Sample Company, Inc.

Annual Benchmarking Report

Prepared By

Open Plan™

Custom Retirement Plans Through Open Architecture

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BENCHMARKING FOR SMALL RETIREMENT PLANS

BACKGROUND

All retirement plan sponsors have a fiduciary responsibility to ensure that "reasonable" expenses are charged by plan investment managers and service providers. The reasonableness of fees should be determined inconsideration of three fundamental factors:

· The scope of services provided

· The quality of services provided

· The overall value delivered to plan participants

ERISA Section 408(b)(2) requires the plan sponsor to obtain detailed fee disclosures in order to evaluate the reasonableness of service provider fees. Plan service providers must provide plan sponsors with the following items:

· A description of the services provided

· A description of both direct and indirect compensation any service provider expects to receive, either in the aggregate or by specific service, in connection with the described services provided.

· A notification of whether service provider compensation will be billed to the plan or deducted from the plan assets.

In their fiduciary role, plan sponsors must act with the care, skill and due diligence that a prudent person in a similar role and similar circumstance would exhibit. This requirement applies to all facets of the retirement plan, including investment selection and selection of service providers.

Plan sponsors need not be expert in any aspects of the retirement plan, and should obtain the services of various experts as needed. However, **a plan sponsor must evaluate the capabilities of expert service providers and review their activities and advice in a prudent manner.**

WHAT DEFINES A "SMALL" RETIREMENT PLAN?

For purposes of this discussion, a "small" retirement plan is one with fewer than 100 participants and/or less than $10 Million in assets.

Why use those parameters? First, publically available comparative plan data for small plans is limited. For example, retirement plans with less than 100 participants are not required to file a regular annual Form 5500, including detailed information on all service providers (Schedule C) and a categorical breakdown of plan administrative expenses (Schedule H). Plans with fewer than 100 employees file a short-form Form 5500-SF with an aggregated single line item for administrative services expenses.

Second, publically available comparative data for plan expenses by plan size is generally limited to industry-level studies, such as those conducted by the Investment Company Institute, or structured product offering reviews, such as the annual *401k Averages Book* published by Pension Data Source.

SMALL PLAN DATA ISSUES

Although ERISA Section 408(b)(2) states that all retirement plan service providers are obligated to provide an annual disclosure detailing services performed and fees charged, many small plan fiduciaries are either unaware of this obligation or simply fail to obtain the required disclosures. This lack of specific comparative data hinders the capacity for meaningful plan benchmarking.

The alternative to relying on publically available data is to utilize private data sources for benchmark comparisons. In this approach, a comparable "peer group" of plan sponsors is created to form the benchmark standard for plan evaluation. Depending on the industry and size of the plan being benchmarked, these composed peer groups will vary in size (typically 5 to 12 plans).

Introduction

FEE VS. FREE

Private data source benchmarking reports are provided for a fee. The fee for a single benchmark report can run from $300 to $500, or higher. The small plan provider often finds this fee level burdensome.

The following Open Plan Fee Benchmarking Report is prepared for you free of cost. We have utilized publically available resources to compare both fees and services for your retirement plan.

If you should desire a more focused, private data, benchmark report we can provide your comparison utilizing data from one of several recommended benchmarking data services.

BENCHMARKING DATA SOURCES

INVESTMENT RESULTS: When possible, we detail individual fund investment results by specific asset category peer groups, such as Large, Mid and Small Cap Equity, Intermediate Fixed Income and Allocation. We then compare individual fund results with two different benchmark indices. These benchmarks are provided by the fiduciary consulting firm Fi360.

INVESTMENT EXPENSE RATIO: This report provides a comparison of the investment expense ratio for reach investment fund with the average and median expense ratio by investment category. We utilize data provided by Morningstar, Inc.

PLAN COST: This report utilizes the annual 401k Averages Book as the primary benchmark for plan cost. When appropriate we also use data from public studies and surveys, such as those conducted by the Investment Company Institute. We may also use excerpts from private actuarial companies, such as Dalbar.

The benchmarks utilized in this report are detailed in the Total Plan Cost Comparison section.

