

401(k) PLAN FEE DISCLOSURE FORM
For Services Provided by Voya
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 \$1,577,672.13 Eligible Employees 56

Plan Expenses

| Fund Name | Fund Expenses ⁽¹⁾ | Fund Balance | Provider % ⁽²⁾ | Provider Fees |
|--------------------------------------|------------------------------|--------------|---------------------------|---------------|
| Franklin Small Cap Value VIP Fd 2 | 1.93% | \$21,969.52 | 1.45% | \$318.56 |
| Vrts NFJ Div Val Fd Ins | 2.00% | \$12,636.50 | 1.40% | \$176.91 |
| PIMCO Total Return Fund R | 1.94% | \$4,501.12 | 1.35% | \$60.77 |
| Voya Russell Mid Cap Index Port I | 1.55% | \$23,763.71 | 1.45% | \$344.57 |
| Voya Russell Sm Cp Index Port I | 1.60% | \$3,761.71 | 1.45% | \$54.54 |
| Thornburg Intl Equity Fnd R4 | 2.15% | \$6,011.21 | 1.40% | \$84.16 |
| TRowePrc Retirement 2025 Fund R | 2.01% | \$29,785.68 | 1.55% | \$461.68 |
| TRowePrc Retirement 2030 Fund R | 2.04% | \$115,077.12 | 1.55% | \$1,783.7 |
| TRowePrc Retirement 2035 Fund R | 2.07% | \$343,299.41 | 1.55% | \$5,321.1 |
| TRowePrc Retirement 2040 Fund R | 2.09% | \$140,309.01 | 1.55% | \$2,174.7 |
| TRowePrc Retirement 2045 Fund R | 2.11% | \$226,892.35 | 1.55% | \$3,516.8 |
| TRowePrc Retirement 2050 Fund R | 2.11% | \$510,878.33 | 1.55% | \$7,918.6 |
| TRowePrc Retirement 2055 Fund R | 2.11% | \$89,371.56 | 1.55% | \$1,385.2 |
| Fidelity Adv New Insights Fund M | 2.21% | \$14,216.95 | 1.55% | \$220.36 |
| MFS Emerging Markets Debt Fund R2 | 1.99% | \$2,330.37 | 1.40% | \$32.63 |
| Alger Capital Appreciation Fund A | 2.07% | \$9,610.24 | 1.55% | \$148.96 |
| Janus Hndrsn Overseas Fund S | 2.13% | \$523.35 | 1.40% | \$7.33 |
| Voya Fixed Account | 0.29% | \$103.34 | 0.29% | \$0.30 |
| Voya MidCap Opportunities Port S | 1.46% | \$3,156.02 | 1.10% | \$34.72 |
| MainStay CBRE Real Estate Fd A | 1.73% | \$325.36 | 0.95% | \$3.09 |
| Voya Gov Money Mkt Fnd A (Hold Acct) | 0.41% | \$0.00 | 0.17% | \$0.00 |
| BlackRock Equity Dividend Fund R | 1.93% | \$7,440.81 | 1.40% | \$104.17 |
| VY JPMorgan Emrg Mkts Eq Port Srv | 2.40% | \$6,833.94 | 1.43% | \$97.73 |
| PIMCO All Asset Fund R | 2.53% | \$4,643.85 | 1.35% | \$62.69 |
| BlackRock Energy Opport Fd Inv A | 1.87% | \$230.67 | 1.05% | \$2.42 |

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|---|---------------------------|
| Provider fees paid from Fund Expenses | \$24,315.91 |
| Provider fees deducted from participant accounts or paid by employer | \$0.00 |
| Investment expenses (i.e., Fund Expenses not used to pay provider fees) | \$8,495.72 |
| Total (“all-in”) plan expenses | <u>\$32,811.63</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 \$1,577,672.13 Eligible Employees 56

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 | |

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|---|--------------------------|
| Provider fees paid from Fund Expenses | \$0.00 |
| Provider fees deducted from participant accounts or paid by employer | \$3,542.14 |
| Investment expenses (i.e., Fund Expenses not used to pay provider fees) | \$1,878.18 |
| Total (“all-in”) plan expenses | <u>\$5,420.32</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.