

Item 1 Cover Page

SAPLING WEALTH MANAGEMENT, LLC
3256 CONKLING PLACE WEST, SEATTLE, WA 98119
Firm CRD #: 155361

February 12th, 2020

This brochure provides information about the qualifications and business practices of Sapling Wealth Management, LLC. If you have any questions about the contents of this brochure, please contact us at 206-281-4055. 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 Sapling Wealth Management, LLC also is available on the SEC's website at www.adviserinfo.sec.gov.

Item 2 Material Changes

This is the 2020 annual filing.

Brochure

Item 4: Changes were made to reflect an increase in Assets Under Management (AUM).

Item 5: Changes were made to reflect a wider range of fee structures possible to accommodate a greater selection of service options for Plan Sponsors of Qualified Retirement Plans.

Brochure Supplement

No material changes.

The material changes discussed above are only those changes that have been made to this brochure since the firm's last annual update of the brochure.

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Brochure

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Brochure Supplement - William G. Hicks

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Item 4 Advisory Business

Sapling Wealth Management, LLC has been a registered investment adviser firm registered with the State of Washington securities regulators since January 3, 2011.

The Principal Owner of Sapling Wealth Management, LLC is William G. Hicks, Managing Director and CCO.

Individual Advisory Services

Sapling Wealth Management, LLC's ("Sapling" or "Adviser") principal service is providing fee-based investment advisory services and financial planning services. The Adviser practices custom management of portfolios, on a discretionary basis, according to the client's objectives. The Adviser's primary approach is to use a combination of strategic and tactical allocation strategy aimed at reducing risk and increasing performance. The Adviser uses exchange listed securities, over-the-counter securities, foreign securities, warrants, corporate debt securities, commercial paper, CDs, variable life insurance, variable annuities, municipal securities, mutual funds, United States government securities, options in securities and commodities, interests in real estate partnerships and interests in private equity partnerships to accomplish this objective. The Adviser measures and selects mutual funds by using various criteria, such as the fund manager's tenure, and/or overall career performance. The Adviser may recommend, on occasion, redistributing investment allocations to diversify the portfolio in an effort to reduce risk and increase performance. The Adviser may recommend specific stocks to increase sector weighting and/or dividend potential. The Adviser may recommend employing cash positions as a possible hedge against market movement which may adversely affect the portfolio. The Adviser may recommend selling positions for reasons that include, but are not limited to, harvesting capital gains or losses, business or sector risk exposure to a specific security or class of securities, overvaluation or overweighting of the position(s) in the portfolio, change in risk tolerance of client, or any risk deemed unacceptable for the client's risk tolerance.

Sapling will provide investment advisory services and portfolio management services and will not provide securities custodial or other administrative services. At no time will Sapling accept or maintain custody of a client's funds or securities.

Consulting Services

Sapling may provide consulting services to some of its clients. These services may include, but is not limited to: due diligence service, business plan writing, financial modeling, special situation analysis, business transition analysis, security analysis, industry analysis, capital market analysis, financial risk assessment, compliance process analysis, portfolio structure & optimization and mutual fund analysis & selection. The Adviser will produce a Work Order for a specific Work Product, which will include a description of the Work Product, the estimated time to deliver the Work Product and an estimated number of hours expected to complete the Work Product.

Financial Planning

In addition to investment supervisory services, Sapling may provide Financial Planning Services to some of its clients. The Adviser's Financial Planning services may include recommendations for portfolio customization based on their client's investment objectives, goals and financial

situation. Financial Planning Services may also include recommendations relating to investment strategies as well as tailored investment advice.

Investment Adviser Representatives of Sapling provide general non-securities advice on topics including tax planning, estate planning, business planning, retirement planning, education planning, budgeting and cash flow. Fees are negotiable per the information provided in Item 5 below. Pre-payment of fees will not exceed \$500 per client, 6 months in advance.

