Part 2A Appendix 1 of Form ADV: Wrap Fee Program Brochure

Form ADV, Part 2A, Item 1

Cover Page



January 22, 2024

FORM ADV PART 2A APPENDIX 1 WRAP FEE PROGRAM BROCHURE

This brochure provides information about the qualifications and business practices of Prevail Financial Partners, LLC. If you have any questions about the contents of this brochure, please contact us at (651) 289-6683. The information in this brochure has not been approved or verified by the United States Securities and Exchange Commission or by any state securities authority.

Additional information about Prevail Financial Partners, LLC is also available on the SEC's website at <u>www.adviserinfo.sec.gov</u>. The searchable IARD/CRD number for Prevail Financial Partners, LLC is 299552.

Prevail Financial Partners, LLC is a Registered Investment Adviser. Registration with the United States Securities and Exchange Commission or any state securities authority does not imply a certain level of skill or training. Form ADV, Part 2A Appendix 1, Item 2

Material Changes

Annual Update

The Material Changes section of this brochure will be updated annually or when material changes occur since the previous release of the Firm Brochure. Each year, we will ensure that you receive a summary of any material changes to this and subsequent brochures by April 30th. We will further provide you with our most recent brochure at any time at your request, without charge. You may request a brochure by contacting us at (651) 289-6683.

Material Changes since the Last Update

The following material changes have been made since the last Annual Update filed on January 27, 2023:

• None

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Services, Fees and Compensation

Prevail Financial Partners, LLC (hereinafter referred to as "PFP") is a Registered Investment Adviser based in Stillwater, MN. Founded in March 2019, Prevail Financial Partners, LLC provides investment advice and portfolio management services on a continuing basis, which may include the review of client investment objectives and goals, recommending asset allocation strategies of managed assets among investment products such as cash, stocks, mutual funds, options, bonds and annuities, and/or preparing written investment strategies. Our investment advice is tailored to meet our clients' needs and investment objectives. Clients may impose restrictions on investing in certain securities or types of securities (such as a product type, specific companies, specific sectors, etc.) by providing a signed and dated written notification, of which an e-mail is also an acceptable form of notification. PFP also provides financial planning consulting services including risk assessment/management, investment planning, estate planning, financial organization, or financial decision making/negotiation and retirement planning.

A "wrap fee program" for purposes of the SEC is a program under which investment advisory and brokerage execution services are provided for a single "wrapped" fee that is not based on the transactions in a client account. PFP provides non-discretionary investment advisory services to some of its clients through a managed account program ("the Wrap Fee Program"). PFP will assist clients in determining the suitability of the Wrap Fee Program for the client.

In order for PFP to provide asset management services, we request you utilize the brokerage and custodial services of Charles Schwab & Co., Inc. Member FINRA/SIPC ("Schwab"), for which we have an existing relationship. Charles Schwab & Co., Inc. and Prevail Financial Partners, LLC are separate companies and not affiliated.

WRAP FEE PROGRAM

PFP's Wrap Fee Program is offered as a part of the Asset Management Services described above. PFP provides portfolio management services for this program based on the Client's investment goals and objectives. Managed Accounts are available to primarily individuals and high net worth individuals.

Fees and Compensation

The following types of fees will be assessed:

Asset Management – Fees are charged in arrears and are based primarily on asset size and the level of complexity of the services provided. In individual cases, PFP has the sole discretion to negotiate fees that are lower than the standard fee shown or to waive fees. Fees are not based on the share of capital gains or capital appreciation of the funds or any portion of the funds. Comparable services for lower fees may be available from other sources. Fees for the initial month will be prorated based upon the number of calendar days in the calendar month that the

advisory agreement is in effect. Fees are based on the average daily balance of the previous month. Annual fees range from .70% - 1.50% depending on the amount of assets under management ("AUM") – See chart below. Consulting services are included in these fees for asset management services with the exception of unique circumstances that may require a separate agreement for financial planning services (description and fees are discussed below). If the situation warrants separate financial planning fees, it will be discussed upfront and a separate agreement will be negotiated.

