

ADD CONFIDENCE TO YOUR
FINANCIAL FUTURE



Insight and expertise for generations

Money — how you earn it, how you manage it, how you think about it — is personal. More than that, it's emotional, involving family, career, and your most consequential plans and dreams.

For many families, selecting the right wealth management partner means finding someone who is, in every sense, a partner. Someone who will not merely care for your portfolio but will stand by you and help you navigate life's transitions with confidence — from the birth of a child to the death of a spouse, from a C-suite promotion to retirement.



TENNANT FINANCIAL: BECAUSE YOUR FINANCIAL LIFE IS REAL LIFE

Discover Tennant Financial and find a wealth manager who serves high-net-worth clients from a decidedly non-corporate perspective. We aren't stiff or starchy; we're approachable and relatable (even fun). We aren't order-takers; we strive to be trusted lifetime advisors our clients turn to early and often in the best of times — and the worst.

Despite financial success, our clients face the same fears and uncertainties as investors of more modest means: Will we outlive our money? What happens if one of us passes? Do you have a plan to provide for heirs?

Our 35,000-ft. view of your life, your money and all the ways they intersect means we uncover opportunities and create strategies, plans, and approaches involving your whole family. And it means you have a partner you'll want to turn to, whatever your life has in store, today and over the years.

Our promise to you

Inviting Tennant Financial to be a partner in your financial life is an honor that we don't take lightly. We are committed to providing you with individualized attention, experienced advice and dedicated service.

We firmly believe that, with our guidance and coaching, you can make the sound financial decisions for you and your family that make it easier to be **confident** about your financial well-being. Our clients find **comfort** in knowing that Tennant Financial is in their corner — and that's a role and a responsibility we work to uphold every day.

THE PEOPLE BEHIND YOUR PLAN

A friendly face is nice. Friendly faces with the multidisciplinary expertise to help you shape and build your financial picture is nicer still.

With many decades of combined industry experience, the team at Tennant Financial has coached and counseled individuals, couples and families in a variety of financial and planning issues. Our team consists of four financial professionals, each certified

in a different discipline and another nine associates solely dedicated to providing outstanding support services. You, of course, are the most important member of that team.

No matter how sophisticated you are in money matters, it's challenging to keep up with the ever-changing investment and financial landscape. We are active and attentive partners in helping you prepare for and respond to change, financial professionals uniquely suited to give you confidence in where you are and where you're going.



Key questions to ask when considering a financial advisor

At Tennant Financial, we believe that the right financial advisor is the one who's the right fit for you, aligned with your goals, ambitions and outlook on your finances. Following are key questions that can help you find that right advisor. Take time to ask questions. You'll be glad you did.

1

Is your financial advisor an experienced professional with a detailed understanding of current tax laws and financial strategies; the know-how essential to helping you pursue the most complex goals?

2

Does your financial plan encompass all the facets of your financial life, like retirement, survivorship, education, investment, estate, and/or long term care planning?

3

Is that advisor willing to collaborate with your other advisors — accountants, estate planning attorneys, etc. — to create coordinated, individualized strategies that enable all aspects of your financial life that work together?

4

Is your plan updated and monitored regularly?

5

If you are nearing retirement or are currently retired, do you have a personalized plan to receive your funds in a way that helps mitigate your risk of running out of money during your lifetime?

6

In rocky market conditions, how often do you discuss your investment portfolio with your financial advisor? Is your advisor responsive and attentive to your concerns?

7

Has your financial advisor discussed long-term strategies to help alleviate the financial and emotional toll of an extended-care event?

8

Does your estate plan allow you to control and enjoy your money during your lifetime while allowing for the efficient transfer of your estate's assets before and after your death?

Why dedicated service takes a team

We provide a team approach to service and planning for client needs. When you reach out to us, you will be directed to someone who knows your financial plan thoroughly, right away. Attention to detail and a focus on promptness and accuracy on a wide variety of financial planning topics is our goal and our strength. Whether it's talking about tax questions/ideas, investment discussions, financial planning topics, or general service-related questions, our team is here to help when needed.



