

ELSER FINANCIAL PLANNING, INC.

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Firm Brochure

(Part 2A of Form ADV)

This brochure provides information about the qualifications and business practices of Elser Financial Planning, Inc. If you have any questions about the contents of this brochure, please contact us at: 317-731-5615 or by email at: admin@elserfp.com. 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 Elser Financial Planning, Inc. is available on the SEC's website at www.adviserinfo.sec.gov. The searchable IARD/CRD number for Elser Financial Planning, Inc. is 143311.

Elser Financial Planning, Inc is a registered Investment Advisor. Registration with the SEC and other state securities authorities does not imply a certain level of skill or training.

This brochure was last updated on February 15, 2023.

Material Changes

This brochure, dated 2/15/2023, reflects assets under management and number of client accounts as of 12/31/2022.

No material changes to this brochure have occurred since the last filing on June 21, 2022.

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Advisory Business

Firm Description

Elser Financial Planning, Inc. (hereafter referred to as EFP) was founded in 2007. Susan Elser is the principal owner of Elser Financial Planning, Inc., and all other shareholders have less than 10%/each ownership of the firm. The firm is not publicly owned or traded.

As of 12/31/2022, EFP managed \$660,679,285 in assets on a discretionary basis in 1,200 accounts.

Types of Advisory Services

EFP provides personalized, confidential financial planning and investment management to individuals, trusts, estates, charitable organizations and small businesses.

Financial planning is provided through consultation with our clients and may include: determination of financial objectives, identification of financial problems, cash flow management, tax planning, insurance review, investment allocation, education funding, retirement planning and estate planning.

Investment management is provided with our clients' guidance in respect to their overall risk tolerance, tax situation, cash flow needs and desired asset allocation. EFP places trades for clients under a limited power of attorney, and clients receive statements and trade confirmations from an independent custodian.

Investment management agreements may not be assigned without client consent.

EFP is strictly a fee-only financial planning and investment management firm. We do not sell annuities or insurance, nor invest in any mutual funds or limited partnerships that pay a commission or sales load to the firm. We are not affiliated with entities that sell such financial products or securities. No commissions in any form are accepted. No finder's fees are accepted.

Non-Participation in Wrap Fee Programs

EFP as a matter of policy and practice does not sponsor any wrap fee programs. By definition, a wrap fee program bundles or wraps investment advice, custody and execution services under one contract for a single fee.

Fees and Compensation

Description

Our fees are based on either a percentage of assets under management, hourly charges, comprehensive financial plan fees or fixed fees. These fees are outlined in greater detail below.

An introductory meeting, which may be by telephone or in person, is free of charge and is an exploratory interview to determine the extent to which our financial planning and/or investment management services may be beneficial to the client.

Our relationship with each client is non-exclusive; in other words, EFP provides investment advisory services and financial planning services to multiple clients. We seek to avoid situations in which one client's interest may conflict with the interest of another of our clients.

Comprehensive Financial Planning Services and Fees

Financial plans are priced according to the degree of complexity and typically range from \$3,500 to \$10,000. Clients are asked to sign a "Letter of Agreement" outlining the scope of the financial plan and the plan fee. In the event that the client's situation is substantially different than disclosed at the onset of the engagement, a revised fee will be provided for mutual agreement.

After delivery of a financial plan, clients can continue to engage EFP on an hourly basis at the rate of \$200 - \$350 per hour or for a fixed fee.

Investment Management Services and Fees

EFP clients sign an "Investment Advisory Agreement" outlining all aspects of investment management services and fees.

EFP investment management fee is a tiered schedule as follows*:

Account Balance:	Annual Fee as a % of Assets:
The first \$2,000,000	.65%
Assets between \$2,000,001 – \$3,999,999	.55%
Assets between \$4,000,000 – \$4,999,999	.45%
Assets \$5,000,000 – over	.35%

Investment management fees are billed quarterly, in arrears, meaning that clients are invoiced after the three-month billing period has ended. The first quarter fees are pro-rated. Generally fees are deducted from the client's account to facilitate billing. Clients consent in advance to direct debiting of their investment account.

* Clients with investments of less than \$500,000 may be subject to a minimum annual investment management fee of \$3,250. This fee may be waived in certain circumstances, such as anticipated future deposits, financial planning fees paid, or a decline in AUM due to market conditions. Investment management fees may be higher when out of state travel is involved, may be waived or discounted at EFP's sole discretion, and are not charged on EFP employee accounts. The fee schedule for clients prior to 1/1/2023 may differ from above as outlined in their Investment Advisory Agreement.

