

401(k) PLAN FEE DISCLOSURE FORM
For Services Provided by Voya
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 \$1,478,431.00 Eligible Employees 29

Plan Expenses

Fund Name	Fund Expenses ⁽¹⁾	Fund Balance	Provider % ⁽²⁾	Provider Fees
American Funds Am Balanced R6	0.25%	\$10,972.00	0.00%	\$0.00
American Funds New Perspective R6	0.41%	\$13,243.00	0.00%	\$0.00
ClrBrg Sm Cp Growth Fnd IS	0.77%	\$17,347.00	0.00%	\$0.00
DFA Inflat-Prot Securities Port Inst	0.11%	\$5,385.00	0.00%	\$0.00
DFA U.S. Targeted Value Port Inst	0.29%	\$19,588.00	0.00%	\$0.00
Inv Opp Intl Growth Fnd R6	0.70%	\$6,063.00	0.00%	\$0.00
JPMorgan Lrg Cp Growth Fnd R6	0.44%	\$40,682.00	0.00%	\$0.00
MFS Research Fund R6	0.46%	\$7,722.00	0.00%	\$0.00
Pioneer Strategic Income Fund K	0.59%	\$15,145.00	0.00%	\$0.00
Vangrd Trgt Retire 2020 Fd	0.08%	\$41.00	0.00%	\$0.00
Vangrd Trgt Retire 2030 Fd	0.08%	\$8,515.00	0.00%	\$0.00
Vangrd Trgt Retire 2050 Fd	0.08%	\$154,498.00	0.00%	\$0.00
Vangrd Trgt Retire 2055 Fd	0.08%	\$253,292.00	0.00%	\$0.00
Vangrd Trgt Retire 2060 Fd	0.08%	\$61,388.00	0.00%	\$0.00
Vangrd Trgt Retire 2065 Fd	0.08%	\$1,356.00	0.00%	\$0.00
Vangrd Trgt Retire Inc Fd	0.08%	\$1,794.00	0.00%	\$0.00
Vanguard 500 Index Fund Adm	0.04%	\$29,969.00	0.00%	\$0.00
Vanguard Mid-Cap Index Fund Adm	0.05%	\$31,389.00	0.00%	\$0.00
Vanguard Small-Cap Index Fund Adm	0.05%	\$27,395.00	0.00%	\$0.00
Vanguard Tot Intl Bnd Ind Fd Adm	0.11%	\$78.00	0.00%	\$0.00
Vanguard Total Bnd Mrkt Ind F Adm	0.05%	\$24,981.00	0.00%	\$0.00
Vanguard Total Intl Stk Index Fd Adm	0.11%	\$4,035.00	0.00%	\$0.00
Voya Fixed Account (4062)	0.26%	\$743,553.00	0.26%	\$1,933.2

Provider fees paid from Fund Expenses **\$1,933.24**

Provider fees deducted from participant accounts or paid by employer **\$6,905.29**

Investment expenses (i.e., Fund Expenses not used to pay provider fees) **\$1,067.45**

Total ("all-in") plan expenses **\$9,905.98**

⁽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.

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 \$1,478,431.00 Eligible Employees 29

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

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

Provider fees deducted from participant accounts or paid by employer **\$2,682.74**

Investment expenses (i.e., Fund Expenses not used to pay provider fees) **\$1,075.22**

Total ("all-in") plan expenses **\$3,757.97**

⁽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.