Qualified Retirement Plan Consulting Services

Sapling will evaluate the Plan and its operations including its Trustee, custodial and recordkeeping arrangements, design, fiduciary compliance program, costs and fees associated with investments and service providers, required and elective contributions, employee communication and education program, and investment selection and monitoring process, including its investment policy statement (“IPS”). With regard to the IPS, the Adviser will assist the Plan Sponsor in adopting a suitable IPS, amending it from time to time, and will provide information and recommendations, consistent with the IPS, to aid the Plan Sponsor in selecting and monitoring investments offered to Participants in the Plan. Information and recommendations will be based on data as of the end of each calendar quarter. Within a reasonable period of time following each calendar quarter, the Adviser will provide the Plan Sponsor with a written report detailing, at a minimum, all costs and fees associated with investments and operation of the Plan, and information and recommendations, consistent with the IPS, for the Plan Sponsor's selection, deletion and replacement of investments offered to Participants in the Plan.

The Adviser's roles and actions in fulfilling all responsibilities pertaining to this Agreement shall not include those of the Plan's Trustee, and will be performed solely at the direction of the Plan Sponsor, its authorized officers, employees and/or agents. At no time will the Adviser accept, maintain possession of, or have custodial responsibility for, the Plan's assets. The Adviser will not conduct or effect the purchase or sale of any assets of the Plan on behalf of the Plan Sponsor or Plan Participants. Communicational and educational activities in which the Adviser engages related to Participants in the Plan shall be solely at the direction of the Plan Sponsor, and shall not be represented by the Adviser or Plan Sponsor as specific investment, tax or legal advice. The Adviser is not licensed to provide, shall not provide, nor be construed to provide, the services of an attorney or accountant. If a Participant would like specific investment advice from the Adviser, Adviser and Participant shall enter into a separate advisory agreement for that purpose.

Sapling will tailor its advisory services to its client's individual needs based on meetings and completion of a client profile. If clients wish to impose certain restrictions on investing in certain securities or types of securities, the Adviser will address those restrictions with the client to have a clear understanding of the client's requirements.

Sapling does not provide portfolio management services to wrap fee programs.

As of February 12th, 2020, Sapling Wealth Management managed \$34,506,767 in client assets, over 54% of which are managed on a discretionary basis.

Business Sales Representation

In special situations, Sapling will represent companies that wish to sell their businesses. A sales representation engagement may include advising and assisting the client in analyzing and evaluating the business and financial position of the client; advising and assisting the client with respect to defining objectives, performing valuation analysis and structuring and planning a sale transaction; assistance in the preparation of marketing materials describing the client which will be made available to potential buyers; identifying potential buyers which might be interested in consummating a sale transaction with the client; negotiating the terms and conditions of a sale transaction and completing a sale transaction.

Since Sapling is not registered as a broker or dealer under federal or state laws and is providing these services with the following restrictions required by applicable law.

- a) Sapling has no authority to bind the Company; only the Company may determine whether on and on what terms to enter into any Sale Transaction or other transaction and may do so in its discretion.
- b) Sapling represents the Company and will not represent the buyer in any Sale Transaction or other transaction with the Company.
- c) A Sale Transaction will not involve any public offering.
- d) Sapling will not assist in the formation of a group of buyers to buy the Company, but can provide Services for a Sale Transaction with a group formed without Sapling's assistance.
- e) A Sale Transaction will result in the control and operation of the business of the Company by the buyer, and the Seller will not maintain control or operation of the business of the Company following a Sale Transaction. No Sale Transaction will result in the transfer of interests to a passive buyer or group of passive buyers.
- f) A Sale Transaction will be exempt under the provisions of RCW 21.20.320(14).

Item 5 Fees and Compensation

The Adviser has multiple types of fee schedules, depending on the level of service and client. All fees are negotiable. In all instances, the adviser will send the client a written invoice, including the fee, the formula used to calculate the fee, the time period covered by the fee, and, if applicable, the amount of assets under management on which the fee was based. The adviser will send these to the client concurrent with the request for payment or payment of the adviser's advisory fees. We urge the client to compare this information with the fees listed in the account statement.

Annual Individual Advisory Service Fees

The Adviser has two tiers of fee schedules for individual clients.

Tier One Services: This package is geared towards individuals who may be in need of substantive financial advice but have not yet accumulated enough personal financial wealth to fit into the traditional investment adviser fee structure. I believe individuals in this category are underserved and, in some ways, benefit from cogent financial advice the most. A primary focus for these clients may be personal debt strategies, education planning, retirement planning, personal spending, and major asset purchases (like homes and cars). This package consists of a

financial plan, a \$150 monthly ongoing retainer, and a flat 1.0% fee of assets under management. Tier one pricing services are typically reserved for those clients with less than \$500,000 in liquid financial assets.