Fee Schedule for Asset Management:

Total Account Value	Maximum Annual Advisory Fee
Under \$100,000	1.50%
\$100,001 - \$999,999	1.15%
\$1,000,000 - \$1,999,999	0.90%
\$2,000,000 or more	0.70%

If a higher breakpoint is reached due to market fluctuation, the lower fee will be effective only after the total investment value remains at that higher breakpoint level for 3 consecutive months. As authorized in the client agreement, the account custodian withdraws PFP's advisory fees directly from the clients' accounts according to the custodian's policies, practices, and procedures. The custodian in turn remits these fees to PFP. The custodial statement includes the amount of any fees paid directly to PFP to manage the account. Prevail Financial Partners, LLC also sends quarterly invoices detailing the manner and amount of advisory fees to all clients. You should compare the statement we send to your custodian/broker-dealer's statement and verify the calculations. If the account does not contain sufficient funds to pay advisory fees, PFP has limited authority to sell or redeem securities in sufficient amounts to pay advisory fees. With the exception of IRA accounts, clients may reimburse the account for advisory fees paid to PFP.

Fees are charged in arrears on a monthly basis, meaning that advisory fees for a month are charged on the fifth day of the following month. Clients may terminate investment advisory services obtained from PFP, without penalty, upon written notice within five (5) business days after entering into the advisory agreement with PFP. The client is responsible for any fees and charges incurred by the client from third parties as a result of maintaining the account such as transaction fees for any securities transactions executed and account maintenance or custodial fees. Thereafter, the client may terminate advisory services upon written notice delivered to and received by PFP. Clients who terminate investment advisory services during a month are charged a prorated advisory fee based on the date of PFP's receipt of client's written notice to terminate. Any earned but unpaid fees are immediately due and payable.

Financial Planning – Financial planning services are charged in advance through a fixed fee or hourly arrangement as agreed upon between the client and Prevail Financial Partners, LLC. There will never be an instance where \$500 or more in fees is charged six or more months in advance. Hourly fees are generally charged when the scope of services cannot be determined or if the services are limited to one meeting. Fixed fees are generally quoted to the client for longer

term consulting projects. Fees are negotiable and vary depending upon the complexity of the client situation and services to be provided. Hourly fees are a fixed rate of \$275 per hour. Similar financial planning services may be available elsewhere for a lower cost to the client. Fixed fees for longer-term consulting projects or ongoing services range from \$800 to \$3,000 per project, or annually if a retainer for ongoing services. An estimate for total hours and charges is determined at the start of the advisory relationship.

Clients may be invoiced monthly for all time spent by PFP as agreed upon by client or upon completion of the services if more than a month. Clients who wish to terminate the planning process prior to completion may do so with written notice. Upon receipt of written notification, any fee earned by PFP but unpaid at termination will immediately become due and payable. A client may terminate an advisory agreement without being assessed any fees or expenses within five (5) business days of its signing.

Additional Fees and Expenses

Our wrap fee covers our advisory services and the brokerage services provided by Schwab, including custody of assets, equity trades, ETFs, and agency transactions in fixed income securities. As a result, we have an incentive to execute transactions for your account at Schwab. We do not charge our clients higher advisory fees based on their trading activity, but you should be aware that we have an incentive to limit our trading in your account(s) because we are charged for executed trades.

Our wrap fee does not cover all fees and costs. The fees not included in the wrap fee include charges imposed directly by a mutual fund, index fund, or exchange traded fund which shall be disclosed in the fund's prospectus (i.e., fund management fees and other fund expenses), mark-ups and mark-downs, spreads paid to market makers, fees (such as a commission or markup) for trades executed away from Schwab at another broker-dealer, wire transfer fees and other fees and taxes on brokerage accounts and securities transactions.

In addition to advisory fees paid to PFP as explained above, clients are charged custodial service, account maintenance, transaction, and other fees associated with maintaining the account, however PFP pays some or all of these fees for designated Wrap Accounts. Therefore, these fees are included in the fee schedule above. These fees vary by broker dealer and/or custodian. Additionally, for any mutual funds purchased, the client may pay their proportionate share of the funds' distribution, internal management, investment advisory and administrative fees. Such fees are not shared with PFP and are compensation to the fund manager. Clients are urged to read the mutual fund prospectus prior to investing.

Mutual fund companies impose internal fees and expenses on clients. These fees are in addition to the costs associated with the investment advisory services as described above. Complete details of such internal expenses are specified and disclosed in each mutual fund company's prospectus. Clients are strongly advised to review the prospectus(es) prior to investing in such securities.

