



FIDELIS
FIDUCIARY MANAGEMENT



Fi·du'ci·ar·y

A legal or ethical relationship of trust between two or more parties

ARE YOU A FIDUCIARY?

You are if you are an employer who sponsors a 401(k) plan. As a plan fiduciary, you are subject to the rules of ERISA, the federal law governing qualified retirement plans. ERISA requires a fiduciary to always act in the best interests of the plan's participants and beneficiaries, making prudent decisions based on substantial knowledge.

What's at stake? The future security of your valued employees, of course. But so is your own future; ERISA provides severe consequences for failing to properly manage the plan's investments. Some of the potential consequences include:

- Personal financial liability for losses caused by improper management.
- Fines and penalties.
- Jail time.

Do you have the knowledge to handle the job yourself?

THE ENLIGHTENED EMPLOYER'S FIDUCIARY LIABILITY SOLUTION

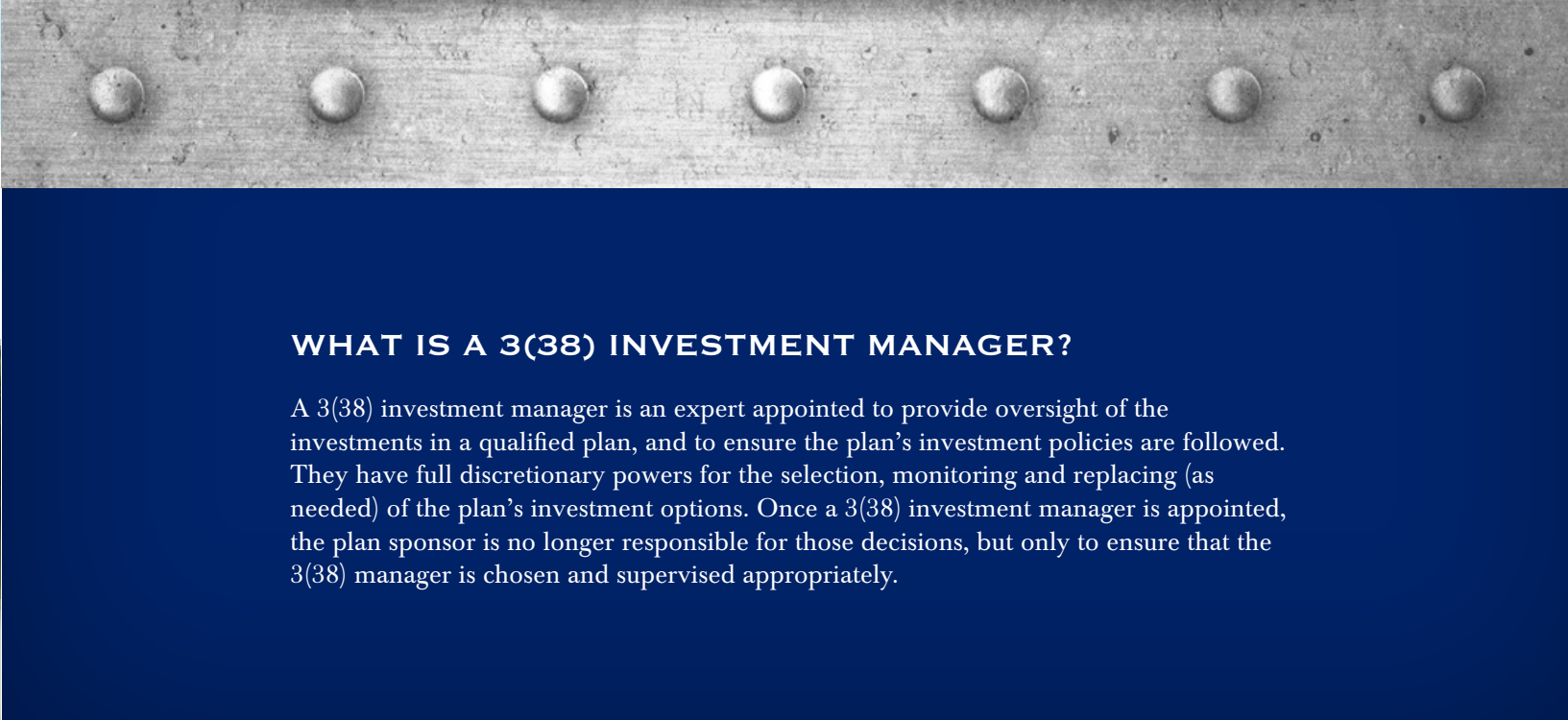
Fidelis Fiduciary Management provides a simple solution. We partner with you and your advisor to deliver the confidence of full-service fiduciary protection. You get the protection you want and need, removing from your shoulders the burden of fiduciary investment liability.