Tier Two Services: Pursuant to an investment advisory contract signed by each client, the client will pay Sapling an annual Management Fee, payable quarterly in arrears, based on the value of the account on the last business day of the preceding quarter using the following incremental fee schedule:

<u>Account Value</u>	<u>Annual Fee</u>
\$250,000 to \$500,000	1.25%
\$500,000 to \$1 million	1.00%
\$1 million to \$5 million	0.90%
Over \$5 million	0.75%

Sapling's cumulative minimum account requirement for opening and maintaining a Tier Two account is \$250,000. However, based on facts and circumstances, Sapling may, at its sole discretion, accept accounts with a lower value. These fees may be negotiated by the Adviser as conditions warrant, at the sole discretion of the Adviser. The Adviser will invoice the advisory fee to the Client on a quarterly basis.

All fees paid to Sapling for investment advisory services are separate and distinct from the expenses charged by mutual funds to their shareholders and the product sponsor in the case of variable insurance products. These fees and expenses are described in each fund's or variable product's prospectus. These fees will generally include a management fee and other fund expenses. A client could invest in these products directly, without the services of Sapling. In that case, the client would not receive the services provided by Sapling which are designed, among other things, to assist the client in determining which products or services are most appropriate to each client's financial condition and objectives. Accordingly, the client should review both the fees charged by the product sponsor and the fees charged by Sapling to fully understand the total fees to be paid.

Neither the Client nor the Adviser may assign, convey or otherwise transfer any of their rights, obligations or interests under the Advisory Agreement without the prior written consent of the other party. Either party may terminate the Agreement, at any time, by written notice to the other party. Such termination shall be effective thirty days after receipt of such notice in writing. Upon termination, any fees paid in advance will be prorated to the date of termination and any excess will be refunded to client. The client may terminate the contract without penalty within five business days after entering into the contract.

Hourly Consulting Fees

Some clients will contract to have investment advice, financial planning or consulting advice provided based on an hourly fee rather than based on the assets under management. The Advisers hourly fee will be billed at a rate of \$250 per hour and will be negotiated and agreed upon by the parties in advance. Hourly fee-based clients are billed one half of the fee at the time of signing the Agreement with the Adviser and the other one half upon delivery of the financial plan or written report to the client. If the final fee is not paid by the client at the delivery of the financial plan or

written report, the client is required to pay the fee within 10 days of delivery of the financial plan or written report. The fee will be based upon the anticipated number of hours it will take to complete the financial plan or project. If the client terminates the Agreement with the Adviser prior to the Adviser's completion of the financial plan or project, any fees due the Adviser will be invoiced to the client and payable within 10 days of delivery of the invoice. If the Adviser completes the financial plan or project in less time than originally planned, the Adviser will refund to the client the unearned fee that the client paid. The Adviser will make any such refund required to the client within 10 days of delivery of the financial plan or written report. The client may terminate the contract without penalty within five business days after entering into the contract.

Financial Planning Fixed Fee Services

Sapling may charge a fixed fee for comprehensive financial planning services. Fees may be bid using an hourly rate mechanism or standard fixed fee format.

Hourly Rate Projects: Projects may be bid based on an hourly rate of \$250 per hour and a specified number of hours estimated to complete the financial plan. This format is most appropriate for clients that have significantly more, or less, work required than the standard financial plan fixed fee.

Standard Financial Plan Fixed Fee: A standard financial plan is priced at a fixed fee of \$1,500-4,500 for approximately 10-30 hours of work. This work product includes an analysis of the following topic areas: personal financial statement & cash flow review, long term cash flow projections, retirement analysis, education need analysis, insurance & risk analysis, investment analysis, estate planning and charitable & gifting planning.