SCOPE OF SERVICES: The scope of services provided is a crucial factor in determining the overall reasonable ness of expenses charged to the plan. This report provides a comparison with eight services common to all retirement plans. The comparative plan data is extracted from the annual retirement plan services survey performed by PLANADVISOR. For purposes of this report, we extract data from the “Micro Plan Survey” (assets up to $5 Million).

THE TOTAL BUNDLED FEE

Whenever possible, we detail plan cost in three specific categories, as provided by The 401k Averages Book:

· Investment

· Recordkeeping and Administration

· Trustee

Most public data sources, however, do not provide such a detailed breakdown of plan fees. They focus rather on the “all-in” fee calculation. This calculation bundles all fees charged to the plan into a single bundled fee. Thus we utilize a “Totaled Bundled” fee benchmark in this report.

Master Company, Inc.

Total Plan Assets:	$1,600,000
Total Number of Participants:	20
Average Participant Balance:	$80,000

Plan Assets

Stable Asset/Money Market	$100,000
US Fixed Income	
United States	$100,000
International	$100,000
Balanced/Allocated	$100,000
Target Date	$100,000
Large US Equity	$100,000
Mid US Equity	$100,000
Small US Equity	$100,000
International Equity	
Developed	$100,000
Emerging	$100,000
Specialty Funds	$100,000
Custom Model Portfolios	
Income	$100,000
Balanced	$100,000
Growth & Income	$100,000
Growth & Income	$100,000
Aggressive	$100,000
Total	$1,600,000

Investment Results

Peer Group / Investment Name	3-Month	YTD	1-Year	3-Year	5-Year	10-Year
Large-Cap Equity						
Large Blend						
Victory S&P 500 Index R (MUXRX)	6.4	20.57	20.57 (57)	10.31 (44)	14.63 (52)	7.45 (58)
MFS Research R3 (MFRHX)	5.87	23.32	23.32 (16)	10.59 (36)	14.51 (56)	8.16 (33)
# of Peers	1,504	1,438	1,438	1,334	1,245	1,091
Median Mutual Fund/ETF	6.47	20.98	20.98	10.08	14.7	7.74
Russell 1000 TR USD	6.58	21.68	21.68	11.22	15.7	8.59
Large Growth						
Wells Fargo Growth A (SGRAX)	6.73	34.59	34.59 (11)	10.98 (58)	13.53 (83)	10.18 (11)
# of Peers	1,448	1,431	1,431	1,368	1,341	1,141
Median Mutual Fund/ETF	6.51	28.39	28.39	11.37	15.63	8.48
Russell 1000 Growth TR USD	7.86	30.21	30.21	13.78	17.32	9.99
Large Value						
Columbia Dividend Income A (LBSAX)	6.88	20.47	20.47 (8)	11.00 (6)	14.55 (21)	8.41 (11)
BlackRock Equity Dividend Inv A (MDDVX)	5.33	16.43	16.43 (46)	10.39 (13)	12.78 (66)	7.15 (44)
# of Peers	1,354	1,323	1,323	1,224	1,145	987
Median Mutual Fund/ETF	5.78	16.15	16.15	8.68	13.35	6.94
Russell 1000 Value TR USD	5.32	13.66	13.66	8.65	14.03	7.1
Mid-Cap Equity						
Mid-Cap Growth						
Goldman Sachs Growth Opportunities A (GGOAX)	5.69	26.81	26.81 (29)	6.57 (93)	12.10 (84)	8.50 (33)
# of Peers	638	635	635	614	587	530
Median Mutual Fund/ETF	5.8	24.52	24.52	9.67	13.71	7.86
Russell Mid Cap Growth TR USD	6.8	25.26	25.26	10.29	15.3	9.1
Mid-Cap Value						
Invesco American Value A (MSAVX)	5.46	9.45	9.45 (87)	4.86 (91)	11.08 (92)	7.13 (76)
# of Peers	433	423	423	408	367	315
Median Mutual Fund/ETF	5.11	12.71	12.71	8.45	13.66	8.02
Russell Mid Cap Value TR USD	5.5	13.34	13.34	9	14.67	9.09
Small-Cap Equity						
Small Growth						
JPMorgan Small Cap Growth A (PGSGX)	7.94	41.13	41.13 (2)	14.18 (9)	17.04 (9)	9.61 (23)
# of Peers	735	729	729	711	667	585
Median Mutual Fund/ETF	4.96	21.88	21.88	10.01	14.07	8.64
Russell 2000 Growth TR USD	4.58	22.16	22.16	10.27	15.2	9.18
Small Value						
JPMorgan Small Cap Value A (PSOAX)	1.71	2.89	2.89 (92)	7.20 (77)	11.77 (72)	8.21 (60)
# of Peers	419	409	409	382	360	303
Median Mutual Fund/ETF	3.37	8.97	8.97	8.84	12.96	8.52
Russell 2000 Value TR USD	2.04	7.83	7.83	9.54	13	8.17
Developed International Equity						
Foreign Large Growth						
American Funds Europacific Growth R3 (RERCX)	4.07	30.32	30.32 (58)	8.96 (52)	8.51 (42)	3.29 (35)
# of Peers	424	421	421	374	357	292
Median Mutual Fund/ETF	4.33	31.17	31.17	9.11	8.17	2.78
MSCI ACWI Ex USA Growth NR USD	5.76	32.01	32.01	9.28	7.97	2.4
World Large Stock						
American Funds New Perspective R3 (RNPCX)	4.5	28.45	28.45 (22)	11.04 (18)	12.23 (24)	6.53 (17)
# of Peers	950	905	905	812	710	495
Median Mutual Fund/ETF	5.04	23.63	23.63	8.72	10.94	4.9
MSCI ACWI Large Cap NR USD	5.67	23.86	23.86	9.25	10.7	4.49

