

ABC Company 401(k) Plan
XYZ Service Provider Disclosure -- Expected Plan Expenses
For Plan Year Beginning January 1, 2008

The following expenses may be charged to to the plan. Some of these expenses may reduce the value of participant accounts. Some plan expenses may be paid by the plan sponsor.

I. Investment Expenses - The investments offered by the plan have related expenses. The amounts listed below are the annual percentage that will be charged based on the amount the participant placed in the particular investment.

EXAMPLE: If the fee is 0.50% and a participant placed \$1,000 in that investment for one year, the participant's account would pay \$5 for that type of expenses for that investment.

Investment Option	Investment Management Fees ¹	Administrative & Recordkeeping Fees ²	Selling Costs & Advisory Fees ³	Total
AAA Investment	0.50%	0.20%	0.25%	0.95%
BBB Investment	0.42%	0.20%	0.25%	0.87%
CCC Investment	0.20%	0.20%	0.25%	0.65%
DDD Investment	0.60%	0.20%	0.25%	1.05%
EEE Investment	0.35%	0.20%	0.25%	0.80%

II. Other Asset Based Fees - These fees are assessed on the total assets in the plan and are not investment specific.

Type of Fee	Investment Management Fees	Administrative & Recordkeeping Fees	Selling Costs & Advisory Fees	Total
Plan Level Fee		0.20%		0.20%
Investment Advisory Fees			0.40%	0.40%
- Plan Expense Reimbursement		-0.20%	-0.25%	-0.45%
Net Fees on Total Plan Assets		0.00%	0.15%	0.15%

III Fees Paid Directly by Plan Sponsor - These fees are paid by the plan sponsor and are not paid out of plan assets.

Type of Fee	Investment Management Fees	Administrative & Recordkeeping Fees	Selling Costs & Advisory Fees	Total
Plan Sponsor Paid Fees		\$1,000		\$1,000

IV. Total Fees - These are the total fees based on estimated assets of \$1 million and 20 participants. The fees assessed on investments are based on the allocation of investments by the 20 participants in the plan as of 90 days prior to the date of this notice. These amounts do not include transactional expenses (see below).

Type of Fee	Investment Management Fees	Administrative & Recordkeeping Fees	Selling Costs & Advisory Fees	Total
Total Expenses on Investments	\$4,140	\$2,000	\$2,500	\$8,640
Total Asset Based Fees			\$1,500	\$1,500
Total Fees Paid by Plan Sponsor		\$1,000		\$1,000
Total	\$4,140	\$3,000	\$4,000	\$11,140

V. Transactional Expenses - These fees are only charged when participants request the services described below.

Service	Fee
Brokerage Account	\$60 per year
Participant Loan Origination Fee	\$50 per loan
Distribution	\$35 per distribution (including rollovers)

VI. Conflict Statement

All of the investments are provided by unaffiliated parties. XYZ Service Provider receives revenue sharing from all investments for recordkeeping and administrative services, and for advisory services, which is used to offset fees otherwise charged for such services as disclosed in Section II. above.

¹ Investment management fees are the portion of the expense ratio allocated to investment management expenses.

² Administrative and recordkeeping is the portion of the expense ratio attributable to administration and recordkeeping plus any additional administrative and recordkeeping charges attached to the investments.

³ These include 12b-1 fees and other related selling costs and advisory fees attached to the investments.