Mutual funds purchased or sold in broker-dealer accounts may generate transaction fees that would not exist if the purchase or sale were made directly with the mutual fund company.

Mutual funds held in broker-dealer accounts also charge management fees. These mutual fund management fees may be more or less than the mutual fund management fees charged if the client held the mutual fund directly with the mutual fund company.

Clients may purchase shares of mutual funds directly from the mutual fund issuer, its principal underwriter, or a distributor without purchasing the services of PFP or paying the advisory fee on such shares (but subject to any applicable sales charges). Certain mutual funds are offered to the public without a sales charge. In the case of mutual funds offered with a sales charge, the prevailing sales charge (as described in the mutual fund prospectus) may be more or less than the applicable advisory fee. However, clients would not receive PFP's assistance in developing an investment strategy, selecting securities, monitoring performance of the account, and making changes as necessary.

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Account Requirements and Types of Clients

PFP offers investment advisory services primarily to individuals and high net worth individuals. There is a \$100,000.00 minimum account size to open and maintain an advisory account.

Form ADV, Part 2A Appendix 1, Item 6

Portfolio Manager Selection and Evaluation

PFP may act as the portfolio manager for its Wrap Fee Program accounts. There is no conflict of interest with the arrangement.

Advisory Business

Prevail Financial Partners, LLC (hereinafter referred to as "PFP") is a Registered Investment Adviser based in Stillwater, MN. Founded in March 2019, Prevail Financial Partners, LLC provides investment advice and portfolio management services on a continuing basis, which may include the review of client investment objectives and goals, recommending asset allocation strategies of managed assets among investment products such as cash, stocks, mutual funds, options, bonds and annuities, and/or preparing written investment strategies. Our investment advice is tailored to meet our clients' needs and investment objectives. Clients may impose restrictions on investing in certain securities or types of securities (such as a product type, specific companies, specific sectors, etc.) by providing a signed and dated written notification, of which an e-mail is also an acceptable form of notification. PFP also provides financial planning consulting services including risk assessment/management, investment planning, estate planning, financial organization, or financial decision making/negotiation and retirement planning.

Prevail Financial Partners, LLC provides investment advisory and other financial services through its Investment Advisory Representatives ("IAR") to accounts opened with Prevail Financial Partners, LLC. Managed Accounts are available to individuals and high net worth individuals.

Asset Management

Prevail Financial Partners, LLC provides non-discretionary investment advisory services to some of its clients through various managed account programs. Prevail Financial Partners, LLC will assist clients in determining the suitability of the Managed Account Programs for the client. The IAR is compensated through a comprehensive single fee and the account may be assessed other charges associated with conducting a brokerage business. The firm and its IAR, as appropriate, will be responsible for the following:

- Performing due diligence
- Recommending strategic asset and style allocations
- Providing research on investment product options, as needed
- Providing client risk profile questionnaire
- Obtaining investment advisory contract from client with required financial, risk tolerance,

suitability and investment vehicle selection information for each new account

• Performing client suitability check on account documentation, reviewing the investment

objectives and evaluating the investment vehicle selections

• Providing Firm Brochure (this document)

PFP may recommend a Wrap Fee Program for the client's account(s). A "Wrap Fee Program" for purposes of the SEC is a program under which investment advisory and brokerage execution services are provided for a single "wrapped" fee that is not based on the transactions in a client account. PFP provides non-discretionary investment advisory services to some of its clients through a Wrap Fee Program. PFP will assist clients in determining the suitability of the Wrap Fee Program for the client. Wrap Fee Program accounts recommended by PFP are not managed differently from non-Wrap Fee Program accounts. Because brokerage execution costs are included in the client's overall advisory fee, the client's fee may be greater than those that have accounts in non-Wrap Fee Program accounts, however fees will not exceed the fee schedule stated in this Wrap Fee Brochure. All clients with Wrap Fee Program accounts will be provided with this Wrap Fee Brochure. This Brochure is focused on Wrap Fee Program accounts.

As of January 12, 2024, Prevail Financial Partners, LLC has \$0 assets of under discretionary management and \$46,188,700 under non-discretionary management.

