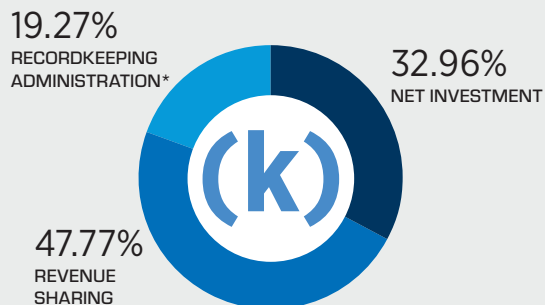


TOTAL PLAN COST  
PER PARTICIPANT: \$628

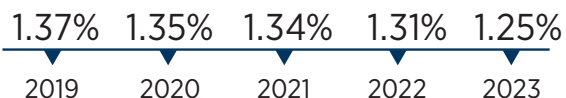
## BREAKDOWN OF SMALL PLAN 401(k) FEES

50 participants • \$2.5 million in assets

### PLAN COST BREAKDOWN

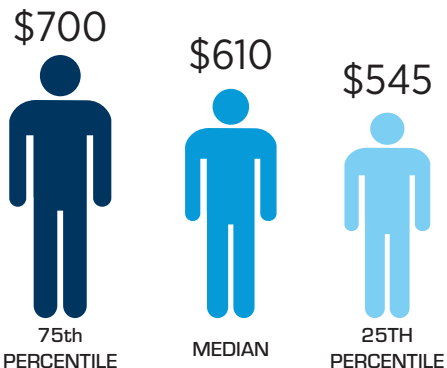


### TOTAL PLAN COST TREND



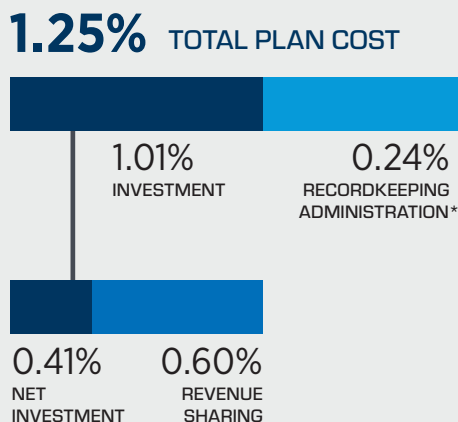
TOTAL PLAN COST  
AS PERCENT OF ASSETS: 1.25%

### RANGE OF COSTS PER PARTICIPANT



RANGE=MIDDLE 50% OF UNIVERSE

### TOTAL PLAN COSTS AS A PERCENT OF ASSETS



### AVERAGE INVESTMENT COSTS



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

[www.401ksource.com](http://www.401ksource.com)

\*RECORDKEEPING ADMINISTRATION: represents hard dollar and asset based fees for recordkeeping administration services.

NET INVESTMENT: is the portion of the investment expense retained by the investment manager.

REVENUE SHARING: is the portion of the investment expense received by other service providers to the plan. These other service providers could include but are not limited to recordkeepers, advisors, and platform providers.

INVESTMENT: represents 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 other asset based charges. Excludes some asset based recordkeeping fees.

TOTAL PLAN COSTS: includes all of the investment, advisor compensation, and recordkeeping administration costs paid by the company or participant.

Source: 401k Averages Book