

401(k) PLAN FEE DISCLOSURE FORM
For Services Provided by John Hancock
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 \$1,783,282.22 Eligible Employees 13

Plan Expenses

| Fund Name | Fund Expenses ⁽¹⁾ | Fund Balance | Provider % ⁽²⁾ | Provider Fees |
|--------------------------------|------------------------------|--------------|---------------------------|---------------|
| JH Multimanager Growth LS | 1.09% | \$723,716.40 | 0.60% | \$4,342.3 |
| JH Multimanager Balanced LS | 1.05% | \$124,119.66 | 0.60% | \$744.72 |
| JH Multimanager Moderate LS | 1.01% | \$19,815.06 | 0.60% | \$118.89 |
| EuroPacific Growth Fund | 1.09% | \$53,864.50 | 0.60% | \$323.19 |
| Financial Industries Fund | 1.27% | \$19,952.45 | 0.60% | \$119.71 |
| Intl Equity Index Fund | 0.72% | \$41,837.78 | 0.60% | \$251.03 |
| Intl Small Cap Fund | 1.20% | \$11,708.13 | 0.60% | \$70.25 |
| International Value Fund | 1.01% | \$9,920.17 | 0.60% | \$59.52 |
| JPMorgan Midcap Value Fund | 1.25% | \$24,147.85 | 0.60% | \$144.89 |
| Mid Cap Index Fund | 0.66% | \$23,356.23 | 0.60% | \$140.14 |
| Mid Value Fund | 1.14% | \$27,073.60 | 0.60% | \$162.44 |
| Oppenheimer Developing Mkt | 1.42% | \$39,133.58 | 0.60% | \$234.80 |
| Real Estate Securities Fund | 0.89% | \$6,511.14 | 0.60% | \$39.07 |
| Science & Technology Fund | 1.26% | \$64,295.85 | 0.60% | \$385.78 |
| T. Rowe Price Sml Cap Val | 1.38% | \$33,199.66 | 0.60% | \$199.20 |
| Vanguard Energy Fund | 0.93% | \$32,959.77 | 0.60% | \$197.76 |
| Franklin Mutual Beacon Fund | 1.15% | \$40,602.72 | 0.60% | \$243.62 |
| Mutual Global Discovery | 1.34% | \$46,687.48 | 0.60% | \$280.12 |
| John Hancock Disciplined Value | 0.87% | \$73,049.86 | 0.60% | \$438.30 |
| JPMorgan Large Cap Growth | 0.94% | \$27,929.99 | 0.60% | \$167.58 |
| T. Rowe Price Equity Inc | 1.11% | \$25,670.22 | 0.60% | \$154.02 |
| T. Rowe Price Health Sci | 1.22% | \$82,759.21 | 0.60% | \$496.56 |
| The Growth Fund of America | 0.93% | \$68,259.81 | 0.60% | \$409.56 |
| Investment Company of America | 0.89% | \$22,396.40 | 0.60% | \$134.38 |
| Total Stock Market Index Fund | 0.68% | \$40,178.19 | 0.60% | \$241.07 |
| Utilities Fund | 1.03% | \$31,391.46 | 0.60% | \$188.35 |
| Strategic Income Opp Fund | 0.84% | \$47,151.87 | 0.60% | \$282.91 |
| Money Market Fund | 0.63% | \$21,593.18 | 0.60% | \$129.56 |

Provider fees paid from Fund Expenses **\$10,699.69**
Provider fees deducted from participant accounts or paid by employer **\$5,521.56**
Investment expenses (i.e., Fund Expenses not used to pay provider fees) **\$8,275.76**

Total (“all-in”) plan expenses

\$24,497.02

⁽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 \$1,783,282.22 Eligible Employees 13

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 | \$2,926.63 |
| Investment expenses (i.e., Fund Expenses not used to pay provider fees) | \$2,122.96 |
| Total (“all-in”) plan expenses | <u>\$5,049.59</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.