

401(k) PLAN FEE DISCLOSURE FORM
For Services Provided by Principal
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 \$26,279,120.00 Eligible Employees 87

Plan Expenses

Fund Name	Fund Expenses ⁽¹⁾	Fund Balance	Provider % ⁽²⁾	Provider Fees
MFS Value R6 Fund	0.71%	\$750,270	0.24%	\$1,800.6
Capital Appreciation Separate Account-Z	0.60%	\$590,100	0.24%	\$1,416.2
LargeCap S&P 500 Index Separate Account-Z	0.29%	\$1,913,610	0.24%	\$4,592.6
American Funds Growth Fund of America R6 Fund	0.54%	\$1,593,270	0.24%	\$3,823.8
MidCap Value I Separate Account-Z	0.73%	\$1,348,800	0.24%	\$3,237.1
MidCap S&P 400 Index Separate Account-Z	0.29%	\$668,780	0.24%	\$1,605.0
MidCap Separate Account-Z	0.61%	\$809,280	0.24%	\$1,942.2
MidCap Growth III Separate Account-Z	0.84%	\$449,600	0.24%	\$1,079.0
American Century Small Cap Value R6 Fund	1.14%	\$871,100	0.24%	\$2,090.6
SmallCap S&P 600 Index Separate Account-Z	0.29%	\$528,280	0.24%	\$1,267.8
Invesco Small Cap Growth R6 Fund	0.95%	\$935,730	0.24%	\$2,245.7
Real Estate Securities Separate Account-Z	0.94%	\$873,910	0.24%	\$2,097.3
Diversified International Separate Account-Z	0.67%	\$646,300	0.24%	\$1,551.1
SAM Flexible Income Separate Account-Z	0.72%	\$59,010	0.24%	\$141.62
SAM Conservative Balanced Separate Account-Z	0.73%	\$432,740	0.24%	\$1,038.5
SAM Balanced Separate Account-Z	0.73%	\$390,590	0.24%	\$937.42
SAM Conservative Growth Separate Account-Z	0.72%	\$553,570	0.24%	\$1,328.5
SAM Strategic Growth Separate Account-Z	0.76%	\$570,430	0.24%	\$1,369.0
Principal LifeTime Strategic Income Separate	0.53%	\$30,910	0.24%	\$74.18
Principal LifeTime 2010 Separate Account-Z	0.55%	\$112,400	0.24%	\$269.76
Principal LifeTime 2015 Separate Account-Z	0.57%	\$129,260	0.24%	\$310.22
Principal LifeTime 2020 Separate Account-Z	0.56%	\$643,490	0.24%	\$1,544.3
Principal LifeTime 2025 Separate Account-Z	0.59%	\$446,790	0.24%	\$1,072.3
Principal LifeTime 2030 Separate Account-Z	0.62%	\$2,843,720	0.24%	\$6,824.9
Principal LifeTime 2035 Separate Account-Z	0.63%	\$146,120	0.24%	\$350.69
Principal LifeTime 2040 Separate Account-Z	0.65%	\$1,531,450	0.24%	\$3,675.4
Principal LifeTime 2045 Separate Account-Z	0.67%	\$857,050	0.24%	\$2,056.9
Principal LifeTime 2050 Separate Account-Z	0.67%	\$1,337,560	0.24%	\$3,210.1
Principal LifeTime 2055 Separate Account-Z	0.69%	\$154,550	0.24%	\$370.92
Principal LifeTime 2060 Separate Account-Z	0.69%	\$59,010	0.24%	\$141.62
Principal Stable Value Z Fund	0.57%	\$1,705,670	0.24%	\$4,093.6
Liquid Assets Separate Account-Z	0.42%	\$14,050	0.24%	\$33.72
Franklin High Income R6 Fund	0.76%	\$716,550	0.24%	\$1,719.7
Putnam Income R6 Fund	0.62%	\$885,150	0.24%	\$2,124.3

U.S. Property Separate Account-Z	1.03%	\$680,020	0.24%	\$1,632.0
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Provider fees paid from Fund Expenses	\$63,069.89
Provider fees deducted from participant accounts or paid by employer	\$0.00
Investment expenses (i.e., Fund Expenses not used to pay provider fees)	\$108,263.96
Total (“all-in”) plan expenses	<u>\$171,333.85</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.

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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 \$26,279,120.00 Eligible Employees 87

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	\$24,233.30
Investment expenses (i.e., Fund Expenses not used to pay provider fees)	\$31,284.67
Total (“all-in”) plan expenses	<u>\$55,517.96</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.

