



The single best action to take to improve your plan's Fund Lineup for participants? Use low cost funds.

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For most retirement plans, the monitoring of the Fund Lineup is done maybe two or four times a year. Reports are run. Risk/return statistics are compiled. Some funds outperform and some funds underperform. Evaluations are done. Decisions on whether to keep or replace funds are made.

While all of this is necessary and prudent to do, this routine often obscures one of the most simple and effective actions a plan committee can make regarding the Fund Lineup – to use low cost funds. A study done by Morningstar and featured in a Wall Street Journal article¹ concluded that “low-cost funds had better returns than high-cost funds across all asset classes”. Using low fees as a guide to selecting funds “would give investors better results than even Morningstar’s own star rating system.”

There are several ways to bring low cost funds into a fund lineup. Using the plan’s size or an advisor to gain access to low-cost institutional funds that are not available to the general retail public are two common ways. Ensuring that the lineup includes at least four or five low cost passively managed funds such as index funds is another.

There will inevitably be some periods of time when lower cost funds underperform higher cost funds on average. But as time goes on and performance numbers are scrutinized it is becoming more and more obvious that cost is a critical factor in determining participants’ bottom line returns. This is an issue we continually discuss with our clients and it should be a topic on all plan committee agendas.

1. “Low Fees Outshine Fund Star System,” Jane Kim, The Wall Street Journal, 10/9/2010

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