

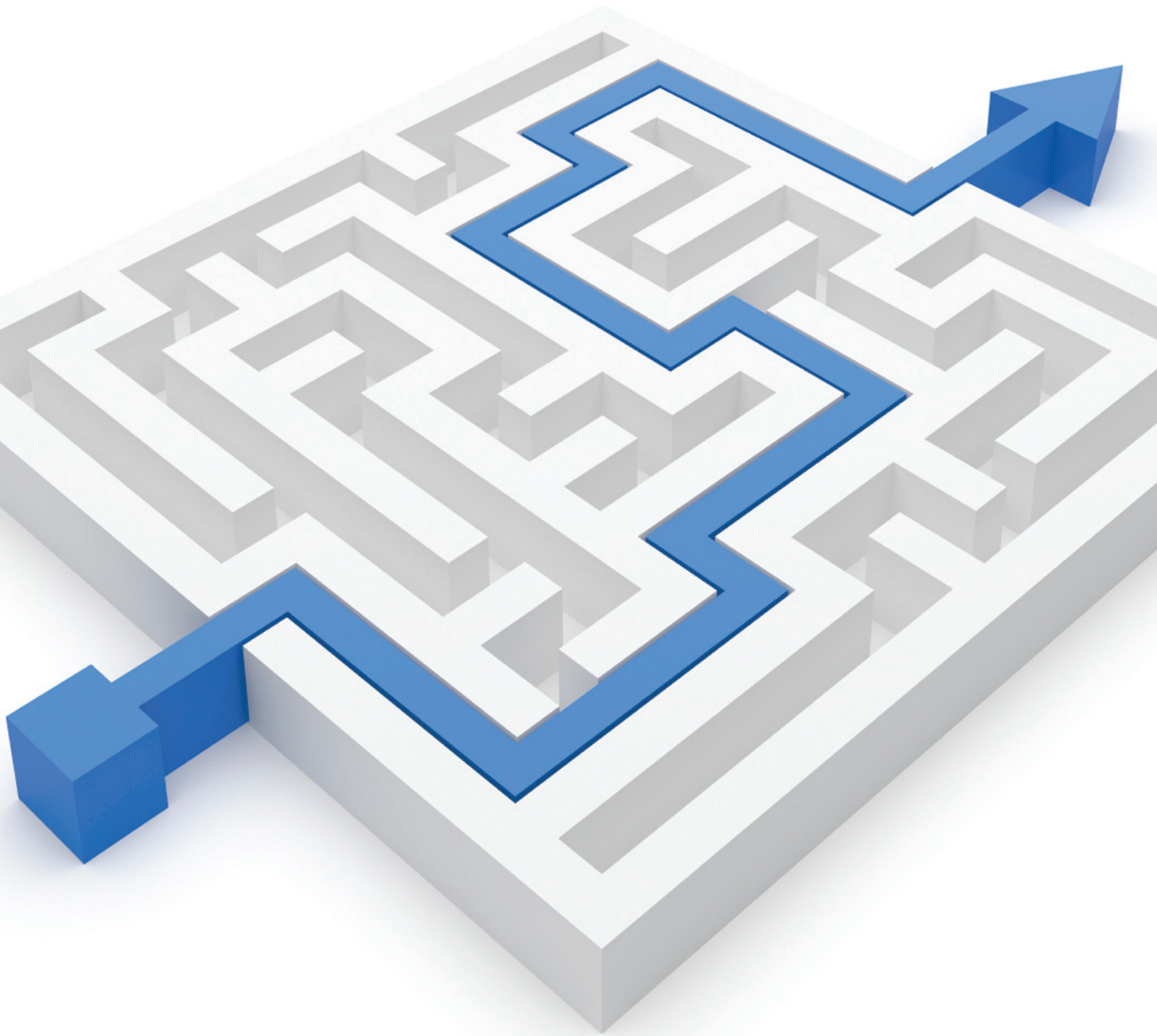
Traditional 401(k) • Roth 401(k) • Profit Sharing Plans • Cash Balance Plans • 403(b) Plans



Through **independent
advice**, your plan
improves, plan **trustees
are protected** and
employees **enjoy
improved results.**

*When it comes to your company's retirement plan,
are you truly comparing apples to apples?*

Why Hire a Retirement Plan Advisor?