STEVEN A. TENNANT, CFP® *Managing Partner & Wealth Management Advisor*

Steve Tennant graduated from Siena College with a Bachelor of Science degree in Management/Finance. As a young professional, Steve was first introduced to Northwestern Mutual, not as an advisor but as a client. He and his wife were impressed with the thoroughness of the planning process and he soon became interested in a career that would help others achieve their financial goals.

In 1996, Steve decided to pursue the role of an advisor and over the last 25+ years, he has had the opportunity to develop wonderful relationships and have a positive impact on both clients and their families.

Steve and his wife Beth enjoy traveling and watching Yankee baseball. They have 4 adult children with 4 wonderful grandchildren along with their family dogs.



JEREMY A. BERRY, CPA, *Partner & Wealth Management Advisor*

Jeremy focuses much of his time working directly with clients and collaborating with clients' advisors to execute various aspects of their financial plan such as tax minimization strategies associated with complex income and estate related issues. Maintaining close contact with clients to implement/update ongoing cash flow and monitor/challenge other wealth management strategies are some of his most important roles.

When not in the office, Jeremy loves spending time in the outdoors with his wife Karyn and two adult children, Grace and Liam. Keeping physically active skiing, scuba diving, and traveling to remote destinations are just a few of his pursuits when not working with clients.



RYAN P. WADE, MBA, *CFA Partner & Chief Investment Officer*

Ryan graduated from Siena College in 2002 with a degree in Finance and later received his MBA from Union College in 2004. He began his career at the premier financial planning company AYCO, a Goldman Sachs division, and brought his financial planning and investment management experience to Tennant Financial in 2005. In 2008, Ryan earned the prestigious CFA designation, which represents the gold standard of investment management credentialing. Ryan has dedicated his career to working with clients to develop sophisticated and customized investment strategies to pursue their long-term

goals. All portfolio construction, research, implementation, and trading are overseen by Ryan as well as the development of tactical trading strategies to meet clients' needs. Ryan currently holds FINRA Series 7 and 66 securities registrations through LPL Financial.

Outside of the office, Ryan is a golf enthusiast but spends the majority of his time with his wife Rachel and his two girls, Kendall and Rylie, coaching lacrosse and basketball and watching the girls live out their dreams



THOMAS D. LENCI, JR., CLU, ChFC *Wealth Management Advisor*

Tom's time is focused on estate planning and advising clients on their overall financial and investment planning. His 49 years of experience helps clients navigate numerous complicated designs and strategies. The majority of Tom's career was spent as a Financial Advisor with Northwestern Mutual where he joined in 1976, was a Top 20 Advisor and was recognized by FORBES as America's #70 Top Financial Security Professional. Tom has counseled a dozen FORTUNE 500 companies on aspects of their executive compensation plans. He served on Northwestern Mutual's Government Relations Committee working on National legislation and tax policy. He has been a frequent country-wide speaker and panelist on numerous financial planning, investment and tax efficient strategies. Tom's partnership with Tennant Financial dates back 30 years.

Tom is a Chartered Financial Consultant (ChFC), Chartered Life Underwriter (CLU) and graduated in 1976 with a BA in Finance from the University of Vermont where he played Varsity Tennis. He maintains FINRA's Series 7, 63 & 66 licenses held through LPL Financial.

Tom has served the community in numerous roles including Bridgeport Hospital Board, CARE Board, YMCA Board, Red Cross Board, County Community Foundation, Fairfield Beach Counsel, Church Vestry, and Youth Soccer Coach. He resides in Naples, Florida and summers in Black Rock, Connecticut. He enjoys spending time with his friends and family; his wife of 47 years, three daughters, their husbands and eight grandchildren. He also can be found playing tennis, golf, pickle, skiing, boating, and roots for the NY Giants.



JASON A. BLAIR *Director of Financial Planning*

Jason's years of experience with premier financial planning firm, AYCO, a Goldman Sachs division, translates into significant value for our clients here at Tennant Financial. His primary focus is to develop custom financial plans for new clients, coordinates plan updates, and collaborates with our team as needed. Jason's analytical skills in conjunction

with his understanding of specific client needs further enhances the overall planning experience for our clients.

