

*Form ADV Part 2B  
Brochure Supplement*

**Education and Business Background**



FERGUSON WELLMAN  
CAPITAL MANAGEMENT



WEST BEARING INVESTMENTS  
*a division of Ferguson Wellman*

**January 1, 2024**

**Ferguson Wellman Capital Management**  
**West Bearing Investments, a division of Ferguson Wellman**  
888 Southwest Fifth Avenue | Suite 1200 | Portland, Oregon 97204  
Ferguson Wellman (503) 226-1444 | West Bearing (503) 417-1444  
[www.fergusonwellman.com](http://www.fergusonwellman.com)

This brochure supplement provides information about the professionals of Ferguson Wellman Capital Management and West Bearing Investments, a division of Ferguson Wellman, which supplements the firm brochure. You should have received a copy of the brochure. Please contact our chief compliance officer, Ezra Kover, if you did not receive Ferguson Wellman Capital Management's brochure or if you have any questions about the content of this supplement. Additional information about Ferguson Wellman and West Bearing is available on the SEC's website at [www.adviserinfo.sec.gov](http://www.adviserinfo.sec.gov).

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Ferguson Wellman (503) 226-1444 | West Bearing (503) 417-1444

[www.fergusonwellman.com](http://www.fergusonwellman.com)

If you have questions or comments, please contact:  
Ezra Kover, IACCP®, Chief Compliance Officer  
(503) 226-1444 | [ezra.kover@fergwell.com](mailto:ezra.kover@fergwell.com)

**Charissa Anderson, CFP<sup>®</sup>, CDF<sup>®</sup>**

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**January 1, 2024**

This brochure supplement provides information about Charissa Anderson that supplements the Ferguson Wellman Capital Management brochure. You should have received a copy of that brochure. Please contact our chief compliance officer, if you did not receive Ferguson Wellman Capital Management's brochure or if you have any questions about the content of this supplement. Additional information about Charissa Anderson is available on the SEC's website at [www.adviserinfo.sec.gov](http://www.adviserinfo.sec.gov).

***Educational Background and Business Experience***

- Year of Birth: 1977
- Senior Vice President, Portfolio and Wealth Management
- Bachelor of Science, Portland State University, 2000
- Designations - CFP<sup>®</sup>, 2010, CDF<sup>®</sup>, 2020
- Prior to joining Ferguson Wellman Capital Management in 2017, Charissa worked for Umpqua Private Bank

***Disciplinary Information***

Charissa Anderson has no legal or disciplinary events to report.

***Other Business Activities***

None

***Additional Compensation***

None

***Supervision***

Joshua Frankel supervises Charissa Anderson and monitors the advisory services provided to clients through regular review of trading and positions for adherence to internal strategy and client guidelines. Joshua Frankel can be reached at (503) 417-1444.

For more information on the qualifications of the CFP<sup>®</sup> and CDF<sup>®</sup> designations, please see the Appendix.

**Nathan Ayotte, CFP®**

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**January 1, 2024**

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***Educational Background and Business Experience***

- Year of Birth: 1973
- Principal, Portfolio and Wealth Management
- Bachelor of Science, Psychology, University of Oregon, 1995
- Designations - CFP®, 2010
- Prior to joining Ferguson Wellman Capital Management in 2008, Nathan worked for Scottrade

***Disciplinary Information***

Nathan Ayotte has no legal or disciplinary events to report.

***Other Business Activities***

None

***Additional Compensation***

None

***Supervision***

Ralph Cole supervises Nathan Ayotte and monitors the advisory services provided to clients through regular review of trading and positions for adherence to internal strategy and client guidelines. Steven Holwerda can be reached at (503) 226-1444.

For more information on the qualifications of the CFP® designation, please see the Appendix.

**Chris Bixby, CFP<sup>®</sup>, EA**

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**January 1, 2024**

This brochure supplement provides information about Chris Bixby that supplements the Ferguson Wellman Capital Management brochure. You should have received a copy of that brochure. Please contact our chief compliance officer if you did not receive Ferguson Wellman Capital Management's brochure or if you have any questions about the content of this supplement. Additional information about Chris Bixby is available on the SEC's website at [www.adviserinfo.sec.gov](http://www.adviserinfo.sec.gov).

***Educational Background and Business Experience***

- Year of Birth: 1975
- Senior Vice President, Portfolio and Wealth Management
- B.S. Financial Management, Bob Jones University, 1998
- M.S. Administration, St. Michael's College, 2012
- Designations - CFP<sup>®</sup>, 2003, EA, 2004
- Prior to joining Ferguson Wellman Capital Management in 2021, Chris worked for Mariner Wealth Advisors

***Disciplinary Information***

Chris Bixby has no legal or disciplinary events to report.

***Other Business Activities***

None

***Additional Compensation***

None

***Supervision***

Ralph Cole supervises Chris Bixby and monitors the advisory services provided to clients through regular review of trading and positions for adherence to internal strategy and client guidelines. Ralph Cole can be reached at (503) 226-1444.

For more information on the qualifications of the CFP<sup>®</sup> and EA designations, please see the Appendix.

