

**ITEM 1: Cover Page for
PART 2B OF FORM ADV:
BROCHURE SUPPLEMENT
DATED MARCH 30, 2022**

**Grace Lau
CRD # 2766928**

**BFSG, LLC dba BENEFIT FINANCIAL SERVICES GROUP (“BFSG”)
1643 E. Bethany Home Road
Phoenix, Arizona 85016
602-997-8882**

FIRM CONTACT: MICHAEL ALLBEE, CHIEF COMPLIANCE OFFICER

FIRMS WEBSITE ADDRESS: WWW.BFSG.COM

This brochure supplement provides information about Grace Lau that supplements our brochure. You should have received a copy of that brochure. Please contact Michael Allbee, Chief Compliance Officer, if you did not receive BFSG’s brochure or if you have any questions about the contents of this supplement.

Additional information about Grace Lau is available on the SEC’s website at www.adviserinfo.sec.gov.

Item 2 Educational Background and Business Experience

Name: Grace Lau

Year of Birth: 1950

Formal Education after high school: Mrs. Lau is a CFA[®] charterholder. She earned a Master's Degree in International Business and Finance from George Washington University in 1975 and a Bachelor's Degree in Biology & Chemistry from the University of Wisconsin in 1973. She attended Pacific Coast banking School and graduated as an Honor Graduate in 1983.

Mrs. Lau is a Managing Principal of BFSG. She has been in the financial services industry for over 25 years and is responsible for BFSG business decisions, managing client portfolios and giving advice to clients. She is a member of BFSG's Investment Research Team.

2018 to present	Managing Principal with BFSG, LLC
2018 to present	Investment Advisor Representative with BFSG, LLC
1997 to 2017	Chief Executive Officer with PacWest Financial Management, Inc.
1996 to 1997	Managing Director with Barclays Private Banking International
1995 to 1996	Sr. Vice President of Private Wealth Management with First Interstate Capital Management
1993 to 1995	Sr. Portfolio Manager and Vice President with Northern Trust Bank of Arizona
1979 to 1993	Sr. Portfolio Manager and Vice President with First Interstate Bank of Arizona

Chartered Financial Analyst (CFA[®]); CFA Institute; 1980

This designation is awarded by the CFA Institute (formerly the Association for Investment Management and Research [AIMR]). The CFA Program curriculum provides a comprehensive framework of knowledge for investment decision making and is firmly grounded in the knowledge and skills used every day in the investment profession. Earning the CFA charter demonstrates mastery of many of the advanced skills needed for investment analysis and decision making in today's quickly evolving global financial industry.

The CFA Program is a self-study program (successful candidates report spending an average of 300 hours of study for each of the 3 course exams). The three levels of the CFA Program test proficiency with a wide range of fundamental and advanced topics, including ethical and professional standards, fixed-income and equity analysis, alternative and derivative investments, economics, financial reporting standards, portfolio management, and wealth planning. To earn the CFA charter, candidates must: (1) complete three sequential, six-hour course exams; (2) have at least four years of qualified professional investment experience; (3) join CFA Institute as members; and (4) commit to abide by, and annually reaffirm, their adherence to the CFA Institute Code of Ethics and Standards of Professional Conduct.

The CFA Institute Code of Ethics and Standards of Professional Conduct, enforced through an active professional conduct program, require CFA charterholders to:

- Place their clients' interests ahead of their own
- Maintain independence and objectivity
- Act with integrity

- Maintain and improve their professional competence
- Disclose conflicts of interest and legal matters

There is no additional continuing education required once the CFA charter is obtained.

To learn more about the CFA charter, visit www.cfainstitute.org.

Item 3 Disciplinary Information

Grace Lau has no reportable disciplinary history.

