

The Comperio **Advantage**: A CLEARER VIEW OF FEES

The Environment

Regulatory pressures, legislative pressures, and even internal company pressures all have an impact on the Plan Sponsor. Recently, there has been a multitude of lawsuits regarding the appropriateness of fees paid by participants.

Fees are a complicated topic and even the most seasoned Plan Sponsor may be challenged to fully understand them. Plan Sponsors are held accountable not only to understand plan-related fees but also to ensure that they are reasonable and transparent from an employee/participant perspective.

There are three basic categories of plan related fees:

- **Administrative** – recordkeeping, legal, trustee, participant communications and transactional related fees such as loan administration, account maintenance and QDROs fees among others
- **Advisor/Consultant** – these fees typically include fiduciary governance, fee negotiation, investment monitoring, plan design and education services
- **Investment** – investment management fees represent the largest allocation of plan expenses and are paid by employees through the expense ratio of the underlying investment

The Client

National US Law Firm

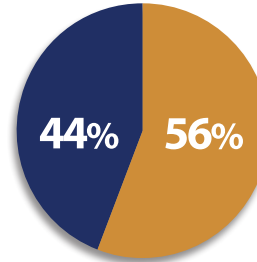
Retirement Plan Assets: \$120 Million

Number of Active Participants: 500+

10 year relationship with current recordkeeper

Pricing model is bundled with revenue sharing

Revenue Sharing pays for Recordkeeping and Administrative Fees



■ Plan Assets in Non-Revenue Sharing Funds
■ Plan Assets in Revenue Sharing Funds

Goals

- Quantify the actual annual plan administrative fees
- All participants share in a more equitable allocation of administrative fees

Approach

- Benchmark all recordkeeper, investments and advisor/consultant fees
- Negotiate plan fees directly with recordkeeper
- Ensure continued compliance with fee-disclosure rules



The Results

Comperio Retirement Consulting proprietary process and analysis of the plan resulted in:

1. **Lower annual administrative fees**
2. **Total fee transparency**
3. **Comprehensive documented fiduciary process**
4. **Equitable allocation of fees among all plan participants**

Client-Focused

- Retirement and Investment Consulting is 100% of our business.
- Comperio has no affiliation with any broker dealer or financial services firm.

Conflict-Free

- Serve as plan fiduciary for all clients.
- We do not provide or sell any personal investments to plan participants.

Experienced

- Technically oriented consultants that average 25 years experience in the retirement plan industry.
- Our consultants bring a unique perspective having worked both on the provider and plan sponsor side.



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Discover how Comperio Retirement Consulting's innovative, proven, client-centric approach can help your company reduce its plan administration costs, mitigate your fiduciary risks and help meet the long-term financial needs of your employees.