

401(k) PLAN FEE DISCLOSURE FORM
For Services Provided by (Provider)
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 \$6,410,841.00 Eligible Employees 47

Plan Expenses

Fund Name	Fund Expenses ⁽¹⁾	Fund Balance	Provider % ⁽²⁾	Provider Fees
Principal Stable Value Fund	1.11%	\$235,947.00	0.69%	\$1,628.0
BlackRock US Total Bond Index Investor A Fund	0.57%	\$63,194.00	0.52%	\$328.61
Principal Inflation Protection R4 Fund	0.98%	\$3,018.00	0.73%	\$22.03
Prudential Total Return Bond A Fund	0.98%	\$73,878.00	0.72%	\$531.92
Prudential High-Yield A Fund	1.04%	\$8,690.00	0.72%	\$62.57
MFS Value R2 Fund	1.33%	\$234,217.00	0.97%	\$2,271.9
Principal LargeCap S&P 500 Index R4 Fund	0.76%	\$713,326.00	0.61%	\$4,351.2
Principal LifeTime 2015 R4 Fund	1.28%	\$112,580.00	0.77%	\$866.87
Principal LifeTime 2020 R4 Fund	1.31%	\$717,137.00	0.78%	\$5,593.6
Principal LifeTime 2025 R4 Fund	1.32%	\$214,116.00	0.79%	\$1,691.5
Principal LifeTime 2030 R4 Fund	1.33%	\$202,637.00	0.79%	\$1,600.8
Principal LifeTime 2035 R4 Fund	1.28%	\$801,467.00	0.79%	\$6,331.5
Principal LifeTime 2040 R4 Fund	1.31%	\$640,756.00	0.79%	\$5,061.9
Principal LifeTime 2045 R4 Fund	1.32%	\$172,649.00	0.80%	\$1,381.1
Principal LifeTime 2050 R4 Fund	1.33%	\$80,987.00	0.80%	\$647.90
Principal LifeTime 2055 R4 Fund	1.33%	\$24,745.00	0.81%	\$200.43
Principal Real Estate Securities R4 Fund	1.42%	\$115,300.00	0.69%	\$795.57
Principal LargeCap Growth I R4 Fund	1.19%	\$277,828.00	0.81%	\$2,250.4
Principal SmallCap S&P 600 Index R4 Fund	0.76%	\$708,493.00	0.61%	\$4,321.8
Principal SmallCap Value II R4 Fund	1.63%	\$179,394.00	0.87%	\$1,560.7
Prudential Jennison Small Company A Fund	1.36%	\$199,987.00	0.72%	\$1,439.9
American Beacon International Equity AdvFund	1.42%	\$92,150.00	0.72%	\$663.48
American Funds New World R3 Fund	1.56%	\$25,428.00	0.87%	\$221.22
Oppenheimer International Growth R Fund	1.60%	\$23,065.00	0.97%	\$223.73
Principal International Equity Index R4 Fund	0.94%	\$489,852.00	0.68%	\$3,330.9

Provider fees paid from Fund Expenses	\$47,380.17
Provider fees deducted from participant accounts or paid by employer	\$0.00
Investment expenses (i.e., Fund Expenses not used to pay provider fees)	\$26,324.93
Total (“all-in”) plan expenses	<u>\$73,705.10</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 \$6,410,841.00 Eligible Employees 47

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	\$7,138.67
Investment expenses (i.e., Fund Expenses not used to pay provider fees)	\$7,631.96
Total (“all-in”) plan expenses	<u>\$14,770.63</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.