EFP does not receive any compensation, in any form, from fund companies.

Hourly Planning Services and Fees

EFP offers limited scope/hourly planning, typically for younger clients, at a rate of \$200/hour - \$350/hour.

Fixed Fees

Fixed fees are priced based on the complexity of work and are billed quarterly in arrears.

Other Fees

Custodians may charge transaction fees on purchases or sales of certain mutual funds, bonds or stocks. These transaction charges are usually small and incidental to the purchase or sale of a security.

Mutual funds and exchange traded funds (ETF) incur internal operating expenses referred to as an expense ratio. For example, an expense ratio of 0.24 means that the mutual fund/ETF company charges 0.24% for its services. These fees are in addition to the fees paid by the client to EFP.

Termination of Agreement

Clients may terminate agreements within 5 days of signing the "Letter of Agreement" or "Investment Advisory Agreement" without incurring any fees. At any time after the 5 days, clients may terminate agreements by notifying EFP in writing and may be charged a pro-rated fee.

EFP may terminate agreements at any time by notifying the client in writing and may bill a pro-rated fee for time spent prior to termination.

Performance-Based Fees and Side-by-Side Management

EFP does not accept performance-based fees nor manage accounts which impose performance-based fees.

Types of Clients

EFP provides financial planning and/or investment advice to individuals, business entities, charitable organizations, trusts or estates.

EFP typically provides investment management services to clients with portfolios of \$500,000 or greater.

Methods of Analysis, Investment Strategies and Risk of Loss

Methods of Analysis

Security analysis methods may include charting, fundamental analysis, technical analysis and cyclical analysis.

The main sources of information include financial newspapers and magazines, research materials prepared by others, corporate rating services, annual reports, prospectuses, and filings with the Securities and Exchange Commission.

Other sources of information that we use include Dimensional Fund Advisors research, Charles Schwab & Company's research services and various financial websites.

Investment Strategies

EFP investment clients are required to complete and sign an "Investment Policy Statement" which documents their current investment situation, federal tax bracket, investment knowledge, risk tolerance, investment objectives, time horizon for the invested assets and desired investment strategy.

This information becomes the basis for the strategic asset allocation plan which we believe will best meet the client's stated long term, personal financial goals. The "Investment Policy Statement" is reviewed and updated periodically and clients may request changes at any time.

The investment advice which we provide is based upon long-term investment strategies which incorporate the principles of Modern Portfolio Theory.

We utilize no-load, low-cost, passive, tax-efficient, well-diversified stock and bond mutual funds/ETFs, individual bonds, CD's and other similar investments to develop globally diversified portfolios.

We typically recommend Dimensional Funds Advisors (DFA) stock funds/ETFs and a combination of DFA and Vanguard bond funds/ETFs. The passively managed DFA stock funds/ETFs offer broad diversification, tilting toward companies of smaller market capitalization and those with a relatively low market value to book value ratio (i.e. "value style" investing). DFA stock fund/ETF internal expenses are generally lower than the

internal expenses incurred by most other stock funds when comparing funds in the same asset class. On a quarterly basis we review the Schwab mutual fund reports cards for the funds/ETFs we use and compare historical performance, historical risk and internal expense to both the fund/ETF category average and the comparable index.

Client portfolios may also include some individual stock securities or individual bonds, but these are generally part of a client's investment holdings prior to becoming a client of EFP.

We generally recommend stock investment strategies that focus on long-term appreciation for tax efficiency. However, we recommend fixed income investment strategies based on the interest rate climate and credit quality.

Retirement Plan Advice and Rollovers

As a registered investment adviser, our firm is a fiduciary to every client, meaning that we are obligated to act in our clients' best interests at all times. In addition to our fiduciary status as an investment adviser firm, when our firm provides advice to retirement investors, such as advice on an employer-sponsored retirement plan, Individual Retirement Account (IRA) or other qualified retirement plan, we may also be considered by the Department of Labor and the Internal Revenue Service to be acting as a fiduciary under Title I of ERISA and the Internal Revenue Code. These fiduciary obligations include requirements that we disclose our services and fees, conflicts of interest, and the reasons our recommendations are in the client's best interests.