- You focus on your business.
- Your advisor focuses on preparing employees for retirement.
- We focus on the fiduciary role.

Sometimes, participant best interests are served when someone else takes care of the investments. Get the confidence that comes from partnering with Fidelis Fiduciary Management. Advisors and plan sponsors turn to us as trusted experts, with our wealth of experience and a dedication to the retirement plan industry that goes back to 1977.



A SIMPLE, ELEGANT SOLUTION
FOR LIMITING 401(K) PLAN
SPONSOR LIABILITY



WHAT IS A 3(38) INVESTMENT MANAGER?

A 3(38) investment manager is an expert appointed to provide oversight of the investments in a qualified plan, and to ensure the plan's investment policies are followed. They have full discretionary powers for the selection, monitoring and replacing (as needed) of the plan's investment options. Once a 3(38) investment manager is appointed, the plan sponsor is no longer responsible for those decisions, but only to ensure that the 3(38) manager is chosen and supervised appropriately.

WHY CHOOSE FIDELIS FIDUCIARY MANAGEMENT?

As an independent provider of fiduciary management services, Fidelis Fiduciary Management is not limited by an agreement with any recordkeeper or other 401(k) service provider. So, even when you change your service provider, Fidelis stays with you.

When you work with us, you won't get a cookie-cutter investment menu. What you will get is a customized lineup created just for you, and delivered by consultants who listen and who care. Fidelis Fiduciary Management provides more than a fund menu. We create a fund lineup that is unique to your specific plan by using our own research and expertise, and by listening to you and your plan advisor.

Our clients appreciate the confidence that comes with knowing their plan has appropriate fiduciary oversight. As the rules covering 401(k) and other retirement plans grow and change with each political wind, they rely on our expertise, our dedication, and our reliability.

As a fiduciary, you are accountable for your plan. We are accountable to you.

EXPERIENCED, CREDENTIALLED EXPERTS

At Fidelis Fiduciary Management, all of our fiduciary consultants hold the Accredited Investment Fiduciary® or AIF® designation, demonstrating their advanced knowledge of fiduciary standards and practices. Our firm also holds the coveted CEFEX® certification of the Center for Fiduciary Excellence, including ERISA 3(38) investment management. We are one of a very small number of firms nationwide to achieve this independent certification.



CEFEX certified by the Centre for Fiduciary Excellence (CEFEX #CFX10100) for Defined Contribution ERISA fiduciary services, including plan-level ERISA 3(38) investment management, for corporate and non-profit entities; and non-ERISA fiduciary services for governmental entities.

Fidelis Fiduciary Advisors continues its commitment to the industry best fiduciary practices.

OUR SERVICES

Fidelis Fiduciary Management provides fiduciary services to corporate retirement plans, so you don't have to go it alone. Our services include:

- Investment fiduciary services as a 3(38) investment manager, in writing.
- Selection of 401(k) fund menu, based upon the plan's specific needs.
- Secure online audit file, "Fiduciary File Cabinet."
- Availability, via phone or email; you can reach our fiduciary consultants when you need to discuss questions or concerns.
- Direct coordination with your 401(k) recordkeeper.
- Creation of the Investment Policy Statement, which guides investment decisions.
- Quarterly review of investments, and replacement of funds as appropriate.
- Quarterly reporting of investment results, including a clear, simple Executive Summary explaining our fiduciary analysis and actions.
- Annual investment fiduciary review with an Accredited Investment Fiduciary®.

When you partner with Fidelis Fiduciary Management, you can rest assured that your plan's investment menu is customized for your individual situation; that you can contact us when you have concerns; and that you are protected from fiduciary liability for the investment selection process.

WHAT IS YOUR FIDUCIARY RESPONSIBILITY?

