



Lara, May & Associates

A FOCUS FINANCIAL PARTNER | INDEPENDENT WEALTH MANAGEMENT

NON ADVISORY GROUP PLANS 408(b)(2) DISCLOSURE

The following information is being provided to you by Lara, May & Associates, LLC (“LMA”) to satisfy the Department of Labor’s (“DOL”) 408(b)(2) fee disclosure requirement (<http://www.dol.gov/ebsa/newsroom/fs408b2finalreg.html>). The rule requires all providers of services to covered plans that earn more than \$1,000 in compensation to make explicit disclosures regarding the services provided and compensation received directly or indirectly from the plan. This report is designed to help you better understand the services provided by LMA and the associated costs of the services and products.

LMA provides services to the plan and employees but does not act in a fiduciary capacity. Services provided are not fiduciary in nature as defined by ERISA rules and regulations. LMA does NOT provide any other services to the plan, other than those listed in the Services Section of this document or in your plan document. We do not provide recordkeeping, custodial, or trustee services.

Description of Services

LMA may assist the plan with periodic trustee/ plan/investment company meetings, in the evaluation of the service provider to measure compliance and service levels agreements, and assist with corrective action if warranted. LMA will also offer support to participants, provide information that is consistent with the DOL guidance on unbiased advice, review the plan’s success in meeting participant’s needs, retirement goals and make recommendations, and assist in converting plans if needed.

Custodians for your plan will provide bundled administrative and custodial services for the Plan. Third Party Administrators may also be used to assist in setting up retirement accounts and assure they meet IRS regulations. LMA services are independent of these vendors. Appendix A has a listing of custodians and TPAs with links to their website for you convenience.

Compensation and Fees

Mutual Funds offer a variety of fund classes. Typically mutual funds held within a group retirement plan will purchase A share mutual funds or institutional shares. When a group plan purchases A shares within their plan it is typically done at a reduced charge or illuminated as asset benchmarks are met. Institutional shares do not have an upfront sales charge. Fees within an Institutional share include management fees that can range from 0.30% to 0.65%, 12b-1 fees that range from 0%-1.00% and other fees ranging from 0.25% to 0.75%. These fees vary by product type and fund company. A portion of these fees are paid to LMA. You can find a description of fees and expenses charged by the Fund in the Fund’s prospectus. For your convenience a listing of companies are noted in Appendix B with a link to company websites where this information can be found.



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Indirect Compensation:

From time to time product sponsors may pay for, or reimburse LMA, for expenses incurred in conducting training, educational meetings, conferences or seminars for brokers and customers. Brokers may also receive meals or entertainment from product providers.

Compensation to LMA for Termination of Services

As described above products purchased with a CDSC may be subject to a charge for termination of a contract. LMA does not charge any additional fees in connection with the termination of services.

Important Note:

The information in this notice describes the services LMA would expect to provide the plan. This is not intended as and does not constitute an agreement. This document does not create a contractual relationship or provide a guarantee of pricing for services. Any future services relating to the plan will be discussed with you and subject to your cooperation and approval.

Participant Information Required under ERISA 404(a)

To the extent that you or another plan fiduciary must provide certain fee information to plan participants as required by ERISA 404(a) the regular account statements and confirmation statements sent out in connection with participant accounts will contain information about fees and expenses that are charged to the account. However, please note that this document is not intended to satisfy your requirements of ERISA 404(a). Therefore, you will need to review the information contained in those documents to determine if other supplementary information must also be provided.

If you have any questions regarding the content of this disclosure please contact your Representative, call LMA headquarters at 703.827.2300 or provide your contact information to information@laramayllc.com.



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Appendix A - Custodians and Third Party Administrators

Expert Plan	https://www.expertplan.com/login1a.jsp
American Funds	https://www.americanfunds.com/retirement/employer/index.htm
First Clearing, LLC	https://www.firstclearing.com/
Great West	https://www.gwrs.com/login.do
Guardian	http://www.guardianlife.com/ProductPortfolio/InvestmentRetirementProducts/401KFundingVehicleProducts/index.htm
Hartford	http://retire.hartfordlife.com/cs/Satellite?c=Page&cid=1285275284065&pagename=Retire%2FPage%2FRetire_HomePage
ING	http://ing.us/account-login
John Hancock	http://www.jhrps.com/us/
MorningStar	http://corporate.morningstar.com/US/asp/subject.aspx?xmlfile=216.xml
Oppenheimer	https://www.oppenheimerfunds.com/planAdmin/index.jsp
PayChex	http://www.paychex.com/employee-benefits/401k-retirement/
Pioneer	http://us.pioneerinvestments.com/retire/business.jsp?navid=102&navvr=161
Principal	http://www.principal.com/retirement.htm
Transamerica	https://www.ta-retirement.com/
DCP Retirement Services	http://dcpretire.com/whoweare.html
Gorrelick, Tiev and Associates	http://www.gtpension.com/home.html
Morningstar	http://corporate.morningstar.com/US/asp/detail.aspx?xmlfile=316.xml
Principal	http://www.principal.com/retirement/ind/index.htm