## Joe Brooks

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January 1, 2024

This brochure supplement provides information about Joe Brooks that supplements the Ferguson Wellman Capital Management brochure. You should have received a copy of that brochure. Please contact our chief compliance officer if you did not receive Ferguson Wellman Capital Management's brochure or if you have any questions about the content of this supplement.

### *Educational Background and Business Experience*

- Year of Birth: 1983
- Vice President, Tax-Exempt Trading and Portfolio Management
- Bachelor of Science, Portland State University, 2006
- Prior to joining Ferguson Wellman Capital Management in 2006, Joe worked for Chase Bank

### *Disciplinary Information*

Joe Brooks has no legal or disciplinary events to report.

### *Other Business Activities*

None

### *Additional Compensation*

None

### *Supervision*

Blaine Dickason supervises Joe Brooks and monitors the advisory services provided to clients through regular review of trading and positions for adherence to internal strategy and client guidelines. Blaine Dickason can be reached at (503) 226-1444.

**Casia Chappell, CFP<sup>®</sup>, CPWA<sup>®</sup>**

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**January 1, 2024**

This brochure supplement provides information about Casia Chappell that supplements the Ferguson Wellman Capital Management brochure. You should have received a copy of that brochure. Please contact our chief compliance officer if you did not receive Ferguson Wellman Capital Management's brochure or if you have any questions about the content of this supplement. Additional information about Casia Chappell is available on the SEC's website at [www.adviserinfo.sec.gov](http://www.adviserinfo.sec.gov).

***Educational Background and Business Experience***

- Year of Birth: 1988
- Vice President, Wealth Planning and Portfolio Management
- Bachelor of Arts, Puget Sound University, 2010
- Designations - CFP<sup>®</sup>, 2014, CPWA<sup>®</sup>, 2016
- Prior to joining Ferguson Wellman Capital Management in 2017, Casia worked for Sapient Private Wealth Management

***Disciplinary Information***

Casia Chappell has no legal or disciplinary events to report.

***Other Business Activities***

None

***Additional Compensation***

None

***Supervision***

Scott Christianson supervises Casia Chappell and monitors the advisory services provided to clients through regular review of trading and positions for adherence to internal strategy and client guidelines. Scott Christianson can be reached at (503) 226-1444.

For more information on the qualifications of the CFP<sup>®</sup> and CPWA<sup>®</sup> designations, please see the Appendix.



**Scott Christianson, CFP®**

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**January 1, 2024**

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***Educational Background and Business Experience***

- Year of Birth: 1985
- Executive Vice President, Portfolio and Wealth Management
- Bachelor of Science, Business Administration, Oregon State University, 2008
- Designations - CFP®, 2013
- Prior to joining Ferguson Wellman Capital Management in 2008, Scott interned for Financial Stewardship Resources

***Disciplinary Information***

Scott Christianson has no legal or disciplinary events to report.

***Other Business Activities***

None

***Additional Compensation***

None

***Supervision***

Ralph Cole supervises Scott Christianson and monitors the advisory services provided to clients through regular review of trading and positions for adherence to internal strategy and client guidelines. Ralph Cole can be reached at (503) 226-1444.

For more information on the qualifications of the CFA designation, please see the Appendix.

## James Coats

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### *Educational Background and Business Experience*

- Year of Birth: 1970
- Executive Vice President, Portfolio Management
- Bachelor of Arts, Communication, Oregon State University, 1993
- Master of International Affairs, Columbia University, 2001
- Prior to joining Ferguson Wellman Capital Management in 2006, James worked for R.V. Kuhns & Associates, Inc.

### *Disciplinary Information*

James Coats has no legal or disciplinary events to report.

### *Other Business Activities*

None

### *Additional Compensation*

None

### *Supervision*

Steven Holwerda supervises James Coats and monitors the advisory services provided to clients through regular review of trading and positions for adherence to internal strategy and client guidelines. Steven Holwerda can be reached at (503) 226-1444.

## Ralph Cole, CFA

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January 1, 2024

This brochure supplement provides information about Ralph Cole that supplements the Ferguson Wellman Capital Management brochure. You should have received a copy of that brochure. Please contact our chief compliance officer if you did not receive Ferguson Wellman Capital Management's brochure or if you have any questions about the content of this supplement. Additional information about Ralph Cole is available on the SEC's website at [www.adviserinfo.sec.gov](http://www.adviserinfo.sec.gov).

### *Educational Background and Business Experience*

- Year of Birth: 1967
- Director, Equity Strategy and Portfolio Management
- Bachelor of Science, Finance and Marketing, University of Oregon, 1989
- Master of Business Administration, University of Southern California, 1998
- Designation - CFA, 1997
- Prior to joining Ferguson Wellman Capital Management in 1998, Ralph worked for Payden & Rygel

### *Disciplinary Information*

Ralph Cole has no legal or disciplinary events to report.

### *Other Business Activities*

None

### *Additional Compensation*

None

### *Supervision*

Ralph Cole is supervised by the firm's other members of the board of directors. These individuals monitor the advisory services provided to clients and are responsible for formulation and monitoring of investment advice offered to clients, regular reviews of trading and positions for adherence to internal strategy and client guidelines. These individuals and can be reached at (503) 226-1444.