Investment Results Benchmark Source: Fi360

Investment Results

Peer Group / Investment Name	3-Month	YTD	1-Year	3-Year	5-Year	10-Year
Emerging Market Equity						
Diversified Emerging Mkts						
Oppenheimer Developing Markets A (ODMAX)	5.03	34.77	34.77 (55)	7.38 (68)	5.01 (36)	4.25 (6)
# of Peers	858	847	847	726	583	294
Median Mutual Fund/ETF	6.39	35.58	35.58	8.59	4.28	1.75
MSCI EM NR USD	7.43	37.28	37.28	9.1	4.34	1.68
Real Estate						
Global Real Estate						
Voya Global Real Estate A (IGLAX)	4.76	10.13	10.13 (79)	2.64 (97)	4.94 (82)	3.02 (58)
# of Peers	242	242	242	222	186	143
Median Mutual Fund/ETF	4.31	11.89	11.89	4.65	6.15	3.26
S&P Global REIT TR USD	3.26	8.62	8.62	5.31	8.08	5.34
Intermediate Fixed Income						
Inflation-Protected Bond						
BlackRock Inflation Protected Bond Inv A (BPRAX)	1.32	2.75	2.75 (44)	1.36 (62)	-0.48 (71)	3.09 (42)
# of Peers	249	247	247	239	224	155
Median Mutual Fund/ETF	1.1	2.6	2.6	1.57	-0.22	2.95
BBgBarc US Treasury US TIPS TR USD	1.26	3	3	2.05	0.13	3.52
Intermediate-Term Bond						
Western Asset Core Bond A (WABAX)	0.63	4.82	4.82 (17)	3.08 (12)	2.77 (17)	***4.89 (18)***
# of Peers	1,045	1,027	1,027	956	925	810
Median Mutual Fund/ETF	0.31	3.77	3.77	2.2	2.05	4.17
BBgBarc US Agg Bond TR USD	0.38	3.54	3.54	2.23	2.1	4
Multisector Bond						
Franklin Strategic Income R (FKSRX)	0.05	4.25	4.25 (80)	2.32 (89)	2.27 (80)	4.69 (82)
# of Peers	342	334	334	288	239	168
Median Mutual Fund/ETF	0.66	5.95	5.95	3.73	3.31	5.53
BBgBarc US Universal TR USD	0.4	4.09	4.09	2.79	2.49	4.32
International Fixed Income						
World Bond						
Oppenheimer International Bond A (OIBAX)	1.24	10.85	10.85 (13)	4.24 (6)	1.72 (32)	3.84 (49)
# of Peers	330	318	318	299	287	204
Median Mutual Fund/ETF	0.75	7.05	7.05	2.02	1.08	3.8
Citi WGBI NonUSD USD	1.56	10.33	10.33	1.99	-0.29	2.43
High Yield Fixed Income						
High Yield Bond						
Franklin High Income R (FHIRX)	0.35	6.77	6.77 (46)	4.09 (85)	3.71 (87)	6.08 (70)
# of Peers	755	733	733	680	611	482
Median Mutual Fund/ETF	0.43	6.64	6.64	5.08	4.77	6.6
ICE BofAML US High Yield TR USD	0.4	7.48	7.48	6.38	5.8	7.88
Allocation						
Allocation--50% to 70% Equity						
American Funds American Balanced R3 (RLBCX)	4.41	15.05	15.05 (27)	8.07 (6)	10.69 (7)	7.02 (12)
# of Peers	852	844	844	792	772	627
Median Mutual Fund/ETF	3.43	13.67	13.67	6.32	8.39	5.56
Morningstar Mod Tgt Risk TR USD	3.73	14.65	14.65	6.92	7.94	5.8
Target-Date 2000-2010						
T. Rowe Price Retirement 2010 R (RRTAX)	2.21	11.07	11.07 (21)	5.35 (26)	6.35 (36)	4.72 (32)
# of Peers	118	116	116	105	89	81
Median Mutual Fund/ETF	2.24	10.3	10.3	5.09	5.97	4.4
Morningstar Lifetime Mod 2010 TR USD	2.81	10.19	10.19	4.96	5.75	5.14

