

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 \$3,001,032.79 Eligible Employees 24

Plan Expenses

Fund Name	Fund Expenses ⁽¹⁾	Fund Balance	Provider % ⁽²⁾	Provider Fees
American Funds Euro Pacific Grw R6	1.07%	\$66,805.78	0.60%	\$400.83
American Funds Amer Mutual R6	0.87%	\$72,268.56	0.60%	\$433.61
Voya Index Solution 2035 Portfolio Z	0.77%	\$45,765.05	0.60%	\$274.59
Voya Index Solution 2040 Portfolio Z	0.77%	\$67,478.35	0.60%	\$404.87
Voya Index Solution 2045 Portfolio Z	0.75%	\$7,609.42	0.60%	\$45.66
Voya Index Solution 2050 Portfolio Z	0.76%	\$103,885.97	0.60%	\$623.32
Voya Index Solution 2060 Portfolio Z	0.76%	\$63,654.34	0.60%	\$381.93
Voya Index Solution Income Port Z	0.74%	\$3,515.25	0.60%	\$21.09
Inv Dev Mrkts Fd R6	1.44%	\$5,173.94	0.60%	\$31.04
Voya Fixed Account (4450)	0.32%	\$685,042.01	0.32%	\$2,192.1
Voya Gov Money Mkt Fnd A (Hold Acct)	0.40%	\$6.96	0.17%	\$0.01
Templeton Global Bond Fund R6	1.15%	\$32,077.81	0.60%	\$192.47
Vanguard Developed Mkts Indx Fd Adm	0.67%	\$41,955.35	0.60%	\$251.73
PGIM Total Return Bond Fd R6	0.99%	\$33,573.67	0.60%	\$201.44
Fidelity Adv New Insights Fund Z	0.93%	\$186,330.49	0.60%	\$1,117.9
Voya Index Solution 2025 Portfolio Z	0.76%	\$1,430.29	0.60%	\$8.58
Vanguard Mid-Cap Index Fund Adm	0.65%	\$37,474.95	0.60%	\$224.85
Vanguard Small-Cap Index Fund Adm	0.65%	\$68,374.37	0.60%	\$410.25
JPMorgan Mid Cap Value Fund R6	1.25%	\$28,313.16	0.60%	\$169.88
BlackRock Hlth Sci Opport Port K	1.35%	\$190,626.48	0.60%	\$1,143.7
Vanguard 500 Index Fund Adm	0.64%	\$765,093.37	0.60%	\$4,590.5
Undiscovered Mngrs Bhvrl Val Fd R6	1.40%	\$51,462.04	0.60%	\$308.77
BlackRock Mid-Cap Grwth Eq Port Cl K	1.31%	\$90,578.70	0.60%	\$543.47
FedHerms Kaufmann Sm Cap Fnd R6	1.49%	\$349,656.85	0.60%	\$2,097.9
Voya Index Solution 2065 Portfolio Z	0.77%	\$2,879.63	0.60%	\$17.28

Provider fees paid from Fund Expenses	\$16,088.05
Provider fees deducted from participant accounts or paid by employer	\$4,250.00
Investment expenses (i.e., Fund Expenses not used to pay provider fees)	\$8,127.76
Total (“all-in”) plan expenses	<u>\$28,465.81</u>

⁽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 \$3,001,032.79 Eligible Employees 24

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	\$3,900.83
Investment expenses (i.e., Fund Expenses not used to pay provider fees)	\$2,182.57
Total (“all-in”) plan expenses	<u>\$6,083.40</u>

⁽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.