

A couple is sitting on a large, dark rock on a hillside, overlooking the ocean at sunset. The man is pointing towards the horizon. The sky is a mix of blue and orange, and the water reflects the light. A paved road is visible in the foreground.

# Expanding the possibilities.

Schwab Personal Choice Retirement Account®

charles  
SCHWAB

*Own your tomorrow*



## A retirement plan with more to offer.

Schwab Personal Choice Retirement Account® (PCRA) gives your employees thousands of investment choices to better meet their retirement objectives.

With Schwab, you get a partner who knows self-directed brokerage accounts (SDBAs). We know what works, what to avoid, and how to use PCRA as a solution for retirement plan challenges.

When you offer PCRA, you give your employees access to a lot more investment choices—including the largest selection of no-load, no-transaction-fee mutual funds<sup>1</sup> available in an SDBA offering, as well as Schwab ETF OneSource™<sup>2</sup> funds, which trade electronically in a Schwab account commission-free.\*



Schwab PCRA gives every employee the opportunity to structure a retirement plan the way they want.

**Investors should consider carefully information contained in the prospectus, including investment objectives, risks, trading policies, charges, and expenses. You can request a prospectus by calling Schwab's dedicated PCRA Call Center at 1-888-393-PCRA (7272). You may also request a prospectus online at [www.schwab.com/prospectus](http://www.schwab.com/prospectus). Please read the prospectus carefully before investing.**

Investment returns will fluctuate and are subject to market volatility, so that an investor's shares, when redeemed or sold, may be worth more or less than their original cost. Unlike mutual funds, shares of ETFs are not individually redeemable directly with the ETF. Diversification does not eliminate the risk of market loss

\*Conditions apply: Trades in ETFs available through Schwab ETF OneSource (including Schwab ETFs™) are available without commissions when placed online in a Schwab account. Service charges apply for trade orders placed through a broker (\$25). An exchange processing fee applies to sell transactions. Certain types of Schwab ETF OneSource transactions are not eligible for the commission waiver, such as short sells and buys to cover (not including Schwab ETFs). Schwab reserves the right to change the ETFs we make available without commissions. All ETFs are subject to management fees and expenses. Please see the *Charles Schwab Pricing Guide for Retirement Plan Accounts* for additional information.



Streamlined  
experience for  
you and your  
employees.

What you can expect when you add PCRA to your retirement offering:

**Smooth plan integration**

Our integration process has been put to the test for over 20 years and is designed so that PCRA fits seamlessly into any plan. Your experienced PCRA service team will work to ensure the proper implementation of any brokerage option, including in-kind asset transfers.

**Paperless account enrollment**

Employees can open their PCRAs entirely online, using an electronic signature feature. Plan sponsors can also customize the process to include additional required participant acknowledgments.

**Efficient recordkeeping partnership**

Schwab's dedicated PCRA team works with the recordkeeper to establish and facilitate data transfers as well as process daily file feeds and cashiering transactions—all in a timely manner.

**Third-party advisor access**

If the plan sponsor allows it, participants can get third-party help managing their investments. Schwab supports more than 7,000 registered investment advisors who can seamlessly integrate with PCRA.



## Answers to common questions.

- 1 How can we customize the investment selection?**

PCRA flexibility allows you to create an offering that fits your plan's criteria. With PCRA, employees have a wide selection of investment choices across different asset classes, including stocks, bonds, mutual funds, and fixed income products. For example, if your plan restricts stock trading, you can tailor the trading menu to allow any combination of mutual funds, ETFs, closed-end mutual funds, and CDs.
- 2 What are the benefits of multiple PCRA's?**

Allowing your employees to have more than one PCRA in their retirement plan can be beneficial for accommodating pre-tax and after-tax contributions, such as a Roth feature. It also enables you to offer employees the option of having separately managed accounts with different money managers.
- 3 Can an SDBA assist with changes to my core lineup?**

An SDBA may be able to help when a plan considers eliminating fund choices from the lineup. PCRA can also help during a merger situation by allowing many investments to transfer in kind rather than forcing employees to liquidate their holdings. With PCRA, you can simplify your plan's core lineup and round out your offering by adding an SDBA to satisfy the most demanding investors.
- 4 How does an SDBA support government fee disclosure requirements?**

Schwab provides fee disclosure reporting for all plans. Such reports include the 408(b)(2) sponsor fee disclosures, the 5500 Schedule C, quarterly fee information to participants, and other regulatory reporting.

