

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 this summary was written. 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 Sales(or) Surrender Charges	12b-1 Fees	Net Required Revenue	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 403(b) Plan (and 457 plan as indicated)	A one-time sales charge applied initially when you make your investment in the Vendor's products.	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.	The Total Fees collected by the vendor to provide all services to participants for a specific contracts.	A charge (based on percentage of assets) which provides for a variety of items such as administrative expenses, recordkeeping, education	Fees charged by an insurance company to cover the cost of insurance features of certain contracts, 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. There may be an Origination fee and/or an Annual Administration Fee	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 the specific investment fund.	The fee charged to participants for operation of the Self Directed Brokerage Account activity and operation	Other fees not otherwise captured.
AXA Equitable Life and Advisors, LLC 403(b) Only	\$0	\$0	0.25%	Annuity Platform 80 basis points (includes M&E charge) Mutual Fund Platform \$22 plus 18 basis points annually	N/A	0.25%	Net Required Revenue plus Investment Management Fee	Annuity Platform \$25 setup; \$25 annual administration	\$0	\$0	0.36% - 1.20%	None	3 rd Party Transfer Fee \$25 Express Mail or Wire Transfer \$90

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VALIC 403(b) and 457	\$0	In-service transfer to another vendor lesser of 5% of premiums received over 5 years 0% charge upon separation of service	None	Annuity Platform 0.15% to 0.65% Mutual Fund 0.40%	None	Included in Net Required Revenue	Net Required Revenue plus Investment Management Fee	\$50 One time fee	\$0	\$0	Mutual Funds 0.03% to 0.75% Annuity 0.29% to 1.2%	None	Managed Accounts 45 basis points for amounts over \$5,000
Voya 403(b) and 457	\$0	N/A	N/A	\$22 plus 55 Basis points annually	N/A	N/A	Net Required Revenue Plus specific Investment Management Fee	\$75 origination fee	\$0	\$0	Depends on specific Investment Fund Range 0.04% to 0.63%	\$50 Annually	