Item 4 Other Business Activities

Grace Y. Lau is a shareholder of National Advisors Holdings, Inc., a Delaware Corporation that owns National Advisors Trust Company, Federal Savings Bank (“NATCO”). NATCO provides custodial and trust services to clients of BFSG and will provide such services to other registered investment advisers whose related persons are owners in National Advisors Holdings, Inc. Moreover, NATCO uses the services of Fidelity Investments Institutional Brokerage and SunGard Institutional Brokerage, Inc.’s equity and fixed income platforms to execute client’s securities transactions. *Grace Lau* maintains less than 10% ownership interest (combined) in National Advisors Holdings, Inc.

Grace Lau is a trustee for the following organizations:

- Museum of Northern Arizona; 2015 to Present
- Museum of Northern Arizona Foundation; 2015 to Present
- City of Phoenix Firefighters Employee Benefit Trust; 2002 to Present

Grace Lau is not engaged in any other business or occupation that provides substantial compensation or involves a substantial amount of her time.

Grace Lau does not receive commissions, bonuses, or other compensation on the sale of securities or other investment products.

Item 5 Additional Compensation

Grace Lau does not receive any economic benefit from a non-advisory client for the provision of advisory services.

Item 6 Supervision

All of our firms’ employees must comply with applicable federal securities laws and as fiduciaries, act solely in your best interests and make full and balanced disclosure of all material facts. Failure to do so may result in disciplinary action, including termination of employment.

The Chief Compliance Officer (CCO) is charged with monitoring the firm's personnel in the context of its fiduciary duties. The CCO will provide training and readily available resources for the employees of our firm to assist them in understanding what conduct is or is not permissible.

Michael Allbee, Chief Compliance Officer, supervises and monitors *Grace Lau's* activities on a regular basis.

In addition, our firm has been organized as a hierarchy to provide checks and balances within the various departments of the firm.

**ITEM 1: Cover Page for
PART 2B OF FORM ADV:
BROCHURE SUPPLEMENT
DATED MARCH 30, 2022**

**Thomas Steffanci
CRD # 855387**

**BFSG, LLC dba BENEFIT FINANCIAL SERVICES GROUP (“BFSG”)
1643 E. Bethany Home Road
Phoenix, Arizona 85016
602-997-8882**

FIRM CONTACT: MICHAEL ALLBEE, CHIEF COMPLIANCE OFFICER

FIRMS WEBSITE ADDRESS: WWW.BFSG.COM

This brochure supplement provides information about Thomas Steffanci that supplements our brochure. You should have received a copy of that brochure. Please contact Michael Allbee, Chief Compliance Officer, if you did not receive BFSG’s brochure or if you have any questions about the contents of this supplement.

Additional information about Thomas Steffanci is available on the SEC’s website at www.adviserinfo.sec.gov.

Item 2 Educational Background and Business Experience

Name: Thomas Steffanci

Year of Birth: 1944

Formal Education after high school: Mr. Steffanci earned a PhD in Monetary Economics from the University of Connecticut in 1978, a Master's Degree in Economics and Finance from the University of New Hampshire in 1968 and a Bachelor's Degree in Economics from Providence College in 1966.

Thomas Steffanci is a Senior Portfolio Manager of BFSG. His main responsibilities include portfolio management and strategy, economic and investment research. He is a member of BFSG's Investment Research Team.

2018 to present	Senior Portfolio Manager with BFSG, LLC
2018 to present	Investment Advisor Representative with BFSG, LLC
2016 to 2016	Adjunct Professor at Grand Canyon University
2012 to 2012	Adjunct Professor at Grand Canyon University
2008 to 2010	Chairman with AER Advisors, Inc.
2002 to 2008	Senior Managing Director with Glencrest Investment Advisors, Inc.
2001 to 2002	Chief Investment Officer with PFF Bank & Trust
2001 to 2001	Teacher at California State Pomona
1998 to 2000	Managing Partner with Anhalt, O'Connell & Steffanci
1990 to 1995	Director of Fixed Income with Fidelity Investments

Item 3 Disciplinary Information

Thomas Steffanci has no reportable disciplinary history.

Item 4 Other Business Activities

Thomas Steffanci is not engaged in any other investment or non-investment-related activities.

