

401(k) PLAN FEE DISCLOSURE FORM
For Services Provided by Vanguard
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 \$3,244,849.53 Eligible Employees 10

Plan Expenses

Fund Name	Fund Expenses ⁽¹⁾	Fund Balance	Provider % ⁽²⁾	Provider Fees
Vanguard 500 Index Inv	0.14%	\$210,254.29	0.00%	\$0.00
Vanguard European Stock Index Inv	0.23%	\$54,623.81	0.00%	\$0.00
Vanguard Financials Index ETF	0.10%	\$77,423.79	0.00%	\$0.00
Vanguard FTSE Developed ETF	0.05%	\$155,268.60	0.00%	\$0.00
Vanguard FTSE Emerging ETF	0.10%	\$195,678.76	0.00%	\$0.00
Vanguard Global Capital Cycles Inv	0.38%	\$40,414.84	0.00%	\$0.00
Vanguard Growth Index Inv	0.17%	\$307,536.24	0.00%	\$0.00
Vanguard Health Care Inv	0.32%	\$64,100.22	0.00%	\$0.00
Vanguard High Yield Corp Inv	0.23%	\$126,071.69	0.00%	\$0.00
Vanguard Interm-Term Bond Index Inv	0.15%	\$48,854.20	0.00%	\$0.00
Vanguard International Growth Inv	0.44%	\$91,792.03	0.00%	\$0.00
Vanguard LifeStrategy Growth Inv	0.14%	\$41.42	0.00%	\$0.00
Vanguard LifeStrategy Income Inv	0.11%	\$18,541.77	0.00%	\$0.00
Vanguard LifeStrategy Moderate Gr Inv	0.13%	\$10,953.52	0.00%	\$0.00
Vanguard Mid-Cap Growth Index Inv	0.19%	\$93,944.28	0.00%	\$0.00
Vanguard Mid-Cap Index Inv	0.17%	\$60,029.74	0.00%	\$0.00
Vanguard Mid-Cap Value Index Inv	0.19%	\$59,440.88	0.00%	\$0.00
Vanguard Real Estate Index Inv	0.26%	\$110,916.84	0.00%	\$0.00
Vanguard Short-Term Bond Index Inv	0.15%	\$713,483.92	0.00%	\$0.00
Vanguard Small-Cap Growth Index Inv	0.19%	\$25,578.17	0.00%	\$0.00
Vanguard Small-Cap Index Inv	0.17%	\$73,013.14	0.00%	\$0.00
Vanguard Small-Cap Value Index Inv	0.19%	\$120,277.46	0.00%	\$0.00
Vanguard Target Retirement 2015 Inv	0.13%	\$0.00	0.00%	\$0.00
Vanguard Target Retirement 2020 Inv	0.13%	\$88,838.60	0.00%	\$0.00
Vanguard Target Retirement 2025 Inv	0.13%	\$111,487.79	0.00%	\$0.00
Vanguard Target Retirement 2030 Inv	0.14%	\$36,189.93	0.00%	\$0.00
Vanguard Target Retirement 2035 Inv	0.14%	\$10,980.07	0.00%	\$0.00
Vanguard Target Retirement 2040 Inv	0.14%	\$97,622.14	0.00%	\$0.00
Vanguard Target Retirement 2045 Inv	0.15%	\$0.00	0.00%	\$0.00
Vanguard Target Retirement 2050 Inv	0.15%	\$607.06	0.00%	\$0.00
Vanguard Target Retirement 2055 Inv	0.15%	\$5,248.73	0.00%	\$0.00
Vanguard Target Retirement 2060 Inv	0.15%	\$0.00	0.00%	\$0.00
Vanguard Target Retirement 2065 Inv	0.15%	\$0.00	0.00%	\$0.00

Vanguard Target Retirement Income Inv	0.12%	\$0.00	0.00%	\$0.00
Vanguard Value Index Inv	0.17%	\$235,635.60	0.00%	\$0.00

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

Provider fees deducted from participant accounts or paid by employer **\$15,181.97**

Investment expenses (i.e., Fund Expenses not used to pay provider fees) **\$5,479.90**

Total (“all-in”) plan expenses **\$20,661.87**

⁽¹⁾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.

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

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For Services Provided by Employee Fiduciary
Total Plan Expenses

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

Assumptions

Total Plan Assets \$3,244,849.53 Eligible Employees 10

Annual Fees

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

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

Provider fees deducted from participant accounts or paid by employer **\$4,095.88**

Investment expenses (i.e., Fund Expenses not used to pay provider fees) **\$3,862.92**

Total ("all-in") plan expenses **\$7,958.80**

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

⁽²⁾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.

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