After an analysis of the client's situation and plan documents, we will consider relevant factors including but not limited to the following:

- Alternatives to rolling the employer plan to an IRA, including leaving the money in an employer's retirement plan (if permitted); rolling the money to a new employer plan if available; or cashing out
- The fees and expenses associated with both the employer's plan and the rollover IRA and whether the employer current pays for some or all of the plan's expenses
- The different levels of services and investments available under the employer plan and the rollover IRA, and other alternatives
- How withdrawals are treated under each alternative
- Protection from creditors and legal judgments
- Required minimum distribution
- Any other relevant variables particular to the client's situation

Risk of Loss

All investments have certain risks. Our investment approach is to educate clients on these risks and select only those risks that they can tolerate in exchange for potential return.

Disciplinary Information

EFP and its employees *HAVE NOT* been involved in legal or disciplinary events related to past or present investment clients.

Other Financial Industry Activities and Affiliations

EFP and its employees are *NOT* registered broker-dealers, municipal securities dealers, government securities dealers or brokers, future commission merchants, commodity pool operators, commodity trading advisors or associated persons of the foregoing entities.

EFP *DOES NOT* have any relationship or arrangement that involves any remuneration of fees.

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

EFP has adopted a Code of Ethics in compliance with Rule 204A-1 of the Investment Advisors Act of 1940. The key component of our Code of Ethics states:

EFP and its investment advisor representatives and employees shall always:

- *Act in the best interests of each and every client;*
- *Act with integrity and dignity when dealing with clients, prospects, team members and others;*
- *Seek at all times to preserve our firm's independence and to maintain our complete objectivity with respect to our advisory services and each recommendation made to our clients.*

The Code of Ethics further includes our firm's policy prohibiting the use of material non-public information and protecting the confidentiality of client information.

To supervise compliance with our Code of Ethics, we require that all employees provide duplicate statements and confirmations on all personal trading accounts to the firm's Chief Compliance Officer on no less than a quarterly basis.

EFP requires that all individuals must act in accordance with all applicable Federal and State regulations governing registered investment advisory practices. Any individual not in observance of the above may be subject to termination.

EFP and its related persons, as a matter of policy, do not recommend to clients nor buy or sell for client accounts, securities in which the firm or its related persons have a material financial interest.

EFP provides that individuals associated with the firm may buy or sell securities for their personal accounts identical or different than those recommended to clients. However, it is the expressed policy of the firm that no person employed by the firm shall prefer his or her own interest to that of the client nor make personal investment decisions based on investment decisions of the clients.

The complete EFP Code of Ethics is available for review by clients and prospective clients upon request.

Brokerage Practices

Selecting Brokerage Firms

Annually, we compare Charles Schwab & Co., Inc. and Fidelity as custodians in the areas of proven integrity, financial responsibility, on-going high-quality service, branch office availability and reasonable commission rates of the firm. After evaluating the firms listed, we continue to recommend that clients establish brokerage accounts with the Schwab Institutional division of Charles Schwab & Co., Inc. (Schwab) to maintain custody of the clients' assets and to effect trades for their accounts. Schwab is a FINRA registered broker-dealer and member of SIPC/NYSE. Schwab Institutional provides EFP with access to them as long as a total of at least \$10 million of our clients' account assets are maintained at Schwab.

Schwab does not charge for custody of clients' accounts, but is compensated by account holders through trading commissions or other transaction-related fees that are executed through Schwab or that settle into Schwab accounts.

The benefits provided by Schwab Institutional include assistance with practice management and assistance with the management of client accounts, including but not limited to: (a) receipt of duplicate client confirmations; (b) receipt of electronic duplicate statements; (c) access to a trading desk serving investment adviser firm participants exclusively and providing research, pricing information, and other market data; (d) access to the investment advisor portion of their web sites which includes practice management articles, compliance updates and other financial planning related information and research materials (including, for example, rating reports on individual companies from Standard and Poors' or other sources); (e) access to Schwab Performance Technologies software and to other vendors (such as insurance or compliance providers or providers of research or other materials) on a discounted fee basis through discounts arranged by the custodian; (f) permitting EFP to access an electronic communication network for client order entry and to access clients' account information which may otherwise assist us with our back-office functions, including recordkeeping and client reporting; and (g) conferences which advisors and employees of our firms may attend (with no registration fees) and receive education on issues such as practice management, marketing, investment theory, financial planning, business succession, regulatory compliance and information technology.

EFP has trading authority only on two accounts held on the Fidelity Family Office platform.

