

**401(k) PLAN FEE DISCLOSURE FORM**  
**For Services Provided by PAi**  
**Total Plan Expenses**

**Role(s) performed by service provider (check all that apply)**

☒ Custodian/Trustee      ☒ Record Keeper      ☒ Third-Party Administrator  
☒ Investment Professional    ☐ Other (Describe): \_\_\_\_\_

**Assumptions**

Total Plan Assets    \$338,899.68      Eligible Employees    200 / 44 participants with balance

**Plan Expenses**

| Fund Name                             | Fund Expenses <sup>(1)</sup> | Fund Balance | Provider % <sup>(2)</sup> | Provider Fees |
|---------------------------------------|------------------------------|--------------|---------------------------|---------------|
| Amer Funds 2010 Target Date Retire R3 | 0.96%                        | \$3,213.56   | 0.65%                     | \$20.89       |
| Amer Funds 2015 Target Date Retire R3 | 0.95%                        | \$2,556.76   | 0.65%                     | \$16.62       |
| Amer Funds 2020 Target Date Retire R3 | 0.96%                        | \$636.08     | 0.65%                     | \$4.13        |
| Amer Funds 2025 Target Date Retire R3 | 0.98%                        | \$9,641.14   | 0.65%                     | \$62.67       |
| Amer Funds 2030 Target Date Retire R3 | 1.00%                        | \$2.06       | 0.65%                     | \$0.01        |
| Amer Funds 2035 Target Date Retire R3 | 1.02%                        | \$0.00       | 0.65%                     | \$0.00        |
| Amer Funds 2040 Target Date Retire R3 | 1.03%                        | \$0.00       | 0.65%                     | \$0.00        |
| Amer Funds 2045 Target Date Retire R3 | 1.04%                        | \$0.00       | 0.65%                     | \$0.00        |
| Amer Funds 2050 Target Date Retire R3 | 1.04%                        | \$5,383.01   | 0.65%                     | \$34.99       |
| Amer Funds 2055 Target Date Retire R3 | 1.05%                        | \$0.00       | 0.65%                     | \$0.00        |
| Amer Funds 2060 Target Date Retire R3 | 1.05%                        | \$0.00       | 0.65%                     | \$0.00        |
| Amer Funds 2065 Target Date Retire R3 | 1.10%                        | \$1,180.97   | 0.50%                     | \$5.90        |
| Amer Funds American Balanced R3       | 0.90%                        | \$870.12     | 0.65%                     | \$5.66        |
| Amer Funds Bond Fd of America R3      | 0.86%                        | \$79.91      | 0.65%                     | \$0.52        |
| Amer Funds Capital World Gr&Inc R3    | 1.07%                        | \$13,162.41  | 0.65%                     | \$85.56       |
| Amer Funds CapWrldBd R3               | 1.14%                        | \$1.96       | 0.65%                     | \$0.01        |
| Amer Funds EuroPacific Growth R3      | 1.11%                        | \$463.01     | 0.65%                     | \$3.01        |
| Amer Funds Growth Fd of America R3    | 0.95%                        | \$11,462.90  | 0.65%                     | \$74.51       |
| Amer Funds Inc Fd of America R3       | 0.92%                        | \$5,310.69   | 0.65%                     | \$34.52       |
| Amer Funds New Perspective R3         | 1.07%                        | \$264.97     | 0.65%                     | \$1.72        |
| Amer Funds US Govt Money Market R3    | 0.97%                        | \$250,420.45 | 0.65%                     | \$1,627.7     |
| Amer Funds US Govt Sec R3             | 0.91%                        | \$9,419.60   | 0.65%                     | \$61.23       |
| Amer Funds Washington Mutual R3       | 0.93%                        | \$24,830.08  | 0.65%                     | \$161.40      |

Provider fees paid from Fund Expenses **\$2,201.08**

Provider fees deducted from participant accounts or paid by employer **\$4,677.23**

Investment expenses (i.e., Fund Expenses not used to pay provider fees) **\$1,084.47**

Total ("all-in") plan expenses **\$7,962.78**

<sup>(1)</sup>Fund Expenses include the fund's expense ratio plus any "wrap" fee charged by the provider. The expense ratio is determined through an annual calculation, where a fund's operating expenses are divided by the average dollar value of its assets under management. Fund Expenses lower investor returns.

<sup>(2)</sup>Provider % includes revenue sharing paid to the provider by the investment fund or wrap fees added by the provider. These expenses lower investor returns.

