

July 9, 2013

987-011 PEPSCIB0000018
JOE CLIENT
123 MAIN STREET
ANYTOWN US 12345 - 6789

BRANCH OFFICE PHONE: 555-555-5555

Re: Important Information Concerning Your Qualified Retirement Plan Where Morgan Stanley Is Named Broker of Record
PLEASE REVIEW

Pursuant to the U.S. Department of Labor's regulations under Section 408(b)(2) of the Employee Retirement Income Security Act of 1974, as amended ("ERISA"), Morgan Stanley Smith Barney LLC ("Morgan Stanley"), as a service provider to your ERISA-covered retirement plan, is required to provide certain information regarding our services and compensation to assist you — as a plan fiduciary/sponsor — in assessing the reasonableness of your plan's contracts or arrangements with us, including the reasonableness of our compensation. These disclosure requirements are commonly referred to as "408(b)(2)."

The enclosed disclosure document is being provided to you, as a prospective or existing Morgan Stanley plan fiduciary/sponsor client, to meet the requirements of 408(b)(2) and to help you understand both the services offered to you and the compensation Morgan Stanley may receive in connection with your qualified retirement plan.

The document is structured to explain your investment type (a mutual fund or group annuity investment with a Provider that has a selling agreement with Morgan Stanley) and compensation arrangements.

Please note that in addition to the enclosed document, the contract/agreement and additional disclosure documentation provided by your selected Provider will offer additional detail about the specific services/fees that apply to you.

The disclosure document may also be helpful to you in meeting your responsibility of providing participant disclosures in connection with Department of Labor Regulation Section 404a-5, which requires plan sponsors/administrators to provide certain information to plan participants.

Should you have any questions or requests, please contact your Morgan Stanley Financial Advisor, Private Wealth Advisor or the Morgan Stanley Client Service Center toll free at 866-227-7273, Monday through Friday, 8:00 am - 6:30 pm EST.

Thank you for choosing Morgan Stanley.

Tax laws are complex and subject to change. Morgan Stanley Smith Barney LLC ("Morgan Stanley"), its affiliates and Morgan Stanley's Financial Advisors and Private Wealth Advisors do not provide tax or legal advice and are not "fiduciaries" (under ERISA, the Internal Revenue Code or otherwise) with respect to the services or activities described herein except as otherwise agreed to in writing by Morgan Stanley. This material was not intended or written to be used for the purpose of avoiding tax penalties that may be imposed on the taxpayer. Individuals are encouraged to consult their tax and legal advisors (a) before establishing a retirement plan or account, and (b) regarding any potential tax, ERISA and related consequences of any investments made under such plan or account.

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Qualified Retirement Plan Disclosure Document

(Held-Away Assets: Principal Financial Group Recordkeeping
Program)

Effective January 1, 2013

Important Information About Your Qualified Retirement Plan and ERISA Section 408(b)(2)

Pursuant to the U.S. Department of Labor's regulations under Section 408(b)(2) of the Employee Retirement Income Security Act of 1974, as amended ("ERISA"), Morgan Stanley Smith Barney LLC ("Morgan Stanley"), as a service provider to your ERISA-covered retirement plan, is required to provide certain information regarding our services and compensation to assist you — as a plan fiduciary/sponsor — in assessing the reasonableness of your plan's contracts or arrangements with us, including the reasonableness of our compensation. These disclosure requirements are commonly referred to as "408(b)(2)."

Morgan Stanley has entered into various distribution and service arrangements with insurance companies, mutual fund companies and other financial services companies and their affiliated retirement plan service and recordkeeping providers (collectively "Providers") in order to offer retirement programs to plan sponsor clients.

Under these retirement programs, Morgan Stanley Financial Advisors and Private Wealth Advisors can offer different mutual fund platforms or insurance-based platforms as investment vehicles for retirement plans qualified under Sections 401(a) and 501(a) of the Internal Revenue Code (the "Code").

Under these arrangements, Morgan Stanley receives various forms of compensation, some of which we pay to your Financial Advisor or Private Wealth Advisor.