EFP *DOES NOT* receive fees or commissions from any of these arrangements or other soft dollars.

About Our Relationships with Investment Product Providers

Following a stringent interview process, EFP was granted access by Dimensional Funds Advisors (DFA) to its mutual funds. Dimensional Funds Advisors is an Austin, TX-based mutual fund company with global assets under management of \$584 billion as of December 31, 2022.

Benefits that EFP receives from DFA, which are also received by other Registered Investment Adviser firms granted access to the DFA funds, include: (a) seminars hosted by Dimensional Funds Advisors at which the investment products of Dimensional Funds Advisors are explained, and academic instruction is given on asset allocation strategies, financial planning and practice management; (b) access to the "financial advisor" portion of the Dimensional Funds Advisors web site (www.dfaus.com), which contains additional academic research, practice management articles, newsletters, educational video presentations, software and investment returns data; (c) use of the DFA Returns and DFA Allocation Evaluator software programs and accompanying data; (d) various print materials (including article reprints and DFA brochures); (e) practice management conferences and telephone conferences with Dimensional Funds Advisors' team members to discuss specific issues regarding academic research relating to investment theory and/or relating to practice development (marketing) and management issues; (f) participation in a regional study group sponsored and hosted by Dimensional Funds Advisors; and (g) other services and benefits.

We are under no obligation and receive no compensation to recommend DFA mutual funds/ETFs to our clients. We do not provide any payment to DFA for access to their mutual funds/ETFs.

Review of Accounts

Periodic portfolio reviews are performed by advisory team members and rebalancing software to determine if the values in any asset class have strayed beyond a client's target minimums or maximums.

Rebalancing may not be completed for various reasons, such as avoidance of short-term capital gains, deferring long-term capital gains realization, minimization of transaction costs, or the advisor's view on whether the asset class is undervalued or overvalued relative to historic norms. Clients are only contacted in the event that rebalancing actions are recommended.

Additional portfolio reviews are undertaken upon request by the client, such as when special cash needs arise or when additional cash or securities are added to the investment portfolio.

Other conditions that may trigger a review are changes in the tax laws, new investment information and changes in a client's own situation. We may also recommend sales and purchases to affect tax loss harvesting in addition to rebalancing actions.

Investment clients meet with their EFP advisor on at least an annual basis and receive a follow up letter reviewing the meeting topics.

Investment clients receive portfolio updates from EFP by mail or electronically on no less than an annual basis. The updates include account performance reports, billing summary and an investment newsletter.

Monthly account statements and trade confirmations are provided by mail or electronically to the client directly from Schwab. These statements reflect the account assets and transactions executed in the account.

Clients may also directly access account information via Schwab's secure web site.

Client Referrals and Other Compensation

EFP referrals typically come from current clients, estate planning attorneys, accountants, employees and other similar sources. The firm *DOES NOT* compensate referring parties for these referrals.

EFP does not accept referral fees or any form of remuneration from other professionals when a prospect or client is referred to them.

EFP receives no other form of compensation from or for client referrals.

Custody

EFP's custody of client assets is limited to deduction of investment management fees, and 1st or 3rd party money movement only as directed by a client's letter of authorization to a specifically identified end account. In other words, EFP is *NOT* granted authority to withdraw, transfer or otherwise move funds or cash from any client's account to an EFP employee's account or the account of any other non-authorized third party.

Additionally, any online access granted by a client for accounts not under EFP discretionary management must have "view only" restrictions. This is for the safety of our clients' assets.

Investment Discretion

EFP is granted limited discretion when clients sign the EFP Investment Advisory Agreement and "limited power of attorney" authorization on their accounts forms.

Voting Client Securities

EFP does not vote proxy on securities for any client.

Financial Information

EFP does not have any financial impairment that will preclude the firm from meeting contractual commitments to clients and the owners have never been the subject of a bankruptcy proceeding.

Brochure Supplement (Part 2B of Form ADV)

Education and Business Standards

EFP employees who render investment advice or financial planning services to clients must have a college degree, relevant financial and investment advisory experience and be a Certified Financial Planner practitioner or Investment Advisor Representative in good standing with their respective Board of Standards.

