



Plan Cost Benchmarking

Prepared for Indian Oil Corporation

Report Date March 14, 2023

Plan Assets \$40,000,000

Total Participants 4000

Avg. Balance \$10,000

Plan Asset Range \$25m-\$50m

Participant Range 2,500-4,999

Total Cost Summary

Low (25 th Percentile)	Your Plan	Avg. (50 th Percentile)	High (75 th Percentile)
\$335,148 0.84% Total Costs	\$408,011 1.02% Total Costs	\$427,440 1.07% Total Costs	\$529,660 1.32% Total Costs
\$108,000 0.27% Investment Costs	\$4,000 0.01% Investment Costs	\$148,000 0.37% Investment Costs	\$180,000 0.45% Investment Costs
\$56,000 0.14% Advisory Costs	\$400,010 1.00% Advisory Costs	\$72,000 0.18% Advisory Costs	\$100,000 0.25% Advisory Costs
\$171,148 0.43% Recordkeeping/Admin Costs	\$4,001 0.01% Recordkeeping/Admin Costs	\$207,440 0.52% Recordkeeping/Admin Costs	\$249,660 0.62% Recordkeeping/Admin Costs
\$84 Per Participant Cost	\$102 Per Participant Cost	\$107 Per Participant Cost	\$132 Per Participant Cost

Services Cost Summary

Here is a breakdown of how your Plan's total costs compare to the industry benchmark, based on your assets and participants. Total costs include investment, advisory, and recordkeeping & administration costs. The benchmark includes high, average, and low ranges. Total costs are shown in dollars, percentages, and per participant.

Investment Costs (# of plans = 2,805)

Your Plan	
\$4,000	0.01%
\$1 Per Participant	

Low (25 th Percentile)	
\$108,000	0.27%
\$27 Per Participant	

Avg. (50 th Percentile)	
\$148,000	0.37%
\$37 Per Participant	

High (75 th Percentile)	
\$180,000	0.45%
\$45 Per Participant	

Advisory Costs (# of plans = 274)

Low (25 th Percentile)	
\$56,000	0.14%
\$14 Per Participant	

Avg. (50 th Percentile)	
\$72,000	0.18%
\$18 Per Participant	

High (75 th Percentile)	
\$100,000	0.25%
\$25 Per Participant	

Your Plan	
\$400,010	1.00%
\$100 Per Participant	

Recordkeeping/Admin Costs (# of plans = 22)

Your Plan	
\$4,001	0.01%
\$1 Per Participant	

Low (25 th Percentile)	
\$171,148	0.43%
\$43 Per Participant	

Avg. (50 th Percentile)	
\$207,440	0.52%
\$52 Per Participant	

High (75 th Percentile)	
\$249,660	0.62%
\$62 Per Participant	

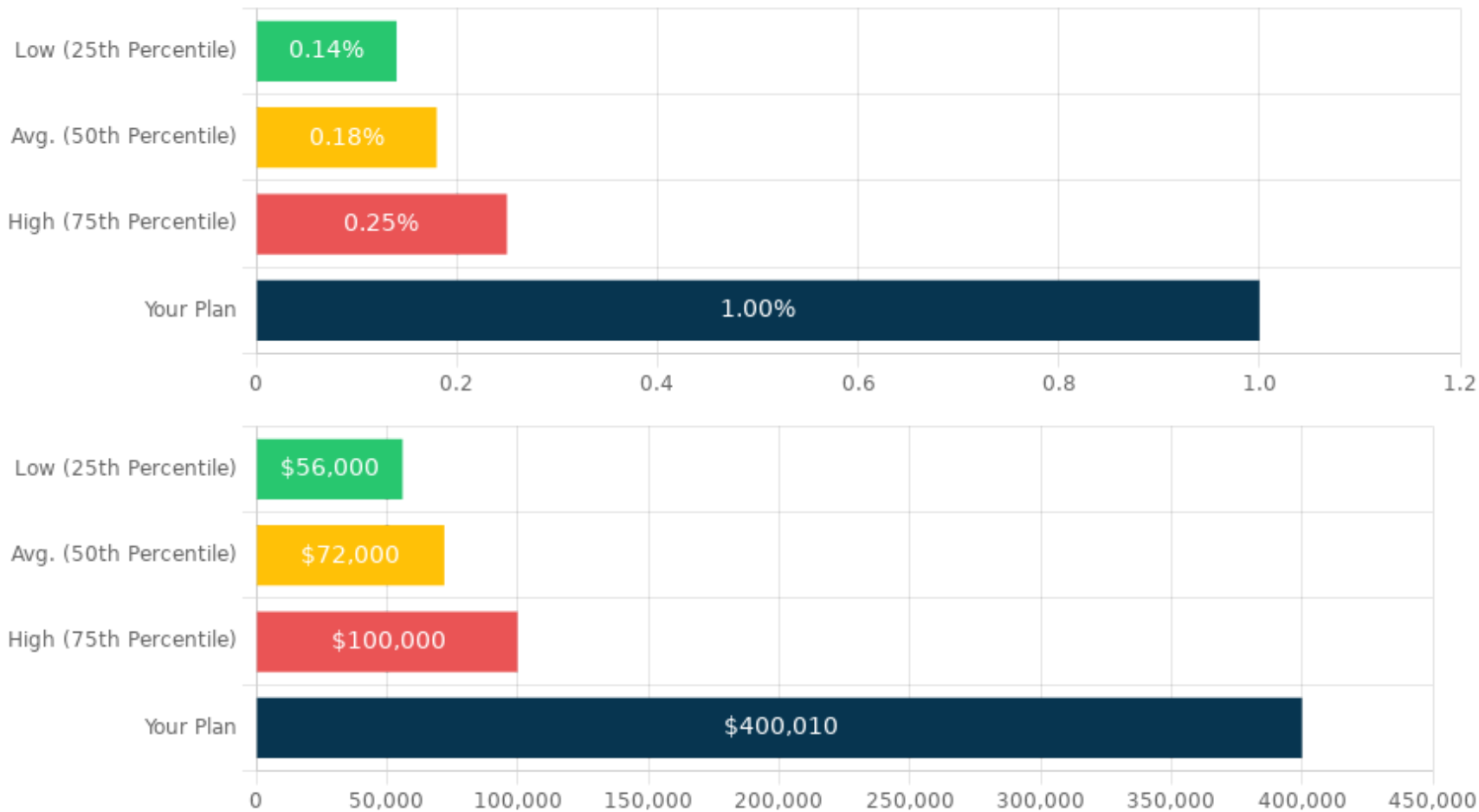
Investments Costs (# of plans = 2,805)