Performance-Based Fees and Side by Side Management

PFP does not charge performance-based fees or participate in side-by-side management. Sideby-side management refers to the practice of managing accounts that are charged performancebased fees while at the same time managing accounts that are not charged performance-based fees. Performance-based fees are fees that are based on a share of capital gains or appreciation of the assets of a client. Our fees are calculated as described in Fees and Compensation section above, and are not charged on the basis of performance of your advisory account.

Methods of Analysis, Investment Strategies, and Risk of Loss

PFP's methods of analysis and investment strategies incorporate the client's needs and investment objectives, time horizon, and risk tolerance. PFP is not bound to a specific investment strategy for the management of investment portfolios, but rather consider the risk tolerance range of each portfolio and the risk level of each level when the account is opened. Examples of methodologies that our investment strategies may incorporate include:

Asset Allocation – Asset Allocation is a broad term used to define the process of selecting a mix of asset classes and the efficient allocation of capital to those assets by matching rates of return to a specified and quantifiable tolerance for risk. Asset Allocation has the potential of all the risks listed below.

Dollar-Cost Averaging – Dollar-cost averaging is the technique of buying a fixed dollar amount of securities at regularly scheduled intervals, regardless of the price per share. This will gradually, over time, decrease the average share price of the security. Dollar-cost averaging lessens the risk of investing a large amount in a single investment at the wrong time. Dollar-Cost Averaging has the potential of all the risks listed below.

Technical Analysis – involves studying past price charts, patterns and trends in the financial markets to predict the direction of both the overall market and specific stocks. Technical Analysis has the potential of all the risks listed below.

Long-Term Purchases – securities purchased with the expectation that the value of those securities will grow over a relatively long period of time, generally greater than one year. Long-Term Purchases have the potential of all the risks listed below.

Short-Term Purchases – securities purchased with the expectation that they will be sold within a relatively short period of time, generally less than one year, to take advantage of the securities' short term price fluctuations. Short-term Purchases primarily have the potential of Market Risk, Business Risk, and Liquidity Risk as listed below.

Our strategies and investments may have unique and significant tax implications. Regardless of your account size or other factors, we strongly recommend that you continuously consult with a tax professional prior to and throughout the investing of your assets.

Investing in securities involves risk of loss that clients should be prepared to bear. Although we manage your portfolio with strategies and in a manner consistent with your risk tolerances, there can be no guarantee that our efforts will be successful. You should be prepared to bear the risk of loss.

All investments involve the risk of loss, including (among other things) loss of principal, a reduction in earnings (including interest, dividends, and other distributions), and the loss of

future earnings. Regardless of the methods of analysis or strategies suggested for your particular investment goals, you should carefully consider the nature of each of these risks.

PFP's primary goal for investing is to help the client maintain purchasing power over the long term. This may result in short term variability and loss of principal. Time horizon and risk tolerance are key determinates of the proper asset allocation. PFP's approach focuses on taking appropriate risks for which clients are compensated (i.e. market risk) and seeking to limit or eliminate risks that do not provide compensation over the long term (i.e. individual stock risk or lack of portfolio risk).

Below are some more specific risks of investing:

Market Risk. The prices of securities in which clients invest may decline in response to certain events taking place around the world, including those directly involving the companies whose securities are owned by the client or an underlying fund; conditions affecting the general economy; overall market changes; local, regional or global political, social or economic instability; and currency, interest rate and commodity price fluctuations. Investors should have a long-term perspective and be able to tolerate potentially sharp declines in market value.

Management Risk. PFP's investment approach may fail to produce the intended results. If our perception of the performance of a specific asset class or underlying fund is not realized in the expected time frame, the overall performance of client's portfolio may suffer.

Equity Risk. Equity securities tend to be more volatile than other investment choices. The value of an individual mutual fund or ETF can be more volatile than the market as a whole. This volatility affects the value of the client's overall portfolio. Small- and mid-cap companies are subject to additional risks. Smaller companies may experience greater volatility, higher failure rates, more limited markets, product lines, financial resources, and less management experience than larger companies. Smaller companies may also have a lower trading volume, which may disproportionately affect their market price, tending to make them fall more in response to selling pressure than is the case with larger companies.

Fixed Income Risk. The issuer of a fixed income security may not be able to make interest and principal payments when due. Generally, the lower the credit rating of a security, the greater the risk that the issuer will default on its obligation. If a rating agency gives a debt security a lower rating, the value of the debt security will decline because investors will demand a higher rate of return. As nominal interest rates rise, the value of fixed income securities is likely to decrease. A nominal interest rate is the sum of a real interest rate and an expected inflation rate.