Most large plans have an independent advisor.

As a plan sponsor and fiduciary to your company's retirement plan, you have certain responsibilities to ensure quality investments, reasonable fees, and informed participants. With an ERISA savvy Independent Plan Advisor at your side, you can navigate these waters smoothly and with confidence to create a retirement plan that helps protect you from liability while promoting positive participant outcomes.

Plan sponsors and fiduciaries must act as prudent experts under ERISA, and are therefore held to a high standard of care with respect to plan-related decisions regarding investments, service providers, plan administration, and general ERISA compliance issues. Today plan sponsors hire a plan consultant (advisor) well versed in ERISA regulations to assist them in creating a top-tier plan and to minimize their personal liability.

A Plan Advisor Should Provide Independent:

- Plan Investment Review and Management
- ERISA Compliance Management
- Plan Fee Oversight
- Vendor Analysis and Recommendations

Attributes of a Good Advisor:

- Independent – Works Exclusively for the Sponsor
- Expertise with ERISA Requirements
- Acceptance of Role as a Co-Fiduciary – In Writing
- Investment Expertise – Retirement Plan Specific
- Knowledge of the Provider Marketplace
- Full and Open Disclosure



Plan Investment Review and

Providing high quality investment choices to plan participants is one of the most important requirements a plan sponsor has. If your plan has a multitude of investment choices how do you know which investments are of high quality and which investments are poor? What process are you using to evaluate the investment choices?

Having an independent advisor reviewing and managing the investment choices can be one of the best ways to improve the investment quality of any plan for both employees and the plan sponsor.

Investment reviews should include an analysis from a plan fiduciary perspective. This additional requirement goes beyond simple rankings or return comparisons.

Quality Investments = A Better Quality Plan

Fund reviews should include at a minimum:

Quantitative Evaluations:

- Style Analysis
- Style Drift
- Risk / Return Analysis
- Market Up/Down Capture Analysis
- Return – Peer Group Ranking
- Return – Peer Group Trends
- Fees

Qualitative Evaluations:

- Management Structure
- Manager Tenure and Experience

Investment Scorecard

Scored 1-10. 8-10 is acceptable for plan inclusion.

Active Strategies	Assets	Ticker
Large Cap Blend		
LC Blend Fund	\$230,334.00	FLCBF
Disciplined Equity Fund	\$96,701.00	DEQXF
Small Cap Blend		
Small Cap Equity Fund A	\$89,246.00	SCEFA
International Equity		
International Discovery Opp Fund	\$179,890.00	IGRXF
Intermediate Government		
Government Income Fund	\$71,443.00	GOVXX
Stable Value		
Retirement Money Market	\$58,444.00	RTXXA
Technology		
Select Technology Fund	\$38,969.00	SPTXA

Asset Allocation Strategies	Assets	Ticker
Conservative		
Freedom Income Fund	\$48,060.00	FIQAX
Moderate		
Freedom 2010 Target Date Fund	\$69,246.00	SFFVX
Moderate Aggressive		
Freedom 2020 Target Date Fund	\$152,438.00	SFTWX
Aggressive		
Freedom 2030 Target Date Fund	\$143,519.00	SFTHX

Our Investment Scorecard covers the fiduciary reporting and the quality of your plan's funds...

Management

What is the Quality of Your Plan Investments? How Do You Know?