Investment Results Benchmark Source: Fi360

Investment Results

Peer Group / Investment Name	3-Month	YTD	1-Year	3-Year	5-Year	10-Year
Target-Date 2020						
T. Rowe Price Retirement 2020 R (RRTBX)	2.99	15.18	15.18 (6)	6.87 (6)	8.55 (5)	5.52 (6)
# of Peers	245	241	241	215	185	128
Median Mutual Fund/ETF	3.01	12.67	12.67	5.85	7.19	4.54
Morningstar Lifetime Mod 2020 TR USD	3.52	12.78	12.78	6.01	7.34	5.46
Target-Date 2030						
T. Rowe Price Retirement 2030 R (RRTCX)	3.7	18.84	18.84 (7)	8.20 (14)	10.35 (9)	6.10 (14)
# of Peers	244	241	241	215	185	128
Median Mutual Fund/ETF	4.04	17.05	17.05	7.33	9.04	5.07
Morningstar Lifetime Mod 2030 TR USD	4.5	16.59	16.59	7.56	9.55	5.95
Target-Date 2040						
T. Rowe Price Retirement 2040 R (RRTDX)	4.16	21.37	21.37 (13)	9.01 (22)	11.39 (13)	6.52 (14)
# of Peers	244	241	241	215	185	128
Median Mutual Fund/ETF	4.75	19.89	19.89	8.26	10.32	5.35
Morningstar Lifetime Mod 2040 TR USD	5.34	19.86	19.86	8.81	10.83	6.36
Target-Date 2050						
T. Rowe Price Retirement 2050 R (RRTFX)	4.24	21.72	21.72 (23)	9.17 (27)	11.48 (15)	6.55 (21)
# of Peers	240	237	237	211	180	90
Median Mutual Fund/ETF	5.01	20.86	20.86	8.63	10.79	5.65
Morningstar Lifetime Mod 2050 TR USD	5.54	20.77	20.77	9.04	10.83	6.3
World Allocation						
BlackRock Global Allocation R (MRLOX)	2.29	12.95	12.95 (72)	4.82 (65)	5.92 (64)	3.96 (60)
# of Peers	469	459	459	419	392	246
Median Mutual Fund/ETF	3.19	14.49	14.49	5.38	6.52	4.24
Morningstar Gbl Allocation TR USD	3.89	17.06	17.06	7.07	7.57	5.2
Alternative						
Equity Precious Metals						
Oppenheimer Gold & Special Minerals R (OGMNX)	1.14	16.91	16.91 (8)	9.96 (21)	-10.19 (50)	-4.15 (52)
# of Peers	71	71	71	70	68	59
Median Mutual Fund/ETF	1.07	8.74	8.74	8.52	-10.19	-4.06
MSCI World/Metals & Mining NR USD	12.81	32.82	32.82	7.93	-2.49	-4.29
Other / Specialty						
Equity Energy						
Fidelity Advisor Energy A (FANAX) MF	10.02	-2.86	-2.86 (42)	0.81 (12)	2.05 (7)	-1.29 (30)
# of Peers	108	108	108	93	81	69
Median Mutual Fund/ETF	6.63	-5.14	-5.14	-3.21	-2.27	-2.36
S&P 1500 Energy TR	6.18	-2.04	-2.04	-0.95	2.05	0.85
Utilities						
MFS Utilities R2 (MURRX) MF	0.18	14.44	14.44 (29)	2.63 (95)	7.79 (88)	5.05 (70)
# of Peers	64	64	64	61	58	57
Median Mutual Fund/ETF	0.4	12.51	12.51	5.37	10.69	5.53
S&P 1500 Utilities TR	0.51	12.16	12.16	8.04	13.08	7.12
Stable Value / Money Market						
Stable Value						
Federated Capital Preservation R Custo	0.18	0.61	0.61	0.38	0.33	1.25
USTREAS T-Bill Cnst Mat Rate 3 Yr	-0.57	0.09	0.09	0.33	0.04	1.38

