Investment Advisory Services for Defined Benefit Plans

Conrad Siegel *Investment Advisors, Inc.* offers a full range of services that enable us to tailor an investment plan designed to help meet your goals and objectives.

As a fiduciary you are responsible for acting solely for the benefit of the plan's participants and beneficiaries. Fiduciaries must act prudently in the selection and monitoring of a plan's investments, and must ensure that any expenses paid by the plan are reasonable. Plan fiduciaries can delegate responsibilities but they must act with utmost prudence in selecting outside experts.

Shared Fiduciary Responsibility

We are independent investment consultants with no exclusive relationships with any financial institution; therefore, our recommendations are in your best interest. Because we are independent consultants, this allows us to be a co-fiduciary and share in the investment responsibility. Our contract specifically states that we will be a co-fiduciary on our recommended investment menu.

Investment Policy Statement

We address potential fiduciary liabilities by working with you to develop an Investment Policy Statement that is customized for the investment objectives and guidelines of the plan.

Asset Allocation and Diversification Recommendations

We will assist you in developing a comprehensive and diversified investment portfolio based on the plan's liabilities and the plan sponsor's goals and risk tolerance.

Specific Investment Recommendations

Based on the Investment Policy Statement and the asset allocation/diversification model selected, we work closely with you to guide you in making prudent mutual fund selections.

On-going Monitoring and Reporting

We monitor the performance and investment style of the mutual funds on a regular basis and make recommendations for change where we believe appropriate. You will receive our quarterly Current Market Stats newsletter and quarterly performance investment summaries detailing the performance of each underlying investment, as well as for the plan as a whole.

Annual Meetings With the Plan Fiduciaries

We take a personal approach. We plan to meet with the plan fiduciaries at least annually to review the Investment Policy Statement, the asset allocation of the plan, and the performance of the portfolio and underlying mutual funds.

Conrad Siegel
INVESTMENT ADVISORS

A Conrad Siegel Actuaries Company

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About **Conrad Siegel** *Actuaries*

Conrad Siegel *Actuaries* offers high-quality, client-focused solutions to businesses seeking stronger-performing, value-added employee benefits programs. For nearly half a century, **Conrad Siegel** *Actuaries* has been recognized as both an industry leader and a trusted consultant for its expertise in all facets of employee benefits. We have a strong tradition of providing impartial, number-driven advice, customized solutions, and unparalleled service.

As one of the nation's largest, independent actuarial firms, we are owned by the professionals who work directly with their clients. We adhere to the highest professional standards, providing services on a fee-only basis. We do not receive commissions or sell investments. Personalized service and long-term relationships are the foundation of all our consulting assignments. As a result, **Conrad Siegel** *Actuaries* is committed to providing consulting/actuarial advice that is in our client's best interests.

We offer a broad array of actuarial consulting and administrative services for defined benefit retirement plans, defined contribution retirement plans, health and welfare consulting, and investment advisory services through our wholly owned subsidiary **Conrad Siegel** *Investment Advisors, Inc.*

One Source, One Solution –
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