For more information on the qualifications of the CFA designation, please see the Appendix.

**Tyler Conroy, CFP®**

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***Educational Background and Business Experience***

- Year of Birth: 1994
- Vice President, Wealth Planning
- Bachelor of Arts, Hobart College, 2016
- Designations - CFP®, 2020
- Prior to joining Ferguson Wellman Capital Management in 2023, Tyler worked for Aldrich Wealth, L.P.

***Disciplinary Information***

Tyler Conroy has no legal or disciplinary events to report.

***Other Business Activities***

None

***Additional Compensation***

None

***Supervision***

Scott Christianson supervises Tyler Conroy and monitors the advisory services provided to clients through regular review of trading and positions for adherence to internal strategy and client guidelines. Scott Christianson can be reached at (503) 226-1444.

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For more information on the qualifications of the CFP® designations, please see the Appendix.

## Blaine Dickason

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January 1, 2024

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### *Educational Background and Business Experience*

- Year of Birth: 1972
- Senior Vice President, Portfolio Management and Trading
- Bachelor of Arts, Biology, Reed College, 1994
- Prior to joining Ferguson Wellman Capital Management in 2018, Blaine worked for Quest Investment Management

### *Disciplinary Information*

Blaine Dickason has no legal or disciplinary events to report.

### *Other Business Activities*

None

### *Additional Compensation*

None

### *Supervision*

George Hosfield supervises Blaine Dickason and monitors the advisory services provided to clients through regular review of trading and positions for adherence to internal strategy and client guidelines. George Hosfield can be reached at (503) 226-1444.

## Dean Dordevic

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This brochure supplement provides information about Dean Dordevic that supplements the Ferguson Wellman Capital Management brochure. You should have received a copy of that brochure. Please contact our chief compliance officer if you did not receive Ferguson Wellman Capital Management's brochure or if you have any questions about the content of this supplement. Additional information about Dean Dordevic is available on the SEC's website at [www.adviserinfo.sec.gov](http://www.adviserinfo.sec.gov).

### *Educational Background and Business Experience*

- Year of Birth: 1958
- Principal, Portfolio Management
- Bachelor of Arts, Business Administration and Finance, Trinity University, 1981
- Prior to joining Ferguson Wellman Capital Management in 1994, Dean worked for Kidder Peabody Asset Management

### *Disciplinary Information*

Dean Dordevic has no legal or disciplinary events to report.

### *Other Business Activities*

None

### *Additional Compensation*

None

### *Supervision*

Dean Dordevic is supervised by the firm's board of directors. All these individuals monitor the advisory services provided to clients and are responsible for formulation and monitoring of investment advice offered to clients, regular reviews of trading and positions for adherence to internal strategy and client guidelines. Members of the Board of Directors can be reached at (503) 226-1444.

**Joshua Frankel, CFP®**

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**January 1, 2024**

This brochure supplement provides information about Joshua Frankel that supplements the Ferguson Wellman Capital Management brochure. You should have received a copy of that brochure. Please contact our chief compliance officer if you did not receive Ferguson Wellman Capital Management's brochure or if you have any questions about the content of this supplement. Additional information about Joshua Frankel is available on the SEC's website at [www.adviserinfo.sec.gov](http://www.adviserinfo.sec.gov).

***Educational Background and Business Experience***

- Year of Birth: 1978
- Director, Portfolio and Wealth Management, West Bearing Investments
- Bachelor of Science, Journalism, University of Oregon, 2000
- Master of Business Administration, University of Oregon, 2006
- Designations - CFP®, 2014
- Prior to joining Ferguson Wellman Capital Management in 2013, Joshua worked for Merrill Lynch

***Disciplinary Information***

Joshua Frankel has no legal or disciplinary events to report.

***Other Business Activities***

None

***Additional Compensation***

None

***Supervision***

Joshua Frankel is supervised by the firm's other members of the board of directors. These individuals monitor the advisory services provided to clients and are responsible for formulation and monitoring of investment advice offered to clients, regular reviews of trading and positions for adherence to internal strategy and client guidelines. These individuals and can be reached at (503) 226-1444.

For more information on the qualifications of the CFP® designation, please see the Appendix.

**Alex Harding, CFA**

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**January 1, 2024**

This brochure supplement provides information about Alex Harding that supplements the Ferguson Wellman Capital Management brochure. You should have received a copy of that brochure. Please contact our Chief Compliance Officer if you did not receive Ferguson Wellman Capital Management's brochure or if you have any questions about the content of this supplement. Additional information about Alex Harding is available on the SEC's website at [www.adviserinfo.sec.gov](http://www.adviserinfo.sec.gov).

***Educational Background and Business Experience***

- Year of Birth: 1991
- Vice President, Equity Research and Portfolio Management
- Bachelor of Science, Business Administration, University of Oregon, 2013
- Designation - CFA, 2019
- Prior to joining Ferguson Wellman Capital Management in 2017, Alex worked for tru independence and Martin Capital Partners

***Disciplinary Information***

Alex Harding has no legal or disciplinary events to report.

