The Ekon Benefits Fiduciary Review and Benchmarking Report

Ekon Benefits is proud to introduce our revamped Fiduciary
Review and Benchmarking
Report! Our comprehensive report encompasses our long standing
Fiduciary Review best practices and fee and performance benchmarking across 182 retirement products representing thousands of qualified plans.

What can you expect to find in our improved Fiduciary Review?

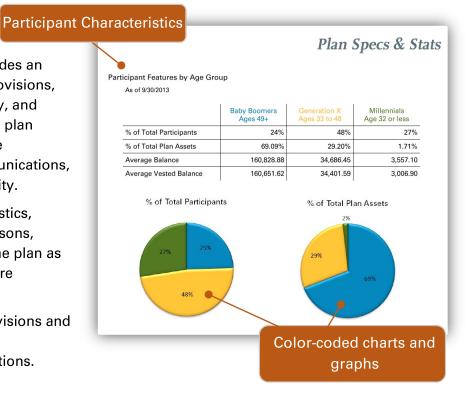
- Operations Analysis overview of your Plan and Participants
- Investment Recap portfolio activity and benchmarked investment performance
- Expense Breakdown and detailed Fee Benchmarking
- Forward-thinking consulting and recommendations specific to Plan design and operation
- Development of Action Plan for future Plan success



The *Operations Analysis* provides an overview of important Plan provisions, summarizes Participant activity, and offers feedback on preliminary plan review findings, administrative procedures, participant communications, and minimizing fiduciary liability.

Balance and Contribution statistics, along with age-based comparisons, illustrate the current state of the plan as well as highlight potential future concerns.

Review of Plan Document provisions and processes can bring to light discrepancies in current operations.





of funds that were in the top half and top qua

Investment Performance Analysis

As detailed in the Performance and Expense display, to gauge your current investment's relative performance to the rest of the market, broad based indexes were used as benchmarks. A broad based index is designed to reflect the movement of the entire market for a particular asset class (i.e. - Large U.S. Stocks, U.S. Bonds, etc.) Below is a summary of how your investment alternatives have compared to their benchmarks over time.

- Quarter ending 9/30/2013: 67% of your investments beat the benchmarks.
- 1 year: 62% of your investments beat the benchmarks.
- 5 year: 74% of your investments beat the benchmarks.
- 10 year: 76% of your investments beat the benchmarks.

An independent report from Morningstar was prepared for your current investment lineup. Of note on this report are the percentile rankings of each alternative. These rankings range from 1 to 99, 1 being the best and 99 being the worst based solely on performance against their peers. For example, if your fund has a ranking of 10, it is in the 10th percentile for that time period and is performing better than 90% of funds within the same asset class. A plan should aim for a ranking 1. The table below contains your avere

Performance of Investments compared to Benchmarks

The *Investment Recap* provides performance comparisons between current investment alternatives and broad-based indices. Additional benchmarking is provided by an independent ranking system to gauge investment performance against peers in their asset classes.

Both current and historic performance, in addition to investment philosophy, are factored into our analysis.

Diversification and Investment Expense

		Value	Blend	Growth
The chart on the right displays the number of funds by size and style.	Large	1	2	2
The charts below highlight the overall diversification of Plan assets by dollar as well as by percentage of the total portfolio.	Mid	1	1	1
	Small	1	0	2
	Foreign	'	4	ı

Stocks by Asset Class			Sto	Stocks as a Percentage of Total Assets			
	Value	Blend	Growth		<u>Value</u>	Blend	Growth
Large	446,460.85	1,524,470.39	1,339,708.31		3.84%	13.10%	11.51%
Mid	579,374.89	1,187,909.62	724,859.43		4.98%	10.21%	6.23%
Small	571,795.29	0.00	1,264,697.22		4.91%	0.00%	10.87%
Foreign		1,945,187.74	ı		1	16.71%	
Stock Tot	al	9,584,463.74				82.34%	

Bonds by Asset Class			Bonds as a Percentage of Total Assets			
<u>Stable</u>	Intermediate	Total Bonds	Stable	Intermediate	<u>Total Bo</u>	
179,579.94	735,000.31	914,580.25	1.54%	6.31%	<u>7.86%</u>	

In Expense Analysis and Benchmarking the Plan's current asset allocation, as well as the dollar expense for each alternative, is displayed. Stocks & Bonds are then broken down by asset class and represented as a percentage of total assets.

Fee reasonability is assessed by drawing comparisons between a benchmark group of similar features. Fees are segmented by specific services to help pin point potential opportunities for improvement.

Bringing It All Together aids Plan Fiduciaries in creating a course of action based on the Review findings and targeted Plan goals.

Insightful, specific recommendations assist Plan Sponsors and Trustees in meeting their fiduciary duties and accomplishing long term Plan goals.

Asset Diversification

Recommendations **Bringing It All Together** . Fully understand all fees of the Plan · Assess fees periodically to ensure reasonability · Provide diverse investments offerings that Benchmark fees against those of comparable plans to provide a wide range of risk/reward ensure reasonability · Provide Plan Participants sufficient fee information to . Maintain the appropriate number of enable informed decision making Ensure options are evenly dispersed to avoid pushing investors to a particular

Competitive,

ow that you have completed your Fiduciary Review and taken a deeper look

into the characteristics of your Plan, it is time to put the information to good

se. What course of action will you take in improving your Plan?

Reasonable Diversified Fees Investment Offerings Efficient Operation

. Ensure that Fiduciaries and service providers are

What's

Next?

Create a Course of Action

 Increase participation through a well structured education program Inform Participants of the tax advantages of

Active

Participation

the Plan . Emphasize the importance of saving for retirement.

Participants

· Allow internet access to Plan information for

Fee Benchmarking

Your Plan was reviewed against a Benchmark Group with comparable features as shown at right.

Further data on this Benchmark Group can be found in the 401k Averages Book, 13th Edition. Copyright 2013 Pension Data Source, Inc.

Total Number of Participants Total Plan Assets \$11,639,913.39 \$10,000,000.00 Avg. Account Balance Avg. Total Bundled Expense (as a percent of assets)

herein: 1) is proprietary to 401k Averages Book; 2) may not be copied or distributed. 401k Averages Book is not responsible for any damages or losses arising from the use of this

Benchmarking Plan Expenses

The table below illustrates the percent and dollar amount of the Plan's current expenses compared to these of the Benchmark group. Color coded phrases correlate with graphs on the following page

Plan Expenses as a Percent and Dollar Amount of Assets

		Dollar Amount		Dollar Amount
		of Your Plan	<u>Benchmark</u>	of Your Plan
	Your Plan	<u>Assets</u>	Group	<u>Assets</u>
Investment	0.77%	\$89,751.55	1.11%	\$129,203.04
Administration	0.00%	\$0.00	0.05%	\$5,819.96
Trustee	0.00%	\$0.00	0.00%	\$0.00
Total Bundled Expense	0.77%	\$89,751.55	1.16%	\$135,023.00

Ekon Benefits appreciates being

For more information on Fiduciary Reviews please contact us at 314.367.6555.

Your Trusted Partner for

retirement plan services.

