



# Improve Your Investment Menu & Fee Transparency as a Plan Sponsor

## Procyon Partners Impact



50%  
decrease in fees



\$115k+  
savings in annual costs

### Pro & Co. Overview

Pro & Co's\* 401k plan provider is a well-established defined contribution provider and recommended a "revenue sharing" platform. The fund choices selected by the 401k plan provider were their proprietary funds, and every chosen mutual fund had an expensive share class. The third party administrator (TPA) recommended that the plan sponsor, Pro & Co., transition their 401k plan from their current provider to an alternative vendor. The third party 401k administrator promoted an affiliate provider associated with their organization. These two parties acting on Pro & Co's behalf were not acting in the best interest of Pro & Co and their employees.

### Procyon Partners' Impact

Procyon Partners joined Pro & Co's team as a fiduciary Investment Advisor to help them design an appropriate 401k plan. Our comprehensive approach began with obtaining pricing from competing 401k plan providers to compare solutions and costs suitable for Pro & Co. and its employees. We facilitated meetings with the incumbent vendor to review their record-keeping fees and successfully negotiated a 50% reduction. Procyon Partners saved Pro & Co. over \$80,000 in annual costs, minimized disruption by keeping with the current 401k provider and optimized Pro & Co and its employees' experience through our ongoing role as a consultant. We moved from a "revenue sharing" platform to an open

architecture investment platform and leveled fee structure, which improved the investment menu and fee transparency.

After our competitive analysis and review of Pro & Co's 401k plan design, we reviewed their investment options and flagged the inclusion of a stable value investment. This investment had hefty liquidity restrictions and clawback provisions that would trigger if more than 5% of the fund's investment in the strategy left. We represented Pro & Co. in discussions with the plan provider's Senior Management to successfully void these provisions and update the investment strategy to a more suitable alternative. Procyon Partners saved the client an additional \$35,000 in annual fees.

In addition to Pro & Co's annual savings, Procyon Partners enhanced the 401k plan participant's educational resources available to Pro & Co's employees. We host quarterly trustee meetings with the vendor to ensure they operate as Pro & Co's fiduciary and engage with a third party administration to act as an additional fiduciary. Pro & Co. is charged a flat consulting fee for Procyon Partners' involvement with changes to the plan assets.

As Pro & Co's fiduciary Investment Advisor, we reduced their overall investment and administrative responsibilities. We are part of the Pro & Co. team and are committed to delivering exceptional outcomes for the employer and employee.

### Disclosure

This case study is provided for illustrative purposes only to provide an example of the firm's process and methodology. The results portrayed in this case study are not representative of all client situations or experiences. An individual's experience may vary based on his or her individual circumstances and there can be no assurance that the firm will be able to achieve similar results in comparable situations. No portion of this case study is to be interpreted as a testimonial or endorsement of the firm's investment advisory services. The information contained herein should not be construed as personalized investment advice. Please contact us for additional information.

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PARTNERS