# Add PCRA, and you add the benefits of Schwab.

When you add PCRA to your lineup, you add the advantages of working with a company driven to meeting the needs of today's investors.

#### More investment choices

Based on your plan elections, employees can invest in a greatly expanded selection of stocks, bonds, mutual funds, ETFs, and more.

#### Competitive commissions and fees

In addition to thousands of no-load, no-transaction-fee mutual funds, your employees can purchase stocks, bonds, ETFs (including hundreds of commission-free ETFs through Schwab's OneSource), and fixed income investments at competitive prices, including our low online equity commissions.\*

#### Access to research, tools, and analyst advice

Employees can research, trade, and monitor investments in their PCRA with the support of independent third-party and proprietary research reports,<sup>3</sup> advanced online screening tools, and market commentary from industry experts.

#### Dedicated Schwab PCRA Representatives

When employees need assistance with their PCRA, they can talk with dedicated Schwab PCRA Registered Representatives who are familiar with the investments in your plan.

\*Restrictions apply: The \$4.95 commission does not apply to foreign stock transactions, large block transactions requiring special handling, or restricted stock transactions. Foreign ordinary shares that trade online in the U.S. over-the-counter (OTC) market and do not settle in the U.S. will have a \$50 foreign transaction fee added to the cost of the transaction. All broker-assisted trades are subject to service charges. See the *Charles Schwab Pricing Guide for Retirement Plan Accounts* for full fee and commission schedules. Employee equity compensation transactions are subject to separate commission schedules.

## Always looking out for you.

Schwab support is ongoing. We continually improve PCRA as technology advances and the marketplace changes. We're also focused on keeping you informed with participant behavior reports, supporting your communication and marketing initiatives, and assisting you with regulatory reporting. It's how we work to make sure your needs are met.

“Every investor should feel confident that they have the choices that will provide the retirement outcomes they are after. This is their future, after all.”

–Walt Bettinger  
President and Chief Executive Officer  
The Charles Schwab Corporation



Could Schwab PCRA be just what your retirement offering needs?  
Let's discuss your situation to find out. 1-877-456-0777

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<sup>1</sup>Charles Schwab & Co., Inc. (Member SIPC) receives remuneration from fund companies for recordkeeping and shareholder services and other administrative services for shares purchased through Schwab's Mutual Fund OneSource® program. Schwab also may receive remuneration from transaction fee fund companies for certain administrative services. Trades in no-load mutual funds available through Schwab OneSource (including Schwab Funds®), as well as certain other funds, are available without transaction fees when placed through Schwab.com or our automated phone channels. Schwab reserves the right to change the funds we make available without transaction fees and to reinstate fees on any funds. Funds are also subject to management fees and expenses. Schwab's short-term redemption fee will be charged on redemption of funds (except certain Schwab Funds) bought through Schwab's Mutual Fund OneSource program (and certain other funds) with no transaction fee and held for 90 days or less. Schwab reserves the right to exempt certain funds from this fee, including Schwab Funds, which may charge a separate redemption fee, and funds that accommodate short-term trading.

<sup>2</sup>Charles Schwab & Co., Inc. receives remuneration from third-party ETF companies participating in Schwab ETF OneSource™ for recordkeeping, shareholder services, and other administrative services, including program development and maintenance.

<sup>3</sup>Third-party report providers are not affiliated with or employed by Charles Schwab & Co., Inc. The views expressed are for general information purposes only and are not intended to provide specific financial, accounting, or legal advice. Schwab makes no representation about the accuracy of the information or its appropriateness for any given situation.

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