

Understanding Your Retirement Plan Fees

Recordkeeper

This role is filled by Creative Planning TPA, who is responsible for many of the plan’s daily administrative tasks. This includes maintaining the website, producing your regular statements, ensuring contributions are allocated appropriately, and processing your distribution requests.

Custodian

Matrix Trust Company serves as the custodian of The Orthodox Presbyterian Church 403(b) Plan. Matrix Trust Company is responsible for safeguarding the assets of the plan and executing trades based upon Creative Planning’s direction.

Investment Advisor

Creative Planning is the investment advisor for your 403(b) Plan. They are responsible for creating the lineup of investment options available to you and conducting regular due diligence of these investment options. They also provide education to all participants of the retirement plan.

Trustee

The trustee fee covers the costs of the Committee on Ministerial Care (CMC) related to the retirement plan. Some of the CMC’s duties include: oversight of the 403(b) plan operations, oversight of the retirement plan providers (Creative Planning, Creative Planning TPA, Matrix Trust Company, etc.), informing presbyteries and local sessions of tools available for the care of their ministers, and continually assessing options to help improve the employee experience with the retirement plan.

Mutual Fund Costs - Operating Expense Ratios (OERs)

The OERs of your investment choices are the expenses paid to the fund managers - Fidelity, Vanguard, Dimensional Fund Advisors, and more - for their management of a mutual fund. These can be considered the “hidden costs” of investing, as these fees are deducted directly from the returns of the fund prior to performance reporting. Therefore, these costs do not appear on your statement. Please note, this cost will vary based on the investments you elect.

Expense Source	Socially Screened Investments	Non-Socially Screened Investments
Recordkeeper and third-party administrator*		0.05%
Custodian		0.02%
Investment Advisor**		0.14%
Trustee		0.10%
Mutual Fund Costs***	0.36%	0.09%
Current all-in plan fees	0.67%	0.40%

*Based on 423 participants as of 12/31/2025. For individuals who request specific actions related to their accounts (e.g., disbursement requests), they can be subject to certain, one-time additional administrative fees deducted from their individual accounts.

**Based on \$71,924,048.86 of plan assets as of 12/31/2025.

***The quoted fee for fund costs is an estimated average weighted expense ratio of all individual investment options as calculated using data obtained from Morningstar, Inc. as of 12/31/2025, separated into two categories: the average weighted expense ratio of those investment options used in the socially screened model portfolios and strategies; the average weighted expense ratio of all other investment options available. Individual participant’s overall expense ratio will vary based on investments chosen. Plan sponsors and participants are strongly encouraged to discuss their individual investment selections, including matters related to portfolios’ expense ratios, with their Creative Planning advisory professional.

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