

**401(k) PLAN FEE DISCLOSURE FORM**  
**For Services Provided by July Business Services**  
**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 \$423,353.00      Eligible Employees 21

**Plan Expenses**

Fund Name	Fund Expenses <sup>(1)</sup>	Fund Balance	Provider % <sup>(2)</sup>	Provider Fees
American Funds Capital Income Builder R6	0.27%	\$3,813.00	0.00%	\$0.00
American Funds New World R6	0.60%	\$0.00	0.00%	\$0.00
Columbia Balanced Inst3	0.74%	\$114,145.00	0.00%	\$0.00
Deposit Management Program I	0.20%	\$416.00	0.00%	\$0.00
DFA U.S. Large Company Portfolio	0.08%	\$164.00	0.00%	\$0.00
Fidelity International Index Instl Prm	0.04%	\$0.00	0.00%	\$0.00
Goldman Sachs Absolute Ret Trckr R6	0.70%	\$0.00	0.00%	\$0.00
Invesco Equally-Wtd S&P 500 R6	0.22%	\$0.00	0.00%	\$0.00
Northern Mid Cap Index Fund	0.15%	\$0.00	0.00%	\$0.00
PIMCO Income Inst	1.09%	\$0.00	0.00%	\$0.00
T. Rowe Price Spectrum Mod Gr Alie	0.78%	\$17,424.00	0.15%	\$26.14
TIAA-CREF lifecycle Index Ret Inc Inst	0.10%	\$0.00	0.00%	\$0.00
Vanguard Equity-Income Inv	0.27%	\$36,250.00	0.00%	\$0.00
Vanguard Wellesley Income Inv	0.23%	\$101,580.00	0.00%	\$0.00
Participant Loans	0.00%	\$149,561.00	0.00%	\$0.00

Provider fees paid from Fund Expenses	<b>\$26.14</b>
Provider fees deducted from participant accounts or paid by employer	<b>\$4,447.00</b>
Investment expenses (i.e., Fund Expenses not used to pay provider fees)	<b>\$1,297.21</b>
Total (“all-in”) plan expenses	<b><u>\$5,770.35</u></b>

<sup>(1)</sup>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.

<sup>(2)</sup>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 \$423,353.00      Eligible Employees 21

**Annual Fees**

Fund Name	Fund Expenses <sup>(2)</sup>	Fund Balance	Provider % <sup>(3)</sup>	Provider Fees
Vanguard Federal Money Market Fund <sup>(1)</sup>	0.11%	Balances are irrelevant. Employee Fiduciary retains no revenue sharing!	0.00%	\$0.00
Vanguard Total Bond Market Index Fund <sup>(1)</sup>	0.06%		0.00%	\$0.00
Vanguard 500 Index Fund <sup>(1)</sup>	0.05%		0.00%	\$0.00
Vanguard Extended Market Index Fund <sup>(1)</sup>	0.09%		0.00%	\$0.00
Vanguard Total Stock Market Index Fund <sup>(1)</sup>	0.05%		0.00%	\$0.00
Vanguard Total International Stock Index Fund <sup>(1)</sup>	0.11%		0.00%	\$0.00
Vanguard Inflation-Protected Securities Fund <sup>(1)</sup>	0.10%		0.00%	\$0.00
Vanguard Total International Bond Index Fund <sup>(1)</sup>	0.12%		0.00%	\$0.00
Vanguard Growth Index Fund <sup>(1)</sup>	0.08%		0.00%	\$0.00
Vanguard Value Index Fund <sup>(1)</sup>	0.08%		0.00%	\$0.00
Vanguard Target Retirement Income Fund <sup>(1)</sup>	0.13%		0.00%	\$0.00
Vanguard Target Retirement 2015 Fund <sup>(1)</sup>	0.14%		0.00%	\$0.00
Vanguard Target Retirement 2020 Fund <sup>(1)</sup>	0.14%		0.00%	\$0.00
Vanguard Target Retirement 2025 Fund <sup>(1)</sup>	0.14%		0.00%	\$0.00
Vanguard Target Retirement 2030 Fund <sup>(1)</sup>	0.15%		0.00%	\$0.00
Vanguard Target Retirement 2035 Fund <sup>(1)</sup>	0.15%		0.00%	\$0.00
Vanguard Target Retirement 2040 Fund <sup>(1)</sup>	0.16%		0.00%	\$0.00
Vanguard Target Retirement 2045 Fund <sup>(1)</sup>	0.16%		0.00%	\$0.00
Vanguard Target Retirement 2050 Fund <sup>(1)</sup>	0.16%		0.00%	\$0.00
Vanguard Target Retirement 2055 Fund <sup>(1)</sup>	0.16%		0.00%	\$0.00
Vanguard Target Retirement 2060 Fund <sup>(1)</sup>	0.16%	0.00%	\$0.00	

Provider fees paid from Fund Expenses	<b>\$0.00</b>
Provider fees deducted from participant accounts or paid by employer	<b>\$1,838.68</b>
Investment expenses (i.e., Fund Expenses not used to pay provider fees)	<b>\$503.99</b>
Total (“all-in”) plan expenses	<b><u>\$2,342.67</u></b>

<sup>(1)</sup>Fund represents an example of the low cost funds available at Employee Fiduciary.

<sup>(2)</sup>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.

<sup>(3)</sup>Provider % includes revenue sharing paid to the provider by the investment fund or wrap fees added by the provider. These expenses lower investor returns.