Style			Risk/Return			Peer Group		Qual. (2pt. max)	Score	Score	Score	Score
Style	Style Drift	R ²	Risk / Return	Up / Down	Info Ratio	Return Rank	Info Ratio Rank		12/31/2010	9/30/2010	6/30/2010	3/31/2010
0	1	1	1	1	1	1	1	2	9	9	9	9
41.28/ 93.59	20.26	96.11	18.83/ 2.84	104.71/ 103.13	0.07	32.5	33		LCB	LCB	LCB	LCB
0	1	1	0	0	0	0	0	2	4	4	4	3
38.90/ 87.41	8.05	95.87	18.25/ 0.09	95.61/ 105.62	-0.67	78.5	77		LCB	LCB	LCB	LCB
1	0	1	0	0	0	1	1	2	6	6	4	5
10.81	55.02/ 44.98	97.64	10.81/ 3.85	99.77/ 101.73	-0.16	39.5	45.5		MOD	MOD	MOD	MOD
1	1	1	1	1	1	1	1	2	10	10	10	10
33.05/ 97.11	16.33	96.97	22.24/ 3.52	108.11/ 104.83	0.15	37.5	34		IE	IE	IE	IE
1	1	1	1	1	1	1	1	2	10	10	8	8
42.94/ 48.5	5.32	93.77	3.82/ 5.72	104.70/ 102.16	0.29	13.5	2		IG	IG	IG	IG
-	-	-	-	-	-	-	-		-	-	-	-
1	1	1	1	1	0	0	0	2	7	7	8	9
-99.13/ 92.56	1.98	93.82	27.24/ 8.71	122.08/ 110.45	-0.67	78.5	77		TEC	TEC	TEC	TEC

Style			Risk/Return			Peer Group		Qual. (2pt. max)	Score	Score	Score	Score
Risk Level	Style Diversity	R ²	Risk / Return	Up / Down	Info Ratio	Return Rank	SR Ratio Rank		12/31/2010	9/30/2010	6/30/2010	3/31/2010
1	0	1	0	0	0	0	0	2	4	4	5	4
5.74	24.74/ 75.26	92.17	5.74/ 4.13	105.90/ 111.41	-0.03	62.5	62.5		CON	CON	MC	CON
1	0	1	0	0	0	1	1	2	6	6	4	5
10.81	55.02/ 44.98	97.64	10.81/ 3.85	99.77/ 101.73	-0.16	39.5	45.5		MOD	MOD	MOD	MOD
1	1	1	1	1	1	0	1	2	9	10	9	9
15.36	80.49/ 19.51	98.59	15.36/ 3.59	99.75/ 99.45	0.04	51	45.5		MA	MA	AGG	AGG
1	0	1	0	0	0	1	1	2	6	7	9	9
17.4	91.53/ 8.47	98.88	17.40/ 2.91	99.53/ 100.33	-0.1	24	31.5		AGG	AGG	AGG	AGG

ERISA Compliance Management

Retirement Plans require prudent governance by plan sponsors and fiduciaries. BCM will implement and manage a quality compliance program. **The Fiduciary Fitness Program™ (FFP)** is an independent compliance tool used to help protect plan fiduciaries from a claim or breach that could result in a large financial loss. FFP is designed to measure the health and quality of a retirement plan. Our program identifies ERISA compliance weaknesses in your plan and solutions to remedy them.

Plan Sponsors Have Personal Liability in the Event of a Fiduciary Breach

The Fiduciary Fitness Program™ is a structured compliance process designed to document the roles of all parties in interest to the plan and confirm that they are executing their responsibilities in a prudent, compliant manner.

- Identify all fiduciaries and other “parties in interest” to the plan
- Understand the extent of their specific responsibilities and ensure they are being properly executed
- Document the process used to monitor the plan
- Review and determine if plan fees are reasonable
- Document monitoring process of plan investments
- Document compliance with reporting and disclosure requirements
- Ensure that individuals are properly bonded and covered by liability insurance
- Create action plan for immediate remediation and ongoing process improvement



How is Your Fiduciary Management?