Thomas Steffanci does not receive commissions, bonuses, or other compensation on the sale of securities or other investment products.

Item 5 Additional Compensation

Thomas Steffanci does not receive any economic benefit from a non-advisory client for the provision of advisory services.

Item 6 Supervision

All of our firms' employees must comply with applicable federal securities laws and as fiduciaries, act solely in your best interests and make full and balanced disclosure of all material facts. Failure to do so may result in disciplinary action, including termination of employment.

The Chief Compliance Officer (CCO) is charged with monitoring the firm's personnel in the context of its fiduciary duties. The CCO will provide training and readily available resources for the employees of our firm to assist them in understanding what conduct is or is not permissible.

Michael Allbee, Chief Compliance Officer, supervises and monitors *Thomas Steffanci's* activities on a regular basis.

In addition, our firm has been organized as a hierarchy to provide checks and balances within the various departments of the firm.

**ITEM 1: Cover Page for
PART 2B OF FORM ADV:
BROCHURE SUPPLEMENT
DATED MARCH 30, 2022**

**Mark Blom
CRD # 1706044**

**BFSG, LLC dba BENEFIT FINANCIAL SERVICES GROUP (“BFSG”)
1643 E. Bethany Home Road
Phoenix, Arizona 85016
602-997-8882**

FIRM CONTACT: MICHAEL ALLBEE, CHIEF COMPLIANCE OFFICER

FIRMS WEBSITE ADDRESS: WWW.BFSG.COM

This brochure supplement provides information about Mark Blom that supplements our brochure. You should have received a copy of that brochure. Please contact Michael Allbee, Chief Compliance Officer, if you did not receive BFSG’s brochure or if you have any questions about the contents of this supplement.

Additional information about Mark Blom is available on the SEC’s website at www.adviserinfo.sec.gov.

Item 2 Educational Background and Business Experience

Name: Mark Blom

Year of Birth: 1965

Formal Education after high school: Mark Blom is a Certified Financial Planner™ (CFP®). He has earned a Bachelor's Degree in Business Management from Central College in 1987.

Mark Blom is a Senior Wealth Manager, and his main responsibilities include managing and monitoring client portfolios, researching and monitoring our mutual fund investments, financial planning and reviewing portfolios with clients. He is a member of BFSG's Investment Research Team.

2017 to present Senior Wealth Advisor with BFSG, LLC

2017 to present Investment Advisor Representative with BFSG, LLC

2012 to 2016 Head of Investment Analysis with Clarity Financial, LLC

2012 to 2012 Portfolio Consultant with Schwab Private Client Investment Advisory, Inc.

2000 to 2012 Portfolio Consultant with Charles Schwab & Co., Inc

Certified Financial Planner™ (CFP®); Certified Financial Planner Board of Standards Inc.; 2003

The program is administered by the Certified Financial Planner Board of Standards, Inc. ("CFP Board") and 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. 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.

To earn the CFP® certification, an individual must: (1) complete an advanced college-level course of study addressing the financial planning subject areas and attain a Bachelor's Degree from a regionally accredited United States college or university (or its equivalent from a foreign university); (2) pass the comprehensive CFP® certification examination, ten-hour two-day exam; (3) have at least three years of full-time financial planning-related experience (or the equivalent, measured as 2,000 hours per year); and (4) commit to abide by, and annually reaffirm, the CFP Board's Standards of Professional Conduct, a set of documents outlining the ethical and practice standards for CFP® professionals.

The Standards of Professional Conduct prominently require that CFP® professionals provide financial planning services at a fiduciary standard of care. This means CFP® professionals must provide financial planning services in the best interests of their clients.

Individuals must complete 30 hours of continuing education every two years, including two hours on the Code of Ethics and other parts of the Standards of Professional Conduct, to maintain competence and keep up with developments in the financial planning field.

To learn more about the CFP® certification, visit www.cfp.net.

Item 3 Disciplinary Information

Mark Blom has no reportable disciplinary history.

Item 4 Other Business Activities

Mark Blom is not engaged in any other investment or non-investment-related activities.