Municipal Securities Risk. The value of municipal obligations can fluctuate over time, and may be affected by adverse political, legislative and tax changes, as well as by financial developments that affect the municipal issuers. Because many municipal obligations are issued to finance similar projects by municipalities (e.g., housing, healthcare, water and sewer projects, etc.), conditions in the sector related to the project can affect the overall municipal market. Payment of municipal obligations may depend on an issuer's general unrestricted revenues, revenue generated by a specific project, the operator of the project, or government appropriation or aid. There is a greater risk if investors can look only to the revenue generated by the project. In

addition, municipal bonds generally are traded in the "over-the-counter" market among dealers and other large institutional investors. From time to time, liquidity in the municipal bond market (the ability to buy and sell bonds readily) may be reduced in response to overall economic conditions and credit tightening.

Investment Companies Risk. When a client invests in open end mutual funds or ETFs, the client indirectly bears its proportionate share of any fees and expenses payable directly by those funds. Therefore, the client will incur higher expenses, many of which may be duplicative. In addition, the client's overall portfolio may be affected by losses of an underlying fund and the level of risk arising from the investment practices of an underlying fund (such as the use of derivatives). ETFs are also subject to the following risks: (i) an ETF's shares may trade at a market price that is above or below their net asset value; (ii) the ETF may employ an investment strategy that utilizes high leverage ratios; or (iii) trading of an ETF's shares may be halted if the listing exchange's officials deem such action appropriate, the shares are de-listed from the exchange, or the activation of market-wide "circuit breakers" (which are tied to large decreases in stock prices) halts stock trading generally. PFP has no control over the risks taken by the underlying funds.

Voting Client Securities

PFP does not vote proxies on behalf of Client advisory accounts. At the Client's request, PFP may offer the Client advice regarding corporate actions and the exercise of proxy voting rights. If the Client owns shares of common stock or mutual funds, the Client is responsible for exercising the right to vote as a shareholder.

In most cases, the Client will receive proxy materials directly from the account custodian. However, in the event PFP receives any written or electronic proxy materials, we would forward them directly to the Client by mail, unless the Client has authorized our firm to contact you by electronic mail, in which case, PFP would forward any electronic solicitation to vote proxies.

Form ADV, Part 2A Appendix 1, Item 7

Client Information Provided to Portfolio Managers

PFP may directly provide the portfolio management services for the Wrap Fee Program accounts. As such, PFP receives all information provided by the Client through a formal Needs Analysis and consultation with the Client. Advice is provided through consultation with the client and may include: determination of financial objectives, identification of financial problems, cash flow management, tax planning, insurance review, investment management, education funding, retirement planning, and estate planning.

Form ADV, Part 2A Appendix 1, Item 8

Client Contact with Portfolio Managers

There are no restrictions placed on PFP's clients' ability to contact and consult with their portfolio manager(s).

Form ADV, Part 2A Appendix 1, Item 9

Additional Information

Disciplinary Information

PFP or its Principal Executive Officers have not had any reportable disclosable events in the past ten years.

Other Financial Industry Activities and Affiliations

The IARs of PFP are not currently registered with any broker dealer.

Neither PFP nor its representatives are registered as a Futures Commission Merchant, Commodity Pool Operator, or a Commodity Trading Advisor.

Code of Ethics, Participation or Interest in Client Transactions and Personal Trading

PFP's Code of Ethics includes guidelines for professional standards of conduct for our Associated Persons. Our goal is to protect client interests at all times and to demonstrate our commitment to fiduciary duties of honesty, good faith, and fair dealing. All of PFP's Associated Persons are expected to strictly adhere to these guidelines. Persons associated with PFP are also required to report any violations to the Code of Ethics. Additionally, the firm maintains and enforces written policies reasonably designed to prevent the misuse or dissemination of material, non-public information about our clients or client accounts by persons associated with our firm.

PFP may buy or sell securities for itself that we also recommend to clients. In addition, the individual IARs may buy or sell the same securities for their personal and family accounts that are bought and sold for your account(s).

