



Tonya Thompson, Ed.D., Principal
1222 Raider Way • Leander, TX • 78641 512-570-2000

December 15, 2022

To whom it may concern,

Arrow Finance has worked with our staff at Rouse High School since 2021 to provide our staff with retirement information, options for 403B Retirement Plans and different insurance plan information.

Shane Bogardus and Steve Baucom have come to meet with our faculty and staff and have been very professional and well received due to their accommodating times to avoid classroom interruptions. We appreciate their flexibility, friendliness and time they have spent with us.

We thank them for their continued support and look forward to continuing to work with them in the future.

Sincerely,

Tonya Thompson, Ed.D.
Principal



JACK C. HAYS HIGH SCHOOL
4800 Jack C. Hays Trail Buda, Texas 78610 Phone: (512) 268-2911 Fax: 512-268-1394

October 6, 2017

To Whom It May Concern:

Mr. Shane Bogardus and Mr. Steve Baucom have been meeting with Jack C. Hays High School staff for several weeks to provide staff with retirement information and options for 403B Retirement Plans.

Mr. Bogardus and Mr. Baucom have been very friendly, professional and have provided staff with excellent retirement information.

If you have any questions in reference to Mr. Bogardus or Mr. Baucom feel free to contact me at 512-268-2911 ext. 46241.

Sincerely,

Glenda Dees, Principal Secretary
Jack C. Hays High School
Hays Consolidated School District



ARROW
Insurance & Financial Group, LLC

REFERENCES

W **TRADITION BEGINS!**
Steve and Shane, once again the food you provided for our faculty and staff luncheon was delicious! We had positive feedback from our campus which is always nice to hear. Thank you both for your continued support of Meiss H.S! We look forward to working with you both in 2019! Cordially,
Phula Gamble



Caldwell Elementary
Pflugerville Independent School District

April 25, 2017

To Whom It May Concern:

Mr. Shane Bogardus and Mr. Steve Baucom have been meeting with Caldwell Elementary School staff for several weeks to provide staff with retirement information and options for 403B Retirement Plans.

Mr. Bogardus and Mr. Baucom have been very friendly, professional and have provided staff with excellent retirement information.

If you have any questions in reference to Mr. Bogardus or Mr. Baucom feel free to contact me at 512-594-6400.

Sincerely,

Colby Self

LEANDER HIGH SCHOOL

Engage. Inspire. achieve for lifelong success.

3301 S. Bagdad Road • Leander, TX • 78641
Phone: 512 • 570 • 1000
Fax: 512 • 570 • 1005

December 13, 2018

To whom it may concern:

Arrow finance has been working with our staff here at Leander High School for a few months to provide our staff with retirement information and 403B Retirement Plans.

All of their staff who have come to visit with our teachers have been well received thanks to their professionalism and accommodating times so we do not interrupt instruction. We appreciate their friendliness and time they have spent educating our educators for a more prepared future.

Please feel free to contact me with any questions or more details about our positive experience with Arrow finance and their staff.

Sincerely,

Erica Acuna
Principal Administrative Assistant
Leander High School



Dessau Elementary
1501 Dessau Ridge Lane
Austin, TX 78754



Jesusita Avalos, Principal
Nicole Brown, Assistant Principal
Elisa Medrano, Administrative Intern

March 30, 2018

To Whom It May Concern:

I have had the pleasure of knowing Steve Baucom and Shane Bogardus for the past year. During this time, I have known both these gentlemen in many capacities. They have been a personal advisor with my financial and retirement needs. They have also been a partner in education with Dessau Elementary. Steve and Shane have gone out of their way to bring the teachers refreshments, snacks and lunch as a positive incentive for all the hard work they do for the students. Aside from their affinity at contributing in the positive culture of the campus, they bring to the table lofty standards that meets and exceeds through dedicated perseverance. Whether being exposed to their unquestionable integrity or simply appreciating their ability to communicate effectively with all Dessau Elementary staff members. These gentlemen are organized, efficient, extremely competent, and have an excellent rapport with staff members. I have had the privilege of knowing and spending time with Steve and Shane and would highly recommend them. I am available for any questions you may have please do not hesitate to contact me.

Sincerely,

Jesusita Avalos, Principal
Dessau Elementary



Delco Primary School

Pflugerville Independent School District

December 16, 2016

Re: Appreciation Financial

To Whom It May Concern:

Mr. Shane Bogardus and Mr. Steve Baucom have been meeting with Delco Primary School staff for several weeks to provide staff with retirement information and options for 403B Retirement Plans.

Mr. Bogardus and Mr. Baucom have been very friendly, professional and have provided staff with excellent retirement information.

If you have any questions in reference to Mr. Bogardus or Mr. Baucom feel free to contact me at 512-594-6200.

Sincerely,

Sonya Collins,
Delco Primary School Principal
Pflugerville Independent School District