



## Non-plan related and non-plan approved products and services.

In recent years a number of factors (including downward fee compression and commoditization of services) has caused plan providers (such as recordkeepers and plan consultants) to reduce plan fees directly charged to retirement plans.

However, this reduction in direct fees is accompanied by an increase in efforts to generate replacement sources of revenue for providers. These efforts include a range of practices in which plan providers may promote and steer retirement plan participants into the purchase of non-plan related and non-plan approved products and services.

These practices, and the revenue they generate for plan providers, are not fully disclosed or described in material provided to plan fiduciaries.

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These practices are particularly insidious because plan sponsors have selected these providers to offer investment advice and approved products to employees and the providers are taking advantage of the plan sponsors' "implicit endorsement" in selling participants high cost non-plan investment and insurance products. And, make no mistake about it, the fees for these non-plan products and services can be multiples of the fees negotiated by the plan sponsor for in-plan offerings.

### RetireAware

RetireAware is singularly focused on addressing the challenges posed by providers' conflicted service models. As an independent, third party co-fiduciary, we are positioned to efficiently and effectively help monitor and mitigate risks that may be associated with conflicted service models that may be utilized by plan providers.

RetireAware utilizes proprietary tools and industry professionals focused on monitoring and identifying conflicted services practices. We aim to provide plan sponsors and employees with information and insight into plan provider service structures and industry practices that may undermine retirement savings.



To learn more about us, please go to [www.RetireAware.com](http://www.RetireAware.com)