Here is a breakdown of how your Plan’s investment costs compare to the industry benchmark, based on your assets and participants. The benchmark includes high, average, and low ranges. Investment costs are shown in both dollars and percentages.



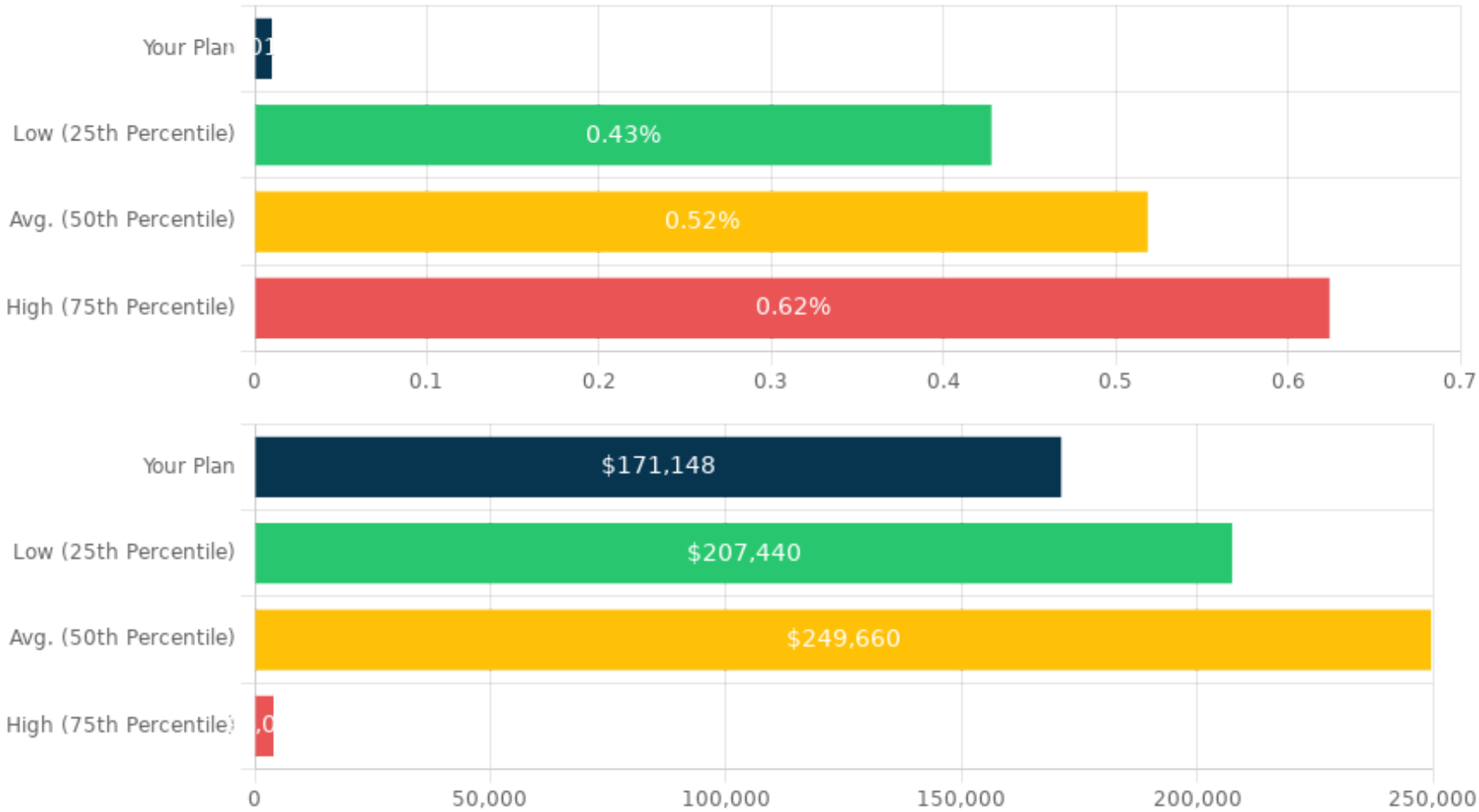
Advisory Costs (# of plans = 274)

Here is a breakdown of how your Plan’s advisory costs compare to the industry benchmark, based on your assets and participants. The benchmark includes high, average, and low ranges. Advisory costs are shown in both dollars and percentages.



Recordkeeping & Administration Costs (# of plans = 22)

Here is a breakdown of how your Plan’s recordkeeping & administration costs compare to the industry benchmark, based on your assets and participants. The benchmark includes high, average, and low ranges. Recordkeeping & administration costs are shown in both dollars and percentages.



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