

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 \$1,935,674.59 Eligible Employees 28

Plan Expenses

Fund Name	Fund Expenses ⁽¹⁾	Fund Balance	Provider % ⁽²⁾	Provider Fees
BLACKROCK GLOBAL DIVIDEND PORTFOLIO I	0.72%	\$78,402.03	0.25%	\$196.01
BUFFALO FLEXIBLE INCOME	1.01%	\$4,451.08	0.25%	\$11.13
DELAWARE US GROWTH INST	0.81%	\$13,617.29	0.25%	\$34.04
FIDELITY SELECT MATERIALS	0.79%	\$10,419.74	0.25%	\$26.05
FIDELITY SELECT SOFTWARE & IT SERVICES	0.73%	\$329,471.28	0.25%	\$823.68
FIDELITY STRATEGIC DIVIDEND & INCOME	0.76%	\$39,762.35	0.25%	\$99.41
FIRST EAGLE GOLD I	0.99%	\$18,433.47	0.00%	\$0.00
FIRST EAGLE OVERSEAS I	0.87%	\$1,172.89	0.00%	\$0.00
IVY HIGH INCOME I	0.72%	\$19,758.80	0.10%	\$19.76
JANUS HENDERSON TRITON I	0.77%	\$46,118.50	0.10%	\$46.12
NEUBERGER BERMAN INTERNATIONAL EQUITY	0.86%	\$1,210.54	0.10%	\$1.21
NICHOLAS EQUITY INCOME INST	0.72%	\$0.00	0.00%	\$0.00
OPPENHEIMER INTERNATIONAL GROWTH I	0.69%	\$29,848.56	0.00%	\$0.00
PIMCO ALL ASSET I-2	1.11%	\$4,348.56	0.05%	\$2.17
PIMCO INCOME I-2	0.84%	\$10,237.45	0.05%	\$5.12
PIMCO INTERNATIONAL BOND (U.S. DOLLAR-	0.66%	\$8,453.35	0.05%	\$4.23
PIMCO TOTAL RETURN I-2	0.65%	\$62,461.90	0.05%	\$31.23
T. ROWE PRICE HEALTH SCIENCES	0.77%	\$248,353.28	0.15%	\$372.53
THORNBURG DEVELOPING WORLD R6	0.99%	\$18,106.21	0.00%	\$0.00
VANGUARD 500 INDEX ADML	0.04%	\$183,953.05	0.00%	\$0.00
VANGUARD BALANCED INDEX ADML	0.07%	\$30,448.44	0.00%	\$0.00
VANGUARD DIVIDEND GROWTH INV	0.26%	\$60,154.25	0.00%	\$0.00
VANGUARD GROWTH INDEX ADML	0.05%	\$41,093.80	0.00%	\$0.00
VANGUARD INFLATION PROTECTED SECURITIES	0.10%	\$47,475.40	0.00%	\$0.00
VANGUARD INTERM TERM BOND ADML	0.07%	\$193,124.15	0.00%	\$0.00
VANGUARD INTERMEDIATE-TERM TREASURY	0.07%	\$9,833.88	0.00%	\$0.00
VANGUARD MID CAP INDEX FUND ADML	0.05%	\$35,448.58	0.00%	\$0.00
VANGUARD MONEY MARKET RESERVES FEDERAL	0.11%	\$57,043.73	0.00%	\$0.00
VANGUARD REAL ESTATE INDEX ADML	0.12%	\$28,713.66	0.00%	\$0.00
VANGUARD SHORT TERM BOND INDEX ADML	0.07%	\$10,166.37	0.00%	\$0.00
VANGUARD SMALL CAP INDEX ADML	0.05%	\$95,324.50	0.00%	\$0.00
VANGUARD TARGET RETIREMENT 2015 INV	0.13%	\$0.00	0.00%	\$0.00
VANGUARD TARGET RETIREMENT 2020 INV	0.13%	\$0.00	0.00%	\$0.00

VANGUARD TARGET RETIREMENT 2025 INV	0.14%	\$0.00	0.00%	\$0.00
VANGUARD TARGET RETIREMENT 2030 INV	0.14%	\$9,904.79	0.00%	\$0.00
VANGUARD TARGET RETIREMENT 2040 INV	0.15%	\$9,492.70	0.00%	\$0.00
VANGUARD TARGET RETIREMENT 2045 INV	0.15%	\$25,459.12	0.00%	\$0.00
VANGUARD TARGET RETIREMENT 2055 INV	0.15%	\$28,995.47	0.00%	\$0.00
VANGUARD TARGET RETIREMENT INCOME INV	0.13%	\$0.00	0.00%	\$0.00
VANGUARD TOTAL INTERNATIONAL STOCK INDEX	0.11%	\$38,671.20	0.00%	\$0.00
VANGUARD VALUE INDEX ADML	0.05%	\$72,042.11	0.00%	\$0.00
VANGUARD WELLESLEY INCOME ADML	0.15%	\$13,702.11	0.00%	\$0.00

Provider fees paid from Fund Expenses **\$1,672.68**

Provider fees deducted from participant accounts or paid by employer **\$3,600.00**

Investment expenses (i.e., Fund Expenses not used to pay provider fees) **\$6,270.79**

Total (“all-in”) plan expenses **\$11,543.46**

⁽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 \$1,935,674.59 Eligible Employees 28

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	\$3,048.54
Investment expenses (i.e., Fund Expenses not used to pay provider fees)	\$2,304.37
Total (“all-in”) plan expenses	<u>\$5,352.91</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.