

**Sit Investment Associates, Inc. (“SIA”) and Sit Fixed Income Advisors II, LLC (“SFI”)  
Form CRS Client Relationship Summary – June 2020**

<b>Introduction</b>	SIA and its subsidiary SFI are each registered with the Securities and Exchange Commission (SEC) as an investment adviser. SIA primarily manages equity securities (stocks) and SFI primarily manages fixed-income securities (bonds). Brokerage and investment advisory services and fees differ, and it is important for you to understand these differences. Free and simple tools are available to research firms and financial professionals at <a href="https://investor.gov/CRS">Investor.gov/CRS</a> , which also provides educational materials about broker-dealers, investment advisers, and investing.
<b>What investment services and advice can you provide me?</b>	<p>We offer investment advisory services to retail investors by exercising full discretion to buy and sell securities in separately managed accounts. We continually manage your assets according to the investment objectives, guidelines and restrictions detailed in our investment management agreement with you. Investment strategies we manage include, but not limited to, domestic and foreign growth equity, taxable fixed income, and municipal fixed income. Our account minimum is \$10 million.</p> <p><b><i>For additional information,</i></b> see our Forms ADV, Part 2A brochure Item 4 for a discussion of our advisory business, and Item 7 for a discussion about the types of clients we serve.</p> <p><b><i>Conversation Starters.</i></b> Ask your financial professional—</p> <ul style="list-style-type: none"> <li>• <b>Given my financial situation, should I choose an investment advisory service? Why or why not?</b></li> <li>• <b>How will you choose investments to recommend to me?</b></li> <li>• <b>What is your relevant experience, including your licenses, education and other qualifications? What do these qualifications mean?</b></li> </ul>
<b>What fees will I pay?</b>	<p><b><i>Principal Fees and Costs.</i></b> The fees you pay us to manage your account are set forth in our investment management agreement with you. Our fee schedules vary by investment strategy. You pay a quarterly management fee calculated as a percentage of the value of the assets in your account. Since the management fee is based on the value of the assets in your account, the more assets there are in your account, the more you will pay us in fees. Therefore, we have an incentive to encourage you to increase the assets in your account and for your account to appreciate in value.</p> <p>We manage certain strategies for qualified clients that pay us a performance-based fee relative to a benchmark in addition to the asset-based management fee. Conflicts of interest will arise when we simultaneously manage accounts with and accounts without a performance-based fee because we have an incentive to manage accounts in a manner to earn a performance fee.</p> <p><b><i>Other Fees and Costs.</i></b> You will incur brokerage commissions, transaction fees and other portfolio related costs and expenses which impact the value of your account and therefore your investment performance, but are not part of our management fee. Your assets are held by a qualified custodian chosen by you, and you will pay the custodian a fee to hold your assets. You will pay fees to other financial professionals you engage, such as a financial planner or consultant.</p> <p>If we invest your assets in funds that charge fees such as a mutual fund, you will pay the fees of such mutual fund. If your account holds shares of an affiliated Sit Mutual Fund, we do not charge a management fee on the assets invested in an affiliated fund, however, you will pay the fees as an investor in the affiliated fund according to the fund’s prospectus, and such fees include management fees paid to us by the fund. See the discussion about proprietary products below.</p> <p><b><i>Additional Information.</i></b> <b>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.</b> (continued on next page)</p>

(continued from previous page)	<p><b>For additional information</b>, see our Forms ADV, Part 2A brochure Item 5 regarding Fees and Compensation.</p> <p><b>Conversation Starter.</b> Ask your financial professional—</p> <ul style="list-style-type: none"> <li>• <b>Help me understand how these fees and costs might 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?</b></li> </ul>
<p><b>What are your legal obligations to me when acting as my investment adviser?</b></p> <p><b>How else does your firm make money and what conflicts of interest do you have?</b></p>	<p><i>When we act as your investment adviser</i>, we have to 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. Here are some examples to help you understand what this means.</p> <p>Proprietary products. We sponsor, manage and earn fees from mutual funds, collective investment trusts, and private investment funds that use the same investment strategies that you may use. We invest our own money in such proprietary products. We are obligated to act in the best interest of all our clients including the proprietary products as well as you. This creates some conflicts with your interests because, depending on the investment strategy, not all accounts will hold the exact same investments, which may result in the performance of other accounts being different from your account.</p> <p>Soft dollar credits received by us. When we buy and sell certain securities in your account we often earn soft dollar credits from the executing broker. We use these credits to pay for research services and information utilized throughout our firm, and therefore even though you do not directly benefit from the credits earned on transactions in your account, the enhancement to our research efforts benefits you indirectly.</p> <p><b>Conversation Starter.</b> Ask your financial professional—</p> <ul style="list-style-type: none"> <li>• <b>How might your conflicts of interest affect me, and how will you address them?</b></li> </ul> <p><b>For additional information</b>, see our Forms ADV, Part 2A brochure Item 10 regarding Investment Adviser Affiliates and Item 12 regarding Brokerage Practices.</p>
<b>How do your financial professionals make money?</b>	<p>Employee compensation includes salary, discretionary bonus, paid time off, 401(k) plan, and insurance. An investment professional's discretionary bonus is based on factors that include portfolio strategy performance, security recommendations, and attainment of our marketing and profitability goals. Deferred compensation bonuses are awarded to investment professionals based primarily on portfolio strategy performance and firm profitability. Most of our senior investment professionals own an interest in SIA or SFI. A marketing professional receives a commission based on a percentage of the investment management fees collected from new clients that engaged our firm as a result of their sales efforts. Since the compensation is affected by the amount of fees we earn, which are based on the amount of assets we manage, we have a conflict in that we have an incentive to encourage you to increase the assets in your account and for your account to appreciate in value.</p>
<b>Do you or your financial professionals have legal or disciplinary history?</b>	<p>No. Visit <a href="http://Investor.gov/CRS">Investor.gov/CRS</a> for a free and simple search tool to research us and our financial professionals.</p> <p><b>Conversation Starter.</b> Ask your financial professional—</p> <ul style="list-style-type: none"> <li>• <b>As a financial professional, do you have any disciplinary history? For what type of conduct?</b></li> </ul>
<b>Additional Information</b>	<p>For additional information about our services, visit <a href="http://sitinvest.com">sitinvest.com</a> or call us at 612-332-3223. If you would like additional, up-to-date information or a copy of this disclosure, call 612-332-3223.</p> <p><b>Conversation Starter.</b> Ask your financial professional—</p> <ul style="list-style-type: none"> <li>• <b>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?</b></li> </ul>