This disclosure document is being provided to you, as the plan fiduciary/sponsor, to meet the requirements of 408(b)(2) and to help you clearly understand both the services offered to you and the compensation Morgan Stanley may receive in connection with your qualified retirement plan. This document is structured to explain your investment type (a mutual fund or group annuity investment with a Provider that has a selling agreement with Morgan Stanley) and compensation arrangements, including the associated compensation received by Morgan Stanley.

Please note that in addition to this document, the contract/agreement and additional disclosure documentation provided by your selected recordkeeper may offer additional detail about the specific services/fees that apply to you.

Please also note that this disclosure document may also be helpful to you in meeting your responsibility of providing participant disclosures in connection with Department of Labor Regulation Section 404a-5, which requires plan sponsors/administrators to provide certain information to plan participants.

If you are not the "responsible plan fiduciary" of the plan (as defined by 408(b)(2)), please forward this document to the "responsible plan fiduciary." Thank you for your cooperation.

Morgan Stanley's Role as Non-Fiduciary Broker

Morgan Stanley intends to act as a non-fiduciary broker or "service provider" with respect to any services provided in connection with your qualified retirement plan, and does not agree to act as a fiduciary (under ERISA, the Code, the Investment Advisers Act or otherwise) with respect to such services.

If you have any questions regarding our services or compensation in connection with your qualified retirement plan, or you would like to request hard copies of the referenced disclosure documents, please contact your Morgan Stanley Financial Advisor, Private Wealth Advisor or the Morgan Stanley Client Service Center toll free at 866-227-7273 Monday through Friday 8 am - 8 pm EST.

Thank you for choosing Morgan Stanley.

Recordkeeping Program: Compensation Arrangements

This disclosure document relates to mutual fund and/or group annuity products that can be offered by Morgan Stanley Financial Advisors and Private Wealth Advisors as a result of various distribution and service arrangements with insurance companies, mutual fund companies and other financial services companies.

Please note that the fees associated with your product selection are termed as “Deposit Based Compensation” and “Asset Based Compensation.” To be more specific, the Provider pays Morgan Stanley compensation in the form of commissions based upon the product selected. The up-front commission (“Deposit Based Compensation”) is calculated as a percentage of the purchase payment, whereas Asset Based Compensation is determined based on the on-going asset value of the investment. Asset Based Compensation is payable either from the purchase date or after a specified time period from the purchase date.

In order to meet our disclosure obligations and to assist you in identifying the fee arrangements associated with your Provider selection, **Principal Financial Group**, please refer to the compensation schedules noted below related to your mutual fund and/or group annuity plan with **Principal Financial Group**.

Please also note that these schedules provide a fee range for the different compensation options **Principal Financial Group** allows in relation to Morgan Stanley’s selling agreement with **Principal Financial Group**. Your compensation arrangement will fall within one of the compensation options noted below. For more specific compensation information, please refer to the contract/agreement and additional disclosure documentation provided by **Principal Financial Group** and/or call your Morgan Stanley Financial Advisor or Private Wealth Advisor.

Principal Financial Group: Compensation Arrangement 1

Products: Principal Advantage

Options

Compensation Type

Compensation Range

Depos

Principal Financial Group: Compensation Arrangement 3

Products: Principal Comprehensive Retirement Program; Guaranteed Fund Contract; Custodial Guaranteed Fund Group Annuity Contract/Custodial Guaranteed Interest Contract