Registered Certified Financial Planner (CFP®):

The CERTIFIED FINANCIAL PLANNER™, CFP® and federally registered CFP (with flame design) marks (collectively, the “CFP® marks”) are professional certification marks granted in the United States by Certified Financial Planner Board of Standards, Inc. (“CFP Board”). The CFP® certification is a voluntary certification; no federal or state law or regulation requires financial planners to hold CFP® certification. It is recognized in the United States and a number of other countries for its (1) high standard of professional education; (2) stringent code of conduct and standards of practice; and (3) ethical requirements that govern professional engagements with clients. To use the CFP® designation, an individual must satisfactorily fulfill the following requirements:

- Education – Complete an advanced college-level course of study addressing the financial planning subject areas that CFP Board’s studies have determined as necessary for the competent and professional delivery of financial planning services, and attain a Bachelor’s Degree from a regionally accredited United States college or university (or its equivalent from a foreign university). CFP Board’s financial planning subject areas include insurance planning and risk management, employee benefits planning, investment planning, income tax planning, retirement planning, and estate planning.
- Examination – Pass the comprehensive CFP® Certification Examination, which includes case studies and client scenarios designed to test one’s ability to correctly diagnose financial planning issues and apply one’s knowledge of financial planning to real world circumstances
- Experience – Complete at least three years of full-time financial planning-related experience (or the equivalent, measured as 2,000 hours per year)

- Ethics – Agree to be bound by CFP Board’s Standards of Professional Conduct, a set of documents (which can be found at www.cfp.net) outlining the ethical and practice standards for CFP® professionals
- Continuing Education – Complete 30 hours of continuing education hours every two years, including two hours on the Code of Ethics and other parts of the Standards of Professional Conduct

Investment Advisor Representative (IAR):

- Education – minimum of a bachelor’s degree
- Examination - must be properly registered, and, at a minimum, complete credentialing exams certified by FINRA (Series 65 or Series 7 and 66 exams)
- Responsibilities - include making financial recommendations, managing client accounts, and providing advisory services
- Ethics – bound by fiduciary standards

Financial Paraplanner Qualified Professional (FPQP™): Financial Paraplanner Qualified Professional (FPQP™) designation is awarded by the College for Financial Planning®
FPQP™ designation requirements:

- Completion of the education requirements set by the College for Financial Planning.
- Successful completion of the Financial Paraplanner Qualified Professional Exam.
- Completion of 16 continuing education hours every two years.
- Signed Code of Ethics which includes agreeing to abide by the Standards of Professional Conduct and Terms and Conditions.

Adviser (CFP®) employees are supervised by Susan Elser, President of Elser Financial Planning, Inc. All other employees are supervised by Linda Murphy, Chief Compliance Officer. Supervision is accomplished through review of work and frequent office interactions as well as remote interactions. Susan or Linda can be contacted by phone at 317-731-5615 or via email at susan@elserfp.com or linda@elserfp.com respectively.

The following are *NOT* applicable for any EFP employee:

- Disciplinary Information
- Other Industry Related Business Activities
- Additional Compensation
- Arbitration Claims
- Self-Regulatory Organization or Administrative Proceeding
- Bankruptcy Petition

EFP Employees

Susan C. Elser, CFP®

Year of Birth: 1963

Educational Background:

- Certified Financial Planner (2000)
- Indiana University, B.A. Economics (1985)

Business Experience:

- Elser Financial Planning, Inc. - President and Financial Planner (2007 – present)
- Independent Fee-only Financial Planner (2004 – 2006)
- Oxford Financial Group. Ltd. - Financial Plan Writer (2000 – 2004)
- Charles Schwab & Co - Supervising Broker, Series 7, 8 & 63 (1996 – 2000)

Derek C Hamilton, JD, CFP®

Year of Birth: 1976

Educational Background:

- Certified Financial Planner (2013)
- Stanford Law School, J.D. (2003)
- Ball State University, B.A. (1998)

Business Experience:

- Elser Financial Planning, Inc. - Financial Planner (2014 - present)
- PNC Wealth Management - Senior Wealth Planner (2012 – 2014)
- Bingham Greenebaum Doll, LLP- Attorney (2007 – 2012)
- Baker & Daniels, LLP - Attorney (2005 – 2007)
- McDermott Will & Emery, LLP - Attorney (2003 - 2005)

Jonathan L. Herndon, CFP®

Year of Birth: 1992

Educational Background:

- Certified Financial Planner (2017)
- Olivet Nazarene University, B.S. Finance, Minors in Accounting, Management and Non-profit management (2015); Dean's List; Magna Cum Laude

