

403(b) and 457 Plans - Vendor Charge Comparison

SBBC created this chart as a tool of convenience to help you make an informed decision about your investment choices under the 403(b) and 457 programs. The chart is intended to summarize the charges assessed by the various vendors from whom you can choose to invest your elective salary deferrals. Because each of the vendors offers various investment products from which to choose, some of the fees are shown as ranges. The information summarizes the information provided by the vendors at the time requested. If you have any questions about any of the charges described below, you should contact the vendor(s) directly. If there is a conflict between the information provided in the chart and the actual charge assessed by the vendor, the terms of your contract with the vendor will control.

VENDOR	Front-End Sales Charges	Back-End (or) Sales Surrender Charges	12b-1 Fees	Sub-TA Fees	Wrap Fees	Mortality & Expense Fees	Total Expense Ratio	Loan Fee	Hardship Distribution Fee	QDRO Processing Fee	Investment Management Fee	Self-Directed Brokerage Fee	Other Fees
The companies with which you can enter Salary Reduction Agreements under the 403(b) plan (and 457 plan as indicated).	A one-time sales charge applied initially when you make your investment in the Vendor's product.	A one-time sales charge applied when you transfer money out of your account with the Vendor.	a 12b-1 fee is an annual marketing or distribution fee on a mutual fund. The 12b-1 fee is considered an operational expense and is included in the fund's expense ratio.	Fees paid to a transfer agent to keep all the individual records of its investors.	A charge (based on percentage of assets) which provides for a variety of items such as administrative expenses, recordkeeping, education, and broker fees.	Fees charged by an insurance company to cover the cost of an insurance contract, such as lifetime income payment, interest guarantees, and death benefits.	The TOTAL costs for investment and administration of an investment product (including management fees) expressed as a percentage of total assets of a specific fund, including net expenses, Wrap Fees, and Mortality & Expense Fees.	A fee charged to process a loan.	A fee charged to process a hardship distribution.	A fee charged to process a qualified domestic relations order.	A fee charged by an investment manager to manage an investment fund.	A fee charged to facilitate transactions between buyers and sellers.	Other fees not otherwise captured.
AXA Equitable Life and Advisors, LLC 403(b) Only	\$0	5 years: 5%, 5%, 5%, 5%, 5%, 0% Charges Waived: Separation of service; Age 59 1/2 + completion of 5 contract years; Age 55 + completion of 5 contract years + separation from service; Hardship withdrawal; Life expectancy 6 months or less; Qualifies to receive Social Security disability benefits; Confined to a nursing home for more than 90 days; Death	0.25%	N/A	N/A	0.50%	0.50%	\$25 setup; \$25 annual administration	\$0	\$0	0.36% - 1.20%	N/A	\$0 participant administrative fee

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MetLife 403(b) and 457	\$0	\$0	0.00% - 0.25%	\$0	Admin Fee 0.60%	N/A	0.05% - 1.23%	\$75 origination fee; \$50 annual fee	\$0	\$0	N/A	N/A	\$0
VALIC 403(b) and 457	\$0	In-service transfer to another vendor lesser of 5% of premiums received over 5 years (10% free out per year without charge) 0% charge upon separation of service	0.0% - 0.25% (Only applies to Ariel Funds)	None	None	.55 to 1.05% 0% for Guaranteed fixed option	1.00% to 2.05% 0% for Guaranteed fixed option	\$60 one time for each loan	\$0	\$0	0.13% - 1.25% 0% for Guaranteed fixed option	None	\$0
Voya 403(b) and 457													
Voya Mutual Fund 403(b) (Plan 664016)	\$0	\$0	0.00% - 0.25%	0.10% - 0.40% 0.00% for Fixed Plus Account III)	\$0	0.50%	0.37% - 1.11% (0.00% for Fixed Plus Account III)	\$75	\$0	\$0	0.21% - 0.84% (0.00% for Fixed Plus Account III)	\$50 annual fee, plus transaction fees	\$0
Voya Mutual Fund 457 (Plan 664017)	\$0	\$0	0.00% - 0.25%	0.10% - 0.40% 0.00% for Fixed Plus Account III)	\$0	0.50%	0.37% - 1.11% (0.00% for Fixed Plus Account III)	\$75	\$0	\$0	0.21% - 0.84% (0.00% for Fixed Plus Account III)	\$50 annual fee, plus transaction fees	\$0
Voya Annuity 403(b) (Plan 664018)	N/A	N/A	0.00% - 0.25%	0.00% - 0.40%	\$0	0.55% (0.00% for Fixed Plus Account II)	0.88% - 2.06% (0% for Fixed Plus Account II)	\$75	\$0	\$0	0.20% - 1.25% (0.00% for Fixed Plus Account II)	\$50 annual fee, plus transaction fees	\$0
Voya Annuity 457 (Plan 664019)	N/A	N/A	0.00% - 0.25%	0.00% - 0.40%	\$0	0.55% (0.00% for Fixed Plus Account II)	0.88% - 2.06% (0% for Fixed Plus Account II)	\$75	\$0	\$0	0.20% - 1.25% (0.00% for Fixed Plus Account II)	\$50 annual fee, plus transaction fees	\$0