***Other Business Activities***

None

***Additional Compensation***

None

***Supervision***

Brad Houle supervises Alex Harding and monitors the advisory services provided to clients through regular review of trading and positions for adherence to internal strategy and client guidelines. Brad Houle can be reached at (503) 226-1444.

For more information on the qualifications of the CFA designation, please see the Appendix.



**Joe Herrle, CFA, CAIA**

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**January 1, 2024**

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***Educational Background and Business Experience***

- Year of Birth: 1987
- Vice President, Alternative Assets
- Bachelor of Science, University of Portland Pamplin Business School, 2009
- Designations - CFA, 2009; CAIA 2022
- Prior to joining Ferguson Wellman Capital Management in 2021, Joe worked as a research and investment associate for a family office in San Francisco

***Disciplinary Information***

Joe Herrle has no legal or disciplinary events to report.

***Other Business Activities***

None

***Additional Compensation***

None

***Supervision***

Brad Houle supervises Joe Herrle and monitors the advisory services provided to clients through regular review of trading and positions for adherence to internal strategy and client guidelines. Brad Houle can be reached at (503) 226-1444.

For more information on the qualifications of the CAIA and CFA designations, please see the Appendix.

**Krystal Daibes Higgins, CFA**

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**January 1, 2024**

This brochure supplement provides information about Krystal Daibes Higgins that supplements the Ferguson Wellman Capital Management brochure. You should have received a copy of that brochure. Please contact our chief compliance officer, Ezra Kover, if you did not receive Ferguson Wellman Capital Management's brochure or if you have any questions about the content of this supplement. Additional information about Krystal Daibes Higgins is available on the SEC's website at [www.adviserinfo.sec.gov](http://www.adviserinfo.sec.gov).

***Educational Background and Business Experience***

- Year of Birth: 1985
- Vice President, Equity Research
- B.S. Marketing, Oregon Institute of Technology, 2007
- B.S. Business Management, Oregon Institute of Technology, 2007
- MBA, University of Oregon, 2010
- Designations - CFA, 2021
- Prior to joining Ferguson Wellman Capital Management in 2021, Krystal worked at Mazama Capital Management in Portland.

***Disciplinary Information***

Krystal Daibes Higgins has no legal or disciplinary events to report.

***Other Business Activities***

None

***Additional Compensation***

None

***Supervision***

Brad Houle supervises Krystal Daibes Higgins and monitors the advisory services provided to clients through regular review of trading and positions for adherence to internal strategy and client guidelines. Brad Houle can be reached at (503) 226-1444.

For more information on the qualifications of the CFA designation, please see the Appendix.

**Steven Holwerda, CFA**

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January 1, 2024

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***Educational Background and Business Experience***

- Year of Birth: 1962
- Managing Director
- Bachelor of Science, Economics, South Dakota State University, 1984
- Master of Business Administration, University of Oregon, 1991
- Designations – CFA, 1994
- Prior to joining Ferguson Wellman Capital Management in 1989, Steven worked for the University of Oregon

***Disciplinary Information***

Steven Holwerda has no legal or disciplinary events to report.

***Other Business Activities***

None

***Additional Compensation***

None

***Supervision***

Steven Holwerda is supervised by the firm's other members of the board of directors. These individuals monitor the advisory services provided to clients and are responsible for formulation and monitoring of investment advice offered to clients, regular reviews of trading and positions for adherence to internal strategy and client guidelines. These individuals and can be reached at (503) 226-1444.

For more information on the qualifications of the CFA designation, please see the Appendix.

## George Hosfield, CFA

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January 1, 2024

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### *Educational Background and Business Experience*

- Year of Birth: 1957
- Director and Chief Investment Officer
- Bachelor of Science, Management, University of Oregon, 1979
- Master of Business Administration, University of Oregon, 1983
- Designations – CFA, 1990
- Prior to joining Ferguson Wellman Capital Management in 1991, George was a portfolio manager with Qualinvest Capital Management

### *Disciplinary Information*

George Hosfield has no legal or disciplinary events to report.

### *Other Business Activities*

None

### *Additional Compensation*

None

### *Supervision*

George Hosfield is supervised by the firm's other board of directors. These individuals monitor the advisory services provided to clients and are responsible for formulation and monitoring of investment advice offered to clients, regular reviews of trading and positions for adherence to internal strategy and client guidelines. Steven Holwerda and Ralph Cole can be reached at (503) 226-1444.

For more information on the qualifications of the CFA designation, please see the Appendix.

**Brad Houle, CFA**

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**January 1, 2024**

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***Educational Background and Business Experience***

- Year of Birth: 1969
- Principal, Head of Fixed Income and Portfolio Management
- Bachelor of Science, Finance, University of Montana, 1991
- Master of Business Administration, University of Oregon, 1995
- Designations – CFA, 1999
- Prior to joining Ferguson Wellman Capital Management in 2013, Brad worked for the Davidson Investment Advisors

***Disciplinary Information***

Brad Houle has no legal or disciplinary events to report.

