

## Item 1. Introduction

The Lam Group, Inc. (“TLG” “we” “us” and “Advisor”) is a Delaware corporation registered as an investment advisor with the Securities and Exchange Commission. Brokerage and investment advisory services and fees differ, and it is important for you to understand the differences. Free and simple tools are available to research firms and financial professionals at [Investor.gov/CRS](http://Investor.gov/CRS), which also provides educational materials about broker-dealers, investment advisers, and investing.

## Item 2. Relationships and Services

### ***What investment services and advice can you provide me?***

We provide investment advisory services where we review and monitor investments across your individual retirement accounts, taxable accounts, and employee retirement accounts. For these services, we charge a fee based on the aggregate value of your account(s) under our management. Additionally, we provide advice related to ongoing financial and investment needs. Our investment recommendations generally include mutual funds, exchange-traded funds, and exchange-listed equity securities. If clients hold other types of investments, we can advise them on those investments also. Clients may suggest restrictions on investing in certain securities or types of securities.

We, in cooperation with you, design a portfolio allocation/strategy to help you achieve your investment goals, and regularly monitor your account(s). We will meet with you (in person, or by phone or e-mail) at least quarterly to discuss your portfolio. The majority of our clients choose a management format that allows us to buy and sell investments in your account without asking you in advance (a “discretionary relationship”), and some clients only require advice, where the client decides what investments to buy and sell (a “non-discretionary relationship”).

Our investment advice covers a broad range of investment products that are available through an independent/unaffiliated custodian. We provide recommendations for mutual funds, ETFs, and money market funds. At this time, our minimum portfolio size for new client is \$2 million.

Our focus is on the construction and management of investment portfolios matched to the return objectives and risk tolerances of our clients. Our investment philosophy is based on portfolio asset allocation, investment manager research and selection, and the minimization of taxes and transaction costs.

**Conversation Starters:** We encourage you to ask our financial professionals these key questions about our investment services and accounts including:

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

## Item 3. Fees, Costs, Conflicts, and Standard of Conduct

### ***What fees will I pay?***

We provide investment advisory services for a fee based on a percentage of the assets under management. We are compensated solely by our clients and do not receive compensation or commissions from any other parties. We believe this method of compensation minimizes the conflicts-of-interest that are prevalent in the investment management industry. Our fee is provided in your Investment Advisory Agreement based upon a tiered schedule from 1.0% to 0.20%. The fee is calculated quarterly, in arrears, and will be equal to the respective percentage per annum based on the market value of your account(s) on the last trading day of the previous quarter. The more assets you have in the advisory account, including cash, the more you will pay us. We therefore have an incentive to increase the assets in your account. You pay our fee quarterly regardless of whether we buy or sell securities within that quarter.

Clients are required to pay brokerage commissions, stock transfer fees, and other similar charges incurred in connection with transactions for their account. These fees are paid out of the assets in a Client's account and are in addition to the investment management fees paid to us. *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.*

**Conversation Starter:** We encourage you to ask us any questions you may have regarding our fees or how cost from third parties such as custodians or mutual funds affect your account(s)/portfolio. For example, start a conversation by asking: *"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?**

The Lam Group is a fiduciary, not a broker. *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:*

Example 1: If you have proceeds from the sale of an investment or real estate, we may advise you to allow us to invest those assets. In such a case, we would earn a management fee from those assets. Example 2: Your account value goes down, but you still must pay a management fee proportional to your assets under management.

**Conversation Starter:** If you have any questions regarding conflicts of interests, please feel free to ask us. You can begin a conversation by asking: *"How might your conflicts of interest affect me, and how will you address them?"*

**How do your financial professionals make money?**

The Lam Group, Inc. is a fee-only registered investment advisor, which means our only form of compensation is from investment management fees paid directly from our clients. We do not earn any commissions or any other payments from anyone else. All employees of the Lam Group are also owners of the company.

Item 4. Disciplinary History

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

We have no legal or disciplinary actions in our history as a registered investment advisor. We encourage you to visit [Investor.gov/CRS](http://Investor.gov/CRS) for a free and simple search tool to research any of our financial professionals. **Conversation Starter:** In addition, feel free to ask: *"As a financial professional, do you have any disciplinary history? For what type of conduct?"*

Item 5. Additional Information

**You can find additional information regarding The Lam Group, Inc. and receive a copy of this relationship summary by visiting our website at [www.thelamgroup.com](http://www.thelamgroup.com) or by contacting 503-635-9344.**

Nelson J. Lam and Bettina Lee are the owners of the company and are the sole employees of The Lam Group. We are always available to answer any of your questions. **Conversation Starter:** If you do have any concerns, please let us know by asking the following questions: *"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?"*