**401(k) PLAN FEE DISCLOSURE FORM**  
**For Services Provided by Employee Fiduciary**  
**Total Plan Expenses**

**Role(s) performed by service provider (check all that apply)**

☒ Custodian/Trustee      ☒ Record Keeper      ☒ Third-Party Administrator  
☐ Investment Professional      ☐ Other (Describe): \_\_\_\_\_

**Assumptions**

Total Plan Assets \$338,899.68      Eligible Employees 200 / 44 participants with balance

**Annual Fees**

| Fund Name  | Fund Expenses <sup>(2)</sup> | Fund Balance  | Provider % <sup>(3)</sup> | Provider Fees |
|--|------------------------------|---|---------------------------|---------------|
| Vanguard Federal Money Market Fund <sup>(1)</sup>            | 0.11%                        | Balances are irrelevant. Employee Fiduciary retains no revenue sharing! | 0.00%                     | \$0.00        |
| Vanguard Total Bond Market Index Fund <sup>(1)</sup>         | 0.06%                        |   | 0.00%                     | \$0.00        |
| Vanguard 500 Index Fund <sup>(1)</sup>                       | 0.05%                        |   | 0.00%                     | \$0.00        |
| Vanguard Extended Market Index Fund <sup>(1)</sup>           | 0.09%                        |   | 0.00%                     | \$0.00        |
| Vanguard Total Stock Market Index Fund <sup>(1)</sup>        | 0.05%                        |   | 0.00%                     | \$0.00        |
| Vanguard Total International Stock Index Fund <sup>(1)</sup> | 0.11%                        |   | 0.00%                     | \$0.00        |
| Vanguard Inflation-Protected Securities Fund <sup>(1)</sup>  | 0.10%                        |   | 0.00%                     | \$0.00        |
| Vanguard Total International Bond Index Fund <sup>(1)</sup>  | 0.12%                        |   | 0.00%                     | \$0.00        |
| Vanguard Growth Index Fund <sup>(1)</sup>                    | 0.08%                        |   | 0.00%                     | \$0.00        |
| Vanguard Value Index Fund <sup>(1)</sup>                     | 0.08%                        |   | 0.00%                     | \$0.00        |
| Vanguard Target Retirement Income Fund <sup>(1)</sup>        | 0.13%                        |   | 0.00%                     | \$0.00        |
| Vanguard Target Retirement 2015 Fund <sup>(1)</sup>          | 0.14%                        |   | 0.00%                     | \$0.00        |
| Vanguard Target Retirement 2020 Fund <sup>(1)</sup>          | 0.14%                        |   | 0.00%                     | \$0.00        |
| Vanguard Target Retirement 2025 Fund <sup>(1)</sup>          | 0.14%                        |   | 0.00%                     | \$0.00        |
| Vanguard Target Retirement 2030 Fund <sup>(1)</sup>          | 0.15%                        |   | 0.00%                     | \$0.00        |
| Vanguard Target Retirement 2035 Fund <sup>(1)</sup>          | 0.15%                        |   | 0.00%                     | \$0.00        |
| Vanguard Target Retirement 2040 Fund <sup>(1)</sup>          | 0.16%                        |   | 0.00%                     | \$0.00        |
| Vanguard Target Retirement 2045 Fund <sup>(1)</sup>          | 0.16%                        |   | 0.00%                     | \$0.00        |
| Vanguard Target Retirement 2050 Fund <sup>(1)</sup>          | 0.16%                        |   | 0.00%                     | \$0.00        |
| Vanguard Target Retirement 2055 Fund <sup>(1)</sup>          | 0.16%                        |   | 0.00%                     | \$0.00        |
| Vanguard Target Retirement 2060 Fund <sup>(1)</sup>          | 0.16%                        |   | 0.00%                     | \$0.00        |

Provider fees paid from Fund Expenses **\$0.00**

Provider fees deducted from participant accounts or paid by employer **\$6,871.12**

Investment expenses (i.e., Fund Expenses not used to pay provider fees) **\$403.45**

Total ("all-in") plan expenses **\$7,274.57**

<sup>(1)</sup>Fund represents an example of the low cost funds available at Employee Fiduciary.

<sup>(2)</sup>Fund Expenses include the fund's expense ratio plus any "wrap" fee charged by the provider. The expense ratio is determined through an annual calculation, where a fund's operating expenses are divided by the average dollar value of its assets under management. Fund expenses are taken out of a fund's assets and lower investor returns.

<sup>(3)</sup>Provider % includes revenue sharing paid to the provider by the investment fund or wrap fees added by the provider. These expenses lower investor returns.