Mark Blom does not receive commissions, bonuses, or other compensation on the sale of securities or other investment products.

Item 5 Additional Compensation

Mark Blom does not receive any economic benefit from a non-advisory client for the provision of advisory services.

Item 6 Supervision

All of our firms' employees must comply with applicable federal securities laws and as fiduciaries, act solely in your best interests and make full and balanced disclosure of all material facts. Failure to do so may result in disciplinary action, including termination of employment.

The Chief Compliance Officer (CCO) is charged with monitoring the firm's personnel in the context of its fiduciary duties. The CCO will provide training and readily available resources for the employees of our firm to assist them in understanding what conduct is or is not permissible.

Michael Allbee, Chief Compliance Officer, supervises and monitors *Mark Blom's* activities on a regular basis.

In addition, our firm has been organized as a hierarchy to provide checks and balances within the various departments of the firm.

**ITEM 1: Cover Page for
PART 2B OF FORM ADV:
BROCHURE SUPPLEMENT
DATED MARCH 30, 2022**

**Justin Nardo
CRD # 5607324**

**BFSG, LLC dba BENEFIT FINANCIAL SERVICES GROUP (“BFSG”)
1643 E. Bethany Home Road
Phoenix, Arizona 85016
602-997-8882**

FIRM CONTACT: MICHAEL ALLBEE, CHIEF COMPLIANCE OFFICER

FIRMS WEBSITE ADDRESS: WWW.BFSG.COM

This brochure supplement provides information about Justin Nardo that supplements our brochure. You should have received a copy of that brochure. Please contact Michael Allbee, Chief Compliance Officer, if you did not receive BFSG’s brochure or if you have any questions about the contents of this supplement.

Additional information about Justin Nardo is available on the SEC’s website at www.adviserinfo.sec.gov.

Item 2 Educational Background and Business Experience

Name: Justin Nardo

Year of Birth: 1981

Formal Education after high school: Justin Nardo is a Certified Financial Planner™ (CFP®). He has earned a Bachelor's Degree in Business Management in 2008 and a Master's Degree in Business Administration in 2014 from Arizona State University.

Justin Nardo is a Senior Relationship Manager and he is responsible for the overall client experience and financial planning. He works with clients to define their financial objectives and uses financial planning to formulate their plans.

2019 to present Senior Relationship Manager with BFSG, LLC
2019 to present Investment Advisor Representative with BFSG, LLC
2017 to 2019 Wealth Management Adviser with TIAA-CREF
2014 to 2017 Financial Consultant with Fidelity Brokerage Services, LLC
2013 to 2014 Relationship Manager with Pacwest Financial Management, Inc.
2012 to 2012 Financial Advisor with Next Financial Group, Inc.
2010 to 2012 Investment Services Representative with USAA Financial Advisors, Inc.
2008 to 2010 Customer Service Advisor with The Vanguard Group, Inc.

Certified Financial Planner™ (CFP®); Certified Financial Planner Board of Standards Inc.; 2012

The program is administered by the Certified Financial Planner Board of Standards, Inc. ("CFP Board") and 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. 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.

To earn the CFP® certification, an individual must: (1) complete an advanced college-level course of study addressing the financial planning subject areas and attain a Bachelor's Degree from a regionally accredited United States college or university (or its equivalent from a foreign university); (2) pass the comprehensive CFP® certification examination, six-hour exam; (3) have at least three years of full-time financial planning-related experience (or the equivalent, measured as 2,000 hours per year); and (4) commit to abide by, and annually reaffirm, the CFP Board's Standards of Professional Conduct, a set of documents outlining the ethical and practice standards for CFP® professionals.

The Standards of Professional Conduct prominently require that CFP® professionals provide financial planning services at a fiduciary standard of care. This means CFP® professionals must provide financial planning services in the best interests of their clients.

Individuals must complete 30 hours of continuing education every two years, including two hours on the Code of Ethics and other parts of the Standards of Professional Conduct, to maintain competence and keep up with developments in the financial planning field.

