

## PLAN BENCHMARKING – RULES OF ENGAGEMENT

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**Fee Grid: CAPTRUST's internal database used to benchmark plan administration fees.**

- Based on external bids gathered for CT clients over the last rolling 20 quarters
- Updated each quarter but changes very slightly
- Good for benchmarking 401(k) plans up to \$500M or SRK, non-TIAA 403(b) plans under \$500M. Can be accessed through:
  - **Advisor Portal Plan Benchmarking Tool:**
    - Best for one-time, quick pricing exercise
    - Only includes the fee grid page
    - Requires total plan assets and participant count only but can also include total recordkeeping cost if known
    - Best for prospects
  - **Research QRG:**
    - Run through the CMC
    - Requires research to enter the plan's specific fees into CAPConnect, which can then be used to run this report over time without contacting Research
    - Includes standard fee benchmarking slides, expense analysis, and fee grid
  - **Entering an IRR in CAPConnect for an Internal Benchmark:**
    - Requires research to enter the plan's specific fees into CAPConnect/excel template
    - Best used when there are multiple plans or plan types involved or there is some additional factor to consider such as number of payrolls

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## Fee Grid: For Defined Contribution Plans Only