Jason enjoys golf, woodworking, spending time outdoors with his wife, Andrea and two kids, Carson and Mila.



NANCY L. MONROE *Director of Client Service*

After overseeing virtually every aspect of client service at Tennant Financial, Nancy now focuses her time on special projects which includes overseeing retirement plan contributions and working directly with clients and their advisors to fund tax estimates and to assist in the estate settlement process. She works hard to collaborate with other team

members when needed, striving to continually raise the bar to exceed client expectations, and most importantly, deliver an extraordinary client experience.

When not working, Nancy spends most of her time with her husband Dan, two adult children, two grandkids and a Springer Spaniel named Luna.



KAT HERDZIK, MBA *Director of Investment Operations*

Katarzyna, better known as Kat, is a seasoned professional with extensive experience in investment operations and portfolio management. A native of New York City, Kat brings with her years of wealth management experience from Wall Street to the Capital Region. At Tennant Financial, Kat is an integral figure in investment trading, account transfers, client onboarding, and customer service. In addition to client relations, Kat is also responsible for many day-to-day operations and training of junior personnel.

With a customer-centered approach to wealth management, Kat's dedication to clients is unmatched and reflects her work ethic, financial knowledge, and keeps with the high standard of service at Tennant Financial.

When not working, Kat enjoys spending time outdoors on her countryside property with her husband Jakub, and their two daughters, Kamila and Isabel. Kat enjoys traveling to Europe for vacations, most notably Poland where her family is from.



KAREN SCINTO *Investment Operations Specialist*

Karen brings over two decades of experience in financial services. Her primary role with the Tennant team is administering detailed aspects of securities and insurance programs. Karen graduated from SUNY Stony Brook in 1994 with a Bachelor of Science degree in Business Management. She then spent several years with Merrill Lynch as a Registered Client Associate assisting a team of Wealth Advisors. In 2006, Karen joined Lenci Associates which partnered with Tennant Financial. As an

Associate Financial Representative, she's been on the forefront administering client accounts and providing client service. A key member of the Tennant team, Karen currently holds FINRA Series 7, 63, and 66 securities registrations and is licensed in Life, Health & Accident Insurance held through LPL Financial.

When not working, Karen enjoys live music, traveling and spending time with her family.



WHITNEY L. WALKER, MBA *Investment Operations Specialist*

Whitney graduated from State University of New York at Albany in 2020 and went on to earn her MBA from her alma mater in 2023. She began her career at Tennant Financial in 2025 with 5 years of experience in the finance industry which included retail banking and transitioned into a wealth management role at Goldman Sachs Ayco. Whitney currently holds through LPL Financial FINRA Series 7, 63, and 66 securities registrations.

In her free time, Whitney likes to travel, go for walks and occasionally roller skate. When she is local, you can find her attending community service events in the Albany area.



TYLER LESNIEWSKI *Investment Operations Associate*

Tyler graduated with a Bachelor of Science in Financial Management from Clemson University. He began his career at Waste Connections, Inc., overseeing financial reporting, forecasting, and operational strategy across multiple waste management districts. He later joined Kensington Investment Company, a single-family office in Boston, where he served as an Investment Analyst supporting the family's alternative investment portfolio. In this role, he conducted due diligence on new investment opportunities, built comprehensive

financial strategies, and prepared performance reports. Tyler transitioned into wealth management as a Paraplanner with Holistic Wealth Advisors before joining Tennant Financial in 2025, where he brings a diverse and well-rounded background. He currently holds FINRA Series 7 and 66 securities registrations through LPL Financial.

In his free time, Tyler enjoys golfing, playing hockey, reading, and traveling.



STEPHANIE A. VAN GRINSVEN *Marketing and Client Relations Specialist*

Stephanie began her career here at Tennant Financial while in college and has helped foster a culture of exceptional service since 2010. She spends much of her time working closely with clients, understanding their unique needs and providing individualized support. She also spearheads our social media presence and works alongside Steve, Jeremy, & Ryan to refine marketing efforts towards organic growth.

