

## Proposed Schedule to the Model 401(k) Fee Disclosure Tool

### Overview

The attached model Schedule<sup>1</sup> is designed to help plan sponsors determine whether and to what extent each service provider, in connection with its services to the plan, receives compensation, such as “revenue sharing,” from unrelated service providers or investment products (“third parties”). This information is intended to help plan sponsors understand a plan’s indirect payment of compensation, if any, to third parties and determine whether a third party’s services or recommendations may involve a conflict of interest. For example, the Schedule would address whether a plan consultant that recommends a service provider or an investment option receives compensation from those parties.

Plan sponsors could use the Schedule during the selection process, as well as after service providers have been engaged.

### Description of Schedule

Plan sponsors or service providers may fill out the Schedule. The Schedule contains three sections.

**Section I.** Section I identifies the service provider (“XYZ Company”) that receives the compensation from third parties. XYZ Company might be, for example, a third-party recordkeeping firm, a plan consultant, a broker-dealer, a financial adviser, or a directed trustee.

**Section II.** Section II provides categories of plan services that service providers might offer. Specific boxes would be checked that correspond to XYZ Company’s services to the plan. Five of these categories track the administrative services included in the current Schedule B – Plan Administration Expenses. The Schedule also provides several other categories; where one or more of these additional types of services apply, information about the services will be provided on a separate sheet attached to the Schedule.

**Section III.** Section III provides a chart that includes each third-party source of compensation to XYZ Company and an estimate (in basis points or dollar amounts) of these receipts from each source (i.e., third-party service providers or nonproprietary investment products). These estimates may be of actual receipts for a specified period or anticipated receipts for a specified prospective period. In addition, these receipts are attributable to (and already reflected in) fees/services that are disclosed elsewhere in the model disclosure tool (e.g., in Schedules A through D). A separate sheet should describe the type(s) of fees/services to which the receipts are attributable.

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<sup>1</sup> The Schedule would be used as part of the Department of Labor’s model 401(k) fee disclosure tool. The current model form is available at the Department’s website: <http://www.dol.gov/ebsa/pdf/401kfefm.pdf>.

**ABC PLAN  
401(k) PLAN DISCLOSURE FORM  
Schedule [F]**

*Service Provider Receipts From Third Parties*

**I. Name of Service Provider: XYZ Company**

**II. XYZ Company's Services to ABC Plan**

Admin/ Record- keeping* (✓)	Participant Education/ Advice* (✓)	Trustee/ Custodial Services* (✓)	Compliance/ Plan Amendments* (✓)	Loan Adminis- tration* (✓)	Brokerage Services (Specify)+ (✓)	Investment- Related Consulting (Specify)+ (✓)	Other Consulting (Specify)+ (✓)	Other (Specify)+ (✓)
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**III. XYZ Company's Receipts From Third Parties**

(For the period of \_\_/\_\_/\_\_\_\_ through \_\_/\_\_/\_\_\_\_ )<sup>1</sup>

Source of Receipts	Estimate of Receipts <sup>2</sup> (In Basis Points or Dollars)
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*Investment Product Sources:*


*Other Sources:*


\* Schedule B of this form sets forth these plan administrative services and the related expenses.

+ These services should be described on an attached sheet.

<sup>1</sup> These estimates may be of actual receipts for the specified period or anticipated receipts for a specified prospective period.

<sup>2</sup> These receipts are attributable to fees disclosed elsewhere in the model disclosure tool (e.g., in Schedules A through D). A separate sheet should describe the type(s) of fees/services to which the receipts are attributable.