

Item 1. Introduction – Impact Retirement Advisors LLC is an investment advisory firm registered with the Securities and Exchange Commission as an investment adviser under the Investment Advisers Act of 1940. We provide investment advisory services but do not provide brokerage services. It is important for you to understand the differences between investment advisers and broker-dealers, including the difference in fees. **How can I find out more about financial professionals and Form CRS?** The SEC offers help at www.investor.gov/CRS. This website provides free and simple tools to allow you to research firms and financial professionals. You can also find educational materials about investment professionals and investing.

Item 2. What investment services and advice can you provide me? We offer investment advisory services to retail investors. Our services include Investment Management, Ongoing Financial Planning, and Project-Based Financial Planning. The implementation of our investment recommendations and review of your investment program is an essential part of our service to you. Additionally, licensed insurance agents at our firm may offer insurance-related advice or products, including fixed annuity products. For more detailed information about our services, please refer to our Items 4, 7, 10, and 13 of our ADV Part 2A.

Conversation Starters: (i) Given my financial situation, should I choose an investment advisory service? Why or why not? (ii) How will you choose investments to recommend to me? (iii) What is your relevant experience, including your licenses, education, and other qualifications? What do these qualifications mean?

Monitoring – Under our investment management services, your investment accounts will be monitored and reviewed at least annually by our firm. We will provide advice to you regarding the investments and allocation of your accounts to ensure they are positioned appropriately based on your goals and objectives. If you are only engaging our firm in financial planning services, we will work with you to review your held away investment accounts that we provide advice to you on but will not be monitoring or reviewing those held away investment accounts, unless otherwise agreed upon as part of your financial planning engagement.	Investment authority – Through our investment management service, we give you the option to grant us the authority to purchase or sell securities without obtaining your consent in advance (Discretionary Authority), or to require that we obtain your consent prior to purchasing or selling any securities for your account(s) (Non-discretionary Authority). Limited investment offerings – We do not make available or offer advice with respect to proprietary products nor to a strictly limited menu of products or types of investments. Account minimums and other requirements – There is no account size requirement for retail investors to open or maintain an account under our management.
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Item 3: Fees and Costs, Legal Obligations, Conflicts of Interest, Standard of Conduct, How Our Financial Professionals Make Money

What fees will I pay? The amount of fees you pay to our firm and the frequency in which you are billed depends on the services being provided. For investment management service, we charge a fee based on a percentage of assets under management ranging from 0.75% to 1.50%. Fees are generally charged monthly in arrears. In some cases, if agreed upon by both parties, fees may be paid quarterly in arrears, and under certain circumstances, a fixed fee for services may be offered as an option. The fees or how they are billed may be negotiable on a client-by-client basis. For ongoing financial planning services, we charge an upfront fee no greater than \$1,500 for the development and delivery of a financial plan and then a \$50-\$150 fee paid monthly in arrears for the ongoing implementation and advice provided on that plan. We will never raise your fees unless agreed upon in writing and made a part of our agreement with you.

We are generally paid for investment management services based on a percentage of your managed account value. Therefore, where this is the case, the more assets there are in your advisory account, the more you will pay in fees, and we therefore have an incentive to encourage you to increase the assets in your account. This is a conflict of interest. However, we mitigate this by ensuring all recommendations and investment decisions we make are in your best interest.

There may be additional fees charged to you such as custodian fees, account maintenance fees, fees related to mutual funds and ETFs, and other transactional and product-level fees. We do not receive any portion of these fees.

You will pay fees and costs whether you make or lose money on your investments. Fees and costs will reduce any amount of money you make on your investments over time. Please make sure you understand what fees and costs you are paying. For additional information, please review Item 5 of our Form ADV Part 2A.

Certain firm personnel are licensed insurance agents who may offer clients insurance-related advice or products, including insurance and fixed annuity products. Clients should be aware that these offerings pay a commission, which could create a potential conflict of interest, as commission-based compensation may not align with fiduciary obligations; however, we remain committed to acting in your best interest at all times, including when recommending commissionable insurance or annuity products. You are under no obligation to purchase insurance or fixed annuity products through our firm personnel acting in their capacity as licensed insurance agents. For additional information, please refer to Item 5, 8, and 10 of our Form ADV Part 2A.

Conversation Starters: (i) Help me understand how these fees and cost might affect my investments. (ii) 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 else does your firm make money and what conflicts of interest do you have?

When we act as your investment adviser, we must act in your best interest and not put our interest ahead of yours. 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. For example, if your account value goes up, and while the tiered management fee percentage may stay the same, the total compensation you pay us goes up proportionately.

Please refer to our Form ADV Part 2A to learn more about conflicts of interest. You can see options to access our ADV Part 2A in Item 5 – Additional Information below.

Conversation Starters: How might your conflicts of interest affect me, and how will you address them?

How do your financial professionals make money? Our financial professionals are compensated on a percentage of revenue generated by clients serviced by the professional with a discretionary bonus (based on firm metrics). Some may also be paid an hourly wage for administrative duties. This may create a potential conflict of interest in that it may create an incentive for professionals to encourage you to increase your investment account size.

Item 4: Do you or your financial professionals have legal or disciplinary history?

No, we have no legal or disciplinary events to disclose. We encourage you to visit www.investor.gov/CRS for a free and simple search tool to research your financial professionals.

Conversation Starters: As a financial professional, do you have any disciplinary history? For what type of conduct?

Item 5: Additional Information – Form ADV Part 1 is used by investment advisors to register with the SEC and state securities authorities. Our ADV Part 2A can provide you with further information about our firm, representatives, services, products, fees, conflicts of interests, and other information about us that you will find useful. You may request a free copy of our ADVs by calling us at 507-581-6131. You may also view and download a free copy of our ADV Part 2A and Part 3-CRS, as well as additional information regarding our firm, by visiting our website at www.impactretirementadvisors.com. You may access our ADV Part 1, Part 2A, and Part 3-CRS at the SEC's IAPD website: <https://www.adviserinfo.sec.gov/IAPD/default.aspx>.

You may request up-to-date information and a copy of our Form ADV Part 3-CRS Relationship Summary by using the contact information about. The Form ADV Part 3-CRS Relationship Summary will be provided at no cost.

Conversation Starters: (i) Who is my primary contact person? (ii) Is he or she a representative of an investment advisor? (iii) Who can I talk to if I have concerns about how this person is treating me?