

401(k) PLAN FEE DISCLOSURE FORM
For Services Provided by Empower
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 \$1,973,648.00 Eligible Employees 16

Plan Expenses

Fund Name	Fund Expenses ⁽¹⁾	Fund Balance	Provider % ⁽²⁾	Provider Fees
American Funds EuroPacific Gr R3	1.14%	\$162,947.00	0.65%	\$1,059.1
American Funds Fundamental Invs R3	0.96%	\$144,331.00	0.65%	\$938.15
American Funds Growth Fund of Amer R3	0.98%	\$224,091.00	0.65%	\$1,456.5
American Funds New Perspective R3	1.11%	\$10,576.00	0.65%	\$68.74
Franklin Templeton High Income R	1.12%	\$46,855.00	0.75%	\$351.41
Great-West Mod Aggr Profile Fund Inv	1.03%	\$2,190.00	0.35%	\$7.67
Great-West Moderate Profile Fund Inv	0.94%	\$110,220.00	0.35%	\$385.77
Great-West S&P 500 Index Fund Inv	0.54%	\$142,703.00	0.35%	\$499.46
Great-West S&P SmCap 600 Index Fund Inv	0.56%	\$102,182.00	0.35%	\$357.64
Great-West T Rowe Price MdCap Gr Fund Inv	1.02%	\$61,898.00	0.35%	\$216.64
Invesco Real Estate A	1.24%	\$55,799.00	0.50%	\$279.00
Invesco Small Cap Value A	1.11%	\$53,385.00	0.50%	\$266.93
Janus Henderson Mid Cap Value S	0.87%	\$117,174.00	0.50%	\$585.87
Lord Abbett Value Opportunities A	1.15%	\$49,352.00	0.40%	\$197.41
MFS Value A	0.86%	\$206,515.00	0.40%	\$826.06
Oakmark Equity & Income Service	1.10%	\$39,311.00	0.55%	\$216.21
Oppenheimer International Bond Fund A	1.04%	\$37,904.00	0.50%	\$189.52
PIMCO Real Return Admin	0.70%	\$61,584.00	0.25%	\$153.96
PIMCO Total Return Admin	0.71%	\$87,529.00	0.25%	\$218.82
Touchstone Large Cap Focused A	1.00%	\$42,364.00	0.50%	\$211.82
PACE Mort-Backed Sec Fixed In Invest Y	0.72%	\$43,928.00	0.36%	\$156.00
Key Guaranteed Portfolio Fund	0.35%	\$170,810.00	0.25%	\$427.03

Provider fees paid from Fund Expenses **\$9,069.85**

Provider fees deducted from participant accounts or paid by employer **\$8,985.00**

Investment expenses (i.e., Fund Expenses not used to pay provider fees) **\$7,908.78**

Total (“all-in”) plan expenses **\$25,963.63**

⁽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 1,973,648.00 Eligible Employees 16

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	\$3,078.92
Investment expenses (i.e., Fund Expenses not used to pay provider fees)	\$2,349.58
Total (“all-in”) plan expenses	<u>\$5,428.50</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.