Options	Compensation Type	Compensation Range
1	Deposit Based Compensation (1st Year Deposits Only On First \$10,000,000)	0.01% - 1.00%
	Deposit Based Compensation (1st Year Deposits Only On Excess Over First \$10,000,000)	0.01% - 0.50%
	Asset Based Compensation (Years 2 + of Investment)	0.01% - 0.50%
2	Asset Based Compensation (All Years of Investment)	0.01% - 0.75%
3	Deposit Based Compensation (All Years of Investment on First \$100,000)	2.25%
	Deposit Based Compensation (All Years of Investment on Next \$50,000)	1.50%
	Deposit Based Compensation (All Years of Investment on Next \$50,000)	1.00%
	Deposit Based Compensation (All Years of Investment on Excess over \$200,000)	0.50%
	Asset Based Compensation (All Years of Investment)	0.30%
4	Asset Based Compensation (All Years of Investment on First \$50,000 of Immediate Annuity Premium)	3.00%
	Asset Based Compensation (All Years of Investment on Next \$50,000 of Immediate Annuity Premium)	2.00%
	Asset Based Compensation (All Years of Investment on Next \$400,000 of Immediate Annuity Premium)	1.00%
	Asset Based Compensation (All Years of Investment on Next \$2,500,000 of Immediate Annuity Premium)	0.50%
	Asset Based Compensation (All Years of Investment on Excess over \$3,000,000 of Immediate Annuity Premium)	0.25%
5	Deposit Based Compensation (First Year of Deposits on First \$4,000,000)	1.00%
	Deposit Based Compensation (First Year of Deposits on Next \$6,000,000)	0.50%
	Deposit Based Compensation (First Year of Deposits on Excess over \$10,000,000)	0.25%
	Asset Based Compensation (Years 2 + of Investment)	0.25%
6	Asset Based Compensation (All Years of Investment on First \$150,000)	0.60%
	Asset Based Compensation (All Years of Investment on Next \$850,000)	0.35%
	Asset Based Compensation (All Years of Investment on Next \$4,000,000)	0.15%

	Asset Based Compensation (All Years of Investment on Next \$5,000,000)	0.08%
	Asset Based Compensation (All Years of Investment on Next \$20,000,000)	0.06%
	Asset Based Compensation (All Years of Investment on Excess over \$30,000,000)	0.045%
7	Asset Based Compensation (All Years of Investment on First \$10,000,000)	0.25%
	Asset Based Compensation (All Years of Investment on Next \$20,000,000)	0.20%
	Asset Based Compensation (All Years of Investment on Excess over \$30,000,000)	0.15%
8	Deposit Based Compensation (All Years of Investment on First \$50,000)	1.50%
	Deposit Based Compensation (All Years of Investment on Next \$50,000)	1.00%
	Deposit Based Compensation (All Years of Investment on Next \$400,000)	0.50%
	Deposit Based Compensation (All Years of Investment on Next \$2,500,000)	0.25%
	Deposit Based Compensation (All Years of Investment on Excess over \$3,000,000)	0.125%
	Asset Based Compensation (All Years of Investment on First \$150,000)	0.30%
	Asset Based Compensation (All Years of Investment on Next \$850,00)	0.15%
	Asset Based Compensation (All Years of Investment on Next \$4,000,000)	0.10%
	Asset Based Compensation (All Years of Investment on Next \$5,000,000)	0.05%
	Asset Based Compensation (All Years of Investment on Excess over \$10,000,000)	0.025%
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	Deposit Based Compensation (All Years of Investment on Next \$400,000)	0.60%
	Deposit Based Compensation (All Years of Investment on Excess over \$500,000)	0.25%
11	Deposit Based Compensation (First 3 Years of Investment on First \$5,000)	7.00%
	Deposit Based Compensation (First 3 Years of Investment on Next \$10,000)	4.00%
	Deposit Based Compensation (First 3 Years of Investment on Next \$35,000)	2.00%
	Deposit Based Compensation (First 3 Years of Investment on Next \$50,000)	1.00%
	Deposit Based Compensation (First 3 Years of Investment on Next \$400,000)	0.70%
	Deposit Based Compensation (First 3 Years of Investment on Excess over \$500,000)	0.30%
	Deposit Based Compensation (Years 4+ of Investment on First \$5,000)	3.50%
	Deposit Based Compensation (Years 4+ of Investment on Next \$10,000)	1.60%
	Deposit Based Compensation (Years 4+ of Investment on Next \$35,000)	1.15%
	Deposit Based Compensation (Years 4+ of Investment on Next \$50,000)	0.85%
	Deposit Based Compensation (Years 4+ of Investment on Next \$400,000)	0.55%
	Deposit Based Compensation (Years 4+ of Investment on Excess over \$500,000)	0.20%
12	Deposit Based Compensation (All Years of Investment on First \$50,000)	3.00%
	Deposit Based Compensation (All Years of Investment on Next \$50,000)	2.00%
	Deposit Based Compensation (All Years of Investment on Next \$400,000)	1.00%
	Deposit Based Compensation (All Years of Investment on Next \$2,500,000)	0.50%
	Deposit Based Compensation (All Years of Investment on Excess over \$3,000,000)	0.25%

