

Defined contribution plans, commonly known as 401(k) or 403(b) plans have become the most common retirement plans offered to employees.

These plans can be relatively easy to manage for employers and easy to fund for employees who choose to enroll. But many plans don't offer the ease of a straight forward approach that some employers and employees would like. This is referred to as a "turnkey" approach. This approach is geared for small to midsize organizations, but can be offered to any size organization. Larger organizations, with 1,000 or more employees, may prefer a more "hands-on" approach to their employee retirement plans, including the ability to mix and match options. This approach is referred to as an open architecture approach.

Christian Brothers Retirement Solutions offers the best of both worlds with the Christian Brothers Retirement Savings 403(b) Plan (CBRSP) and the Christian Brothers Employee Retirement Savings 401(k) Plan (CBERSP). These Plans cover the lay employees who work for Catholic organizations or dioceses. These plans can be administered either in a "turnkey" or "hands-on" approach.

Let Christian Brothers Retirement Solutions help you and your employees reach their retirement goals.



Christian Brothers Retirement Solutions
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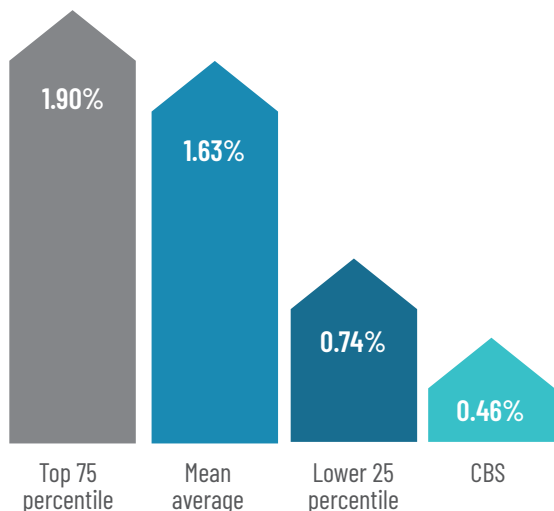


**WHY
Christian Brothers
Retirement Solutions?**



We have been a trusted provider of retirement plans to Catholic entities across the U.S. for nearly 70 years. We understand the unique needs of Catholic employers and their employees.

Total Plan Cost (Recordkeeping / Admin / Advisory / Investments)



Cost / Value

The CBRSP and CBERSP do not charge any loads, transaction fees, 12b-1 fees, or any other hidden fees in our service.

Our plans have two fees:

- ▶ A quarterly administration fee at the low cost of \$17.75 per member which includes: Onsite meetings, daily valued record keeping, web access to plans, online quarterly statements, communication materials, all legal requirements, and access to Vanguard professionals.
- ▶ The expense ratio on the individual funds:
Average expense ratio is .26% (26 basis points) – Industry average is 1.27% (127 basis points).

As a Church Plan our fees are significantly lower than non-Church plans.

Education

CBS provides:

- ▶ Introductory on-site meetings or webinars.
- ▶ At least one annual employee meeting or webinar.

There is no charge for these meetings. Our presentations are geared towards employees who are not sophisticated investors and may not have ever saved in a 403(b) plan. Our main strength is that we only cover Catholic Church organizations, so we are extremely familiar with employees who work for the Church and the best way to educate these employees.

Familiarity

Christian Brothers Services has been administering retirement plans for Catholic organizations since 1964. We provide retirement services to over 40,000 members who are working for over 1,000 Catholic employers. Assets in the retirement plans are in excess of \$2 billion. We are owned by a sole member, which is Christian Brothers Conference. The Conference is the Provinces of the Christian Brothers, a religious order.

Fiduciary Exposure

The Plan's Board Members act as the fiduciary for the Plan. The Plan has received a qualified ruling from the IRS and is a Church Plan. The Board engages an investment consultant, along with our internal Chief Investment Officer, for advice on the appropriate funds.

Investment Products

Members are automatically enrolled into a target date fund. Target date funds are necessary to provide prudent asset allocation based on a selected retirement date.

For members who are comfortable in choosing their own asset allocation and want to change from the default election, we offer a diversified array of funds, including four Catholic socially-screened funds that invest based on the USCCB guidelines.

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Christian Brothers Services' provider factors

There are six factors that should be considered when determining a provider for your employees' retirement plans: cost, services, education, familiarity with the market, fiduciary exposure and investment products.

Services

The Plans are a collaborative venture between CBS and the Vanguard Group. You would receive all of the recordkeeping, web, and communication services provided by Vanguard which are typically limited to large organizations. Vanguard has been providing defined contribution services for 30+ years. Our 403(b) plan is recognized as a Church Plan and has received a qualified ruling from the Internal Revenue Service (IRS) under the volume submitter program.