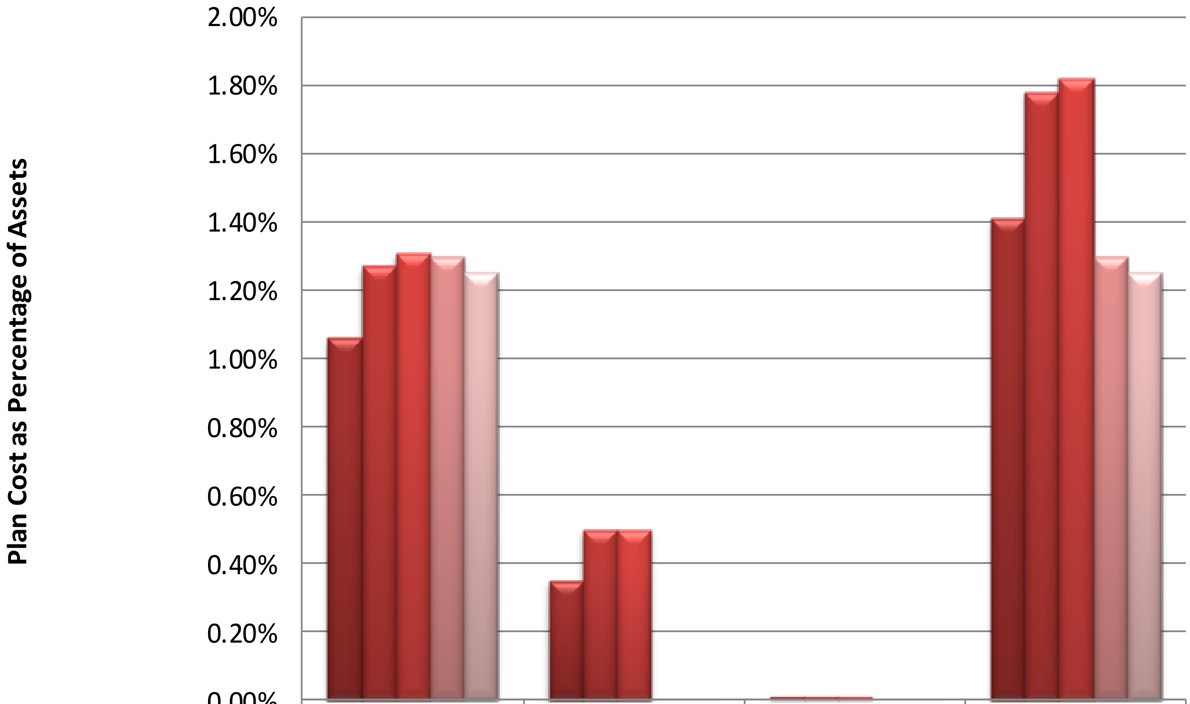
Investment Results Benchmark Source: Fi360

