212° DATA BOILER TECHNOLOGIES, LLC

RetirementServices

Participant, Sponsor & Advisor Services, Fees Handling

Plan participants

On-boarding

Eligibility information
- Card, Enrollment kits, Personal access codes

Investment information
- Prospectuses, newsletter
- Self-directed a/c materials
- Transfer confirmation

Disbursement

Termination distributions, in-service/ hardship withdrawals, Paperwork, check processing

Loans
- New loan paperworks
- Loan coupon books
- Loan default letters
- Loan payoff letters
- Check processing

Participant-level fees

Based on size of the plan & average account balance
- distribution fees
- loan origination fees
- loan maintenance fees
- participant - QDROs
- self-directed brokerage account fees

Investment related fees

Varied - AUM / revenue sharing

Plan admin fees

Based on size of the plan

If bill separately

- Charged directly to participant
- From revenue holding account (flat-fee / pro-rata / both)
- Through reduction in investment returns

If bundled
- discretionary expense (primarily benefit the employer)
  → include as part of investment fees
- Expenses necessary for the on-going operation & admin of the plan
  → reduction in investment returns

Indirect compensation

Participant services

Plan sponsor

Settlor Expenses

Fiduciary advisors | Investment Consultants

related to formation/ termination (rather than the management) of plans must be paid by employer (i.e. cannot be paid from plan assets)
- Initial plan, consultation, and design
- Initial enrollment materials
- Prototype / custom documents (include IRS submission fee)
- Assistance with payroll formatting
- Summary plan description
- Plan implementation - Base setup, Takeover, One-time fees

Advisory fee, Fidelity bond Finder fee

Provide research in exchange for rebates from brokerage firms | Market data

Wrap fee / RIA flat fee may credited back to the plan/ deposited into a revenue holding account to offset fees

Fund Companies / Advisors / Insurance

Management (investment advisory) / Account maintenance fee 12b-1 fee wrap fee C

Plan sponsor & advisor services

Render advice / other services to fiduciaries & participants

Plan Administration

Contribution
- Payroll processing (salaries & wages, benefits, tax filing & withholding, etc.)
- Employer match contributions
- Profit sharing calculation
- Required contribution calculation

Investment changes
- Adding/ changing a fund

Other processing
- Qualifiied domestic relations orders (QDROs)
- Minimum required distributions (MRDs)

Payroll processing fees include ACH payroll funding

Benefits Admin

Communication Specialists

Risk & Compliance

- Actual deferral % (ADP) / Actual contribution % (ACP) testing
- 415 contribution limit testing
- Top-heavy testing
- 410(b) testing
- 401(a)4 testing
- Proxy voting on MFs
- Form 5500 preparation
- 408(b)2, 404(a)5 disclosure

C Disclosure of Schedule C

Legal Counsel / CPA

Invoice to Trustee

Documentation

Statements & summary report
- Ad-hoc/ quarterly/ annual mailing & viewable online
- Participant call center

Other communications
- Electronics/ paper-based messaging campaigns (notice & disclosure)
- Group meetings
- Plan events - M&A/ divestiture C

Trading

Trade connectivity | Banks, Broker-Dealers | Clearing agent

Provide trade clearing service in exchange for commissions out of plan assets

Clears & consolidates trade from multi-fund institutions & aggregates the associated data for efficient import into a custodian's record keeping system

Custodian agent

Trustee & custodial services fees

Hold funds in a/c for the benefit of the trust & provide data feeds

Data Aggregation

Take aggregate / omnibus accounts at custodial level

Account data | Record keeper / TPA

Reporting

- Recordkeeping services C
- Transaction processing
- Daily valuation of plan assets
- Web-access Online enrollment

Track, process & post to individual participant accounts held in sub-accounts at the participant level

Initiates transactions & uploads associated instruction to custodian to act upon

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