Business Experience:

- Elser Financial Planning, Inc. – Financial Planner (2017-present)
- Elser Financial Planning, Inc. – Financial Planning Associate (2015-2017)

Eric A. Shetter, CFP®

Year of Birth: 1967

Educational Background:

- Certified Financial Planner (2018)
- Masters Equivalent in Economics, Government & U.S. History (2004)
- University of Southern Indiana, Teacher Certificate in Economics, Government & U.S. History (1994)

Business Experience:

- Elser Financial Planning, Inc. – Financial Planner (2018-present)
- Elser Financial Planning, Inc. – Financial Planning Associate (2016-2018)
- MSD of Lawrence Twp - Economics Teacher (2001-2016)

Kathleen E. Tranovich, CFP® , CPWA®

Year of Birth: 1980

Educational Background:

- FINRA Series 65 Licensed
- Certified Private Wealth Advisor® (2021)
- Certified Financial Planner (2010)
- St. Mary’s University (M.A. Education, 2005)
- College of St. Benedict (B.A. Education, 2002)

Business Experience:

- Elser Financial Planning, Inc – Financial Planner (October 2021 - Present)
- Senior Investment Advisor with Cherry Tree Wealth Management (2016 - 2019)
- Investment Advisor with Cherry Tree Wealth Management (2007 - 2015)
- Elementary School Teacher (2002 - 2007)

Landon A. Mundell, CFP®

Year of Birth: 1998

Educational Background:

- Certified Financial Planner (2023)
- Indiana University, B.S. Finance (2020)
- Financial Paraplanner Qualified Professional™ (2019)

Business Experience:

- Elser Financial Planning, Inc – Financial Planner (Jan 2023 - present)
- Elser Financial Planning, Inc – Financial Planning Associate (May 2020 – 2022)
- Elser Financial Planning, Inc. – Financial Planning Intern (Fall 2019/Spring 2020)
- Teachers Credit Union – Investment Services Intern (2019)

Linda D. Murphy, FPQP™

Year of Birth: 1962

Educational Background:

- FINRA Series 65 Licensed
- Financial Paraplanner Qualified Professional™ (2006)
- Indiana University School of Medicine, B.S. Occupational Therapy (1984)

Business Experience:

- Elser Financial Planning, Inc. - Financial Paraplanner Qualified Professional, Investment Operations Manager and Chief Compliance Officer (2006-present)

Mackenzie C. Zander, FPQP™

Year of Birth: 1997

Educational Background:

- Butler University Lacy School of Business, B.S. Finance and Marketing (2020)

- Financial Paraplanner Qualified Professional™ (2020)

Business Experience:

- Elser Financial Planning, Inc – Investment Operations (July 2020 – present)
- Elser Financial Planning, Inc – Financial Planning Intern (Spring 2020)

James R. Wenglikowski, III

Year of Birth: 1999

Educational Background:

- Ball State University, B.S. Finance (2021)

Business Experience:

- Elser Financial Planning, Inc – Financial Planning Associate (May 2021 - present)

Zachary G. Giles

Year of Birth: 1997

Educational Background:

- FINRA Series 7, 63, and 66 Licensed
- Southern New Hampshire University, M.A. English and Creative Writing (2020)
- Pensacola Christian College, B.S. English Education (2018)

Business Experience:

- Elser Financial Planning, Inc – Financial Planning Associate (Jan 2022 - present)
- Specialist, High Net Worth, Charles Schwab & Co (July 2021 – Dec 2021)
- Financial Services Professional, Broker, Charles Schwab & Co (July 2020 – July 2021)
- English Language Arts Teacher, Franklin Township MS East (07/2019 – 07/2020)
- English Language Arts Teacher, Anderson Prep Academy (01/2019 – 07/2019)

Keisha J. Starks

Year of Birth: 1980

Educational Background:

- Indiana Wesleyan (MBA, Masters of Business Administration, 2012)
- Indiana University (BA, Event & Hospitality Management, 2010)
- Indiana University (AA, Special Event Management, 2008)

Business Experience:

- Elser Financial Planning, Inc. – Office Manager (2018-present)
- Rose Financial Group, LLC – 401(k) Manager (2017 – 2018)
- Marriott International – Front Office Manager (2006 – 2011)

EFP also retains **Sally Tassani** of Tassani and Associates, Inc as a business consultant. Sally provides services to the firm only and has no access to EFP client information or their investments.