

Human Interest Advisors LLC (“Adviser” and “we”) is registered with the Securities and Exchange Commission as an investment adviser. 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 investor.gov/CRS, which also provides educational materials about broker-dealers, investment advisers, and investing.

What investment services and advice can you provide me?

Adviser provides investment advisory services to employer-sponsored retirement plans, including 401(k) Plans and 403(b) Plans (“Plan” or “Plans”) that are also regulated under the Employee Retirement Income Security Act of 1974 (“ERISA”). In connection with the Adviser’s services to Plans, the Adviser also makes available investment advisory services to Plan participants (“Participants”, “you” or “your”). Adviser offers its services to you online through a platform. A Participant can: (1) accept the Adviser’s recommendation of a portfolio (each a “Model Portfolio”) with target percentages for investment in certain Investment Vehicles (defined below) based on information provided (e.g., current age) by the Plan and Participant and assumptions we make regarding your financial circumstances and preferred risk level; (2) complete or update such information, in which case Adviser could recommend a different Model Portfolio that you can accept; (3) choose a Model Portfolio by indicating your risk tolerance; or (3) select on your own from the Plan’s available Investment Vehicles (“Participant Selected Portfolio”). For Participants who do not make one of these selections, the Adviser will select a default Model Portfolio based on the Participant’s current age (“Default Allocation”) because the Plan designated Adviser to provide investment advisory services as the “qualified default investment alternative” or “QDIA.”

The Adviser provides a limited investment offering in that Adviser provides advice with respect to limited types of investments, currently third-party open-end mutual funds and cash equivalents, and in the future could include other types of vehicles (“Investment Vehicles”). The Adviser works with each Plan to develop the group of Investment Vehicles that become the investment menu for that Plan. The Model Portfolios can range from conservative to very aggressive. Model Portfolios are reviewed by the Adviser’s investment committee on a quarterly basis.

The Participant advisory relationship is formed when the Participant uses the Adviser’s advisory services. The Adviser has discretion to manage the Model Portfolios; however, the investments in a Participant’s Model Portfolio also would depend on a Participant providing and updating their risk information on the platform and the Participant actively selecting the Adviser’s recommendation. For Participants invested in a Model Portfolio, once each quarter, the Adviser will determine whether to rebalance your account to be aligned with the applicable Model Portfolio. Additionally, unless you choose a Participant Selected Portfolio or opt-out, your account will be opted into a “glide path” resulting in your Model Portfolio being periodically adjusted to another Model Portfolio, with the goal of gradually reducing the expected portfolio risk as you age. Other than these features, Adviser will not review the Participant account to determine whether the Model Portfolio continues to be appropriate or to assess whether a different Model Portfolio would be better. Participant Selected Portfolios are non-discretionary meaning that you have the ultimate decision over purchases and sales of investments. There is not a minimum dollar amount for a Participant to establish a relationship to receive advisory services.

For additional information, please see [Regulatory Filings](#) for Form ADV - Part 2A (Brochure), Items 4 and 7.

Questions to ask us:

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?

Answers to conversation starters can be found at humaninterest.com/hia/form-crs-conversation-starters.

What fees will Participants pay?

Advisory services fees are charged at the Plan-level and are calculated based on the total amount of the Plan’s Participant account balances. Advisory fees are charged monthly. The fee is asset-based, meaning the fee is a percentage of total assets under management, is typically up to 0.50% annually and will be automatically deducted from the Plan’s assets, and the applicable portion of this fee will be reflected in the balance of your account. In the first quarter of 2024, the advisory fee was restructured and typically ranges between 0.12% and 0.15% annually, and no longer includes the custodial fee. In addition, the Recordkeeper introduced an asset-based fee that typically ranges up to 0.60%. Fees to terminated accounts are charged until the Participant account balance is zero or the assets are no longer held by the custodian. There are other fees and costs related to your investment advisory services that you incur. Investment Vehicles, such as mutual funds, have management

fees that are charged to you and certain funds charge sales charges such as 12b-1 fees (additional fees paid by the fund to an intermediary for selling or servicing the mutual fund's shares and shareholders). Adviser mitigates the conflict associated with recommending a more expensive share class by not keeping such fees. The Plan also pays other fees and costs in connection with the advisory services, including fees due to our affiliated Recordkeeper (defined below) for software, recordkeeping, user support, administration and other services and fees due to third-parties such as custodial services and brokerage or other transaction costs. The advisory fee and, effective in the first quarter of 2024, a significant portion, and possibly all, of the Recordkeeper fees (asset-based fees and SaaS fees) will be charged to your account, unless the Plan sponsor has agreed to assume these fees.

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.

For additional information, please see [Regulatory Filings](#) for Form ADV - Part 2A (Brochure), Item 5 or contact support@humaninterest.com for the Plan's current Participant Fee Disclosure.

Questions to ask us:

Help me understand how these fees and costs might affect my investment. 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:

- Adviser is wholly owned by its parent ("Recordkeeper"), which serves as the recordkeeper to the Plans. Together, the Adviser and Recordkeeper offer a bundled service, but lower fees could be available through service providers offering advisory services separately from retirement recordkeeping services.
- Adviser owns its own algorithms, but Adviser is dependent on the Recordkeeper for certain technology services, such as the online platform, ongoing development and maintenance of non-advisory services and certain resource sharing.

For additional information, please see [Regulatory Filings](#) for Form ADV - Part 2A (Brochure), Items 10, 11, and 14.

Questions to ask us:

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

How do your financial professionals make money?

Adviser's financial professionals receive compensation as full-time salaried employees, including a base salary, bonus that is not directly based on fund performance or assets under management, and stock options in Adviser's parent.

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

No. Please visit investor.gov/CRS for a free and simple search tool to research our firm and our financial professionals.

Questions to ask us:

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

Additional information

For additional information about our investment advisory services or a copy of this form, please visit [Regulatory Filings](#) or call (855)-622-7824. You may also find updated information on the SEC's website at www.adviserinfo.sec.gov.

Questions to ask us:

Who is my primary contact person? Are they 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?