

Understanding plan fees for the San Francisco Deferred Compensation Plan (SFDCP)

Your financial well-being is our top priority and we are committed to helping you make informed decisions. SFDCP's fees are very low compared to the total plan median published by NAGDCA* and they remain competitive even in comparison to plans with assets over \$2.5 billion. Fees should be just one factor in your decision-making process since the lowest cost option may not be the best one for you.

Cost of plan services

Fees and expenses have always been part of a retirement savings plan. You have always paid fees, even though you might not have noticed them, and all retirement plans have them. Some fees are associated with the administration of the plan, while others are based on the specific investments and services you choose. The following three categories of services are provided to your plan:

1. General record keeping and other plan services

Over the course of a year you pay for services like record keeping.

Many services are necessary for the day-to-day operation of the SFDCP. General administrative services include recordkeeping, legal, accounting, consulting, investment advisory and other plan administration services. Some of these expenses are fixed and other expenses may vary from year to year. These costs are currently allocated quarterly at 0.0125% of each participant's account balance. For example, for a \$10,000.00 account balance, \$1.25 will be deducted from the participant's account every quarter.

2. Specific investment services

You pay only for what you use.

Each investment offered within the plan charges a fee for managing the investment and for associated services. But you pay only for the investments you actually use and in proportion to the amount of your investment. These fees are not deducted directly from your account; they are paid indirectly through the investment's "expense ratio". The specific expense ratio for each investment option can be found by clicking on the "investment performance for all the SFDCP funds" link on our [SFDCP Investments page](#).

3. Personalized services

You can opt for extra features, like loan services.

Personalized services provide access to a number of plan features and investments that you pay for, only if you use them, such as loans or access to a Self-Directed Brokerage Account.

To learn more about SFDCP services, visit www.sfdcp.org.

*2016 NAGDCA (National Association of Government Defined Contribution Administrators) Perspective in Practice Survey Report (based on 2015 results)