure.aspx?BRCHR_VRSN_ID=547030

Minimum amount of assets required to become a new client: **\$250,000**

Do all clients work directly with you? **Yes**

If not you, then who will they work with? **N/A**

Number of households your company advises: **~70 (as of Nov 2019)**

Number of physician households your company advises: **~20 (as of Nov 2019)**

What makes physicians unique as clients?

Physicians are unique as clients because they have a lot of planning needs around the income they make as well as the amount of debt they often carry. They are often in the position where they can maximize retirement plans but then need additional saving vehicles/strategies to reach their common goal of early retirement.

Why do you like to work with physicians?

We like to work with physicians because they are motivated to save, pay down debt, and appreciate our planning advice. They also understand the value of working with a professional that is on their side helping them achieve their goals.

Number of dentist households your company advises: **Currently - 0**

Do you recommend/assist your clients in tax loss harvesting? **Yes**

Do you recommend/assist your clients with a backdoor Roth IRA? **Yes**

In the last 24 months, how many clients did you assist in their pursuit of student loan forgiveness? **0**

Investing Style

How often do you recommend individual stocks?

practically never

sometimes

most of the time

almost always

How often do you recommend actively-managed mutual funds?

practically never

sometimes – **bond & alternative funds**

most of the time

almost always

How often do you recommend passively-managed or indexed mutual funds?

practically never

sometimes

most of the time

almost always

Do you consider fund fees when recommending client investments? **Yes**

Your Fees

Do you receive any source of compensation beyond what the client personally pays you and if so what is it? **No**

Is your fee structure listed on your website? **Yes**

If so, what is the link? <https://www.integrity-wealth.com/our-fees/>

Do you change your listed fee based on complexity? **No**

List your fee for a new client in each of the following scenarios by using a single number, not a range:

New Attending

My spouse and I have one eight year old child. We are both attending physicians in our first year of practice. Together, we earn \$400,000 per year before taxes. We owe \$400,000 in student loans. We have saved \$57,000 in qualified retirement accounts, \$26,000 in the bank and \$33,000 in other assets. We want to get on track with our finances.

A) How much should we expect to pay for your services in the first year?

It is likely there are no assets to manage (at least initially) therefore this couple would probably come to us for a financial plan, which on average for this type of scenario is \$2,500

B) In the second year?

Second year it is likely there will be some assets to manage therefore our investment management fee would be 1% a year on the assets being managed.

Note- assets being managed over \$500,000, the annual management fee will change to our flat fee schedule.

C) What important issue would you would like this client to address?

Combination of debt paydown and accumulation.

Seasoned Attending

We have three children under the age of 18. I'm a homemaker and my spouse is an attending physician who earns \$380,000 before taxes. Our only debt is a \$300,000 mortgage on our \$800,000 home. We have \$258,000 in joint investment accounts, \$525,000 in qualified retirement accounts and \$230,000 in 529 plan accounts. We want to grow our assets for retirement and college.

A) How much should we expect to pay for your services in the first year? **\$5,000 assuming we are managing over \$500,000 but less than a million.**

B) In the second year? **Same as above. \$5,000**

C) What important issue would you would like this client to address?

Tax-efficiency and retirement goal planning.

Nearing Retirement

My kids are all grown and gone. I'm an attending physician and my spouse is a homemaker. I earn \$600,000 before taxes. We own a \$1,000,000 home and my medical practice assets are worth \$1,150,000. We have \$1,100,000 in taxable investment accounts and \$3,150,000 in qualified retirement accounts. We are debt-free. We want to grow our assets and find out when we will have enough money for me to retire.

A) How much should we expect to pay for your services in the first year? **\$10,000**

B) In the second year? **\$10,000**

C) What important issue would you would like this client to address?

Tax-efficiency and tax strategies as well as retirement goal planning and possible charitable and estate planning.