

**401(k) PLAN FEE DISCLOSURE FORM**  
**For Services Provided by Paychex**  
**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 \$2,685,277.32      Eligible Employees 15

**Plan Expenses**

Fund Name	Fund Expenses <sup>(1)</sup>	Fund Balance	Provider % <sup>(2)</sup>	Provider Fees
AMERICAN CENTURY HERITAGE INV	1.01%	\$40,841.92	0.25%	\$102.10
AMERICAN CENTURY UTILITIES INV	0.67%	\$19,212.30	0.25%	\$48.03
ARTISAN INTERNATIONAL INV	1.18%	\$12,117.09	0.35%	\$42.41
COLUMBIA ACORN INTERNATIONAL INST	0.99%	\$37,315.75	0.25%	\$93.29
COLUMBIA GLOBAL TECHNOLOGY GROWTH INST	1.00%	\$178,794.53	0.25%	\$446.99
COLUMBIA LARGE CAP GROWTH III INST	0.80%	\$510.74	0.25%	\$1.28
COLUMBIA SELECT MID CAP VALUE INST	0.92%	\$132,080.16	0.25%	\$330.20
COLUMBIA SMALL CAP VALUE I INST	1.07%	\$103,938.75	0.25%	\$259.85
FIDELITY ADVISOR REAL ESTATE I	0.82%	\$46,825.29	0.25%	\$117.06
FIDELITY ADVISOR STRATEGIC INCOME RETAIL	0.69%	\$493.54	0.10%	\$0.49
FIDELITY BALANCED	0.53%	\$109,533.71	0.25%	\$273.83
FIDELITY FREEDOM 2010	0.52%	\$0.00	0.25%	\$0.00
FIDELITY FREEDOM 2030	0.69%	\$156,338.38	0.25%	\$390.85
FIDELITY STRATEGIC DIVIDEND & INCOME	0.72%	\$508.84	0.25%	\$1.27
FRANKLIN INCOME R	0.97%	\$0.00	0.15%	\$0.00
JANUS HENDERSON CONTRARIAN T	0.74%	\$5,486.35	0.25%	\$13.72
SCHWAB HEALTH CARE	0.80%	\$23,558.09	0.10%	\$23.56
STATE STREET DISCIPLINED EMERGING MARKETS	1.25%	\$0.00	0.00%	\$0.00
T. ROWE PRICE MEDIA & TELECOMMUNICATIONS	0.78%	\$34,160.14	0.15%	\$51.24
T. ROWE PRICE RETIREMENT 2020 ADV	0.86%	\$148,590.21	0.15%	\$222.89
T. ROWE PRICE RETIREMENT 2040 ADV	0.97%	\$553,256.72	0.15%	\$829.89
VANGUARD GLOBAL EQUITY INV	0.48%	\$210,326.66	0.00%	\$0.00
VANGUARD INTERMEDIATE TERM INVESTMENT	0.20%	\$50.72	0.00%	\$0.00
VANGUARD LONG TERM INVESTMENT GRADE INV	0.22%	\$5,318.71	0.00%	\$0.00
VANGUARD MID CAP INDEX FUND ADML	0.05%	\$83,000.98	0.00%	\$0.00
VANGUARD MONEY MARKET RESERVES FEDERAL	0.11%	\$19,552.20	0.00%	\$0.00
VANGUARD SHORT TERM INVESTMENT GRADE	0.20%	\$558.03	0.00%	\$0.00
VANGUARD SMALL CAP GROWTH INDEX ADML	0.07%	\$4,587.08	0.00%	\$0.00
VANGUARD SMALL CAP INDEX ADML	0.05%	\$134,845.40	0.00%	\$0.00
VANGUARD TARGET RETIREMENT 2025 INV	0.13%	\$116,646.32	0.00%	\$0.00
VANGUARD TARGET RETIREMENT 2035 INV	0.14%	\$189,962.62	0.00%	\$0.00
VANGUARD TARGET RETIREMENT 2045 INV	0.15%	\$1,988.14	0.00%	\$0.00
VANGUARD VALUE INDEX ADML	0.05%	\$119,325.67	0.00%	\$0.00

VANGUARD WELLESLEY INCOME INV	0.23%	\$195,552.28	0.00%	\$0.00
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Provider fees paid from Fund Expenses **\$3,248.94**

Provider fees deducted from participant accounts or paid by employer **\$0.00**

Investment expenses (i.e., Fund Expenses not used to pay provider fees) **\$13,200.42**

Total (“all-in”) plan expenses **\$16,449.36**

(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.

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**For Services Provided by Employee Fiduciary**  
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 Investment Professional       Other (Describe): \_\_\_\_\_

**Assumptions**

Total Plan Assets \$2,685,277.32      Eligible Employees 15

**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>\$3,648.22</b>
Investment expenses (i.e., Fund Expenses not used to pay provider fees)	<b>\$3,196.76</b>
Total (“all-in”) plan expenses	<b><u>\$6,844.98</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.