Five Key Fiduciary Questions

YES or **NO** **Does the plan have an Investment Policy Statement?
Is it followed in actual plan investment offerings?**

An IPS should outline the specific quantitative and qualitative monitoring criteria used for inclusion, 'watch list' and removal of investment choices.

YES or **NO** **Does the plan have a way to INDEPENDENTLY review the investment choices on a regular basis, consistent with the Investment Policy Statement?**

Vendor-supplied data is not adequate. Blanket 'guarantees' from non-fiduciary vendors are not adequate. Trustees must review investments using a documented fiduciary process. Offering participants a long 'grocery list' of funds WILL NOT remove the Trustees' responsibility to monitor and manage each investment choice offered in the plan. Quantity is not a substitute for quality in this area of ERISA regulation.

YES or **NO** **Have all costs of the plan been documented?**


Under ERISA 408(b)(2) rules ALL costs of the plan must be documented. This includes the plan's investment-related costs, both direct and indirect. Common "investment revenue sharing" arrangements that use investment fees to pay for other plan services are still allowed, but who is being paid from that revenue, how much, and for what services must be line-itemed.

YES or **NO** **Has the plan received competitive quotes from other vendors in the last 3 years?**

Trustees have a fiduciary responsibility to ensure that plan costs are reasonable for the services provided. The most effective way to demonstrate compliance is to regularly benchmark the plan's costs against others with similar demographics and/or submit the plan to competitive bid against others available in the market.

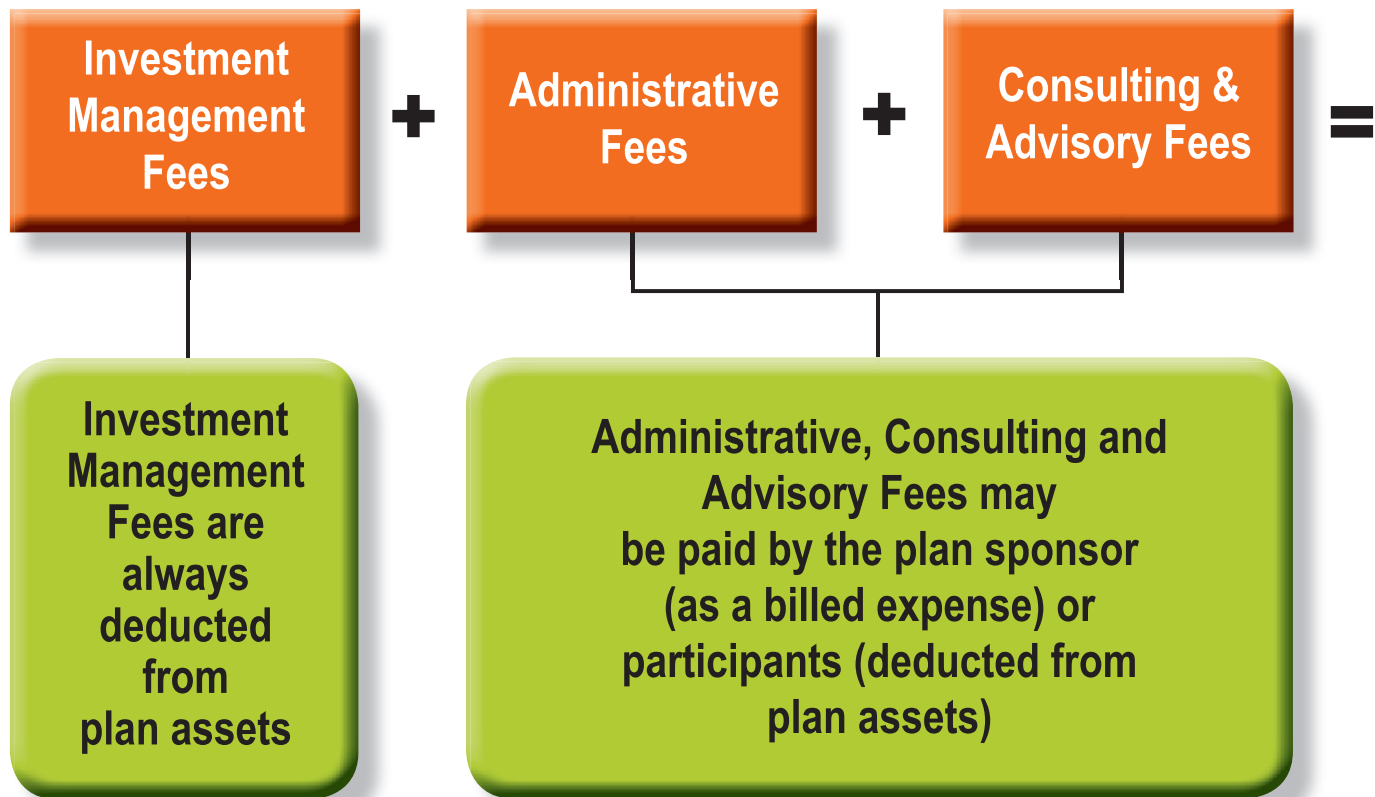
YES or **NO** **Is a fiduciary file being actively maintained that documents compliance with all of the above fiduciary responsibilities?**

