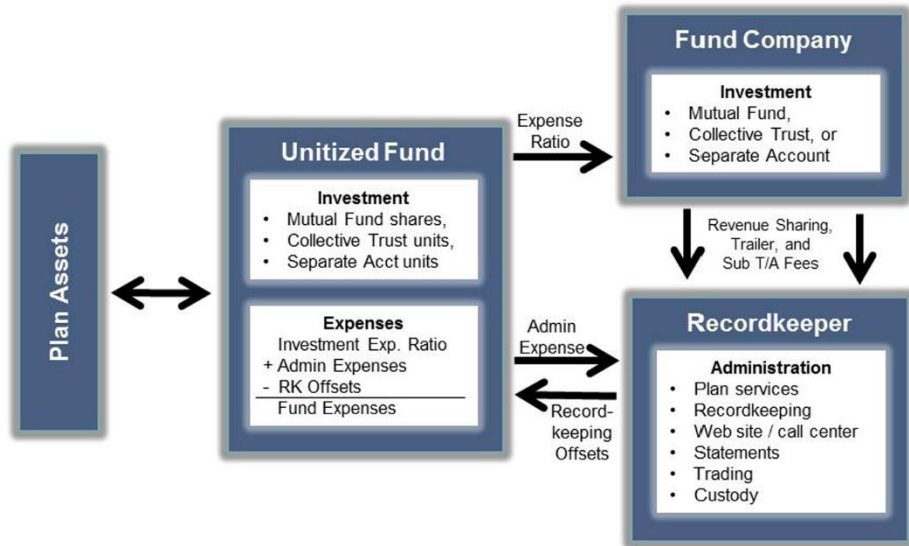


# Unitization Flow of Fees

Flow of Fees from Participant Accounts to Retirement Plan Service Providers



**Bellwether Consulting LLC**  
 PO Box 31  
 Millburn, NJ 07041-0031



Plan sponsors face a myriad of fees, which are often shared with service providers without further disclosure. Fiduciaries are not required to pick just the cheapest funds – but you should at least know what fees your plan is paying, and what the money is being used for!

The **401(k) Plan Fee Disclosure Form** is a free publication by the Department of Labor (also very useful for other types of plans and trusts). You can obtain a copy from the DOL website, complete it with help from your fund vendors, and keep it on file in case of audit.

Better yet, why not have us complete it for you? It's a quick and inexpensive project; and we'll also benchmark your investment fees against the competitive universe, so you'll know if you're getting a fair deal.

Bellwether Consulting is an independent investment advisor serving the needs of retirement plan sponsors and other institutional investors.

For more information please have a look at our website at [www.bellwetherconsulting.net](http://www.bellwetherconsulting.net), or call us at (646) 205-9346.