One of your responsibilities as the sponsor of a qualified retirement plan is to ensure that your investments are handled appropriately. The law does not require that you become an expert, but it does require that you obtain the help you need.

When you hire an independent fiduciary, you retain the responsibility to review their qualifications, including credentials, ability to stand behind the commitments they make, and the methods they will use to make appropriate decisions for your plan. You should create records documenting your review process, and maintain them for future reference and examination.

Because you retain the responsibility for managing your outside fiduciary, you need to understand the qualifications of any candidate you hire to perform this work. Among the information you need:

- What are the credentials and experience of the key consultants at your firm?
- Has anyone at the firm been disciplined by regulatory authorities?
- How much experience do they possess in serving as plan-level investment fiduciaries?
- Are they certified by CEFEX or another reputable, independent organization?
- What are their levels of liability insurance coverage?
- Does their liability insurance cover them as ERISA 3(38) investment managers?

Fidelis Fiduciary Management operates in a transparent way, so you have access to this, and other pertinent information.

There are many more questions to ask before you hire a fiduciary. We can provide you with a list of some of the key elements to discuss with any candidates. We recommend that you be cautious of any firm that can’t—or won’t—answer your questions.

¹ Fidelis Fiduciary Management can act as a *fiduciary advisor* rather than an *investment manager* for clients who want to retain the ability to make the final investment decisions. This provides more flexibility, but those clients also retain shared fiduciary responsibility for investment decisions.

FLEXIBILITY, SERVICE, TRUST

Because Fidelis Fiduciary Management is completely independent, we are free to include funds from the full array of investments available through your recordkeeper, including open architecture menus. You are assured that the investment offerings are appropriate for your unique situation, and that a fund will never be included simply because it is the only one available.

Have questions about why one fund was chosen over another? Pick up the phone and talk with one of our investment advisor representatives. We are here to listen, taking your opinions and those of your clients into consideration. Of course, as 3(38) investment managers, we make the final investment decisions based on the best interests of the plan participants and beneficiaries.

Clients rely on Fidelis Fiduciary Management, because we:

- Are certified by CEFEX, an independent certification of fiduciary excellence that has been awarded to a small minority of firms nationwide.
- Maintain significant levels of E&O insurance coverage.
- Use cutting-edge fiduciary tools.
- Provide regular, transparent reporting.

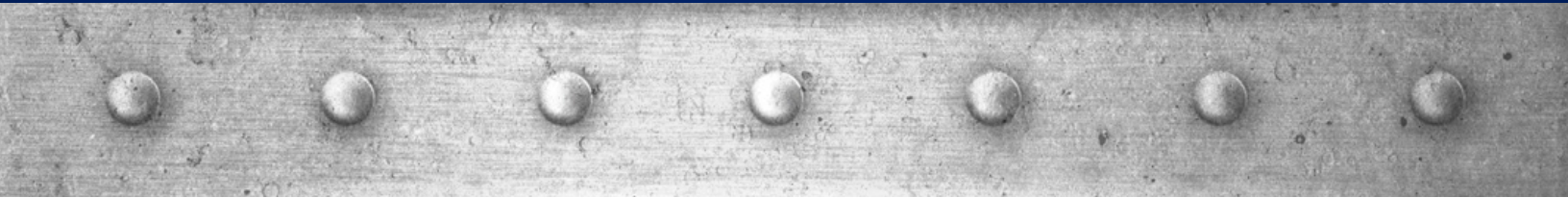
When you work with us, you can be confident that your investments are handled appropriately, and that we will be there to listen, to understand, and to respond.



INDEPENDENCE POWERED BY LPL FINANCIAL

Fidelis fiduciary management is supported by the resources of LPL financial, the nation's largest independent broker/dealer.* This relationship provides us access to unbiased research and advanced tools, resources and technology. Because we are independent, with no proprietary products to sell or sales quotas to meet, we are able to bring you objective financial guidance and investment recommendations that are free of conflicts of interest.

*As reported by *Financial Planning* magazine, June 1996–2013, based on total revenue.



Our team of consultants at Fidelis Fiduciary Management would be pleased to answer your questions about your fiduciary liabilities and discuss how we can help you alleviate them. Please contact us to arrange a meeting, or simply ask a question.



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Investment advisory services offered through Fidelis Fiduciary Management, a registered investment advisor.