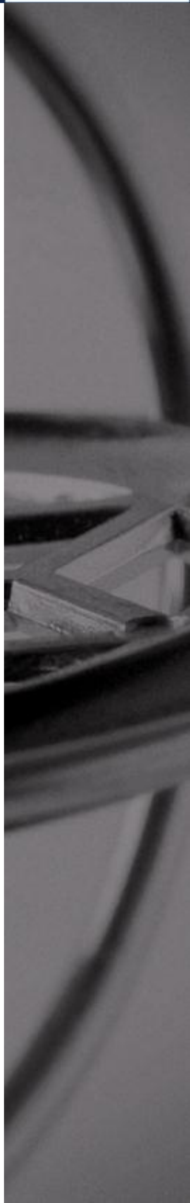
Case Study

401★k ADVISORS



Consulting Service:

Provider Analysis & Fee Benchmarking

Client Profile

Industry	Internet Search Services
Plan Type	401(k)
Assets	$675 million
Participants	12,600

Background

A Fortune 500 company recently experienced significant M&A growth, which meant more participants and assets for the 401(k) Plan. Because the Plan had not been evaluated in a number of years, the Investment Committee decided to evaluate its existing provider arrangement to determine if the recent growth warranted any changes – or even the consideration of an alternate provider. The Client, who was highly motivated to ensure that it was offering the best plan for its employees, hired 401(k) Advisors to lead the RFP Search/Fee Benchmarking process.

Strategy

401(k) Advisors applied its proprietary benchmarking process to ensure fees, services, and investments were in-line with the marketplace. Working on the Client's behalf, our specialists indentified the 'pain' points, customized the RFP questionnaire, solicited bids from qualifying vendors, spreadsheeted the data and coordinated presentations. The final output, named the B3 Provider Analysis™, incorporated over 450 data points and both quantitative and qualitative metrics in a succinct 60-page format for important decision-making.

Objectives

- Ensure competitive fees
- Ensure customer service deliverables are meeting market benchmarks
- Ensure investment menu and asset allocation funds are "best in class"
- Document the process to meet fiduciary responsibilities

Results

Leveraging the power of the B3 Analysis™ and the negotiation expertise of the 401(k) Advisors team, we:

- Re-defined incumbent's service benchmarks
- Introduced Asset Allocation fund suite to replace Balanced fund options
- Negotiated share class and investment changes for lower expenses and reduced revenue sharing by half
- **Total Plan Savings: $625,000**