

Understanding retirement plan fees

Knowing about your plan's fees is important because they can affect your investment returns and, ultimately, your retirement savings. Here's a brief overview of what plan fees are and how you can track them.

Types of fees found in retirement plans

All retirement plans have fees and expenses that generally fall into these three categories.

1 Administrative expenses

These fees are for services that help your plan run smoothly, including day-to-day support and your plan's website. They can be:

- paid by your employer
- deducted from your account either as a percentage of your account balance (pro rata) or as a flat fee against each account (per capita)
- deducted directly from investment returns (expense ratio)

2 Individual expenses

Fees may be deducted from your account if you use optional features or services offered by your plan, such as taking a loan. These fees are only charged when you use the specific services.

3 Investment fees

Investment providers charge fees to manage your plan's investment options and provide related services. These fees, also known as expense ratios, are subtracted from an investment's total return. This means you don't pay them directly, and they won't appear on your account statement.

Other investment-related fees and charges may include:

- Redemption fees
- Sales charges
- Surrender charges



For more information about your plan fees, access your account online at myplan.johnhancock.com, or download our mobile app.



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Where to find your plan expenses

Your employer will provide information regularly about any fees and expenses that can affect your retirement account. Some of the reports available to you break out the expense ratios and administrative expenses separately. You can find the fees and expenses charged to your account in the following documents:

Summary plan description

The summary plan description (SPD) document explains how your plan works, including features, benefits, and provisions that govern your employer's plan.

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This notice discloses certain plan- and investment-related information such as:

- Plan rules related to how you make your investment elections
- A description of your plan's administrative and individual expenses
- Average annual total returns for each investment option (along with an appropriate benchmark for comparison purposes) and its respective expense ratio expressed as both a percentage of assets and a dollar amount per \$1,000 invested

Account statement

Your quarterly account statement provides information about the fees charged to your account in the quarter, as well as your account balance and how it's invested.

Costs shouldn't be the only thing you consider when making investment decisions. You should also look at the investment's objectives and strategy, performance history (although past performance doesn't guarantee future results), and its performance relative to other similar investments (benchmark returns).

In the end, it's all about choosing the investments you feel will best help you build your savings and reach your retirement goals.

For complete information about a particular investment option, please read the fund prospectus. You should carefully consider the objectives, risks, charges, and expenses before investing. The prospectus contains this and other important information about the investment option and investment company. Please read the prospectus carefully before you invest or send money. Prospectuses may only be available in English.



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MGTS-P44280-GE 05/25 184902

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Learn more about plan fees and expenses from the [**U.S. Department of Labor**](#).