Outside the office, Stephanie enjoys staying involved within her community, regularly attending local events and connecting with those around her. She enjoys traveling with her husband, Chris, and their two children, Lincoln and Finley, with frequent trips to Disney World being a family favorite.



LISA A. SKIBA *Operations Manager*

Lisa oversees and supports a multitude of areas and operational tasks of Tennant Financial. Her strong detailed orientated skills, willingness to go the extra mile or tackle a new task strengthens our Team's commitment to exceptional client service.

When outside the office she enjoys spending time outdoors, traveling with her husband Ray, reading, family dinner/game nights, and time with grandchildren.



JENNA BADGLEY *Operations Specialist*

Jenna oversees the day-to-day operations of the office and helps support our team by maintaining an excellent experience for our clients. Joining our team in June 2021, she brings a deep level of compassion and insight after over 6 years of successful employment at a local not-for-profit organization.

Jenna loves the outdoors and fresh air. She spends much of her free time engaging in a variety of physical fitness activities. She also loves music and enjoys playing the electric bass.



Women in transition

Losing a spouse, through death or divorce, can be a difficult and complicated experience with real financial implications. Many spouses use this period to rethink financial advisor relationships; up to 98% of spouses transfer their assets to another advisor upon the loss of a partner. (Nasdaq, Personal Finance, 2016)



60%

of women 65+ report being financially confident. **Only 48% of those 55-64 do.**
(Bank of America, Women, money, confidence: A lifelong relationship, 2022)

7 of 10

women feel confident talking to a financial advisor and just 41% are comfortable investing in stocks on their own.
(Bank of America, Women, money, confidence: A lifelong relationship, 2022)

58%

say they don't have a long-term financial plan that factors for up and down economic cycles.
(Northwestern Mutual, Planning & Progress Study, 2023)

By 2030, American women are expected to control much of the

\$30 trillion

in financial assets that baby boomers will possess
(McKinsey & Company, Women as the next wave of growth in US wealth management, 2022)

At Tennant Financial, we have extensive experience assisting women during times of change and find satisfaction knowing we can help when you need us the most. Our goal is to help you enjoy the control and gain confidence in your finances — an attentive approach you deserve.

We understand that our female clients in transition have varying needs, goals and experience. Maybe you've been an active participant in your financial planning and want to revisit that plan based on changed circumstances. Maybe you want greater support and guidance in learning the ropes of your new financial reality and establishing a plan you can call your own.

Your Tennant Financial team is here to help you take ownership of your financial future and feel more assured about where you stand today.

Life is full of unexpected twists and turns, and Tennant Financial is here to help you navigate the financial and emotional aspects of these transitions. With each life stage come new financial questions we can help you answer.

Common questions before, during and after a major transition include:

- What financial items do you need to worry about now and which ones can wait?
- How do you invest now that your circumstances — and perhaps your needs and goals — have changed?
- How can you feel most comfortable making investment decisions alone?
- How do you set limits on the loved ones in your life who feel entitled to some of your assets or just want to help?
- Can you afford to stay in your home and maintain your lifestyle?

Later-life planning

For some, later life means retirement. For others, it's a change in careers or shift in duties. For still others, it's about succession and philanthropic planning. But whether you step away or stay engaged with work, the fact is your financial life takes on additional complexities as you approach and enter your retirement-age years.

Tennant Financial is deeply experienced in the range of issues and concerns our clients confront as they make life transitions. We're here not just to help you adapt to change, but to thrive in the midst of it.

It's not simply a matter of making sure you have enough money to maintain your lifestyle. It's about answering questions like:

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- How should our investment portfolio evolve given our particular circumstances?

 - What can we do to address the risk of unexpected healthcare expenses?

 - What happens if one of us dies and the other one is left alone to manage the money?

 - How can we minimize our estate and personal taxes so our children and grandchildren can enjoy what we worked so hard to give to them?
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Strategies for the many facets of your financial life

At Tennant Financial, we believe a sound, meaningful financial life involves more than net worth. Accumulation is important, but just as important is how you manage the assets you have as a steward to benefit you and your family over time.