***Other Business Activities***

None

***Additional Compensation***

None

***Supervision***

George Hosfield supervises Brad Houle and monitors the advisory services provided to clients through regular review of trading and positions for adherence to internal strategy and client guidelines. George Hosfield can be reached at (503) 226-1444.

For more information on the qualifications of the CFA designation, please see the Appendix.

**Peter Jones, CFA**

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January 1, 2024

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***Educational Background and Business Experience***

- Year of Birth: 1990
- Senior Vice President, Equity Research and Portfolio Management
- Bachelor of Arts, Political Science, University of Portland, 2013
- Designations - CFA, 2018
- Prior to joining Ferguson Wellman Capital Management in 2015, Peter worked at UBS Financial Services

***Disciplinary Information***

Peter Jones has no legal or disciplinary events to report.

***Other Business Activities***

None

***Additional Compensation***

None

***Supervision***

George Hosfield supervises Peter Jones and monitors the advisory services provided to clients through regular review of trading and positions for adherence to internal strategy and client guidelines. George Hosfield can be reached at (503) 226-1444.

For more information on the qualifications of the CFA designation, please see the Appendix.

## Tara Kinateder

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January 1, 2024

This brochure supplement provides information about Tara Kinateder that supplements the Ferguson Wellman Capital Management brochure. You should have received a copy of that brochure. Please contact our chief compliance officer if you did not receive Ferguson Wellman Capital Management's brochure or if you have any questions about the content of this supplement. Additional information about Tara Kinateder is available on the SEC's website at [www.adviserinfo.sec.gov](http://www.adviserinfo.sec.gov).

### *Educational Background and Business Experience*

- Year of Birth: 1970
- Principal, Portfolio Management
- Bachelor of Arts, Journalism and Business, Brenau University, 1992
- Certificate in Personal Financial Planning, University of Washington, 2007
- Certificate in Investment Strategies and Portfolio Management, University of Pennsylvania's Wharton School of Business, 2016
- Prior to joining Ferguson Wellman Capital Management in 2017, Tara worked for U.S. Trust and Bernstein Wealth Management

### *Disciplinary Information*

Tara Kinateder has no legal or disciplinary events to report.

### *Other Business Activities*

None

### *Additional Compensation*

None

### *Supervision*

Ralph Cole supervises Tara Kinateder and monitors the advisory services provided to clients through regular review of trading and positions for adherence to internal strategy and client guidelines. Ralph Cole can be reached at (503) 226-1444.

**Mary Lago, CFP<sup>®</sup>, CTFA**

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**January 1, 2024**

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***Educational Background and Business Experience***

- Year of Birth: 1976
- Chief Wealth Strategist, Principal
- Bachelor of Science, Business Administration, Linfield College, 1997
- Designations - CFP<sup>®</sup>, 2018, CTFA, 2005
- Prior to joining Ferguson Wellman Capital Management in 2015, Mary worked for Washington Trust Bank

***Disciplinary Information***

Mary Lago has no legal or disciplinary events to report.

***Other Business Activities***

None

***Additional Compensation***

None

***Supervision***

Steven Holwerda supervises Mary Lago and monitors the advisory services provided to clients through regular review of trading and positions for adherence to internal strategy and client guidelines. Steven Holwerda can be reached at (503) 226-1444.

For more information on the qualifications of the CFP<sup>®</sup> and CTFA designations, please see the Appendix.

**Shawn Narancich, CFA**

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January 1, 2024

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*Educational Background and Business Experience*

- Year of Birth: 1972
- Executive Vice President, Equity Research and Portfolio Management
- Bachelor of Science, Accounting and Business Administration, College of Great Falls, 1995
- Designations - CFA, 2000
- Prior to joining Ferguson Wellman Capital Management in 2008, Shawn worked for Chittenden Bank

*Disciplinary Information*

Shawn Narancich has no legal or disciplinary events to report.

*Other Business Activities*

None

*Additional Compensation*

None

*Supervision*

George Hosfield supervises Shawn Narancich and monitors the advisory services provided to clients through regular review of trading and positions for adherence to internal strategy and client guidelines. George Hosfield can be reached at (503) 226-1444.

For more information on the qualifications of the CFA designation, please see the Appendix.

**Brett Norris, CFP®**

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**January 1, 2024**

This brochure supplement provides information about Brett Norris that supplements the Ferguson Wellman Capital Management brochure. You should have received a copy of that brochure. Please contact our chief compliance officer if you did not receive Ferguson Wellman Capital Management's brochure or if you have any questions about the content of this supplement. Additional information about Brett Norris is available on the SEC's website at [www.adviserinfo.sec.gov](http://www.adviserinfo.sec.gov).

***Educational Background and Business Experience***

- Year of Birth: 1993
- Vice President, Wealth Planning
- Bachelor of Science in Finance, University of Alabama, 2016
- JM in Taxation, University of Alabama, 2020
- Designations - CFP®, 2018
- Prior to joining Ferguson Wellman Capital Management in 2023, Brett worked for Keen Wealth Advisors

***Disciplinary Information***

Brett Norris has no legal or disciplinary events to report.

