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To: EBSA, E-ORI - EBSA

Subject: comment on fees

To whom it may concern:

401(k) plans vary widely in fees and fees structure.

Although participants need to understand the impact of fees on their savings, please understand that some of the variations fit the needs of the employer as well.

Some not-so-well-heeled employers feel that they cannot offer a plan where they pick up most of the cost. They have to implement plans where the costs are charged to the participant. (None of these programs are free-they have to conform to a myriad of regulation). The employer may pick a program because it is the one he can best afford, not because it is the best one for the investor. But, having a retirement fund that is perhaps mediocre, is better than the alternative: employees not saving for their retirement at all.

Too often, we see this type of "disclosure" lead to pressure to have fewer choices in the market. That means fewer choices for companies, which means fewer plans are implemented.

However you construct your perceived need for more disclosure, please realize that not every company is publicly traded, nor are they all making money. Please do not penalize firms for implementing plans that fit their reality, as opposed to discontinuing the plan because they can no longer afford to maintain it.

Respectfully submitted,

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