



FIDELIS
FIDUCIARY MANAGEMENT™



Fi·du·ci·ar·y

A legal or ethical relationship of trust between two or more parties.

ARE YOU A FIDUCIARY?

Yes, if you are an employer who sponsors a 401(k) plan. As a plan fiduciary, you are subject to the rules of ERISA, the federal law governing qualified retirement plans. ERISA requires a fiduciary to always act in the best interests of the plan's participants and beneficiaries, making prudent decisions based on substantial knowledge.

What's at stake? The future security of your valued employees, of course. But so is your own future; ERISA provides severe consequences for failing to properly manage the plan's investments. Some of the potential consequences include:

- Personal financial liability for losses caused by improper management
- Fines and penalties
- Jail time

Do you have the knowledge to handle the job yourself?

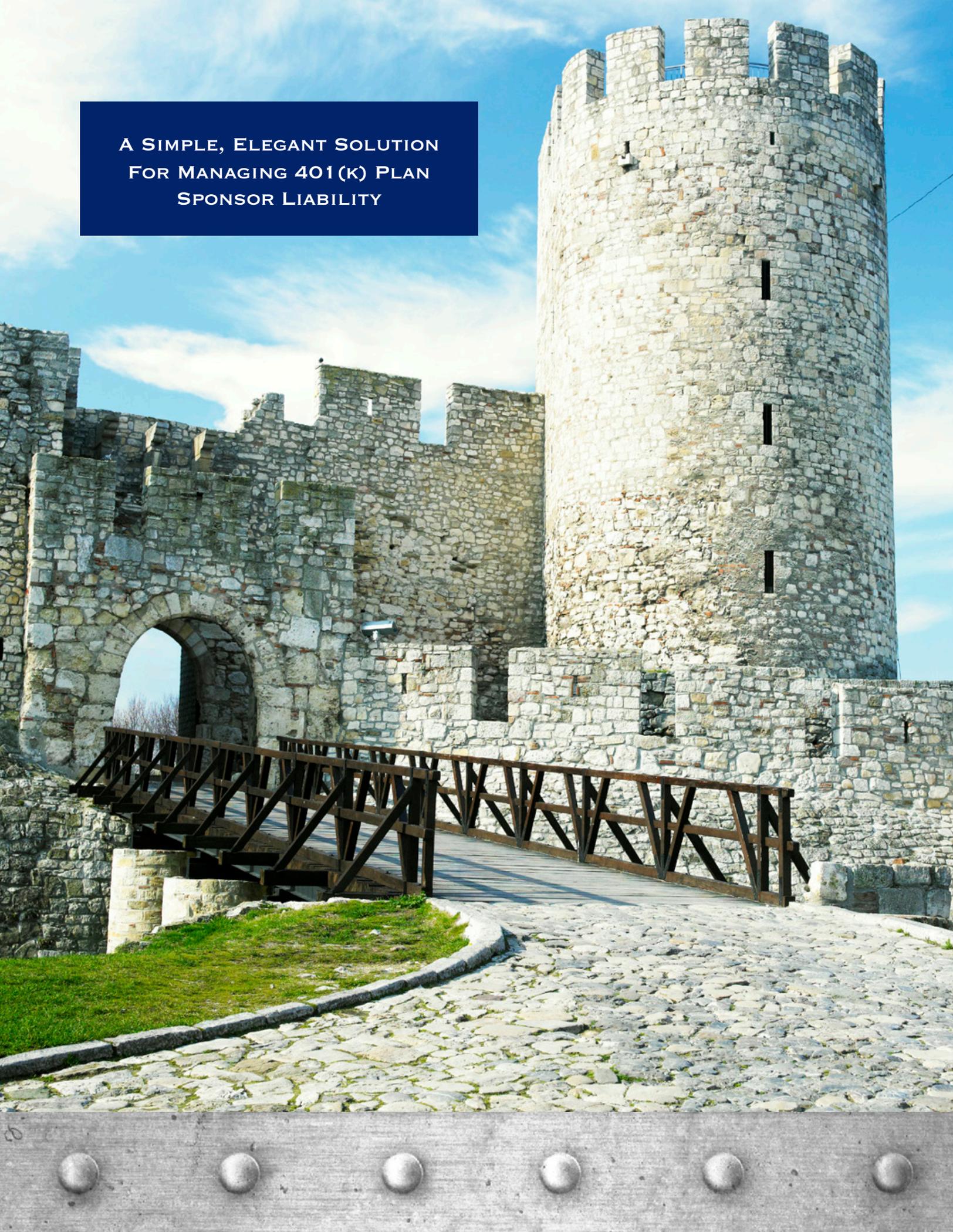
THE ENLIGHTENED EMPLOYER'S FIDUCIARY RISK MANAGEMENT SOLUTION

Fidelis Fiduciary Management™ provides a simple solution. We partner with you and your advisor to deliver the confidence of fiduciary risk management. You get the risk management you want and need, helping to shoulder the burden of fiduciary investment management.

- You focus on your business.
- Your advisor focuses on maximizing your plan's effectiveness.
- We focus on the investment fiduciary role.

Sometimes participant best interests are served when someone else takes care of the investments. Get the confidence that comes from partnering with Fidelis Fiduciary Management. Advisors and plan sponsors turn to us as trusted experts, with a wealth of experience and a dedication to the retirement plan industry that goes back to 1977.

A SIMPLE, ELEGANT SOLUTION
FOR MANAGING 401(K) PLAN
SPONSOR LIABILITY





WHY CHOOSE FIDELIS FIDUCIARY MANAGEMENT?

As an independent provider of fiduciary management services, Fidelis Fiduciary Management is not limited by an agreement with any record keeper or other 401(k) service provider. So, even when you change your service provider, Fidelis stays with you.

When you work with us, you won't get a cookie-cutter investment menu. What you will get is a customized lineup created just for you, and delivered by consultants who listen and who care. Fidelis Fiduciary Management provides more than an investment menu. We create an investment lineup that is unique to your specific plan by using our own research and expertise, and by listening to you and your plan advisor.

Our clients appreciate the confidence that comes with knowing that their plan has appropriate investment fiduciary oversight. As the rules covering 401(k) and other retirement plans grow and change with each political wind, they rely on our expertise, our dedication and our reliability.