***Other Business Activities***

None

***Additional Compensation***

None

***Supervision***

Scott Christianson supervises Brett Norris and monitors the advisory services provided to clients through regular review of trading and positions for adherence to internal strategy and client guidelines. Scott Christianson can be reached at (503) 226-1444.

For more information on the qualifications of the CFP® designations, please see the Appendix.

**Jason Norris, CFA**

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**January 1, 2024**

This brochure supplement provides information about Jason Norris that supplements the Ferguson Wellman Capital Management brochure. You should have received a copy of that brochure. Please contact our chief compliance officer if you did not receive Ferguson Wellman Capital Management's brochure or if you have any questions about the content of this supplement. Additional information about Jason Norris is available on the SEC's website at [www.adviserinfo.sec.gov](http://www.adviserinfo.sec.gov).

***Educational Background and Business Experience***

- Year of Birth: 1972
- Director, Equity Research and Portfolio Management
- Bachelor of Business Administration, Economics, Boise State University, 1994
- Master of Business Administration, Notre Dame, 1998
- Designations – CFA, 2002
- Prior to joining Ferguson Wellman Capital Management in 2001, Jason worked for Morgan Stanley Investment Management

***Disciplinary Information***

Jason Norris has no legal or disciplinary events to report.

***Other Business Activities***

None

***Additional Compensation***

None

***Supervision***

Jason Norris is supervised by the firm's other members of the board of directors. These individuals monitor the advisory services provided to clients and are responsible for formulation and monitoring of investment advice offered to clients, regular reviews of trading and positions for adherence to internal strategy and client guidelines. These individuals and can be reached at (503) 226-1444.

For more information on the qualifications of the CFA designation, please see the Appendix.

**Samantha Pahlow, CTFA, AWMA®**

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**January 1, 2024**

This brochure supplement provides information about Samantha Pahlow that supplements the Ferguson Wellman Capital Management brochure. You should have received a copy of that brochure. Please contact our chief compliance officer if you did not receive Ferguson Wellman Capital Management's brochure or if you have any questions about the content of this supplement. Additional information about Samantha Pahlow is available on the SEC's website at [www.adviserinfo.sec.gov](http://www.adviserinfo.sec.gov).

***Educational Background and Business Experience***

- Year of Birth: 1982
- Wealth Management Chair, Senior Vice President, Portfolio and Wealth Management
- Bachelor of Science, Business Administration and Accounting, Portland State University, 2007
- Designations – CTFA, 2013, AWMA®, 2020
- Prior to joining Ferguson Wellman Capital Management in 2018, Samantha was a practicing CPA at Pittman & Brooks and Moss Adams LLP

***Disciplinary Information***

Samantha Pahlow has no legal or disciplinary events to report.

***Other Business Activities***

None

***Additional Compensation***

None

***Supervision***

Ralph Cole supervises Samantha Pahlow and monitors the advisory services provided to clients through regular review of trading and positions for adherence to internal strategy and client guidelines. Ralph Cole can be reached at (503) 226-1444.

For more information on the qualifications of the CTFA and AWMA® designations, please see the Appendix.

**Nathan Putnam, CFP®**

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**January 1, 2024**

This brochure supplement provides information about Nathan Putnam that supplements the Ferguson Wellman Capital Management brochure. You should have received a copy of that brochure. Please contact our chief compliance officer if you did not receive Ferguson Wellman Capital Management's brochure or if you have any questions about the content of this supplement. Additional information about Nathan Putnam is available on the SEC's website at [www.adviserinfo.sec.gov](http://www.adviserinfo.sec.gov).

***Educational Background and Business Experience***

- Year of Birth: 1988
- Vice President, Portfolio and Wealth Management, West Bearing Investments
- Bachelor of Science, University of Denver, 2011
- Designations - CFP®, 2022
- Prior to joining Ferguson Wellman Capital Management in 2021, Nathan worked for TIAA-CREF Individual & Institutional Services, LLC

***Disciplinary Information***

Nathan Putnam has no legal or disciplinary events to report.

***Other Business Activities***

None

***Additional Compensation***

None

***Supervision***

Joshua Frankel supervises Nathan Putnam and monitors the advisory services provided to clients through regular review of trading and positions for adherence to internal strategy and client guidelines. Joshua Frankel can be reached at (503) 417-1444.

For more information on the qualifications of the CFP® designation, please see the Appendix.

**Appendix: Qualifications for Professional Designations**

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### **Accredited Wealth Management Advisor (AWMA®)**

The AWMA® certification is a wealth management credential awarded by the College for Financial Planning® to individuals who meet its education, examination and ethics requirements.

- *Education* – Individuals who hold the AWMA® designation have completed a course of study encompassing wealth strategies, equity-based compensation plans, tax reduction alternatives and asset protection alternatives. Designees renew their designation every two years by completing 16 hours of continuing education, reaffirming adherence to the Standards of Professional Conduct and complying with self-disclosure requirements.
- *Examination* – Individuals must pass an end-of-course examination that tests their ability to synthesize complex concepts and apply theoretical concepts to real-life situation.
- *Ethics* – All designees have agreed to adhere to Standards of Professional Conduct and are subject to a disciplinary process.

