

Do the New Fee Disclosure Requirements Affect Your Retirement Plan?

Because you sponsor a retirement plan for your business or organization, you may have heard about new requirements to disclose plan fees. Understanding what expenses you, the plan and your plan participants pay, along with the services received, is crucial. Edward Jones can help you understand these requirements and how they may affect your plan.

The Department of Labor (DOL) has issued a series of regulations to promote the transparency of retirement plan fees and expenses and the accessibility of plan- and investment-related information. These regulations generally apply to ERISA-qualified plans – such as 401(k) plans – but not SEP IRAs, SIMPLE IRAs, Non-ERISA 403(b) plans or 457 plans.

Summary of the Fee Disclosure Regulations		
Who	What will be received and how	Timing
Disclosure to the Government Plans with 100+ participants	Service providers who were paid more than \$5,000 will provide you on request a report showing the actual compensation received for the previous plan year. If applicable, you will report this amount on Schedule C of IRS Form 5500.	You can request this information after the end of your plan year.
Disclosure to Plan Administrators (commonly the plan sponsor) Service providers whose plan-related fees and expenses are expected to be at least \$1,000	Service providers will furnish the following information to you: <ul style="list-style-type: none"> • Schedule of fees and expenses and any other plan-related compensation paid from the plan and certain third parties • Description of services • Whether they serve as a plan fiduciary or registered investment adviser • Description of any conflicts of interest, if applicable 	<ul style="list-style-type: none"> • New plans or new service relationships: all covered service providers must provide these prior to entering into a new contract • Changes: must be communicated as soon as practicable but generally no later than 60 days after the service provider is aware of a change in compensation
Annual Disclosures to Participants Plans that allow participants to direct investments, such as 401(k) plans	Plan administrators will provide the following to participants, eligible employees and beneficiaries, if applicable: <ul style="list-style-type: none"> • General plan information • Administrative expenses • Individual expenses • Investment information 	For new participants on or before the participant is first able to direct investments: <ul style="list-style-type: none"> • Ongoing annually (within 12 months from the last disclosure subject to a one-time extension and any other guidance from the Department of Labor) • Changes: Except for investment information, at least 30 days and not more than 90 days prior to effective date
Quarterly Disclosures to Participants Plans that allow participants to direct investments, such as 401(k) plans	Plan administrators will disclose actual fees and expenses charged to each participant's account on the benefit statement or on a separate statement.	Ongoing quarterly

Dates provided are for plans operating on a calendar year and indicate the date of initial disclosure.

Your Next Steps

Your Edward Jones financial advisor can help you prepare for these regulations and for questions from your employees. We encourage you to:

Educate Yourself and Your Employees

The DOL has resources to explain fees and expenses in retirement plans.

- *Understanding Retirement Plan Fees and Expenses*
Available at www.dol.gov/ebsa/publications/undrstndgrtrmnt.html
- *A Look At 401(k) Plan Fees*
Available at www.dol.gov/ebsa/publications/401k_employee.html

Evaluate Your Plan

Evaluate your plan by comparing the following to retirement plans similar to yours:

- Service from those supporting your plan
- Investments
- Plan features
- Fees and expenses

Assess the service and support that your retirement plan receives and determine how these align with your plan expenses. Use this information to identify opportunities to improve your plan and to ensure that your needs and the needs of your employees are met.

Ask Questions

Ask your service providers what information and disclosures they will provide you and how they will support these new requirements. Also, make sure you understand what service providers are doing to support your plan and how fees and expenses are defined.

Evaluate Your Team

Evaluating your plan may lead to greater accountability for your service providers. Set goals for key metrics such as participation or salary deferral rates; then, discuss and record strategies to meet those goals with your Edward Jones financial advisor.

At Edward Jones, we believe in doing what is right for our clients. We provide personal, face-to-face service and support, and we welcome the opportunity to guide you and your plan participants through these new disclosure requirements.

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