Principal Financial Group: Compensation Arrangement 4
Products: FLEXIBLE INVESTMENT ANNUITY

Options	Compensation Type	Compensation Range
1	Deposit Based Compensation (1st Year Deposits Only On First \$10,000,000)	0.01% - 1.00%
	Deposit Based Compensation (1st Year Deposits Only On Excess Over First \$10,000,000)	0.01% - 0.50%
	Asset Based Compensation (Years 2 + of Investment)	0.01% - 0.50%
2	Asset Based Compensation (All Years of Investment)	0.01% - 0.75%
4	Asset Based Compensation (All Years of Investment on First \$50,000 of Immediate Annuity Premium)	3.00%
	Asset Based Compensation (All Years of Investment on Next \$50,000 of Immediate Annuity Premium)	2.00%
	Asset Based Compensation (All Years of Investment on Next \$40,000 of Immediate Annuity Premium)	1.00%
	Asset Based Compensation (All Years of Investment on Next \$2,500,000 of Immediate Annuity Premium)	0.50%

8	Deposit Based Compensation (All Years of Investment on First \$50,000)	1.50%
	Deposit Based Compensation (All Years of Investment on Next \$50,000)	1.00%
	Deposit Based Compensation (All Years of Investment on Next \$400,000)	0.50%
	Deposit Based Compensation (All Years of Investment on Next \$2,500,000)	0.25%
	Deposit Based Compensation (All Years of Investment on Excess over \$3,000,000)	0.125%
	Asset Based Compensation (All Years of Investment on First \$150,000)	0.30%
	Asset Based Compensation (All Years of Investment on Next \$850,00)	0.15%
	Asset Based Compensation (All Years of Investment on Next \$4,000,000)	0.10%
	Asset Based Compensation (All Years of Investment on Next \$5,000,000)	0.05%
	Asset Based Compensation (All Years of Investment on Excess over \$10,000,000)	0.025%
9	Deposit Based Compensation (All Years of Investment on First \$50,000)	1.50%
	Deposit Based Compensation (All Years of Investment on Next \$50,000)	1.00%
	Deposit Based Compensation (All Years of Investment on Next \$400,000)	0.50%
	Deposit Based Compensation (All Years of Investment on Next \$2,500,000)	0.25%
	Deposit Based Compensation (All Years of Investment on Excess over \$3,000,000)	0.125%
	Asset Based Compensation (All Years of Investment)	0.15%
10	Deposit Based Compensation (All Years of Investment on First \$5,000)	4.50%
	Deposit Based Compensation (All Years of Investment on Next \$5,000)	3.00%
	Deposit Based Compensation (All Years of Investment on Next \$5,000)	1.70%
	Deposit Based Compensation (All Years of Investment on Next \$35,000)	1.40%
	Deposit Based Compensation (All Years of Investment on Next \$50,000)	0.90%
	Deposit Based Compensation (All Years of Investment on Next \$400,000)	0.60%
	Deposit Based Compensation (All Years of Investment on Excess over \$500,000)	0.25%
	Deposit Based Compensation (First 3 Years of Investment on First \$5,000)	7.00%
	Deposit Based Compensation (First 3 Years of Investment on Next \$10,000)	4.00%
	Deposit Based Compensation (First 3 Years of Investment on Next \$35,000)	2.00%