Investment Expense Ratios

Investment Name	Plan Expense Ratio	Morninstar Category Average	Group Median Fee
American Funds American Balanced R3	0.93%	0.90%	1.27%
American Funds Europacific Growth R3	1.14%	1.20%	1.41%
American Funds New Perspective R3 (RNPCX)	1.09%	1.17%	1.40%
BlackRock Equity Dividend Inv A (MDDVX)	0.96%	1.05%	1.11%
BlackRock Global Allocation R (MRLOX)	1.39%	1.09%	1.51%
BlackRock Inflation Protected Bond Inv A (BPRAX)	0.62%	0.75%	0.79%
Columbia Dividend Income A (LBSAX)	1.00%	1.05%	1.11%
Federated Capital Preservation R			
Fidelity Advisor Energy A (FANAX)	1.08%	1.43%	1.38%
Franklin High Income R (FHIRX)	1.11%	1.05%	1.25%
Franklin Strategic Income R (FKSRX)	1.07%	1.02%	1.17%
Goldman Sachs Growth Opportunities A (GGOAX)	1.30%	1.22%	1.24%
Invesco American Value A (MSAVX)	1.21%	1.15%	1.24%
JPMorgan Small Cap Growth A (PGSGX)	1.24%	1.28%	1.32%
JPMorgan Small Cap Value A (PSOAX)	1.24%	1.28%	1.32%
MFS Research R3 (MFRHX)	0.82%	1.04%	1.25%
MFS Utilities R2 (MURRX)	1.26%	1.19%	1.56%
Oppenheimer Developing Markets A (ODMAX)	1.31%	1.40%	1.58%
Oppenheimer Gold & Special Minerals R (OGNMX)	1.41%	1.29%	1.56%
Oppenheimer International Bond A (OIBAX)	1.05%	0.98%	1.02%
T. Rowe Price Retirement 2010 R (RRTAX)	0.50%	3.60%	1.07%
T. Rowe Price Retirement 2020 R (RRTBX)	0.50%	0.39%	1.10%
T. Rowe Price Retirement 2030 R (RRTCX)	0.50%	0.39%	1.12%
T. Rowe Price Retirement 2040 R (RRTDX)	0.50%	0.39%	1.13%
T. Rowe Price Retirement 2050 R (RRTFX)	0.50%	0.40%	1.14%
Victory S&P 500 Index R (MUXRX)	1.03%	1.04%	1.25%
Voya Global Real Estate A (IGLAX)	1.30%	1.34%	1.38%
Wells Fargo Growth A (SGRAX)	1.16%	1.13%	1.11%
Western Asset Core Bond A (WABAX)	0.83%	0.79%	0.83%

Expense Ratio Benchmark Source: Morningstar, Inc.

Plan Costs Comparison



	Investment Fees	Recordkeeping Administration	Trustee	Total Bundled
Master Company Plan	1.06%	0.35%	0.01%	1.41%
Benchmark 1	1.27%	0.50%	0.01%	1.78%
Benchmark 2	1.31%	0.50%	0.01%	1.82%
Benchmark 3	1.30%	0.00%	0.00%	1.30%
Benchmark 4	1.25%	0.00%	0.00%	1.25%

BENCHMARKS

Benchmark 1: *The 401k Averages Book*, 18th Edition (2018). **25 Participants and $2.5M in Assets**

Benchmark 2: BrightScope and Investment Company Institute, *Defined Contribution Plan Profiles: A Close Look at 401(k) Plans*. (2014). **Plan Assets $1M to $10M**

Benchmark 3: Deloitte and Investment Company Institute, *Inside the Structure of Defined Contribution/401(k) Plan Fees 2013*. (2014). **Plan Assets $1M to $10M**

Benchmark 4: *Fee Zones of Retirement Plans*, Dalbar (2012). **Plan Assets $1M to $10M**

