

Are all \$5,000,000 401(k) Plans Created Equal?

The findings might surprise you... Let's Compare the Average Costs of Two \$5,000,000 401(k) Plans. One Plan has 100 participants, the other plan has 500 participants, both with \$5,000,000 in assets.

ANSWER: No they are not created equal. Plans with larger average account balances will pay lower fees as a percentage of total assets. You should take your plan's average account balance into consideration when you are benchmarking fees.

RECORDKEEPING AND ADMINISTRATION: represents any hard dollar charges for recordkeeping, administration and trustee services.

INVESTMENT COST: represents any asset based charges applied to plan assets. This includes investment management fees, fund expense ratios, 12b-1 fees, sub-transfer agent fees, contract charges, wrap and advisor fees or any other asset based charges.

TOTAL PLAN COSTS: includes all of the investment, recordkeeping & administration, and trustee costs paid by the company or participant. It does not include participant initiated transactions such as loans, withdrawals or other forms of distributions.



The most recognized resource book for 401(k) fee information.

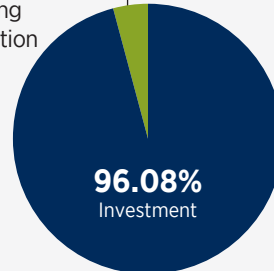
www.401ksource.com

50 PARTICIPANTS
\$100,000 AVERAGE
PARTICIPANT BALANCE

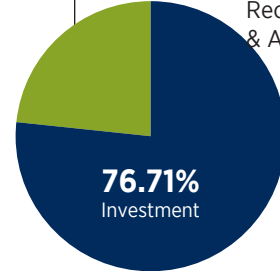
500 PARTICIPANTS
\$10,000 AVERAGE
PARTICIPANT BALANCE

▼ PLAN COST BREAKDOWN

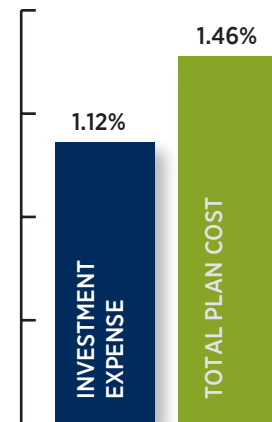
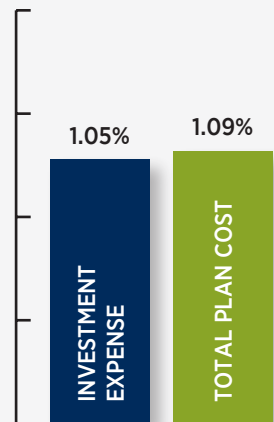
3.92%
Recordkeeping
& Administration



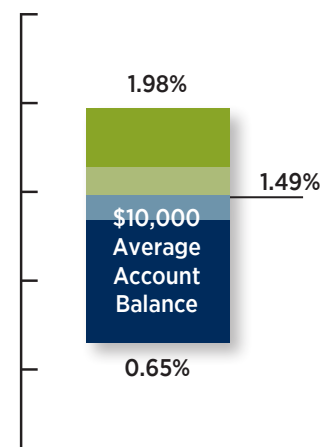
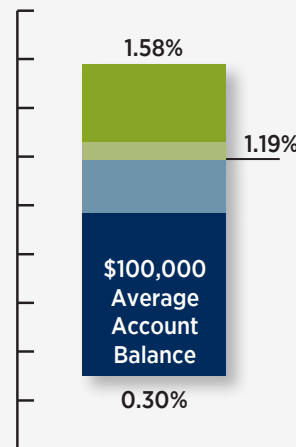
23.29%
Recordkeeping
& Administration



▼ AVERAGE INVESTMENT EXPENSE AND TOTAL PLAN COST



▼ HIGH, LOW, AND MEDIAN TOTAL PLAN COSTS



"Average Account Balance is one of the key drivers of 401(k) plan costs."