

DC Fee Survey Trends

Since 2014, RVK has collected data from our defined contribution (DC) clients to construct an annual peer group survey of plans of varying types and sizes. The survey focuses primarily on fee data, spanning across investment manager, recordkeeping, administrative, and participant fees. Over the last ten years, we've observed the following key trends:

- Investment manager fees have been trending downward across asset classes; and
- The approach to participant and recordkeeper fee structures has evolved.

DC Plan Investment Manager Fees

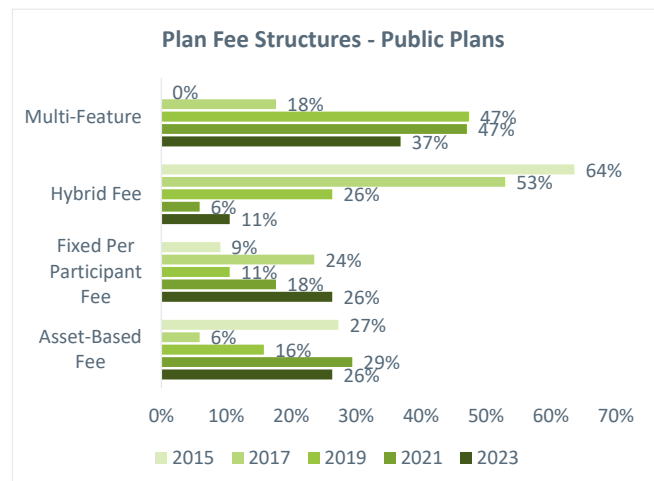
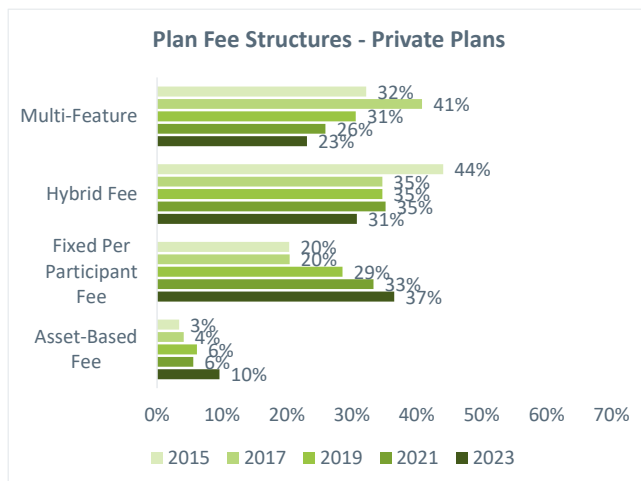
- Active investment manager fees have generally declined across asset classes. Active Target Date Funds, US SMID Cap Equity, and International Equity have seen the largest fee declines, with US SMID Cap Equity seeing the largest change, and the median fee declining by 0.20% since 2015.
- Among passive funds, fee savings have been more moderate but consistent across asset classes, with reductions ranging from 0.02% to 0.04% since 2015.



Active Capital Preservation includes both money market and stable value funds. Investment managers fees shown reflect the weighted average fee for each asset class, using December 31 market values. Data shown for select survey years.

DC Plan Total Participant Administrative Fee Structures

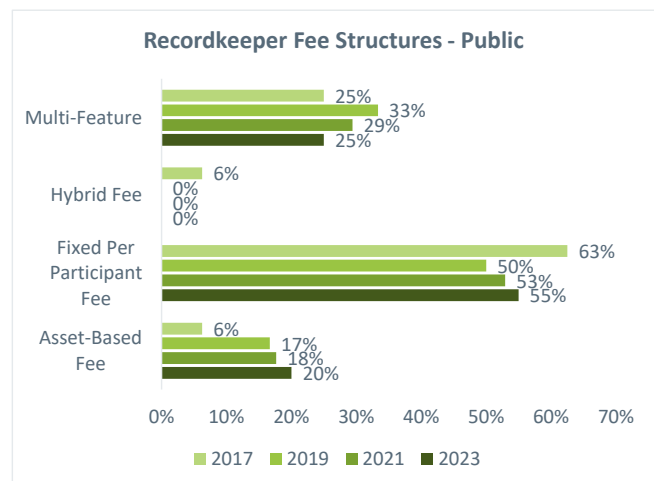
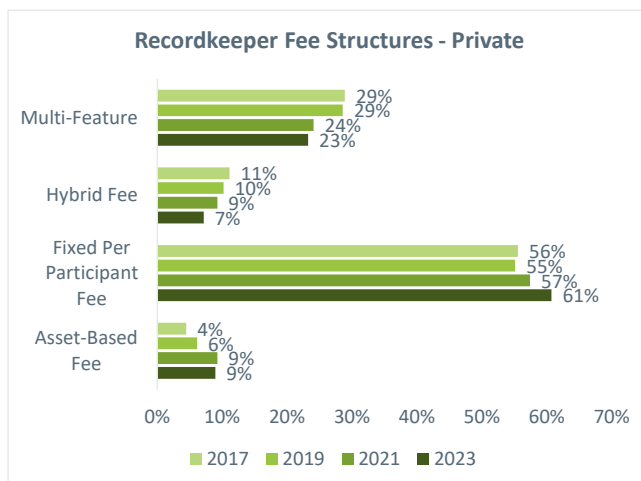
- Fixed per participant fees have now become the most popular participant fee structure in private plans, with 37% of private plans utilizing this structure.
- Within public plans, multi-feature replaced hybrid as the most popular participant fee structure in 2019 and has remained the most popular since, with 37% of plans now using this structure. Multi-feature fee structures cap or waive fees to participants depending on balances. Hybrid fee structures incorporate two or more fee model types (asset-based wrap fee, revenue sharing, and/or direct per participant fee).



Data shown for select survey years.

DC Plan Recordkeeper Fee Structures

- Fixed per participant recordkeeper fee structures remain the most popular, used in the majority of both public and private plans.
- Multi-feature fee structures are the second most popular fee structure in both private and public plans, representing 23% and 25%, respectively.



Data shown for select survey years.

Additional Information

RVK's Defined Contribution Solutions Group (DCSG) conducts an annual fee analysis for about 70 DC plans consisting of a variety of plan types—401(a), 401(k), 403(b), 457(b), and non-qualified plans—across different recordkeepers. The survey portion includes a wide variety of plan participant administrative fee structures, including asset-based, per participant, revenue sharing, and hybrid structures. These reports provides RVK clients with a deeper understanding of their fees and general fee trends.

If you are interested in a comprehensive fee review, please contact Business.Development@RVKInc.com.

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