Fixed fees may be negotiated in advance based at the discretion of the Adviser. Fixed fee-based clients are billed one half of the fee at the time of signing the Agreement with the Adviser and the other one half upon delivery of the financial plan to the client. If the final fee is not paid by the client at the delivery of the financial plan, the client is required to pay the fee within 10 days of delivery of the financial plan. If the client terminates the Agreement with the Adviser prior to the Adviser's completion of the financial plan, any fees due the Adviser will be invoiced to the client and payable within 10 days of delivery of the invoice. The client may terminate the contract without penalty within five business days after entering into the contract.

Qualified Pension Plan Consulting Fees

Plan Sponsor will pay the Adviser, as compensation for its services, a consulting fee at an annual rate of 0.35 - 1.00% of assets in the Plan including the value of any outstanding loans from the Plan to Participants. Small plans with limited assets may be charged a start-up fee. Both fees are negotiable. The Adviser may act in a section 3(21) or 3(38) capacity. The consulting fee is payable quarterly, in arrears, based on the fair market value of assets in the Plan at the end of each quarter. The consulting fee in the first quarter of the Agreement term shall be prorated from the inception date to the end of the quarter. The Adviser shall invoice the Plan Sponsor for the consulting fee. The Plan Sponsor may, at its election, submit invoices for this consulting fee to the custodian of the Plan's assets for payment. The Plan Sponsor agrees to payment of these invoices, whether directly from the Plan Sponsor or from the Plan's custodian, promptly, and, under normal circumstances, 10 days after the invoice is submitted. The Plan Sponsor may choose to authorize

the Plan's custodian or recordkeeper to directly deduct adviser fees from the Plan's assets under management. In this case the Adviser will notify the Plan Sponsor of the fees deducted via an invoice or other statement that provides details on transactions in the account, including the deduction of the adviser's fee.

Fees are negotiable, and the Plan Sponsor and Adviser may agree to a minimum monthly fee and/or a maximum monthly fee. There will be no pre-payment of fees.

All fees paid to Sapling for investment advisory services are separate and distinct from the expenses charged by mutual funds to their shareholders and the product sponsor in the case of variable insurance products. These fees and expenses are described in each fund's or variable product's prospectus. These fees will generally include a management fee and other fund expenses. The client may terminate the contract without penalty within five business days after entering into the contract.

At no time will Sapling accept or maintain custody of a client's funds or securities except for authorized fee deduction. Client is responsible for all custodial and securities execution fees charged by the custodian and executing broker-dealer. The Advisers fee is separate and distinct from the custodian and execution fees.

Some of Sapling's hourly and fixed fees are payable in advance. Upon termination, any fees paid in advance will be prorated to the date of termination and any excess will be refunded to client.

Neither Sapling nor its supervised persons accepts compensation for the sale of securities or other investment products, including asset-based sales charges or service fees from the sale of mutual funds.

Business Sales Representation Fees

Depending on the size of the company being sold, fees can range from 1-10% of consideration, payable upon close of the transaction during the engagement term or tail period. In addition, a minimum non-refundable retainer fee of \$10,000 will be required to start the engagement.

All Sales Representation fees, including the retainer, are negotiable.

Item 6 Performance-Based Fees and Side-by-Side Management

Sapling does not charge performance-based fees.

Item 7 Types of Clients

The Adviser will offer its services to individuals, pension plans, trusts, estates, charitable organizations, corporations or business entities.

Item 8 Methods of Analysis, Investment Strategies and Risk of Loss

Sapling may utilize charting, fundamental, technical or cyclical analysis techniques in formulating investment advice or managing assets for clients. Sapling also uses information obtained from investment newsletters.

Fundamental analysis of businesses involves analyzing its financial statements and health, its management and competitive advantages and its competitors and markets. Fundamental analysis is performed on historical and present data but with the goal of making financial forecasts. There are several possible objectives; to conduct a company stock valuation and predict its probable price evolution; to make a projection on its business performance; to evaluate its management and make internal business decisions and to calculate its credit risk.

Technical analysis is a method of evaluating securities by relying on the assumption that market data, such as charts of price, volume and open interest can help predict future (usually short-term) market trends. Technical analysis assumes that market psychology influences trading in a way that enables predicting when a stock will rise or fall.