As a fiduciary, you are accountable for your plan. We are accountable to you.

EXPERIENCED, CREDENTIALLED EXPERTS

At Fidelis Fiduciary Management, all of our fiduciary consultants hold the Accredited Investment Fiduciary® or AIF® designation, demonstrating their advanced knowledge of fiduciary standards and practices. Our firm also holds the coveted CEFEX® certification of the Centre for Fiduciary Excellence®, including ERISA 3(38) investment management. We are one of a very small number of firms nationwide to achieve this independent certification.



CEFEX certified by the Centre for Fiduciary Excellence (CEFEX #CFX10100) for Defined Contribution ERISA fiduciary services, including plan-level ERISA 3(38) investment management, for corporate and non-profit entities; and non-ERISA fiduciary services for governmental entities.

WHAT IS A 3(38) INVESTMENT MANAGER?

A 3(38) investment manager is an expert appointed to provide oversight of the investments in a qualified plan, and to ensure the plan's investment policies are followed. They have full discretionary powers for the selection, monitoring and replacing (as needed) of the plan's investment options. Once a 3(38) investment manager is appointed, the plan sponsor is no longer responsible for those decisions, but only to ensure that the 3(38) manager is chosen and supervised appropriately.

WHAT IS A 3(21) INVESTMENT ADVISOR?

A 3(21) investment advisor provides investment advice in a co-fiduciary capacity rather than exercising full discretionary power. They make recommendations to the plan sponsor, who makes the final decision. This provides more flexibility, but the plan sponsor retains shared fiduciary responsibility for investment decisions. Hiring a qualified ERISA 3(21) investment fiduciary should help address a plan sponsor's investment oversight duties, as this adds required expertise to the investment monitoring process.

ERISA 3(38) OR 3(21) FIDUCIARY SUPPORT – WHICH APPROACH FITS YOU?

Fidelis Fiduciary Management can serve as an ERISA 3(21) fiduciary advisor or as an ERISA 3(38) investment manager.

As a 3(21) fiduciary, Fidelis can recommend one specific plan-level investment menu or prepare multiple lineup options for you and your client to consider, whichever fits the situation. In this capacity, we make recommendations, but the plan sponsor makes the final decision.

As a 3(38) investment manager, Fidelis makes the final investment decisions based on the best interests of the plan participants and beneficiaries. But we believe that the best 3(38) fiduciaries don't operate in a vacuum. They listen.

