
FIDUCIARY ADVISORS INC.

REGISTERED INVESTMENT ADVISOR

**John F. Hefele, CPA
President
Fiduciary Advisors, Inc.**

John F. Hefele is fee-based registered investment advisor, working primarily in the area of investment consulting for 401(k), profit sharing and pension plans. John has over 25 years experience working with qualified plans including plan design, administration and investment consulting. John is currently registered with the U.S. Securities Exchange Commission as required under the Investment Advisers Act of 1940.

John is a graduate of the University of Missouri-Columbia where he also earned an MBA in Finance. In addition, he is a Certified Public Accountant (CPA) and has taught numerous courses on ERISA for the American Society of Pension Actuaries. John has been a frequent speaker on ERISA topics.

John is the President of Fiduciary Advisors, Inc. Fiduciary Advisors was created to meet the need for objective and independent investment advice for the plan sponsor and trustees of qualified plans. To assure the unbiased nature of the advice, they choose to be a fee-only advisor. This means they charge only for their advice and the oversight of the plan's investments. Fiduciary Advisors does not receive compensation from any source other than the client.

Prior to starting Fiduciary Advisors in July 2000, John spent eight years with The Benefits Group of Rubin, Brown, Gornstein and Company, LLP. While a Principal with The Benefits Group, he developed this practice area was responsible for compliance and administration of over 250 qualified plans.