

# AMERICA'S 401(k)s

## *(K)eeping Costs Down*

What's a 401(k) cost?

Critics of 401(k) plans toss around exaggerated numbers for fees. The real story?

Multiple studies, conducted by ICI and by Deloitte Consulting, have found that the typical 401(k) investor pays less than 1 percent of assets for all investment and plan expenses. That's a fraction of what the critics claim.

Those fees pay for a host of services. Services that the law requires—like record keeping, investment management, compliance testing, legal services, and audits. And services that employers and workers need and value—like financial education and the websites where many plans provide up-to-date account information and investor resources.

A 401(k) is one of the best values an investor can find. Let's make America's retirement system even better—by building on the success of 401(k).

## **401(k): (K)EY TO AMERICA'S RETIREMENT FUTURE**