OUR SERVICES

Fidelis Fiduciary Management provides fiduciary services to corporate retirement plans so you don't have to go it alone. Our services include:

- Investment fiduciary services as a 3(21) investment advisor or 3(38) investment manager, in writing
- Selection or recommendation of 401(k) investment menu, based upon the plan's specific needs
- Annual investment fiduciary review with an Accredited Investment Fiduciary® to provide accountability and documentation
- Secure online audit file, "Fiduciary File Cabinet™"
- Access via phone or email; you can reach our fiduciary consultants when you need to discuss questions or concerns
- Support for the Investment Policy Statement, which guides investment decisions
- Quarterly reporting of investment results, and replacement of investments as appropriate
- Clear, simple Executive Summary explaining our fiduciary analysis and actions
- Direct investment change implementation with the 401(k) record keeper

WHAT IS YOUR FIDUCIARY RESPONSIBILITY?

One of your responsibilities as the sponsor of a qualified retirement plan is to ensure that your investments are handled appropriately. The law does not require that you become an expert, but it does require that you obtain the help you need.

When you hire an independent fiduciary, you retain the responsibility to review their qualifications, including credentials, the ability to stand behind the commitments they make and the methods they will use to make appropriate decisions for your plan. You should create records documenting your review process, and maintain them for future reference and examination.

Because you retain the responsibility for managing your outside fiduciary, you need to understand the qualifications of any candidate you hire to perform this work. Among the information you need:

- What are the credentials and what is the experience of the key consultants at your firm?
- Has anyone at the firm been disciplined by regulatory authorities?
- How much experience do they possess in serving as plan-level investment fiduciaries?
- Are they certified by CEFEX or another reputable, independent organization?
- What are their levels of liability insurance coverage?
- Does their liability insurance cover them as ERISA 3(38) investment managers and/or ERISA 3(21) investment advisors??

Fidelis Fiduciary Management operates in a transparent way so that you have access to this, and other, pertinent information.

There are many more questions to ask before you hire a fiduciary. We can provide you with a list of some of the key elements to discuss with any candidates. We recommend that you be cautious about any firm that can't—or won't—answer your questions.



FLEXIBILITY, SERVICE, TRUST

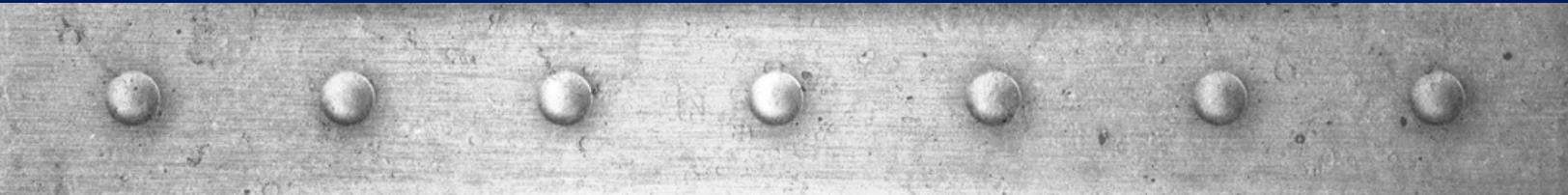
Because Fidelis Fiduciary Management is completely independent, we are free to include investments from the full array of investments available through your record keeper, including open architecture menus. You are assured that the investment offerings are appropriate for your unique situation, and that an investment will never be included simply because it is the only one available.

Have questions about why one investment was chosen over another? Pick up the phone and talk with one of our investment advisor representatives. We are here to listen, taking your opinions into consideration.

Clients can rely on Fidelis Fiduciary Management, because we:

- Are certified by CEFEX, an independent certification of fiduciary excellence that has been awarded to a small minority of firms nationwide
- Maintain significant levels of E&O insurance coverage
- Utilize Accredited Investment Fiduciaries®
- Provide regular, transparent reporting

When you work with us, you can be confident that your investments are handled appropriately; and that we will be there to listen, understand and respond.



Our team of consultants at Fidelis Fiduciary Management would be pleased to answer your questions about your fiduciary liabilities and discuss how we can help you address them. Please contact us to arrange a meeting, or simply ask a question.



Phone: 866.338.0097 • www.fidelisfiduciary.com

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