



Lincoln Financial Group® Fiduciary Services Guarantee

Our Fiduciary Services Guarantee

Lincoln Financial Group (“Lincoln”) hereby guarantees that the investment options made available to our plan sponsors and our plan fiduciaries, will enable the plan fiduciary to meet the following ERISA fiduciary requirements:

Prudence

Consistent with widely accepted investment theories and in keeping with established investment industry norms, the investment options made available by Lincoln can be used to construct a prudent investment line up that can satisfy the “prudence requirement” of ERISA §404(a)(1)(B).

Diversity

The investment options made available by Lincoln afford plan fiduciaries the opportunity to be compliant with the U.S. Department of Labor’s “broad range requirement” set forth in ERISA §404(c), which stipulates that participant-directed retirement plans must offer a diversified range of investments with materially different risk and reward characteristics. Plan fiduciaries are able to construct an investment line up for their plan participants that meets the diversification requirements of § ERISA 404(c) and the regulations promulgated by the Department of Labor in C.F.R. § 2550.404c-1(b)(3) which state that participants must be able to:

- Choose from at least three investment alternatives:
 - Each of which is diversified
 - Each of which has materially different risk and return characteristics, which in the aggregate enable the participant or beneficiary, by choosing among them, to achieve a portfolio with aggregate risk and return characteristics within the range normally appropriate for the participant or beneficiary.



Reduce the risk of large losses

The investment options made available can be used to meet the requirements of ERISA § 404(a)(1)(c), which requires that the investments made available in a plan are sufficiently diversified so as to reduce the risk of large losses.

Should there be a claim that the investment options chosen by the plan fiduciary, (after the plan fiduciary carefully reviews, monitors, evaluates, selects and de-selects investment choices for its plan participants), neglects to fulfill the prudence requirement, ERISA 404(c) broad range requirement or reduction of the risk of large losses requirement – and should this result in the plan being held liable or suffer any financial loss not reimbursed by insurance or any other source – Lincoln will:

- Reimburse the amount of such loss resulting from the violation of our aforementioned Guarantee, as determined in a final, binding, and valid arbitration or other final adjudication.
- Assume attorneys' fees and any other reasonable costs borne by the plan sponsor in connection with defending a claim covered by our Guarantee.

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