Department of Labor and IRS only recognize documented activities.

 An answer of 'NO' to any of these 5 basic questions indicates that the plan sponsor is likely not in compliance with one or more of the fundamental fiduciary responsibilities they have to their plan. A corrective action plan should be developed and implemented as soon as possible.

Plan Oversight: Managing and Reducing Fees

Retirement Plan Cost Components



Document the Plan Fees Annually!

Plan fees are a hot topic. Participants are becoming more aware of the plan fees. Soon new disclosure requirements will allow participants to fully understand their plan fees. Much of today's retirement plan litigation revolves around plan and investment fees. ERISA fiduciary standards require that the plan sponsor know and understand all of the plan fees. **How do your plan fees stack up?**

3 Ways to Reduce Fees



TOTAL PLAN COST

- Renegotiate the contract with your current vendors – fees have been dropping. Unless you ask regularly you could be paying a premium.
- Determine if a cheaper fund share class is available for your investment selections.
- Shop around—providers are hungry for new clients.

RFP Services and Fee Benchmarking

Under ERISA law - Fiduciaries must ensure plan expenses are *“fair and reasonable”*; this does not mean the cheapest, but is interpreted to mean competitive to market for the services provided.

The best way to compare your plan to other plans of similar size and demographics is an RFP process. Have your plan consultant produce an “apples to apples” report from all the bidding vendors.

Whether you are shopping for a new plan or simply looking to “benchmark” your current one, an ERISA savvy Independent Plan Advisor can guide you smoothly through this process.

Report Components

- Comprehensive Report includes up to 400 Data Points comparing services, investments and fees
- Hundreds of different plan platforms available for comparison
- Side-by-side comparison for a thorough perspective
- Employs Quantitative and Qualitative metrics



BCM Retirement Solutions is highly skilled in evaluating all retirement plan platforms



available in the market today and recommending the “best of breed” for your organization.

Retirement Plans and Services

The Importance of Independent Advice

Independent advice provides the employer with better results for these reasons:

- No agenda— we offer a true unbiased approach with:

- Full Universe of Investment options
- No Proprietary Funds
- Full Fee Disclosure
- 100% admin fee offset of 12-b1 fees

- Your goals drive our services:

- We look for resources that benefit you
- Utilize the best plan design for you
- Your specific circumstances are integrated into your plan
- No “off-the-shelf” solutions

- We work directly for you, the employer by:

- Removing you from the sales process
- No Sales of “Hot Products”
- No Restrictions as with a Broker-Dealer
- We look for resources that benefit you



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