11	Deposit Based Compensation (First 3 Years of Investment on Next \$50,000)	1.00%
	Deposit Based Compensation (First 3 Years of Investment on Next \$400,000)	0.70%
	Deposit Based Compensation (First 3 Years of Investment on Excess over \$500,000)	0.30%
	Deposit Based Compensation (Years 4+ of Investment on First \$5,000)	3.50%
	Deposit Based Compensation (Years 4+ of Investment on Next \$10,000)	1.60%
	Deposit Based Compensation (Years 4+ of Investment on Next \$35,000)	1.15%
	Deposit Based Compensation (Years 4+ of Investment on Next \$50,000)	0.85%
	Deposit Based Compensation (Years 4+ of Investment on Next \$400,000)	0.55%
	Deposit Based Compensation (Years 4+ of Investment on Excess over \$500,000)	0.20%
12	Deposit Based Compensation (All Years of Investment on First \$50,000)	3.00%
	Deposit Based Compensation (All Years of Investment on Next \$50,000)	2.00%
	Deposit Based Compensation (All Years of Investment on Next \$400,000)	1.00%
	Deposit Based Compensation (All Years of Investment on Next \$2,500,000)	0.50%
	Deposit Based Compensation (All Years of Investment on Excess over \$3,000,000)	0.25%

Principal Financial Group: Compensation Arrangement 5
Products: FLEXIBLE PENSION INVESTMENT

Options	Compensation Type	Compensation Range
1	Deposit Based Compensation (1st Year Deposits Only On First \$10,000,000)	0.01% - 1.00%
	Deposit Based Compensation (1st Year Deposits Only On Excess Over First \$10,000,000)	0.01% - 0.50%
	Asset Based Compensation (Years 2 + of Investment)	0.01% - 0.50%
2	Asset Based Compensation (All Years of Investment)	0.01% - 0.75%
5	Deposit Based Compensation (First Year of Deposits on First \$4,000,000)	1.00%
	Deposit Based Compensation (First Year of Deposits on Next \$6,000,000)	0.50%
	Deposit Based Compensation (First Year of Deposits on Excess over \$10,000,000)	0.25%
	Asset Based Compensation (Years 2 + of Investment)	0.25%
6	Asset Based Compensation (All Years of Investment on First \$150,000)	0.60%
	Asset Based Compensation (All Years of Investment on Next \$850,000)	0.35%
	Asset Based Compensation (All Years of Investment on Next \$4,000,000)	0.15%
	Asset Based Compensation (All Years of Investment on Next \$5,000,000)	0.08%
	Asset Based Compensation (All Years of Investment on Next \$20,000,000)	0.06%
	Asset Based Compensation (All Years of Investment on Excess over \$30,000,000)	0.045%
7	Asset Based Compensation (All Years of Investment on First \$10,000,000)	0.25%
	Asset Based Compensation (All Years of Investment on Next \$20,000,000)	0.20%
	Asset Based Compensation (All Years of Investment on Excess over \$30,000,000)	0.15%
8	Deposit Based Compensation (All Years of Investment on First \$50,000)	1.50%
	Deposit Based Compensation (All Years of Investment on Next \$50,000)	1.00%
	Deposit Based Compensation (All Years of Investment on Next \$400,000)	0.50%
	Deposit Based Compensation (All Years of Investment on Next \$2,500,000)	0.25%
	Deposit Based Compensation (All Years of Investment on Excess over \$3,000,000)	0.125%
	Asset Based Compensation (All Years of Investment on First \$150,000)	0.30%

9	Deposit Based Compensation (All Years of Investment on First \$50,000)	1.50%
	Asset Based Compensation (All Years of Investment on Next \$850,00)	0.15%
	Asset Based Compensation (All Years of Investment on Next \$4,000,000)	0.10%
	Asset Based Compensation (All Years of Investment on Next \$5,000,000)	0.05%
	Asset Based Compensation (All Years of Investment on Excess over \$10,000,000)	0.025%
	Deposit Based Compensation (All Years of Investment on Next \$50,000)	1.00%
	Deposit Based Compensation (All Years of Investment on Next \$400,000)	0.50%
	Deposit Based Compensation (All Years of Investment on Next \$2,500,000)	0.25%
	Deposit Based Compensation (All Years of Investment on Excess over \$3,000,000)	0.125%
	Asset Based Compensation (All Years of Investment	0.15%
10	Deposit Based Compensation (All Years of Investment on First \$5,000)	4.50%
	Deposit Based Compensation (All Years of Investment on Next \$5,000)	3.00%
	Deposit Based Compensation (All Years of Investment on Next \$5,000)	1.70%
	Deposit Based Compensation (All Years of Investment on Next \$35,000)	1.40%
	Deposit Based Compensation (All Years of Investment on Next \$50,000)	0.90%
	Deposit Based Compensation (All Years of Investment on Next \$400,000)	0.60%
	Deposit Based Compensation (All Years of Investment on Excess over \$500,000)	0.25%
11	Deposit Based Compensation (First 3 Years of Investment on First \$5,000)	7.00%
	Deposit Based Compensation (First 3 Years of Investment on Next \$10,000)	4.00%
	Deposit Based Compensation (First 3 Years of Investment on Next \$35,000)	2.00%
	Deposit Based Compensation (First 3 Years of Investment on Next \$50,000)	1.00%
	Deposit Based Compensation (First 3 Years of Investment on Next \$400,000)	0.70%
	Deposit Based Compensation (First 3 Years of Investment on Excess over \$500,000)	0.30%
	Deposit Based Compensation (Years 4+ of Investment on First \$5,000)	3.50%
	Deposit Based Compensation (Years 4+ of Investment on Next \$10,000)	1.60%
	Deposit Based Compensation (Years 4+ of Investment on Next \$35,000)	1.15%
	Deposit Based Compensation (Years 4+ of Investment on Next \$50,000)	0.85%

