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Plan Information

This section summarizes specific information about the plan you are benchmarking.

Defined Contribution Plan Size: \$8 million

Fee Method: 12b1 or TA Fee (commission)

Services included as part of your annual retainer fee:

- Investment Policy Development
- Fund replacements/fund manager search
- Asset Allocation Modeling
- Employee Meetings
- Quarter Investment Reviews
- Fund Menu Design
- Provider Management
- Plan Design Consulting
- Investment Monitoring/Committee Meetings

Comparison of Advisor/Consultant Annual Retainer Fees

This section provides a summary of your annual retainer fee, compared to the database. For plans of this size the database contains 116 responses.

Your annual retainer fee for this plan: ◆ \$22,000

The database average for a plan of this size:	Mean (average)	\$24,897
	Median	\$20,000

Your retainer fee compared to the database:	41% are HIGHER	0% are the SAME AS	59% are LOWER
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Due to rounding this may not equal 100%

Your retainer fee compared to the database broken down by quartiles:

	1st Quartile (Lowest)	2nd Quartile	3rd Quartile	4th Quartile
Fee range for this quartile	\$8,000 – \$20,000	\$20,000 – \$20,000	\$20,000 – \$28,000	\$28,000 – \$80,000
Quartile Mean	\$16,266	\$20,690	\$24,345	\$40,634
Quartile Median	\$16,000	\$20,000	\$24,000	\$36,000
Your Fee			◆ \$22,000	

KEY DEFINITIONS

Mean: Calculated by adding all the reported fees and then dividing by the number of fees in the database.

Median: The fee that is in the middle of all database points; that is, half the fees fall below this number; half are above.

Quartile Mean, Median: Reflects average just for the quartile.

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Plan Size: \$8 million

Your Annual Retainer Fee for this plan: ◆ \$22,000

The database average for a plan of this size:

Mean (average)	\$24,897
Median	\$20,000

Detailed Fee Comparison

Fees By Advisor/Consultant Business Model

This section compares annual retainer fees by business models for a \$8m plan.

Business Model	Practices Represented	Database Range	Database Mean	Database Median
Wirehouse or Bank Affiliated	36	\$12,000 to \$46,000	\$24,144	\$20,000
Independent FA/RIA	49	\$10,000 to \$80,000	\$23,881	\$20,000
Fee-Only RIA/Consultant	31	\$8,000 to \$60,000	\$27,378	\$24,000

Fees By Advisor/Consultant Practice Size

This section compares annual retainer fees by size of firm, where size is measured by total DC assets under advisement.

Your firm's total DC assets under advisement: ◆ \$150 million

Total DC plan assets under advisement	Practices Represented	Database Range	Database Mean	Database Median
up to \$200 million ◆	46	\$10,000 to \$80,000	\$27,711	\$24,000
\$201 to \$500 million	24	\$12,000 to \$46,000	\$22,904	\$20,000
\$501 million to \$1 billion	18	\$8,000 to \$58,200	\$25,233	\$20,000
over \$1 billion	28	\$12,000 to \$56,000	\$21,768	\$20,000

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Median \$20,000

Scope of Services

Annual Retainer Services for a \$8 million DC Plan

Service	% of firms that include service in retainer	% of firms that provide service but charge separately	% of firms that do not offer the service
Investment Policy Development	93%	4%	3%
Fund Menu Design	98%	2%	0%
Act as investment fiduciary to the plan	69%	28%	3%
Act as investment fiduciary to participants	21%	77%	3%
Investment Monitoring/Committee Meetings	92%	3%	4%
Fund replacements/fund manager search	100%	0%	0%
Asset Allocation Modeling	67%	33%	0%
Plan Design Consulting	92%	6%	2%
Basic Compliance Review	57%	35%	8%
Vendor search	72%	10%	17%
Transition Services to Recordkeeper	73%	17%	9%
Provider fee and service reviews	85%	11%	3%
Provider Management	82%	17%	1%
Education Program Strategy	89%	8%	3%
Employee Meetings	75%	19%	6%
Annual Investment Reviews	18%		
Semi-Annual Investment Reviews	27%		
Quarterly Investment Reviews	55%		

One-time Consulting Project Fees

This chart displays fee ranges and averages for the services commonly provided on a project or a la carte basis.

Services	Fee Range	Fee Average	
Vendor search	\$3,000-\$40,000	Mean: \$19,484	Median: \$20,000
Provider fee and service reviews	\$3,000-\$10,000	Mean: \$7,719	Median: \$10,000
Investment policy development	\$2,000-\$10,000	Mean: \$4,882	Median: \$5,000
Employee meetings	\$500-\$30,000 per day	Mean: \$1,338/day	Median: \$1,000/day

Hourly Rate Range	Hourly Rate Averages
\$150-\$475 per hour	Mean: \$251 per hour Median: \$250 per hour

Methodology

The Monarch Fee Benchmarker™ database is based on a quantitative study conducted in 2008 by Ann Schleck & Company™, an independent consulting and market research firm serving the retirement marketplace.

Data contained in the database includes fee schedules from over 120 retirement practices representing 727 retirement specialists and total retirement assets under advisement of \$100 billion.

The database is refreshed annually. New fee schedules are added to the database throughout the year. The data reflected in the database represents Advisors' fee schedules. To ensure the integrity of the data, we restrict the data to include only those fees where an advisor has a plan of that size. Great care has been taken to ensure the quality of the database.

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