Cyclical analysis of economic cycles is used to determine how these cycles affect the returns of an investment, an asset class or an individual company's profits. Cyclical risks exist because the broad economy has been shown to move in cycles, from periods of peak performance followed by a downturn, then a trough of low activity. Between the peak and trough of a business or other economic cycle, investments may fall in value to reflect the uncertainty surrounding future returns as compared with the recent past.

The investment strategies the Adviser will implement may include long term purchases of securities held at least for one year; short term purchases for securities sold within a year; trading of securities sold within 30 days, short sales, margin transactions, option writing, including covered options, or uncovered options or spreading strategies.

As part of its investment strategy, Sapling may invest a client's assets in various private equity funds. Private equity funds may be selected for investment purposes based on the core investment strategy of the fund and/or the reputation and performance of the private equity firm. All private equity fund investments will be based on the individual client financial situation, investment objectives and investment strategy.

Clients need to be aware that investing in securities involves risk of loss that clients need to be prepared to bear.

The methods of analysis and investment strategies followed by the Adviser are utilized across all of the Advisers clients, as applicable. One method of analysis or investment strategy is not more significant than the other as the Adviser is considering the client's portfolio, risk tolerance, time horizon and individual goals. However, the client should be aware that with any trading that occurs in the client account, the client will incur transaction and administrative costs.

The Adviser does not primarily recommend a particular type of security.

Item 9 Disciplinary Information

See Item 3, Brochure Supplement.

Item 10 Other Financial Industry Activities and Affirmations

Neither Sapling nor any of its management persons are registered, or have an application pending to register, as a broker-dealer or a registered representative of a broker-dealer.

Neither Sapling nor any of its management persons are registered or have an application pending to register, as a futures commission merchant, commodity pool operator, a commodity trading adviser, or an associated person of the foregoing entities.

Sapling does not currently have any relationships or arrangements that are material to its advisory business or clients with either a broker-dealer, municipal securities dealer, or government securities dealer or broker, investment company or other pooled investment vehicle (including a mutual fund, closed-end investment company, unit investment trust, private investment company or “hedge fund” and offshore fund, other investment adviser or financial planner, futures commission merchant, commodity pool operator, or commodity trading adviser, banking or thrift institution, accountant or accounting firm, lawyer or law firm, insurance company or agency, pension consultant, real estate broker or dealer or sponsor of syndicator of limited partnerships.

Sapling does not recommend other investment advisers for its clients.

Item 11 Code of Ethics, Participation or Interest in Client Transactions and Personal Trading

Sapling is registered with the State of Washington securities regulators and has adopted as an industry best practice a Code of Ethics that sets forth the basic policies of ethical conduct for all managers, officers, and employees of the adviser. In addition, the Code of Ethics governs personal trading by each employee of Sapling deemed to be an Access Person and is intended to ensure that securities transactions effected by Access Persons of Sapling are conducted in a manner that avoids any conflict of interest between such persons and clients of the adviser or its affiliates. Sapling collects and maintains records of securities holdings and securities transactions effected by Access Persons. These records are reviewed to identify and resolve conflicts of interest. Sapling maintains a code of ethics and they will provide a copy to any client or prospective client upon request.

Sapling does not recommend or buy or sell securities for client accounts where Sapling or its related persons has a material financial interest.

Sapling and/or its investment advisory representatives may from time to time purchase or sell products that they may recommend to clients. Sapling and/or its investment advisory representatives have a fiduciary duty to put the interests of their clients ahead of their own.

Sapling requires that its investment advisory representatives follow its basic policies and ethical standards as set forth in its Code of Ethics. Sapling has adopted a Code of Ethics that sets forth the basic policies of ethical conduct for all managers, officers, and employees of the adviser. In addition, the Code of Ethics governs personal trading by each employee of Sapling deemed to be an Access Person and is intended to ensure that securities transactions effected by Access Persons of Sapling are conducted in a manner that avoids any conflict of interest between such persons and clients of the adviser or its affiliates. Sapling collects and maintains records of securities holdings and securities transactions effected by Access Persons.

Item 12 Brokerage Practices

Sapling has discretionary authority to select the broker or dealer for execution services. Sapling will choose the broker/dealer to be used based on execution services offered, cost, quality of service and industry reputation.