	Deposit Based Compensation (Years 4+ of Investment on Next \$400,000)	0.55%
	Deposit Based Compensation (Years 4+ of Investment on Excess over \$500,000)	0.20%

Principal Financial Group: Compensation Arrangement 6 Products: Mutual Fund Network		
Options	Compensation Type	Compensation Range
1	Deposit Based Compensation (1st Year Deposits Only On First \$10,000,000)	0.01% - 1.00%
	Deposit Based Compensation (1st Year Deposits Only On Excess Over First \$10,000,000)	0.01% - 0.50%
	Asset Based Compensation (Years 2 + of Investment)	0.01% - 0.50%
2	Asset Based Compensation (All Years of Investment)	0.01% - 0.75%
3	Deposit Based Compensation (All Years of Investment on First \$100,000)	2.25%
	Deposit Based Compensation (All Years of Investment on Next \$50,000)	1.50%
	Deposit Based Compensation (All Years of Investment on Next \$50,000)	1.00%
	Deposit Based Compensation (All Years of Investment on Excess over \$200,000)	0.50%
	Asset Based Compensation (All Years of Investment)	0.30%

Principal Financial Group: Compensation Arrangement 7 Products: Security Builder; Individual 401k		
Options	Compensation Type	Compensation Range
1	Deposit Based Compensation (All Years of Investment on First \$100,000)	2.25%
	Deposit Based Compensation (All Years of Investment on Next \$50,000)	1.50%
	Deposit Based Compensation (All Years of Investment on Next \$50,000)	1.00%
	Deposit Based Compensation (All Years of Investment on Excess over \$200,000)	0.50%
	Asset Based Compensation (All Years of Investment's that range from 4 to 6 Years)	1.00%
	Asset Based Compensation (All Years of Investment's that range from 7 to 9 Years)	2.00%
	Asset Based Compensation (All Years of Investment's that are 10 Years +)	3.00%
2	Deposit Based Compensation (All Years of Investment)	0.75%
	Asset Based Compensation (All Years of Investment's that range from 4 to 6 Years)	1.00%
	Asset Based Compensation (All Years of Investment's that range from 7 to 9 Years)	2.00%
	Asset Based Compensation (All Years of Investment's that are 10 Years +)	3.00%

Principal Financial Group: Compensation Arrangement 8
Products: Pension Provider - 1999

Compensation Type	Compensation Range
Deposit Based Compensation (All Years of Investment on First \$25,000)	2.50%
Deposit Based Compensation (All Years of Investment on Next \$25,000)	1.75%
Deposit Based Compensation (All Years of Investment on Next \$25,000)	1.00%
Deposit Based Compensation (All Years of Investment on Next \$424,000)	0.50%
Deposit Based Compensation (All Years of Investment on Excess over \$500,000)	0.25%
Asset Based Compensation (All Years of Investment's that range from 4 to 6 Years)	1.00%
Asset Based Compensation (All Years of Investment's that range from 7 to 9 Years)	2.00%
Asset Based Compensation (All Years of Investment's that are 10 Years +)	3.00%

