Name of Company
Fiduciary Investment Advisors, LLC (FIA).

How and why did you come to work with law firms?
FIA has been working with law firms for well over a decade. Law firms, as is the case with many professional services firms, are particularly diligent regarding the management of their employer-sponsored retirement plans and particularly cognizant of their fiduciary roles and responsibilities regarding these plans.

Why is your service/product important to law firms?
FIA is an independent, fee-based, institutional investment consultant with approximately $10 billion in assets under advisement, the majority of which falls under employer-sponsored retirement plans. Qualified retirement plans, such as a 401(k) plan, are subject to ERISA (The Employee Retirement Income Security Act of 1974). ERISA holds plan fiduciaries to high standards regarding oversight of service providers to the plan, the plan's fee structure, investments, etc. Moreover, plan fiduciaries are expected to exercise these responsibilities (and document their execution) as would a prudent expert. FIA, which also assumes a fiduciary role regarding the services we render, assists fiduciaries in meeting these responsibilities and documenting their execution.

What makes your service/product unique?
In a few words - our independence, focus and experience. Many firms market similar services. Just as many are affiliated with a service provider, work under a broker/dealer, or sell product. As a completely independent, fee-based investment consultant, FIA's sole allegiance is to our clients. We have no affiliations with any money managers, custodians, broker/dealers or any other entity so as to explicitly avoid even the appearance of a conflict of interest. Moreover, FIA's sole focus is the provision of investment consultation services, a focus of ours for well over 18 years. Consequently, plan fiduciaries, who rely upon FIA to ensure that they exercise their fiduciary responsibilities as would a prudent expert, can, with confidence, state that their interests and the interest of their plan participants are put first.

Share a success story your company has experienced working with a law firm.
FIA has been very successful negotiating on behalf of multiple law firm clients to reduce billable fees, increase participant services, enhance employee communication efforts, make available less expensive share classes of funds, or a combination of these features.

Share how your company solves problems.
Per ERISA, FIA employs a very process-driven approach to serving our fiduciary clients. FIA performs a full fee disclosure analysis when starting a client relationship. We identify all fees and commissions paid to the record keeper and other plan vendors that are receiving compensation for services provided. This analysis includes the disclosure of investment management fees, Rule 12b-1 fees, sub transfer agent fees, plan sponsor and/or participant billables and other fees or commissions paid from plan assets. This information is used to determine whether fees are reasonable based upon the services being provided to the plan. Fees are evaluated relative to industry research and benchmarks in addition to FIA's industry knowledge. This full fee disclosure analysis is the first step towards improving the plan for all participants as well as ensuring that your plan fiduciaries meet their fiduciary obligations.

Share your WOW factor!
FIA was recently named PLANSPONSOR Magazine's Retirement Plan Adviser Team of the Year, a national award designed to recognize "the contributions of the nation's best financial advisers – and adviser teams – in helping make retirement security a reality for workers across the nation."