To learn more about the CFP® certification, visit www.cfp.net.

Item 3 Disciplinary Information

Justin Nardo has no reportable disciplinary history.

Item 4 Other Business Activities

Justin Nardo is not engaged in any other investment or non-investment-related activities.

Justin Nardo does not receive commissions, bonuses, or other compensation on the sale of securities or other investment products.

Item 5 Additional Compensation

Justin Nardo does not receive any economic benefit from a non-advisory client for the provision of advisory services.

Item 6 Supervision

All of our firms' employees must comply with applicable federal securities laws and as fiduciaries, act solely in your best interests and make full and balanced disclosure of all material facts. Failure to do so may result in disciplinary action, including termination of employment.

The Chief Compliance Officer (CCO) is charged with monitoring the firm's personnel in the context of its fiduciary duties. The CCO will provide training and readily available resources for the employees of our firm to assist them in understanding what conduct is or is not permissible.

Michael Allbee, Chief Compliance Officer, supervises and monitors *Justin Nardo's* activities on a regular basis.

In addition, our firm has been organized as a hierarchy to provide checks and balances within the various departments of the firm.

**ITEM 1: Cover Page for
PART 2B OF FORM ADV:
BROCHURE SUPPLEMENT
DATED MARCH 30, 2022**

**Kirk Masci
CRD # 7178759**

**BFSG, LLC dba BENEFIT FINANCIAL SERVICES GROUP (“BFSG”)
1643 E. Bethany Home Road
Phoenix, Arizona 85016
602-997-8882**

FIRM CONTACT: MICHAEL ALLBEE, CHIEF COMPLIANCE OFFICER

FIRMS WEBSITE ADDRESS: WWW.BFSG.COM

This brochure supplement provides information about Kirk Masci that supplements our brochure. You should have received a copy of that brochure. Please contact Michael Allbee, Chief Compliance Officer, if you did not receive BFSG’s brochure or if you have any questions about the contents of this supplement.

Additional information about Kirk Masci is available on the SEC’s website at www.adviserinfo.sec.gov.

Item 2 Educational Background and Business Experience

Name: Kirk Masci

Year of Birth: 1995

Formal Education after high school: Kirk Masci earned Bachelor of Science from the University of Arizona in Business Administration with an emphasis on Finance. After graduating, Kirk went on to earn his Master's Degree in Finance from the University of Arizona. Kirk passed the Series 7, Series 66, and the Security Industry Essentials® (SIE®) exams.

Kirk is an Investment Analyst for BFSG. He is responsible for conducting investment research using fundamental and technical analysis. He is a member of BFSG's Investment Research Team.

2022 to present Investment Analyst with BFSG, LLC

2022 to present Investment Advisor Representative with BFSG, LLC

2020 to 2022 Financial Solutions Advisor with Merrill Lynch, Pierce, Fenner & Smith Inc.

2019 to 2020 Relationship Manager with Bank of America, N.A.

Item 3 Disciplinary Information

Kirk Masci has no reportable disciplinary history.

Item 4 Other Business Activities

Kirk Masci is not engaged in any other investment or non-investment-related activities.

Kirk Masci does not receive commissions, bonuses, or other compensation on the sale of securities or other investment products.

Item 5 Additional Compensation

Kirk Masci does not receive any economic benefit from a non-advisory client for the provision of advisory services.

Item 6 Supervision

All of our firms' employees must comply with applicable federal securities laws and as fiduciaries, act solely in your best interests and make full and balanced disclosure of all material facts. Failure to do so may result in disciplinary action, including termination of employment.

The Chief Compliance Officer (CCO) is charged with monitoring the firm's personnel in the context of its fiduciary duties. The CCO will provide training and readily available resources for the employees of our firm to assist them in understanding what conduct is or is not permissible.

Michael Allbee, Chief Compliance Officer, supervises and monitors *Kirk Masci's* activities on a regular basis. In addition, our firm has been organized as a hierarchy to provide checks and balances within the various departments of the firm.