PFP or its IARs may have an interest or position in a certain security, which may also be recommended to the client. As these situations may present a conflict of interest, PFP has established the following restrictions in order to ensure its fiduciary responsibilities:

1. A director, officer or employee of the advisor shall not buy or sell a security for their personal portfolio(s) where their decision is substantially derived, in whole or part, by reason of his or her employment, unless the information is also available to the investing public. No owner/employee of PFP shall prefer their own interest to that of the client.

2. The advisor maintains a list of all securities held by the company and all directors, officers, and employees. These holdings are reviewed on a quarterly basis by the principal of the firm.

3. The advisor requires that all employees must act in accordance with all applicable Federal and State regulations governing registered investment advisors.

4. The advisor will monitor any blocking of personal trades with those of clients to ensure that clients are not at a disadvantage.

PFP's Code of Ethics is available to you upon request. You may obtain a copy of our Code of Ethics by contacting Jesse Sell at (651) 289-6683.

PFP does not recommend or select other investment advisors to our clients for which we receive compensation, directly or indirectly, from those advisors, nor do we have business relationships with any other investment advisors.

Review of Accounts

Client accounts are reviewed at least quarterly by Jesse Sell, the Principal Executive Officer of the firm. Client accounts are reviewed with regard to their investment policies and risk tolerance levels. All accounts at PFP are reviewed by this reviewer.

Reviews may also be triggered by material market, economic or political events, or by changes in client's financial situations (such as retirement, termination of employment, physical move, or inheritance).

Each client will receive at least quarterly a written report that details the clients' account which may come from the custodian.

Client Referrals and Other Compensation

PFP does not compensate any individual or firm for client referrals, nor does PFP receive compensation for referrals made to other professional service providers.

Financial Information

PFP is not required to provide financial information to our clients because we do not require or solicit the prepayment of more than \$500 six or more months in advance.

Form ADV, Part 2A Appendix 1, Item 10

Requirements for State-Registered Advisers

Principal Executive Officers and Management Persons Education and Business Background:

Jesse Sell Managing Principal and CCO

Business Background:

Prevail Financial Partners, LLC, Managing Principal and CCO, MN, March 2019 - Present

Ameriprise Financial Services, Inc., Financial Advisor, MN, June 2008 - February 2019

Piper Jaffray Companies, Equity Trader, MN, February 1992 - March 2008

Educational Background:

University of St. Thomas, Opus College of Business, Bachelor of Arts in Business Administration – Financial Management, Graduated: 1989

Relevant Designations

CERTIFIED FINANCIAL PLANNER TM Practitioner (CFP®)

This program is sponsored by the CFP Board of Standards. Before applying for the CFP® Certification Examination, you need to meet the six course education requirements (or their equivalent) as set by CFP Board as well as a financial plan development course registered with CFP Board. Additionally, a bachelor's degree (or higher), or its equivalent, in any discipline, from an accredited college or university is required to attain CFP® certification. Additional requirements include successful completion of the CFP® Certification Examination, which tests your ability to apply your financial planning knowledge to client situations. The 10-hour exam is divided into three separate sessions. Because of the integrated nature of financial planning, however, each session may cover all topic areas (personal financial planning, risk management, income taxes, investments, retirement planning, and estate planning). In addition to the education requirements, there is an experience requirement, which is currently at least three years of qualifying full-time work experience in personal financial planning. There are additional requirements for candidates and registrants to pass Fitness Standards and a Background Check and to agree to abide by CFP Board's Code of Ethics and Professional Responsibility, Rules of Conduct and Financial Planning Practice Standards. Certificants must continue to meet continuing education requirements which presently include obtaining 30 hours of continuing education in selected subjects every two calendar years, including a two-hour CFP Ethics course. For more details, see www.cfp.net.

CHARTERED RETIREMENT PLANNING COUNSELOR (CRPC®)

Chartered Retirement Planning Counselor (CRPC) is a professional financial planning designation awarded by the College for Financial Planning. Individuals may earn the CRPC designation by completing a study program and passing a final multiple-choice examination. The CRPC program is developed with a focus on client-centered problem solving. Applicants gain indepth knowledge of individuals' needs both before and after retirement. The College for Financial Planning describes the program as helping financial planners and advisers define and create a "road map for retirement" for their clients. Successful applicants earn the right to use the CRPC designation with their names for two years, which can improve job opportunities,

professional reputation and pay. Every two years, CRPC professionals must complete 16 hours of continuing education and pay a small fee to continue using the designation.