Where Sapling does not exercise brokerage discretion, it may recommend brokers to clients for execution and/or custodial services where requested by the client. Clients are not obligated to use the recommended broker and will not incur any extra fee or cost associated with using a broker not recommended by Sapling. Sapling may recommend brokers based on criteria such as, but not limited to, reasonableness of commissions charged to the client, services made available to the client, and location of broker offices. Sapling is not compensated in any way with respect to making such recommendations.

Where Sapling may receive standard software and systems to access client accounts as a result of recommending a particular broker, which may result in the client paying higher commissions than those obtainable through other brokers, Sapling will follow procedures which ensure compliance with Section 28(e) of the Securities Exchange Act of 1934.

Sapling seeks to obtain the most favorable net results for clients' price, execution quality, services and commissions. Although the firm seeks competitive commission rates, it may pay commissions on behalf of clients which may be higher than those available from other brokers in order to receive other services. The firm may enter into such transactions so long as it determines in good faith that the amount of commission paid was reasonable in relation to the value of the brokerage and research services provided by the broker. The services that may be considered in this determination of reasonableness may include (1) advice, either directly or through publications or writing, as to the value of securities, the advisability of investing in, purchasing or selling securities, and the availability of securities or purchasers or sellers of securities; (2) analysis and reports concerning issuers, industries, securities, economic factors and trends, portfolio strategy, and the performance of accounts; or (3) effecting securities transactions and performing functions incidental thereto. Such research furnished by broker-dealers may be used to service any or all of Sapling's clients and may be used in connection with accounts other than those that pay commissions to the broker-dealers providing the research. In particular, third-party research provided by broker-dealers may be used to benefit all of the firm's clients. This creates a conflict of interest in that the firm has an incentive to select or recommend a broker-dealer based on its interest in receiving the research or other products or services, rather than on the clients' interest

in receiving most favorable execution. In all circumstances, Sapling would act in a way that is consistent with its fiduciary duties.

Trading commissions may be used as soft dollars provided that:

- The service is primarily for the benefit of Sapling's clients
- The commission rates are competitive with rates charged by comparable broker-dealers; and
- Sapling does not guarantee a minimum amount of commissions to any broker-dealer.

Sapling does not receive client referrals from any broker-dealer or third party as a result of the firm selecting or recommending that broker-dealer to clients.

Sapling recommends that all clients use a particular broker-dealer for execution and/or custodial services. The broker-dealer is recommended based on criteria such as, but not limited to, reasonableness of commissions charged to the client, tools and services made available to the client and the Adviser, and convenience of access to the account trading and reporting. The client will provide authority to Sapling to direct all transactions through that broker-dealer in the investment advisory agreement.

As an investment advisory firm, Sapling has a fiduciary duty to seek best execution for client transactions. While best execution is difficult to define and challenging to measure, there is some consensus that it does not solely mean the achievement of the best price on a given transaction. Rather, it appears to be a collective consideration of factors concerning the trade in question. Such factors include the security being traded, the price of the trade, the speed of the execution, apparent conditions in the market, and the specific needs of the client. Sapling's primary objectives when placing orders for the purchase and sale of securities for client accounts is to obtain the most favorable net results taking into account such factors as 1) price, 2) size of order, 3) difficulty of execution, 4) confidentiality and 5) skill required of the broker. Sapling may not necessarily pay the lowest commission or commission equivalent as specific transactions may involve specialized services on the part of the broker.

Sapling will allow clients to direct brokerage at the firm's sole discretion. Clients should be aware that if they direct Sapling to a particular broker-dealer for execution Sapling may be unable to achieve most favorable execution of client transactions. Directing brokerage may cost clients more money than if Sapling were to execute transactions at the broker-dealer where it has an established relationship. The client may pay higher brokerage commissions because Sapling may not be able to aggregate orders to reduce transaction costs or the client may receive less favorable prices.