Principal Financial Group: Compensation Arrangement 9
Products: Pension Provider - 1996

Compensation Type	Compensation Range
Deposit Based Compensation (All Years of Investment on First \$50,000)	2.50%
Deposit Based Compensation (All Years of Investment on Next \$50,000)	1.00%
Deposit Based Compensation (All Years of Investment on Next \$424,000)	0.60%
Deposit Based Compensation (All Years of Investment on Excess over \$500,000)	0.25%
Asset Based Compensation (All Years of Investment's that range from 4 to 6 Years)	1.00%
Asset Based Compensation (All Years of Investment's that range from 7 to 9 Years)	2.00%
Asset Based Compensation (All Years of Investment's that are 10 Years +)	3.00%

Principal Financial Group: Compensation Arrangement 10
Products: Select Investment Plus

Compensation Type	Compensation Range
Asset Based Compensation (All Years of Investment on First \$10,000,000)	0.25%

Additional Information Related to your Provider/Product Selection

Compensation to Morgan Stanley / Financial Advisor or Private Wealth Advisor:

The Provider pays Morgan Stanley the compensation described above for providing services related to qualified retirement plans, including your qualified retirement plan (the "Plan"). These amounts may vary from case to case. For the specific rates of compensation that Morgan Stanley will be paid with respect to your Plan, please refer to the contract/agreement and additional disclosure documentation provided by your selected Provider and/or call your Morgan Stanley Financial Advisor or Private Wealth Advisor. Morgan Stanley pays a portion of these amounts to your Financial Advisor or Private Wealth Advisor and retains any amounts not payable to the Financial Advisor or Private Wealth Advisor. The portion of the gross compensation payable to your Financial Advisor or Private Wealth Advisor depends on the Financial Advisor's or Private Wealth Advisor's total annual gross production for all clients as well as other factors.

In its capacity as broker of record for your Plan, Morgan Stanley and its Financial Advisors, Private Wealth Advisors and other associated persons may provide certain services as requested and agreed upon by you. Plan level services may include providing education on general investment concepts such as diversification, risk and asset allocation; assisting in the selection of asset classes and investment options for the Plan menu; helping to periodically monitor investment options; interfacing with your Provider to resolve issues that arise in connection with the day-to-day servicing of your Plan; explaining reports on Plan metrics such as participation rates, deferral rates and diversification; helping to understand and review Plan fees and expenses; and providing education and resources to support Plan fiduciaries in managing their responsibilities. Participant level services may include helping Plan participants understand Plan benefits and enroll in the Plan; providing general investment education and guidance about asset allocation and Plan investment options; and reinforcing the importance of retirement planning strategies through education sessions.

The amounts payable to Morgan Stanley and your Financial Advisor or Private Wealth Advisor under this financial arrangement are paid out of assets which are collected by the Provider from the funds in which your Plan invests, and then remitted to Morgan Stanley pursuant to a distribution agreement between your Provider and Morgan Stanley, as further described in the **"Recordkeeping Program: Compensation Arrangements"** section noted above.

Additional Compensation to Morgan Stanley:

Some Providers have entered into a financial arrangement with Morgan Stanley involving the payment of a Training Support Fee to Morgan Stanley. As consideration for this compensation, Morgan Stanley (i) provides the Providers with opportunities to participate at training conferences sponsored by Morgan Stanley in support of its Corporate Retirement Services division; (ii) distributes information regarding Provider's products to Morgan Stanley Financial Advisors or Private Wealth Advisors for use with plans; (iii) makes available to Branch-, and Financial Advisor- and Private Wealth Advisor-level market share data; and (iv) supports additional ongoing review and approval of Provider's marketing and other support materials for use with Morgan Stanley Financial Advisors, Private Wealth Advisors and plan clients. The amount that your Provider pays Morgan Stanley is \$250,000 per calendar year. As further described below, Morgan Stanley has various distribution and service arrangements with Providers who pay us a Training Support Fee, and each of these Providers provides services in connection with Morgan Stanley's book of business with the Providers listed below (around 12,100 plans). Therefore, only a portion of each such fee should be considered as having been paid in connection with any particular plan, including your Plan. The Training Support Fee is subject to change.

