

**401(k) PLAN FEE DISCLOSURE FORM**  
**For Services Provided by Paychex**  
**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    \$2,807,891.03      Eligible Employees    28

**Plan Expenses**

Fund Name	Fund Expenses <sup>(1)</sup>	Fund Balance	Provider % <sup>(2)</sup>	Provider Fees
AMERICAN CENTURY EMERGING MARKETS R6	0.91%	\$66,252.21	0.00%	\$0.00
AMERICAN FUNDS EUROPACIFIC GROWTH R6	0.47%	\$159,303.55	0.00%	\$0.00
DELAWARE IVY MID CAP GROWTH R6	0.69%	\$12,897.42	0.00%	\$0.00
DFA INTERNATIONAL CORE EQUITY I	0.24%	\$83,316.23	0.00%	\$0.00
DFA INTERNATIONAL SMALL CAP GROWTH	0.47%	\$29,693.05	0.00%	\$0.00
EMPOWER U.S. GOVERNMENT SECURITIES	0.25%	\$12,159.03	0.00%	\$0.00
FEDERATED HERMES US TREASURY CASH	0.20%	\$168,240.99	0.00%	\$0.00
FIDELITY SMALL CAP INDEX	0.03%	\$64,515.75	0.00%	\$0.00
GOLDMAN SACHS SMALL CAP VALUE INSIGHTS	0.84%	\$6,727.71	0.00%	\$0.00
MFS MASSACHUSETTS INVESTORS GROWTH	0.37%	\$60,697.39	0.00%	\$0.00
PGIM HIGH YLD R6	0.38%	\$29,835.71	0.00%	\$0.00
SCHWAB S&P 500 INDEX	0.02%	\$848,808.65	0.00%	\$0.00
SCHWAB TREASURY INFLATION PROTECTED	0.05%	\$135,175.47	0.00%	\$0.00
TIAA-CREF LIFECYCLE INDEX 2010 INST	0.10%	\$0.00	0.00%	\$0.00
TIAA-CREF LIFECYCLE INDEX 2015 INST	0.10%	\$0.00	0.00%	\$0.00
TIAA-CREF LIFECYCLE INDEX 2020 INST	0.10%	\$0.00	0.00%	\$0.00
TIAA-CREF LIFECYCLE INDEX 2025 INST	0.10%	\$73,741.42	0.00%	\$0.00
TIAA-CREF LIFECYCLE INDEX 2030 INST	0.10%	\$0.00	0.00%	\$0.00
TIAA-CREF LIFECYCLE INDEX 2035 INST	0.10%	\$0.00	0.00%	\$0.00
TIAA-CREF LIFECYCLE INDEX 2040 INST	0.10%	\$127,741.40	0.00%	\$0.00
TIAA-CREF LIFECYCLE INDEX 2045 INST	0.10%	\$14,452.23	0.00%	\$0.00
TIAA-CREF LIFECYCLE INDEX 2050 INST	0.10%	\$27,891.88	0.00%	\$0.00
TIAA-CREF LIFECYCLE INDEX 2055 INST	0.10%	\$77,932.40	0.00%	\$0.00
TIAA-CREF LIFECYCLE INDEX 2060 INST	0.10%	\$0.00	0.00%	\$0.00
TIAA-CREF LIFECYCLE INDEX RETIREMENT INCOME	0.10%	\$0.00	0.00%	\$0.00
VANGUARD EQUITY INCOME ADML	0.19%	\$112,990.48	0.00%	\$0.00
VANGUARD EXPLORER ADM	0.34%	\$67,573.33	0.00%	\$0.00
VANGUARD GROWTH AND INCOME ADML	0.22%	\$65,994.87	0.00%	\$0.00
VANGUARD MID CAP INDEX FUND ADML	0.05%	\$97,352.14	0.00%	\$0.00
VANGUARD SHORT TERM FEDERAL ADMN	0.10%	\$214,033.35	0.00%	\$0.00
VOYA INTERMEDIATE BOND I	0.36%	\$250,564.37	0.00%	\$0.00

Provider fees paid from Fund Expenses

**\$0.00**

Provider fees deducted from participant accounts or paid by employer	<b>\$9,976.44</b>
Investment expenses (i.e., Fund Expenses not used to pay provider fees)	<b>\$4,874.30</b>
Total (“all-in”) plan expenses	<b><u>\$14,850.74</u></b>

<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.

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**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 \$2,807,891.03      Eligible Employees 28

**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>	0.05%		0.00%	\$0.00
Vanguard 500 Index Fund <sup>(1)</sup>	0.04%		0.00%	\$0.00
Vanguard Extended Market Index Fund <sup>(1)</sup>	0.06%		0.00%	\$0.00
Vanguard Total Stock Market Index Fund <sup>(1)</sup>	0.04%		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>	0.11%		0.00%	\$0.00
Vanguard Growth Index Fund <sup>(1)</sup>	0.05%		0.00%	\$0.00
Vanguard Value Index Fund <sup>(1)</sup>	0.05%		0.00%	\$0.00
Vanguard Target Retirement Income Fund <sup>(1)</sup>	0.08%		0.00%	\$0.00
Vanguard Target Retirement 2020 Fund <sup>(1)</sup>	0.08%		0.00%	\$0.00
Vanguard Target Retirement 2025 Fund <sup>(1)</sup>	0.08%		0.00%	\$0.00
Vanguard Target Retirement 2030 Fund <sup>(1)</sup>	0.08%		0.00%	\$0.00
Vanguard Target Retirement 2035 Fund <sup>(1)</sup>	0.08%		0.00%	\$0.00
Vanguard Target Retirement 2040 Fund <sup>(1)</sup>	0.08%		0.00%	\$0.00
Vanguard Target Retirement 2045 Fund <sup>(1)</sup>	0.08%		0.00%	\$0.00
Vanguard Target Retirement 2050 Fund <sup>(1)</sup>	0.08%		0.00%	\$0.00
Vanguard Target Retirement 2055 Fund <sup>(1)</sup>	0.08%		0.00%	\$0.00
Vanguard Target Retirement 2060 Fund <sup>(1)</sup>	0.08%		0.00%	\$0.00

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

Provider fees deducted from participant accounts or paid by employer **\$3,746.31**

Investment expenses (i.e., Fund Expenses not used to pay provider fees) **\$2,042.10**

Total (“all-in”) plan expenses **\$5,788.42**

<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.