PERAPlus 401(k)/457 and DC Plans' Fees

PERAdvantage Fees

Participants will pay Plan administrative and investment management fees, which are described below. Plan administrative fees pay for recordkeeping, custodial services, consulting, and internal PERA administrative expenses. Investment management fees are charged by the fund managers for the Plans' investment options to cover the costs of managing their respective funds.

Plan Administrative Fees

All participants will pay an asset-based fee of up to 0.03%. That means for every $1,000 of assets in the account, the participant will pay $0.30. (Note: Beginning January 1, 2026, the asset-based fee will be 0.01% for the 401(k) Plan; 0.02% for the 457 Plan; and waived for the DC Plan.) Participants will also pay a flat monthly fee at the following rates:

» PERAPlus 401(k) Plan: $1.00/month

» PERAPlus 457 Plan: $1.00/month

» PERA DC Plan: $1.00/month

Investment Management Fees

Participants will pay the investment management fees described in the chart below. All fees displayed are annualized, and represent an estimate of investment management fees paid by a participant.
This schedule is current as of September 30, 2026, and may change at any time.

PERAdvantage Funds	Target Allocation	Manager Expense Ratio	Investment Management Fee	Investment Management Fee Per $1,000
PERAdvantage Target Retirement Date Funds			**0.06%**	**$0.60**
BlackRock Lifepath® Index Target Retirement Date Series (CF)	100%	0.06%		
PERAdvantage Capital Preservation Fund			**0.21%**	**$2.10**
Empower Stable Value (SA)	100%	0.21%		
PERAdvantage Fixed Income Fund			**0.13%**	**$1.30**
PERA Fixed Income (SA)	50%	0.06%		
BlackRock CoreAlpha Bond (CF)	50%	0.19%		
PERAdvantage Real Return Fund			**0.17%**	**$1.70**
State Street Real Asset Strategy (CF)	70%	0.22%		
State Street U.S. Inflation Protected Index (CF)	30%	0.06%		
PERAdvantage Socially Responsible Investment (SRI) Fund			**0.18%**	**$1.80**
BlackRock ACWI ESG Focus Index (CF)	60%	0.06%		
Nuveen Core Impact Bond (TSBIX)(MF)	40%	0.35%		
PERAdvantage U.S. Large Cap Stock Fund			**0.05%**	**$0.50**
PERA Large Cap Index (SA)	60%	0.01%		
PERA Large Cap Core (SA)	40%	0.10%		
PERAdvantage U.S. Small and Mid Cap Stock Fund			**0.15%**	**$1.50**
PERA Small Cap Core (SA)	50%	0.13%		
Dimensional Fund Advisors Mid Cap Core (SA)	50%	0.17%		
PERAdvantage International Stock Fund			**0.26%**	**$2.60**
Schroders International Alpha (SA)	60%	0.40%		
PERA International Multi-Factor (SA)	40%	0.04%		

(continued on reverse)

PERAPlus 401(k)/457 and DC Plans' Fees

PERAdvantage Fees *(continued)*

Self-Directed Brokerage Through Schwab

Participants are required to keep $500 invested in the PERAdvantage Funds in order to trade within the Schwab brokerage window. Investing in the Self-Directed Brokerage window will cost $50 annually. This $50 fee and the Plan administrative fees for all of your plan assets, including those in the Self-Directed Brokerage Account, will be paid directly from your PERAdvantage Funds balance.

Loans

If you take a loan from your PERAPlus 401(k) or PERAPlus 457 Plan account, you will pay a $75 non refundable loan application fee for each loan. Loans cannot be taken from the PERA DC Plan.

Professional Management

If you enroll in the professional management program, you will pay a fee of approximately $3.75 for every $10,000 in your account. Fees are proportionately lower for accounts with balances over $100,000.

(CF)–Commingled Fund–Funds consisting of assets from several accounts that are blended together.

(SA)–Separate Account–Privately managed investment accounts that use pooled money to buy individual assets.

(MF)–Mutual Fund–Investment account funded by shareholders that trades in diversified holdings and is professionally managed.