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From: N. Baldaino
Sent: Thursday, September 04, 2008 5:25 PM
To: EBSA, E-ORI - EBSA
Subject: Participant Fee Disclosure Project

N. Baldaino

September 4, 2008

Employee Benefits Security Administration

Dear Employee Benefits Security Administration:

Thank you for proposing rules that require the disclosure of 401(k) fees.

I am worried that these fees could eat into my retirement savings without my knowledge and leave me inadequately prepared for retirement. Below are recommendations that I think would make the 401(k) fee regulations even stronger.

Information employees receive about 401(k) fees should be disclosed in a way that is clear, concise, and as easy to understand as possible. Technical terms should not be allowed. Employees shouldn't have to pull out a dictionary to figure out how much their 401(k) plans cost.

Many employees do not have internet access, so no one should be required to rely on the Internet to learn important information about their 401(k) plans. Information about 401(k) fees should not be sent by e-mail, unless employees specifically ask to receive the information electronically.

Employees need to know what it costs to invest in the different funds offered by 401(k) plans. Knowing that one fund charges more than another is likely to impact the funds in which a worker chooses to invest. In addition, funds should only be allowed to show their investment earnings after all fees have been deducted. Otherwise, the information employees receive about their 401(k) accounts could be misleading.

Employees need to know how much certain transactions cost. Currently, employees have no idea what they are paying in day-to-day operating costs.

They also do not know how much they are being charged to perform simple tasks. I am glad that these fee regulations require 401(k) plans to tell employees the cost of transactions such as loans and shifting investments in addition to providing information on how these transactions can impact their retirement savings.

I urge you to strengthen the fee disclosure regulations to ensure that employees receive adequate information about the hidden costs of their 401(k) plans to help them prepare for retirement.

Sincerely,

N. Baldaino