

## 401(k) Plan Investment Recordkeeping Product Matrix

	<b>John Hancock</b>	<b>Lincoln Financial The Director</b>	<b>American Funds Recordkeeper Direct</b>	<b>MFS Recordkeeper Plus</b>	<b>Personal Brokerage Account</b>
<b>Overview</b>	Formerly Manulife Financial. One of the most popular 401(k) Plan recordkeeping products in the country. The best employee education materials. Perfect for the biggest and most competitive situations. Very price competitive.	Comparable to the John Hancock product but without the cash flow minimum. Great for the small to medium cases without rollover assets. No out-of-pocket employer expenses even on the start-up plan.	The name speaks for itself. If avoidance of an insurance product (multi-fund family) is required, then most financial professionals prefer The American Funds to any other single fund family. Variable pricing with different share classes.	Another good single fund family product with the oldest name in mutual funds. Has out-of-pocket expenses rather than asset charges.	If the case is under 10 active participants and those participants want a high degree of investment flexibility, then establishing PBAs for each participant can make sense. Usually this is reserved for groups of high paid professionals with significant rollover assets.
<b>Ideal Group Size</b>	over 25 active	any size	any size	10 - 25 participants	less than about 10 active
<b>Minimum Annual Cash Flow</b>	\$50,000 per year	none	none	no cash minimum but must have at least 10 active participants	none
<b>LifeStyle Options</b>	yes and includes corresponding risk quiz	no, but private management through 401kToolBox (PMFM)	no	yes, asset allocation funds	no, but could be created by financial professional
<b>Max Fund Choices</b>	about 75	about 55	12	15	unlimited
<b>Investment Recordkeeping Fees</b>	participant fee varies based on average participant account value plus asset fee	participant fee varies based on average participant account value plus asset fee	varies by share class call for details	\$500 set-up plus \$15 per participant/yr (\$800/yr minimum)	varies by investment company, usually some annual account fee plus commissions
<b>Phone Number</b>	800-362-4735	800-248-0838	800-421-9900	800-343-2829	na