### **Certified Divorce Financial Analyst (CDFA®)**

The Certified Divorce Financial Analyst®, (CDFA®) is a professional certification granted in the United States and Canada by the Institute for Divorce Financial Analysts™ (IDFA™). To attain the right to use the CDFA® certification, an individual must satisfactorily fulfill requirements in education, examination, experience and ethics.

- *Education* – Professionals must develop their theoretical understanding and knowledge of the financial aspects of divorce by completing a comprehensive course of study approved by the IDFA™.
- *Examination* – Practitioners must pass a four-part Educational Curriculum and Certification Examination that tests their understanding and knowledge of the financial aspects of divorce. In addition, the practitioner must demonstrate the practical application of this knowledge in the divorce process.
- *Experience* – Individuals must have a bachelor's degree with three years of on-the-job experience or if no bachelor's degree, five years of relevant experience prior to earning the right to use the CDFA® certification mark.
- *Ethics* – Practitioners agree to abide by a strict code of professional conduct known as the "Code of Ethics and Professional Responsibility," which sets forth their ethical responsibilities to the public, clients, employers and other professionals. The IDFA™ may perform a background check during this process, and each candidate for CDFA® certification must disclose any investigations or legal proceedings relating to his or her professional or business conduct. Practitioners must voluntarily disclose any public, civil, criminal or disciplinary actions that may have been taken against them during the past two years as part of the renewal process. If a complaint has been brought against a CDFA® by another professional or member of the general public, the CDFA® must be examined and cleared by IDFA's Ethics Committee to maintain their designation.

*Ongoing CDFA® Certification Requirements* – CDFA® practitioners are required to maintain technical competence and to fulfill ethical obligations. Every two years, they must complete a

minimum of 30 hours of continuing education specifically related to the field of divorce. Additionally, all CDFA® practitioners must voluntarily disclose any public, civil, criminal or disciplinary actions that may have been taken against them during the past two years as part of the renewal process.

### **CERTIFIED FINANCIAL PLANNER™ (CFP®)**

The CFP® certification process, administered by CFP® Board, identifies to the public that individuals have met rigorous professional standards and have agreed to adhere to the principles of integrity, objectivity, competence, fairness, confidentiality, professionalism and diligence when dealing with clients.

CFP® professionals must pass a comprehensive CFP® Certification Examination, pass CFP® Board's Fitness Standards for Candidates, agree to abide by CFP® Board's Code of Ethics and Rules of Conduct which put clients' interests first.

*Initial CFP certification includes* – Education, Examination, Experience and Ethics

- *Education* – The first step is to acquire the knowledge required to deliver professional, competent and ethical financial planning services to clients. They must also have earned a bachelor's degree from an accredited institution. CFP® Board does not grant equivalencies or exceptions to the bachelor's degree education requirement.
- *Examination* – After meeting the education coursework requirement, an examination is administered. The CFP® exam assesses their ability to apply their financial planning knowledge, in an integrated format, to financial planning situations.
- *Experience* – CFP® Board requires them to have three years of professional experience in the financial planning process, or two years of apprenticeship experience. Qualifying experience may be acquired through professional settings including personal delivery, supervision, direct support or teaching.
- *Ethics* – When they have completed the education, examination and experience components of the CFP® certification, a candidate is required to disclose information about their background, including involvement in any criminal, civil, governmental or self-regulatory agency proceeding or inquiry, bankruptcy, customer complaint, filing, termination/internal reviews conducted by their employer or firm. CFP® conducts a detailed background check for all candidates, including review of any disclosures made on the CFP® Certification Application.

### **Certified Private Wealth Advisor (CPWA®)**

The Certified Public Wealth Advisor (CPWA®) designation is an advanced education and certification program for financial planners and financial advisors who work with high-net-worth clients on the lifecycle of wealth: accumulation, preservation and distribution. The CPWA® is awarded by the Investments and Wealth Institute. The certification requires five years of relevant experience, a five day in-class program, a CPWA® Certification Exam and adherence to the Code of Professional Responsibility, Standards of Practice and Rules and Guidance.

### **Certified Trust and Financial Advisor (CTFA)**



The Certified Trust and Financial Advisor (CTFA) designation is awarded by the Institute of Certified Bankers, a division of the American Bankers Association. The designation is intended to represent comprehensive understanding in the following disciplines: fiduciary and trust activities; financial planning; tax law and planning; and investment management as verified through a professionally administered exam. CTFA exam eligibility requirements include three-to-10 years of industry experience, structured coursework and degrees, as well as adherence to a Professional Code of Ethics. Maintaining the designation requires 45 hours of continuing education in every three-year cycle and adherence to the ICB's Professional Code of Ethics.

