

Phillips and Company Advisors, LLC. Customer Relationship Summary

Phillips and Company Advisors, LLC. is an investment adviser registered with the Securities and Exchange Commission (SEC) providing investment advisory services. Brokerage and investment advisory services and fees differ and it is important for you to understand these differences. Free and simple tools are available to research firms and financial professionals at <https://www.investor.gov/crs>, which also provides educational materials about broker-dealers, investment advisers, and investing.

What investment services and advice can you provide me?

Phillips and Company offers investment advisory services. We provide fee-based, asset allocation services directly to retail investors, high net worth individuals, trusts, estates, charitable organizations, business entities, family office clients and other individual and institutional investors. We also offer managed portfolio services through third-party investment managers.

Monitoring – We will consult with you to develop an investment strategy that is consistent with your goals and risk objectives. We will monitor your accounts to the agreed upon strategy and offer advice on a regular basis as part of our standard service. We will contact you at least annually to discuss your accounts.

Investment Authority – We manage your account on a discretionary basis. This means that we may buy and sell investments in your account, based on your investment strategy, without asking you in advance. The third-party investment managers that we make available to you will also manage your account on a discretionary basis.

Investment Offerings – We do not limit or restrict our advice to certain products or investments. Depending on your investment strategy, or manager selection, you may receive advice with respect to a broad range of investments or a limited range of investments.

Account Minimums – Our Thematic SMA Accounts have a minimum investment amount of either \$50,000 or \$100,000, depending on the Thematic SMA selected. We do not have minimum investment amounts or conditions required for establishing a non-Thematic SMA account managed by Phillips and Company.

Additional information - More detailed information about our investment advisory business, client types, account minimums and investment strategies are included in Items 4, 7 and 8 in our Form ADV, Part 2A ("Brochure"). <https://phillipsandco.com/firm-form-adv/>

CONVERSATION STARTERS. Ask your financial professional:

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

What fees will I pay?

As an advisory services client you will pay an ongoing, asset-based fee. This fee is calculated based on the value of assets under management and is billed in advance, on a quarterly basis. The asset-based fee will be deducted from your account. The more assets you have in your advisory account, the more you will pay us. We therefore have an incentive to increase the assets in your advisory account in order to increase our fees. Our fees vary and are negotiable. For some advisory accounts, called wrap fee programs, the asset-based fee will include additional transaction fees and as a result, wrap fees are typically higher than non-wrap advisory fees. Paying for a wrap fee program could cost more than separately paying for advice and for transactions if there are infrequent trades in your account. In certain cases, we may select third party money managers, sub-advisers, and/or separate account managers to assist us with managing your account. If selected, they will charge you a fee, which will be described to you in their Form ADV and/or agreement. Some of our accounts, such as the Thematic SMA accounts which utilize specific investment strategies, will be charged a performance-based fee based on the growth of the account.

You may also incur miscellaneous fees imposed by your account's custodian including but not limited to ticket charges, transaction fees, wire fees, transfer fees, bank charges and other fees. Certain investments may impose additional fees and expenses that are included in the expense ratios of those investments, including mutual funds and ETFs.

The fees you pay will depend on the advisory services you select. Fees and costs affect the value of your account over time. Please ask your financial professional to give you personalized information on the fees and costs that you will pay.

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

Additional information about our fees is in Item 5 of our Firm Brochure which is available online at: <https://phillipsandco.com/firm-form-adv/>

CONVERSATION STARTER. Ask your financial professional:

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

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

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

- **Proprietary Products:** We may earn higher fees, compensation, and other benefits when you invest in a product that we advise, manage, or sponsor, such as our Investor Advantage wrap-fee accounts. As such, we could have an incentive to recommend those products over third-party products.
- **Custodial Services:** We recommend the use of Schwab for custody of client funds. This custodian provides us with certain tools and services at no additional cost that benefit us but may not benefit our clients. The receipt of such resources assist us in managing and administering our clients' accounts and others help us develop our business. These services include access to educational conferences and events; consulting on technology, compliance, legal, and business needs; access to publications and conferences on practice management and business succession; and access to employee benefits providers, human capital consultants, and insurance providers. This creates a conflict of interest as it gives us an incentive to have clients custody their assets with Schwab.

CONVERSATION STARTER. Ask your financial professional:

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

Additional information about our conflicts of interest is located in Item 10 &12 of our Firm Brochure which is available online at: <https://phillipsandco.com/firm-form-adv/>

How do your financial professionals make money?

Our financial professionals are compensated based on the revenue our firm earns from their advisory services or recommendations, the amount of client assets they service, and the time and complexity required to meet a client's needs.

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

Yes, our firm or our financial professionals have disciplinary history. For additional information visit: **Investor.gov/CRS**, for a free and simple search tool to research our firm and our financial professionals.

CONVERSATION STARTER. Ask your financial professional:

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

Additional Information:

- You can find additional information about our firm's investment advisory services on the SEC's website at <https://adviserinfo.sec.gov/> by searching CRD #167214
- Please visit our website <https://phillipsandco.com/> for additional information regarding our services.
- You may also contact us at (503) 224-0858 to request a copy of this relationship summary and other up to date information.

CONVERSATION STARTER. Ask your financial professional:

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