



FUHRMAN MANAGEMENT ASSOCIATES, INC.

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***PersonalAdvantage*TM INVESTMENT ADVISORY SERVICES**

Independent, objective analysis and customized advice tailored to your personal retirement needs.

A Timely Need – Employer-sponsored, qualified retirement plans¹ are increasingly serving as the primary retirement savings vehicle for working employees and their families. In *defined contribution plans*, such as 401(k) and 403(b) retirement savings plans, each employee controls the amount of his/her contribution, sometimes supplemented by a matching contribution from the employer. Therefore, in sharp contrast to traditional *defined benefit plans*, such as company pension plans, the value of the account at retirement is wholly determined by the size of the contributions and the performance of the investments selected. With the increasing complexity of many retirement savings plans and the greater number of investment choices available, many employees need *independent, objective* professional guidance to optimize the investment performance of their retirement plan accounts and to insure consistency with their personal financial plan.

A Thorough Process – At the end of each calendar quarter, a professional investment advisor from Fuhrman Management Associates (FMA) monitors the client's retirement plan account and reviews the investment performance of each investment option available in the employer-sponsored plan. The FMA advisor prepares a written report² containing an analysis of investment performance and recommendations for changes in investment selections, contribution rates and asset allocation. All recommendations are based solely upon the client's investment objectives, asset allocation, and performance of the *available* investment options. Our analysis and recommendations address the following key considerations:

- Is the asset allocation of my retirement plan appropriate for me and consistent with my family's complete investment program?
- Are the selected investments performing well in relation to their asset categories and available investment alternatives?
- Have any of the investment selections changed either their risk/return characteristics or portfolio management styles?
- Is the rate of contribution consistent with my annual objective and financial plan?
- Should any changes be made to investment selections or contribution allocations?
- If my employer's stock is available as an investment choice, does my holding represent any special investment risks?

In addition to the quarterly written reports, FMA advisors are always available for telephone consultation during normal business hours.

An Expert Advisor – The principals of FMA have provided personalized investment management and independent financial advisory services to individuals and businesses for more than 20 years. Specialties include:

- Corporate and individual retirement plans
- Investment management
- Tax and estate planning
- Charitable gifting programs
- Insurance programs

All FMA investment advisors are licensed professionals with extensive experience in investment analysis and portfolio management.

For Further Information – Contact FMA to discuss fee arrangements and to request Form ADV – Part II, the complete program description and disclosure document.

¹ Includes 401(k) plans for for-profit companies, 403(b) plans for teachers, healthcare workers, and non-profit organizations, and 457 plans for state and local government workers.

² Sample reports are available upon request.

FREQUENTLY ASKED QUESTIONS

1. *My retirement plan sponsor already provides financial advice and investment education. Why do I need your service?* Plan sponsors and employers are limited to offering investment education and very generalized advice. Only Registered Investment Advisors are legally permitted to provide personalized advice and specific investment recommendations. Moreover, we are completely independent and dedicated to your interests, unlike the plan sponsor and investment providers.
2. *Can you deduct your advisory fee from my retirement plan account?* Possibly. Your employer may be able to arrange for advisory fees to be deducted from your account. Alternatively, your employer may choose to pay all or part of your advisory fee or permit payment through a cafeteria-style benefit program. Regardless of how the advisory fee is paid, the advisory fee is the sole compensation received by FMA, thereby preserving our independence and objectivity. Our relationship is strictly with you and not the retirement plan.
3. *How will you know what types of investments are suitable for me?* When you sign up for our service, we conduct a thorough review of your financial condition, retirement objectives, and tolerance for risk. Based upon this initial consultation, we mutually agree upon an investment profile and asset allocation most appropriate for you.
4. *How will you obtain the quarterly account statements for my retirement plan?* Since our relationship is with you, not the plan sponsor, we must depend on you to provide us with quarterly account statements. You can provide the statements to us via mail, fax, or downloaded from the Internet.
5. *Will you redistribute my investments or change my contribution amounts directly in accordance with your recommendations?* No. Our services are advisory in nature. Regulations prohibit us from executing transactions on your behalf. Therefore, acceptance and implementation of our advisory recommendations must remain your responsibility.
6. *Will you recommend new investment choices to my employer or plan sponsor?* Not directly. Our relationship is with you, not your employer. Therefore, our advice and recommendations are limited to the investment choices that your employer has selected. It is your option to share our analyses with your employer.
7. *Can I have my plan reviewed more frequently or less frequently than four times a year?* Since the investment choices in most qualified retirement plans are limited to mutual fund or annuity products, a thorough review every three months is generally sufficient. However, if your plan has unusual characteristics such that a different review cycle is more appropriate, we can make special arrangements to fit your situation. We are also available for telephone consultation at any time.
8. *Will you ever discuss my retirement plan account with my employer or other plan participants?* Absolutely not! As licensed investment advisors, we are prohibited from disclosing any client information, except pursuant to a court order.