Our 360-degree view of our clients' finances means we look at aspects and opportunities you might not have considered, from customized distribution planning to wealth transfer and beyond. Here's what we do:



FINANCIAL PLANNING

Not all financial advisors are created equal. Most advisors say they develop financial plans for clients, but do they really? And for how many clients? Is your plan a one-and-done exercise or does your advisor update it regularly? Do your homework and find the advisors that “talk the talk, and walk the walk.” From our experience, the foundation of a good advisory practice is built from the ground up — and it starts with financial planning.



DISTRIBUTION PLANNING

Most advisors don't focus much of their time here. Why? Because it's very time intensive. Here's why: Most people have individual or joint investment accounts, IRAs, Roth IRAs, 401(k)s, Social Security, pensions, deferred compensation plans, just to name a few. Include part-time work after retirement, annuities, cash-value life insurance, future inheritances, and proceeds from potentially downsizing homes, and planning becomes very complex, very quickly. In addition, each state has its own rules and Congress is constantly changing the laws. You've worked hard to build your assets and generate multiple streams of income. Tennant Financial is here to help you keep more of those dollars in your pocket rather than lose them to taxes or poor planning.



PORTFOLIO MANAGEMENT

Most investment professionals can manage money. And every financial institution evaluates the same research, just in their own proprietary way. What's the difference between us and everyone else? The difference is you. We get to know you, your family, and what's most important to you. We use that understanding to develop a customized comprehensive financial so we can strive to best advise you and best invest the monies you worked so hard to accumulate.

 ASSET LOCATION STRATEGIES

Diversification, risk, volatility, return, time horizon, liquidity... what does this mean to you and your financial outlook? Simply stated, most of our clients want to grow their investments, pay the least amount of tax, have access to some of the money when they want it, and let the rest work for them for later in life. We'll help you develop a plan that strives to do just that.

 TAX PLANNING

You know there's two things in life that are guaranteed, right? Death and taxes. Most folks expect to pay their fair share of taxes, but no one likes to pay more than that. But how much is that? This area of planning is complex, but we work with your tax professional to streamline the process, ensuring your fair share is as fair as possible.

 ESTATE PLANNING

No one enjoys end-of-life or incapacity discussions. But planning for those eventualities can be critical in protecting and preserving what you've built. We'll work with your attorney or suggest one who specializes in the field of trusts and estates. We'll also spearhead a periodic review and update your plan as the tax laws or your wishes change over time.

 INSURANCE PLANNING

Insurance is an important financial tool, one that will have many purposes throughout your life. As with many other financial considerations, your insurance should evolve with you over time and your advisor should periodically review with you as planning considerations change — including your health, cost, need, as well as purpose.



CHARITABLE/GIFT PLANNING

There are a litany of tax rules that impact charitable/gift planning and we bring you considerable experience with many strategies available today. We work with you to identify your philanthropic goals and determine the best way to accomplish them. Whether you plan to gift to your local YMCA, the American Red Cross, or your church/ synagogue, we can help identify the best assets and most efficient way to do the most good.



SOCIAL SECURITY PLANNING

Glance at the internet, and you'll find a whole host of advice about whether to collect Social Security starting at age 62, your full retirement age, or waiting until 70 to maximize your benefits. But Social Security is just one aspect of your financial life. With that in mind, we'll help you to understand in a nutshell what role this future income stream will have in your long-term financial well-being.



EMPLOYEE BENEFITS PLANNING

Most companies provide employee benefits and often times your options can become overwhelming very quickly. Many plans have unique attributes that are specific to an individual's role or industry. Let us evaluate your plans and spell out why certain benefits may be better for you than others so you can make an educated decision of how these fit into the bigger picture.





CONTINUITY/SUCCESSION PLANNING

Most businesspeople have business continuity plans in place in the event of a death or disability of a key person or partner. Yet most don't think succession planning applies to their personal lives. We find that, in most couples, there is usually one spouse who has extensive financial/planning knowledge and interest,

and one who's less engaged. Our practice works extensively with couples in anticipation of the eventuality of losing a loved one. It's not something any of us hope for — but it's something we all need to prepare for.



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