

FIDUCIARY TIP #1

Conduct a fee analysis that is independent of your current retirement plan provider to know and understand the fees participants pay.

Did you know? The law requires employers to know and understand the fees being paid by participants for their retirement plans. That means it's imperative that you familiarize yourself with the total plan expenses being charged against participant accounts and disclose these fees to participants. You should also consider how your total expenses compare with those of similar plans and identify potential conflicts of interest that could negatively impact participants. That way, you will be protecting your participants and yourself.

Headlines are breaking news of lawsuit after lawsuit filed against plan sponsors, officers and committee members regarding plan

fees. This new wave of litigation alleges breaches in fiduciary responsibility by companies that failed to monitor and disclose fees, or exercise oversight of revenue sharing arrangements within their plans. Cases such as these are bringing a greater awareness of the fiduciary responsibilities and oversight required under ERISA. .

Be proactive and stay in the know about your retirement plan! To get an objective and independent analysis on your current plan provider's fees, please contact CapTrust at 401k@captrust.com or at **(813) 218-5000**.

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