Sapling may combine orders into block trades when more than one account is participating in the trade. This blocking or bunching technique must be equitable and potentially advantageous for each such account (e.g. for the purposes of reducing brokerage commissions or obtaining a more favorable execution price). Block trading is performed when it is consistent with the duty to seek best execution and is consistent with the terms of Sapling's investment advisory agreements. Equity trades are blocked based upon fairness to client, both in the participation of their account, and in the allocation of orders for the accounts of more than one client. Allocations of all orders are performed in a timely and efficient manner. All managed accounts participating in a block

execution receive the same execution price (average share price) for the securities purchased or sold in a trading day. Any portion of an order that remains unfilled at the end of a given day will be rewritten on the following day as a new order with a new daily average price to be determined at the end of the following day. Due to the low liquidity of certain securities, broker availability may be limited. Open orders are worked until they are completely filled, which may span the course of several days. If an order is filled in its entirety, securities purchased in the aggregated transaction will be allocated among the accounts participating in the trade in accordance with the allocation statement. If an order is partially filled, the securities will be allocated pro rata based on the allocation statement. Sapling may allocate trades in a different manner than indicated on the allocation statement (non-pro rata) only if all managed accounts receive fair and equitable treatment.

Item 13 Review of Accounts

Investment advisory client accounts are monitored on an ongoing basis. Financial plans, once prepared and delivered to the client are reviewed as a part of the financial service package but are not updated unless requested by the client. Client accounts (and/or financial plans) are reviewed by William G. Hicks, Managing Director. The nature of the review is to determine if the client account is still in line with the client's stated objectives.

Sapling will send a quarterly report to the client. The client will also receive written statements no less than quarterly from the custodian. In addition, the client will receive other supporting reports from mutual funds, asset managers, trust companies or other custodians, insurance companies, broker-dealers and others who are involved with client accounts.

Item 14 Client Referrals and Other Compensation

Sapling is not compensated by anyone for providing investment advice or other advisory services except as previously disclosed in this Brochure.

Sapling has a solicitor relationship for client referrals with an individual who is not a supervised person. Pursuant to Rule 206(4) of the Investment Advisers Act of 1940, the Solicitor will provide the potential client with a disclosure statement that fully outlines the compensation the Solicitor receives for each referral that ultimately becomes a client. There is a signed contract between Sapling Wealth Management and the Solicitor that defines the relationship between the two parties. This referral relationship is solely for the purpose of fairly compensating the Solicitor for the time and expense of marketing efforts and will not add any additional client cost of the advisory (fees) to the client. As a part of its compliance policies, Sapling Wealth Management requires that the Solicitor either maintains an investment adviser registration or is exempt from becoming a registered as an investment adviser.

Item 15 Custody

Sapling does not have custody of client funds or securities; however, the Custodian will deliver monthly account statements to the client and Sapling. Sapling will provide the client with Quarterly Reports which will include copies of original account statements that relate to the Quarterly Report. Sapling encourages clients to carefully review their account statements for any inaccuracies. Any discrepancies should be immediately brought to the firm's attention.

Item 16 Investment Discretion

Sapling generally has discretion over the selection and amount of securities to be bought or sold in client accounts without obtaining prior consent or approval from the client. However, these purchases or sales may be subject to specified investment objectives, guidelines, or limitations previously set forth by the client and agreed to by Sapling.

Discretionary authority will only be authorized upon full disclosure to the client. The granting of such authority will be evidenced by the client's execution of an Investment Advisory Agreement containing all applicable limitations to such authority. All discretionary trades made by Sapling will be in accordance with each client's investment objectives and goals.

Item 17 Voting Client Securities

Sapling will not vote, nor advise clients how to vote, proxies for securities held in client accounts. The client clearly keeps the authority and responsibility for the voting of these proxies. Also, Sapling cannot give any advice or take any action with respect to the voting of these proxies. The client and Sapling agree to this by contract. Clients will receive proxy solicitations from their custodian and/or transfer agent.

Item 18 Financial Information

Sapling does not require or solicit prepayment of more than \$500 in fees per client, six months or more in advance, and is not required to file a balance sheet.

Sapling has discretionary authority over client accounts and is not aware of any financial condition that will likely impair its ability to meet contractual commitments to clients. If Sapling does become aware of any such financial condition, this brochure will be updated and clients will be notified.

Sapling has never been subject to a bankruptcy petition.

Item 19 Requirements for State-Registered Advisers

William G. Hicks

Age:

Born 1964. 55 years old in 2019.

