

Ideal 401(k) Plan

FIDUCIARY ROLES

Plan Sponsor (Named Fiduciary)

This is the highest level fiduciary and the only ERISA mandated role for every plan. The plan sponsor is responsible for all aspects of the plan's investments and operations. However, the plan sponsor can delegate most of their fiduciary burden by appointing others such as the directed trustee and §3(16) plan administrator who then subsequently appoints all the other fiduciary and administrative service providers.

ERISA §3(16) Plan Administrator

Savant selects and oversees certain plan service providers including the §3(38) investment manager, the §3(21) investment advisor, recordkeeper, third-party administrator and custodian. Furthermore, when appropriate, Savant self-performs these services. In addition, we interpret and enforce the terms of the plan, determine and authorize benefit claims and other plan transactions and assume all legislative duties including filing all regulatory notices. This role is normally appointed and further defined within the plan document(s).

ERISA §3(38) Discretionary Investment Manager

The investment manager assumes discretion to manage, acquire, or dispose of plan investments. This includes selecting funds and providing due diligence on all investment options and model portfolios.

ERISA §3(21) Non-Discretionary Investment Advisor

Provides non-discretionary investment advice and guidance to the plan sponsor and/or plan participants and beneficiaries. This includes delivering participant education and delivering annual due diligence and plan benchmarking reports to the plan sponsor.

Directed Trustee

The person or entity that controls the assets of the plan. The trustee may be limited contractually to custody and protection of plan assets and takes instruction from the Plan Sponsor or §3(16) Plan Administrator.

Savant Wealth Management ("Savant") is an SEC registered investment adviser headquartered in Rockford, Illinois. Past performance may not be indicative of future results. Different types of investments involve varying degrees of risk. Therefore, it should not be assumed that future performance of any specific investment or investment strategy, including the investments and/or investment strategies recommended and/or undertaken by Savant, or any non-investment related services, will be profitable, equal any historical performance levels, be suitable for your portfolio or individual situation, or prove successful. Savant is neither a law firm, nor a certified public accounting firm, and no portion of its services should be construed as legal or accounting advice. You should not assume that any discussion or information contained in this document serves as the receipt of, or as a substitute for, personalized investment advice from Savant. The scope of the services to be provided depends upon the needs of the client and the terms of the engagement. "Ideal" is not intended to give assurance as to achieving successful results.

Delegating your Fiduciary Risk with The *Ideal* 401(k) PlanSM

Aligning with the right service providers allows you
to delegate most of your fiduciary risk

Fiduciary Activity (Plan Sponsor's responsibility if not delegated)	Plan Sponsor (Named Fiduciary)	ERISA §3(16) Plan Administrator (Savant)	ERISA §3(38) Investment Manager	ERISA §3(21) Non-Discretionary Investment Advisor	Directed Trustee
Select the §3(16) Plan Administrator and Directed Trustee	✓				
Monitor fiduciaries and parties of interest to insure no conflicts of interest, self-dealing, or prohibitive transactions have occurred	✓	Assists plan sponsor by providing due diligence regarding all plan service providers and providing an annual attestation regarding self-performed services.			
Verify provider fees are accurate and reasonable for services rendered	✓	Assists plan sponsor by providing fee disclosures, fee benchmarking and fee summary			
Assist plan participants & beneficiaries, directing them to appropriate fiduciary	✓	Assists plan sponsor by serving as the single point of contact for participants.			
Select, coordinate, and oversee plan providers such as Investment Manager, Investment Advisor, Recordkeeper, Third Party Administrator and Custodian	Delegate ¹	✓			
Interpret the terms of the plan	Delegate ¹	✓			
Make decisions on claims for benefits	Delegate ¹	✓			
Authorize distributions, loans, and any other plan transactions	Delegate ¹	✓			
Manage fiduciary governance and maintain documentation	Delegate ¹	✓			
Select and/or monitor investments	Delegate ¹		✓		
Develop, sign and maintain Investment Policy Statement (IPS)	Delegate ¹		✓		
Provide education and advice to plan participants/beneficiaries	Delegate ¹			✓	
Deliver annual due diligence and plan benchmarking reports to plan sponsor	Delegate ¹			✓	
Maintain a trust for plan assets	Delegate ¹				✓
Manage and control plan assets	Delegate ¹				✓

¹ In The *Ideal* 401(k) PlanSM, the plan sponsor (named fiduciary) delegates this responsibility to Savant who functions as the §3(16) Plan Administrator. Savant may then either self-perform the activity or hire and manage an outside best-in-class plan provider to render such service to the plan.