
From: Mclaughlin, Joseph M [mailto:joseph.m.mclaughlin@smithbarney.com]
Sent: Wednesday, April 25, 2007 9:05 AM
To: EBSA, E-ORI - EBSA
Subject: Comments on 401(k) fees

Thank you for soliciting comments about 401(k) plan fees and disclosure. As someone who had practiced as an advisor to plan sponsors and participants in this area for well over a decade, I have much to say, but I'll keep it brief.

What I believe the best approach is to require plan sponsors to receive a full-disclosure fee/revenue report from each party that provides services to the plan on an annual basis. I believe plan sponsors are owed this information, and must have it as part of their fiduciary duties.

With respect to participants, they should be given a notice, perhaps at enrollment then annually thereafter, that they can request a summary of plan fees & expenses from their plan sponsor at any time. Upon participant request, the plan sponsor should provide the most-recent fee/revenue report available. It would make sense if this was simplified so participants can easily understand what it costs them to participate in their employer's retirement plan.

If you require clarification or elaboration on any of my comments, please contact me.

Thanks again.

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