Education:

B.A. Political Science and Economics, Duke University, Graduated 1986

M.B.A., The Amos Tuck School, Dartmouth College, Graduated 1991

Passed *Chartered Financial Analyst* (CFA) exam in 1993. The Chartered Financial Analyst (CFA) Program is a graduate level self-study program for investment and financial professionals.

Current Designations:

Personal Financial Planner (PFP) designation (received 9/2011) for 335 hours of evaluated coursework focusing on individual financial planning subjects. There are no prerequisites for this designation.

Accredited Investment Fiduciary (AIF) designation is granted upon successful passing of AIF exam (passed September, 2012). The AIF program trains investment fiduciaries on prudent practices based on the global fiduciary standard of excellence. These practices suggest procedures to organize, formalize, implement and monitor investment processes. Prerequisites for this exam include a minimum combination of advanced educational degrees, professional development and certification and relevant industry experience.

Business Experience:

Sapling Wealth Management, LLC, 10/1/2010 to Present, Managing Director

Bridgespan Capital, 9/1/2006 to 10/1/2010, Managing Director

Sapling Strategies, LLC, 1/1/2003 to 9/1/2006, Managing Member

Sapling Wealth Management is not engaged in any other business other than giving investment advice.

There are no material relationships maintained by Sapling or its management persons with any issuers of securities.

Item 1 Cover Page for Brochure Supplement

William G. Hicks

SAPLING WEALTH MANAGEMENT, LLC
3256 CONKLING PLACE WEST, SEATTLE, WA 98119
Individual CRD #: 1546599

February 12th, 2020

This brochure supplement provides information about William G. Hicks that supplements the Sapling Wealth Management, LLC brochure. You should have received a copy of that brochure. Please contact William G. Hicks if you did not receive Sapling Wealth Management, LLC's brochure or if you have any questions about the contents of this supplement.

Additional information about William G. Hicks is available on the SEC's website at www.adviserinfo.sec.gov.

Item 2 Educational Background and Business Experience

William G. Hicks

Age:

Born 1964. 56 years old in 2020.

Education:

B.A. Political Science and Economics, Duke University, Graduated 1986

M.B.A., The Amos Tuck School, Dartmouth College, Graduated 1991

Passed *Chartered Financial Analyst* (CFA) exam in 1993. The Chartered Financial Analyst (CFA) Program is a graduate level self-study program for investment and financial professionals.

Current Designations:

Personal Financial Planner (PFP) designation (received 9/2011) for 335 hours of evaluated coursework focusing on individual financial planning subjects. There are no pre-requisites for this designation.

Accredited Investment Fiduciary (AIF) designation is granted upon successful passing of AIF exam (passed September, 2012). The AIF program trains investment fiduciaries on prudent practices based on the global fiduciary standard of excellence. These practices suggest procedures to organize, formalize, implement and monitor investment processes. Prerequisites for this exam include a minimum combination of advanced educational degrees, professional development and certification and relevant industry experience.

Business Experience:

Sapling Wealth Management, LLC, 10/1/2010 to Present, Managing Director

Bridgespan Capital, 9/1/2006 to 10/1/2010, Managing Director

Sapling Strategies, LLC, 1/1/2003 to 9/1/2006, Managing Member

Item 3 Disciplinary Information

William G. Hicks was subject to a disciplinary action more than ten years ago. If clients require additional information regarding this issue, it is fully disclosed on the U4 form, which can be accessed via the IAPD link: www.adviserinfo.sec.gov, choose "Individual" search, "Individual Name" William Gillespie Hicks.

Item 4 Other Business Activities

Mr. Hicks is not involved in any other investment-related or non-investment-related business activities outside of Sapling Wealth Management, LLC.

Item 5 Additional Compensation

Mr. Hicks does not receive compensation or other economic benefit from anyone who is not a client for providing advisory services.

Item 6 Supervision

William G. Hicks is the Managing Director and Chief Compliance Officer of Sapling Wealth Management, LLC and can be reached at 206-281-4055. Mr. Hicks is the only individual that provides investment advice to clients.

Item 7 Requirements for State-Registered Advisers

Except as noted in Item 3 above, Mr. Hicks has not been involved in an award or found liable in an arbitration claim, civil, or self-regulatory organization event or administrative proceeding, or been the subject of a bankruptcy petition.