Appendix B - Fund Companies/Providers

ADP	http://www.adp.com/solutions/small-business/services/retirement-services.aspx
American Funds	https://www.americanfunds.com/funds/returns/alphabetically.htm
AllianceBernstein	https://www.alliancebernstein.com/investments/us/StoryPage.aspx?cid=16914
Allianz	https://www.allianzlife.com/annuities/annuities.aspx?intcmp=p018
Alerus	http://www.alerusretirementsolutions.com/
Allstate	http://www.myallstatefinancial.com/retirement/main.aspx
Axa	http://www.axa-equitable.com/annuities/what-is-an-annuity.html
Banner Life	https://www.lgamerica.com/newbannermainsave.htm
BlackRock	http://www2.blackrock.com/US/individual-investors/account-resources/mutual-fund-expenses
Columbia Management	https://performance.columbiamanagement.com/web/columbia/products-performance/mutual-funds
Delaware Investments	http://www.delawareinvestments.com/co/delaware/individual-investors/literature
Dreyfus	https://public.dreyfus.com/products-performance/index.html
DWS Scudder	https://www.dws-investments.com/EN/products/mutual-funds.jsp
Eaton Vance	http://funds.eatonvance.com/All-Mutual-Funds.php
Fidelity	http://personal.fidelity.com/products/funds/content/FidelityMutualFunds/browse_funds.shtml.cvsr
Franklin Templeton	https://www.franklintempleton.com/funds
Great West	https://www.gwrs.com/preLoginContentLink.do?accu=GwrsWR&contentUrl=preLogin.planSponsors.landing&specificBundle=preLogin
Guardian	http://www.guardianinvestor.com/public/account/access_retirement.aspx
Hartford Life	http://www.thehartford.com/individuals-families-insurance/



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ING	http://ing.us/individuals/annuities
Invesco AIM	http://www.invesco.com/portal/site/us/menuitem.d532c738cfd9a4bfdc48bf4acd8fba0/
Jackson National	https://www.jackson.com/Index.jsp
John Hancock	http://www.johnhancock.com/products/
Lincoln Financial	https://www.lfg.com/LincolnPageServer?LFGPage=/lfg/lfgclient/fprod/index.html
Lord Abbett	http://www.lordabbett.com/investor/mutualfunds/
Managers Investment Group	http://investor.managersinvest.com/mutual_funds.html
Metropolitan Life	http://www.metlife.com/individual/investment-products/annuities/index.html#types
MFS	https://www.mfs.com/wps/portal/mfs/us-investor/products/fund-documents/
Nationwide	http://www.nationwide.com/annuity-investments.jsp
Natixis	http://ngam.natixis.com/us/investor/1250189664101/Funds
Ohio National	https://www.ohionational.com/portal/site/client/annuity/
Oppenheimer Funds	https://www.oppenheimerfunds.com/fund/investors/performance
Pacific Life	http://www.pacificlife.com/PL/Products+and+Services/
Pimco	http://investments.pimco.com/Products/pages/PIOEF.aspx?Level1=ulProducts&Center=ulProducts&Level2=liulProductsMutualFunds
Pioneer	http://us.pioneerinvestments.com/global/chptr/chapter_funds.jsp
Principal	https://www.principalfunds.com/investor/funds/portfolios.htm
Prudential	http://www.investments.prudential.com/view/page/jd
Putnam	https://www.putnam.com/individual/
Reliance Trust	http://www.reliance-trust.com/businessretirementplan.asp
Stadion	http://stadionfunds.com/stadionfunds/funds/
Sungard	http://www.sungard.com/financialsystems/products/sgnfunds.aspx
SunLife	http://www.sunlife.com/Global/Products+and+services?vgnLocale=en_CA
Transamerica	http://www.transamerica.com/investments.asp
Voya	https://voyaretirement.voya.com/eportal/welcome.do
Wells Fargo	https://www.wellsfargoadvisors.com/financial-services/retirement-planning-services.htm
West Coast Life	http://www.protective.com/financial-professionals/by-brand/west-coast-life.aspx
Zurich	http://www.zurichlife.ie/funds/home.jsp