

RETIREMENT PLAN UPDATE

SPECIALIZING IN INVESTMENT MANAGEMENT AND FINANCIAL EDUCATION
FOR RETIREMENT, 401(K) AND PENSION PLAN SPONSORS NOVEMBER/DECEMBER 2004

How Do Your Fees Compare?

Every plan whether it is a Defined Benefit or Defined Contribution Plan (401k) pays an expense ratio to the mutual fund(s) in which they invest. This fee can be found in the mutual fund's prospectus and can be viewed on Morningstar.com. You and the participants could be paying even more than the expense ratio if your provider charges an additional wrap fee or investment advisory fee.

HR Investment Consultants of Baltimore compiled average costs for 401(k) plans and has published them in the 401k Averages Book. Compare your fees to the average fees listed below for a similar sized plan. (Defined Benefit plans should be paying less than this for asset management.) These fees assume an average participant balance of \$40,000 and are from the 401k Averages Book.

Plan Size	Average Cost
50 Participants	1.40%
100 Participants	1.31%
200 Participants	1.26%
500 Participants	1.20%
1,000 Participants	1.17%
5,000 Participants	1.12%

For help in determining the fees that you are paying for your plan, call Margaret O'Meara at 732-224-9900.