

Management Fees

Expense ratios are reported as the sum of investment management and pension administration costs of the fund, divided by the total average assets of the fund. There are no sales commissions, 12b-1 fees, or load charges. Expenses in 2019 for the funds are shown in the table below.

FUND	Total Expense Ratio	Investment Management(a)	Avg. Expense Ratio Of Similar Funds (Morning Star)
Stable Value Fund	0.59%	0.27%	NA
Bond Fund	0.71%	0.38%	0.76%
Equity Fund	0.89%	0.55%	0.84%
Northern Trust Global Sustainability Index Fund	0.62%	0.30%	1.15%
Balanced Fund	0.81%	0.48%	1.15%
TAD 2020	0.61%	0.29%	NA
TAD 2025	0.72%	0.42%	NA
TAD 2030	0.77%	0.47%	NA
TAD 2035	0.76%	0.49%	NA
TAD 2040	0.79%	0.50%	NA

- (a) Reflects investment management fees payable to the Pension Boards and to third party institutional investment managers. Certain of the Accumulation Funds invest in mutual funds from time to time in fluctuating amounts. Investment management expenses include management fees of the underlying mutual funds at institutional investor annual expense ratios ranging from 0.05% to 0.13%.
- (b) Reflects pension administrative and recordkeeping expenses payable to the Pension Boards and fees paid to third parties for securities custody.
- (c) Morningstar® mutual funds average expense ratios do not include pension administrative and recordkeeping expenses. These average expense ratios have been calculated by Morningstar based on the funds in the relevant asset class selected by Morningstar and the Pension Boards has not verified and cannot warrant their accuracy. These Morningstar average ratios are provided for general comparison purposes and have been selected by the Pension Boards based on its judgment as to the most comparable group of funds reported by Morningstar.