

401(k) PLAN FEE DISCLOSURE FORM
For Services Provided by Fidelity
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 \$4,491,011.00 Eligible Employees 59

Plan Expenses

Fund Name	Fund Expenses ⁽¹⁾	Fund Balance	Provider % ⁽²⁾	Provider Fees
ABF LG CAP VAL INV	0.96%	\$249,728	0.40%	\$998.91
FID 500 INDEX	0.02%	\$114,292	0.00%	\$0.00
FID BALANCED	0.53%	\$81,027	0.25%	\$202.57
FID CAPITAL APPREC	0.62%	\$131,278	0.25%	\$328.20
FID CONTRAFUND	0.85%	\$452,945	0.25%	\$1,132.3
FID EMERGING MKTS	0.94%	\$126,070	0.25%	\$315.18
FID FREEDOM 2005	0.47%	\$0	0.25%	\$0.00
FID FREEDOM 2010	0.51%	\$1,676	0.25%	\$4.19
FID FREEDOM 2015	0.55%	\$2,282	0.25%	\$5.71
FID FREEDOM 2020	0.60%	\$823,614	0.25%	\$2,059.0
FID FREEDOM 2025	0.64%	\$4,351	0.25%	\$10.88
FID FREEDOM 2030	0.68%	\$31,965	0.25%	\$79.91
FID FREEDOM 2035	0.72%	\$100,344	0.25%	\$250.86
FID FREEDOM 2040	0.75%	\$240,469	0.25%	\$601.17
FID FREEDOM 2045	0.75%	\$67,830	0.25%	\$169.58
FID FREEDOM 2050	0.75%	\$135,627	0.25%	\$339.07
FID FREEDOM 2055	0.75%	\$36,678	0.25%	\$91.70
FID FREEDOM 2060	0.75%	\$925	0.25%	\$2.31
FID FREEDOM 2065	0.75%	\$0	0.25%	\$0.00
FID FREEDOM INCOME	0.47%	\$4,119	0.25%	\$10.30
FID GOVT MMKT	0.42%	\$89,865	0.10%	\$89.87
FID INFL PR BD IDX	0.05%	\$167	0.00%	\$0.00
FID INTL DISCOVERY	0.78%	\$227,934	0.25%	\$569.84
FID LARGE CAP STOCK	0.47%	\$91,494	0.25%	\$228.74
FID PACIFIC BASIN	0.97%	\$5,167	0.25%	\$12.92
FID SEL HEALTHCARE	0.70%	\$346,382	0.25%	\$865.96
FID SEL IT SERVICES	0.73%	\$177,573	0.25%	\$443.93
FID SEL UTILITIES	0.75%	\$96,936	0.25%	\$242.34
FID SMALL CAP VALUE	0.66%	\$115,460	0.25%	\$288.65
FID STK SEL MID CAP	0.94%	\$110,088	0.25%	\$275.22
FID WORLDWIDE	0.99%	\$21,368	0.25%	\$53.42
JPM MID CAP VALUE A	1.24%	\$84,428	0.50%	\$422.14
PGIM J MID-CAP GR A	1.07%	\$14,714	0.35%	\$51.50

PIMCO TOT RETURN ADM	0.96%	\$476,987	0.25%	\$1,192.4
ROYCE OPPORTUNITY S	1.49%	\$27,228	0.45%	\$122.53

Provider fees paid from Fund Expenses	\$11,461.41
Provider fees deducted from participant accounts or paid by employer	\$3,592.81
Investment expenses (i.e., Fund Expenses not used to pay provider fees)	\$22,079.63
Total (“all-in”) plan expenses	<u>\$37,133.85</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 \$4,491,011.00 Eligible Employees 59

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	\$5,962.81
Investment expenses (i.e., Fund Expenses not used to pay provider fees)	\$5,346.44
Total (“all-in”) plan expenses	<u>\$11,309.25</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.