

Form CRS – Client Relationship Summary

Introduction

Alight Financial Advisors, LLC (“AFA”), is an investment advisor registered with the Securities and Exchange Commission. We feel that it is important for you to understand how advisory and brokerage services and fees differ in order to determine which type of account is right for you. There are free and simple tools available to research firms and financial professionals at <https://investor.gov/CRS> which also provides educational materials about investment advisers, broker-dealers and investing.

What types of investment services and advice can you provide me?

As an SEC registered investment adviser, AFA offers its investment advisory services solely to retail investors that are participants in an employer sponsored 401(k) retirement plan. Additionally, we only offer these services to 401k plans that are clients of our parent company, Alight Solutions. Only funds and securities made available to you by your plan sponsor can be used in your account. Our advisory services include a retirement evaluation, online advice, professional management, social security guidance, as well as retirement income planning. By opening a Professional Management account with us, you give us full discretion to buy and sell plan assets in your account without calling you first. Discretionary accounts are regularly monitored (at least quarterly), and if necessary, rebalanced to meet your stated goals and objectives. If you only utilize our Online Advice function, your account will be managed on a non-discretionary basis, which means you make the ultimate decision regarding the purchase or sale of plan assets. Online Advice accounts are monitored on an as used basis, and any recommendations will be available each time you access your account. There are no minimum account balances required to open an account.

Depending on your plan sponsor, financial planning may also be available.

Upon opening an account with us, a packet of information will be provided to you, including a copy of our terms and conditions. The terms and conditions will provide additional detail on how we will handle certain portions of your account, such as any trading any company stock.

These terms and conditions will remain in place until you or we terminate the relationship. Additional information about our advisory services is located in Item 4 of our Firm Brochure which is available upon request or online at <https://adviserinfo.sec.gov/>

Questions to Ask Us:

- Given my financial situation, should I choose an investment advisory service? Why or why not?
- How will you choose investments to recommend to me?
- What is your relevant experience, including your licenses, education and other qualifications? What do those qualifications mean?

What fees and costs will I pay?

Fees and costs affect the value of your account over time. Please ask your adviser to give you personalized information on the fees and costs that you will pay. For Professional Management, you will be charged an ongoing asset based fee that is calculated annually and then collected on a monthly basis, in arrears, based on the value of the investments in your account. Our fee schedule ranges up to 0.60% depending on the value of the investments in your account. You may be charged a platform fee of up to

\$10 a year. This fee may be paid by your plan sponsor. Our incentive is to increase the value of your account over time which will increase our fees over time. Your fees will be automatically deducted from your account.

Some investments, such as mutual funds, charge additional fees that will reduce the value of your investments over time. You will pay fees and costs whether you make or lose money on your investments. Please make sure you understand what fees and costs you are paying. Additional information about our fees is located in Item 5 of our Firm Brochure. Our Firm Brochure is available upon request or online at <https://adviserinfo.sec.gov/>

Questions to Ask Us:

- Help me understand how these fees and costs will affect my investments. If I give you \$10,000 to invest, how much will go to fees and costs and how much will be invested for me?

What are your legal obligations to me when acting as my investment adviser? How does your firm make money and what conflicts of interest do you have?

When we act as your investment *adviser*, we have a fiduciary duty to place the interest of our clients ahead of our own and the firm. At the same time, the way we make money creates some conflicts with your interests. You should understand and ask us about these conflicts because they can affect the investment advice we provide you. An example of a conflict of interest would be that as your account grows, we will earn more fees, therefore we benefit if your account grows in size.

The firm's revenue is solely from the advisory fees we collect from your accounts each month, and any platform fees we collect. Our financial professionals are employees of the firm and are paid a fixed salary, plus small bonuses related to customer engagement.

Do you or your financial professionals have legal or disciplinary history?

Our firm does not have any disciplinary history. Some of our financial professionals may have disciplinary history. Visit <https://investor.gov/CRS> for a free and simple search tool to research our firm and our financial professionals.

Additional Information

You can find additional information about our firm's investment advisory services on the SEC's website at <https://adviserinfo.sec.gov> by searching CRD #158744. You may also contact our firm at (866) 560-7256 and talk to any one of our investment professionals or support staff.

Questions to Ask Us:

- Who is my primary contact person?
- Is he or she a representative of an investment adviser or a broker-dealer?
- Who can I talk to if I have concerns about how this person is treating me?