Scope of Services

ADVISER FIDUCIARY STATUS

	YOUR PLAN	ALL PLANS	<$1MM	$1-$5MM
Yes – 3(38) fiduciary		15%	11%	17%
Yes – 3(21)fiduciary		24%	20%	25%
No		22%	23%	21%
Unsure/Don't know	√	40%	46%	37%

COMMON ADVISER SERVICES

	YOUR PLAN	ALL PLANS	<$1MM	$1-$5MM
Review of fund performance	√	91%	86%	93%
Plan investment selection guidance	√	90%	82%	92%
Evaluating/Explaining provider fees	√	75%	66%	78%
One-on-one participant education		75%	66%	77%
Group participant education		72%	64%	74%
Provider selection/due diligence		60%	47%	64%
Investment committee fund review		58%	42%	63%
Plan compliance with laws and IPS		56%	44%	59%
Benchmarking plan design		56%	42%	60%

FINANCIAL EDUCATION OFFERED BY EMPLOYERS

	YOUR PLAN	ALL PLANS	<$1MM	$1-$5MM
Investing basics/strategies	√	22%	17%	24%
Saving and budgeting	√	17%	13%	19%
Retiree health care planning		8%	5%	10%
Credit/Debt management		8%	6%	8%
Social Security strategies	√	7%	6%	8%
Tax/Estate planning		5%	3%	6%
Long-term care		5%	4%	5%
College saving		5%	3%	5%
Home buying		4%	3%	4%

FREQUENCY OF FORMAL INVESTMENT REVIEWS

	YOUR PLAN	ALL PLANS	<$1MM	$1-$5MM
Quarterly		14%	9%	16%
Twice a year		11%	5%	14%
Annually	√	48%	47%	49%
Every 1 to 2 years		9%	10%	8%
Every >2 to 3 years		4%	4%	4%
Every >3 years		3%	4%	3%
Never		11%	21%	7%

Plan Services Benchmark Source: PLANADVISER Micro Plan Survey (2017)

Scope of Services

FREQUENCY OF FORMAL REVIEW OF ADMINISTRATIVE COSTS/FEES

	YOUR PLAN	ALL PLANS	<$1MM	$1-$5MM
Annually	√	68%	63%	71%
Every 1 to 2 years		12%	12%	12%
Every >2 to 3 years		7%	6%	7%
Every >3 to 5 years		2%	2%	2%
Every >5 years		1%	2%	1%
Unsure/Don't know		10%	16%	7%

PAYING FOR ADMINISTRATIVE/RECORDKEEPING COSTS

	YOUR PLAN	ALL PLANS	<$1MM	$1-$5MM
Participants – via direct fees		18%	14%	20%
Shared – participants and sponsors	√	18%	11%	21%
Sponsor/Employer pays directly		48%	61%	43%
None – fees paid by revenue sharing		0%	0%	0%
Unsure/Don't know		11%	12%	10%

PLAN FEES CALCULATED FOR THE PRIOR PLAN YEAR?

	YOUR PLAN	ALL PLANS	<$1MM	$1-$5MM
Yes, we externally benchmarked our plan's cost/fees		21%	15%	23%
Yes, we plan to externally benchmark our plan's cost/fees		4%	3%	4%
Yes, but we did not externally benchmark our plan's cost/fees	√	15%	12%	16%
No, but we intend to calculate total fees in the next 6 months		4%	5%	4%
No, but we may do it at some point in the future		30%	36%	28%
Unsure/Don't know		26%	30%	24%

INVESTMENT ADVICE OFFERED

	YOUR PLAN	ALL PLANS	<$1MM	$1-$5MM
Financial planner/adviser – on-site meetings		42%	31%	47%
Financial planner/adviser – phone-based		21%	15%	23%
Independent third party*		11%	8%	12%
Provider's proprietary services/tools	√	22%	18%	24%
Through another source		4%	4%	4%
Total offering advice		71%	61%	76%
No advice offered		29%	39%	24%

* E.g., Financial Engines, Morningstar.

Plan Services Benchmark Source: PLANADVISER Micro Plan Survey (2017)