Please note that, as consideration for inclusion in and the services provided by Morgan Stanley through its retirement plan provider platform, as further described above, Morgan Stanley receives a Training Support Fee, on the same terms as described above, from the following Providers: American Funds, Fidelity Advisor, ING, John Hancock, Lincoln Financial Group, MassMutual, Nationwide, Principal Financial Group, Prudential, Putnam, and Transamerica Retirement Services.

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Product Expenses / Payments to Morgan Stanley Affiliated Product Providers Except as otherwise disclosed herein, this report solely covers compensation received by Morgan Stanley. Among other things, this report does not cover items such as commissions or other charges resulting from transactions not effected through Morgan Stanley. Further, please be reminded that your plan bears a proportionate share of the fees and expenses incurred by any mutual funds or other investment products in which it is invested. The prospectus, descriptive brochure, offering memorandum or similar documents for such products describe these internal fees and expenses in detail. Finally, with respect to any “proprietary” mutual fund or other investment product (such as mutual funds or other investment products for which Morgan Stanley Investment Management, Inc. (“MSIM”) is the Morgan Stanley affiliated investment manager or investment adviser), the fees and expenses paid to any Morgan Stanley affiliate from those products (such as investment management or similar fees) are not

Davis Selected Advisors	Nationwide Life & Annuity
Delaware Investments	Neuberger Berman Group
Dreyfus/BNY Mellon/Fayez	New York Life/Mainstay/Epoch/Marketfield
DWS	Nuveen Investments
Eaton Vance Investment Managers	Ohio National Life Insurance Company
Federated/MDT	Pacific Life & Annuity Co.
Fidelity	Pioneer Investments
First Trust/Stonebridge	PIMCO Investments
Forward	Principal Global Investors
Franklin Templeton Investments	Prudential Investments
Genworth Life & Annuity	Prudential Annuities Life
Goldman Sachs Asset Management	Putnam Investments
Guggenheim Funds	RS Funds
The Hartford	State Street Global Advisors
The Hartford Life and Annuity	SunAmerica Annuity & Life
ING Investment Management	T.Rowe Price
Invesco Distributors	Thornburg Investments
iShares (an affiliate of BlackRock)	TransAmerica Financial Life
Ivy Funds Distributor	Western National Life Insurance Company

Other providers may have made similar payments. On request, your Financial Advisor or Private Wealth Advisor can provide you with additional detail on these payments and inform you if they have attended and/or plan to attend the Morgan Stanley-sponsored conferences/meetings. Furthermore, we believe that payments will be made by a similar list of institutions during 2013 and thereafter. On request, your Financial Advisor or Private Wealth Advisor can provide you with additional detail on whether a provider makes such payments during a particular year, and the amount of such payments.

Other service providers may also sponsor their own educational conferences and pay expenses of Financial Advisors or Private Wealth Advisors attending these events. Morgan Stanley's policies require that the training or educational portion of these conferences comprises substantially all of the event. Such service providers may sponsor educational meetings or seminars in which clients as well as Financial Advisors and Private Wealth Advisors are invited to participate. Other service providers are also allowed to occasionally give nominal gifts to Financial Advisors or Private Wealth Advisors, and to occasionally entertain Financial Advisors or Private Wealth Advisors, subject to a limit of \$1,000 per employee per year. Morgan Stanley's non-cash compensation policies set

conditions for each of these types of payments, and do not permit any gifts or entertainment conditioned on achieving a sales target. On request, your Financial Advisor or Private Wealth Advisor can provide you with an annual estimate of the aggregate value of gifts or entertainment that service providers pay or provide to Morgan Stanley or particular Financial Advisors or Private Wealth Advisors. You should, of course, also feel free to ask your Financial Advisor or Private Wealth Advisor if they have attended any events sponsored by other service providers and/or plan to do so in the future.

We address conflicts of interest by ensuring that any payments described in this "Payments from Other Service Providers" section do not relate to any particular transactions or investment made by Morgan Stanley clients with service providers. Service providers participating in programs described in this document are not required to make any of these types of payments. The payments described in this section comply with FINRA rules relating to such activities.