### **Chartered Alternative Investment Analyst (CAIA)**

The CAIA designation, recognized globally, is administered by the Chartered Alternative Investment Analyst Association and requires a comprehensive understanding of core and advanced concepts regarding alternative investments, structures, and ethical obligations. To qualify for the CAIA designation, finance professionals must pass a self-directed, comprehensive course of study on risk-return attributes of institutional quality alternative assets and complete both the Level I and Level II CAIA examinations. The CAIA examinations are administered in a computerized format at proctored test centers around the world. To qualify for membership, individuals are required to have met prerequisites of at least one year of professional experience and a U.S. bachelor's degree or its equivalent, or four years of professional experience. Professional experience includes full-time employment in a professional capacity within the regulatory, banking, financial or related fields. Once a qualified candidate completes the CAIA program, he or she may apply for CAIA membership and the right to use the CAIA designation, providing an opportunity to access ongoing educational opportunities.

### **Chartered Financial Analyst (CFA)**

Chartered Financial Analyst (CFA) charter is a globally respected, graduate-level investment credential established in 1962 and awarded by CFA Institute – the largest global association of investment professionals.

To earn the CFA charter, candidates must: 1) pass three sequential, six-hour examinations; 2) have at least four years of qualified professional investment experience; 3) join CFA Institute as members; and 4) commit to abide by, and annually reaffirm, their adherence to the CFA Institute Code of Ethics and Standards of Professional Conduct.

*High Ethical Standards* – The CFA Institute Code of Ethics and Standards of Professional Conduct, enforced through an active professional conduct program, require CFA charterholders to:

- Place their clients' interests ahead of their own
- Maintain independence and objectivity
- Act with integrity
- Maintain and improve their professional competence
- Disclose conflicts of interest and legal matters

*Global Recognition* – Passing the three CFA exams is a difficult feat that requires extensive study (successful candidates report spending an average of 300 hours of study per level). Earning the



CFA charter demonstrates mastery of many of the advanced skills needed for investment analysis and decision making in today's quickly evolving global financial industry. As a result, employers and clients are increasingly seeking CFA charterholders – often making the charter a prerequisite for employment.

Additionally, regulatory bodies in 22 countries and territories recognize the CFA charter as a proxy for meeting certain licensing requirements, and more than 125 colleges and universities around the world have incorporated a majority of the CFA Program curriculum into their own finance courses.

*Comprehensive and Current Knowledge* – The CFA Program curriculum provides a comprehensive framework of knowledge for investment decision making and is firmly grounded in the knowledge and skills used every day in the investment profession. The three levels of the CFA Program test a proficiency with a wide range of fundamental and advanced investment topics, including ethical and professional standards, fixed-income and equity analysis, alternative and derivative investments, economics, financial reporting standards, portfolio management, and wealth planning.

The CFA Program curriculum is updated every year by experts from around the world to ensure that candidates learn the most relevant and practical new tools, ideas, and investment and wealth management skills to reflect the dynamic and complex nature of the profession.

#### **Chartered Market Technician (CMT)**

The Chartered Market Technician (CMT) program requires candidates demonstrate proficiency in a broad range of topics in the field of Technical Analysis.

In order to be granted the CMT designation, candidates must meet the following requirements:

- Successful completion of all three levels of the CMT Exam
- Obtain 'Member Status' in the Market Technicians Association

Have been gainfully employed in a professional analytical or investment management capacity for a minimum period of three years and must be regularly engaged in this capacity at the time of successfully passing all three levels of the Chartered Market Technician Exam.

#### **Enrolled Agent (EA)**

An enrolled agent (EA) is a federally authorized tax practitioner who has technical expertise in the field of taxation and who is empowered by the U.S. Department of the Treasury to represent taxpayers before all administrative levels of the Internal Revenue Service for audits, collections and appeals.

“Enrolled” means to be licensed to practice by the federal government, and “Agent” means authorized to appear in the place of the taxpayer at the IRS. Only enrolled agents, attorneys, and CPAs may represent taxpayers before the IRS.

The license is earned in one of two ways, by passing a comprehensive examination which covers all aspects of the tax code or having worked at the IRS for five years in a position which

regularly interpreted and applied the tax code and its regulations. All candidates are subjected to a rigorous background check conducted by the IRS. Enrolled agents advise, represent and prepare tax returns for individuals, partnerships, corporations, estates, trusts and any entities with tax-reporting requirements. Enrolled agents' expertise in the continually changing field of taxation enables them to effectively represent taxpayers audited by the IRS.

In addition to the stringent testing and application process, the IRS requires enrolled agents to complete 72 hours of continuing professional education, reported every three years, to maintain their enrolled agent status. Due to the knowledge necessary to become an enrolled agent and the requirements to maintain the license, there are only about 46,000 practicing enrolled agents.

**Investment Adviser Certified Compliance Professional® (IACCP®)**

The IACCP® designation is awarded by National Regulatory Services (NRS) and co-sponsored by the Investment Adviser Association (IAA), to knowledgeable, experienced individuals who complete an instructor-led program of study, pass a certifying examination and meet its work experience, ethics and continuing education requirements. The designation signifies intermediate-level knowledge of investment adviser regulation and compliance best practices, and adherence to nationally recognized professional standards and ethical leadership.