

Value & Fee Benchmark Report with FEEPOINT® Calculation

Company ABC's 401(k) Plan

PRESENTED BY

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SERVICE PROVIDERS

Investment Managers · Various

Recordkeeper · RecordKeeper Testing company

Advisor · Test Advisor Company

PLAN ASSETS

\$11,914,485

PARTICIPANTS

177

DATA AS OF

June 30, 2026

REPORT GENERATED

July 20, 2026

PLAN NUMBER

15109913

REPORT ID

547579



Fees Reasonableness Guidelines

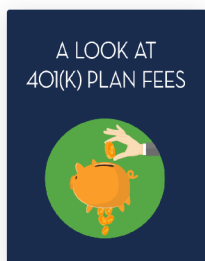
BMG: Guidelines Apply to All Plans

Plan benchmarking is about more than what the plan pays. The regulatory guidance and the case law below frame how fee reasonableness should be assessed by a plan committee acting in its fiduciary capacity.

GUIDELINE 1

Follow the Regulatory Guidance

Concluding paragraph — "A Look at 401(k) Plan Fees," US Department of Labor, September 2019.



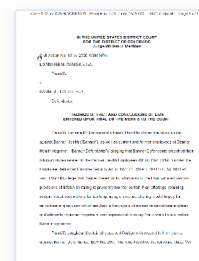
U.S. DEPARTMENT
OF LABOR

- "When you consider the fees in your 401(k) plan and their impact on your retirement income, remember that all services have costs."
- "If your employer has selected a bundled program of services and investments, compare all services received with the total cost."
- "Remember, too, that higher investment management fees do not necessarily mean better performance. Nor is cheaper necessarily better. Compare the net returns relative to the risks among available investment options."
- "And, finally, don't consider fees in a vacuum. They are only one part of the bigger picture including investment risk and returns, and the extent and quality of services provided."

GUIDELINE 2

Consider What the Courts Have Said

Excerpts from Finding of Fact — *Ramos vs. Banner Health* · Civil Action No. 15-cv-2556-WJM-NRN.



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DOC 470

- "This process may, but is not required to include an RFP or RFI."
(140)
- "Comparing apples to apples, the Court notes that record evidence indicates that from 2009 to 2017, there were 4,770 mega plans in this country. Tr. 1495:17–21 (Kmak). The Court finds that only two data points, consisting of Plans A and B, out of at least 4,770 possible data points during this eight-year period, is not a sufficient sample size to validate Schmidt's assertions about the reasonableness of fees."
(184)
- "The scant information Mr. Schmidt provided about these other experiences, including Plans A and B, does not allow the Court to meaningfully assess and consider whether the quality and service of the recordkeeper services provided to these comparator plans were on par with the service and quality of the recordkeeping and administrative services provided by RecordKeeper Testing company to the Plan."
(186)
- "He testified that all of the per-participant fee amounts falling within the fee ranges set forth in his opinion would have been prudent. Tr. 295:22–296:1 (Schmidt). Yet, when calculating his opinion for the resulting losses in this case, he consistently used the lowest possible fee amount in each fee range as the basis for these calculations."
(190)

The Math of Fees vs. Other Variables

BMG: **Hypothetical Participant Model**

To repeat the guidance from the DOL — "don't consider fees in a vacuum." The chart below shows the logic behind this statement, examining the impact on retirement outcomes for a typical participant of **20% changes** in four important variables: employee deferrals, employer match, investment returns, and recordkeeping fees.

RETIREMENT OUTCOMES — BASE CASE ASSUMPTIONS

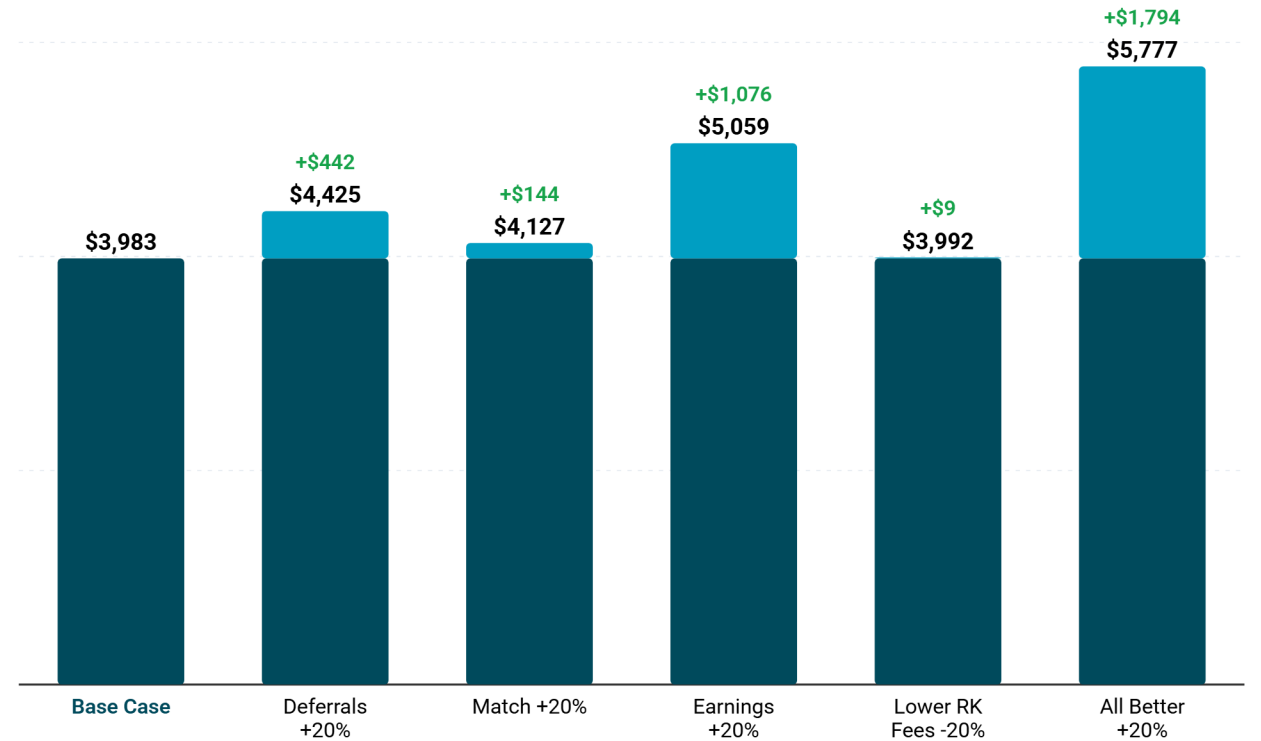
LEVER	BASE CASE	SCENARIO
Employee Deferral	6%	7.2%
Employer Match	50%	60%
Investment Returns	7.00%	8.4%
Recordkeeper Fees	\$165/pp	\$132/pp

HYPOTHETICAL PARTICIPANT PROFILE

Age	Salary	Beginning Balance
44	\$70,784	\$80,000
Retire At	Inflation	Annuitization Rate
67	2%	Current Rates

* This example uses a base case with the assumptions above. It examines the impact on monthly income at retirement age if each of four variables changes by 20%, and if all four change by 20%.

MONTHLY RETIREMENT INCOME AT AGE 67 — WHAT HAS THE LARGEST IMPACT?



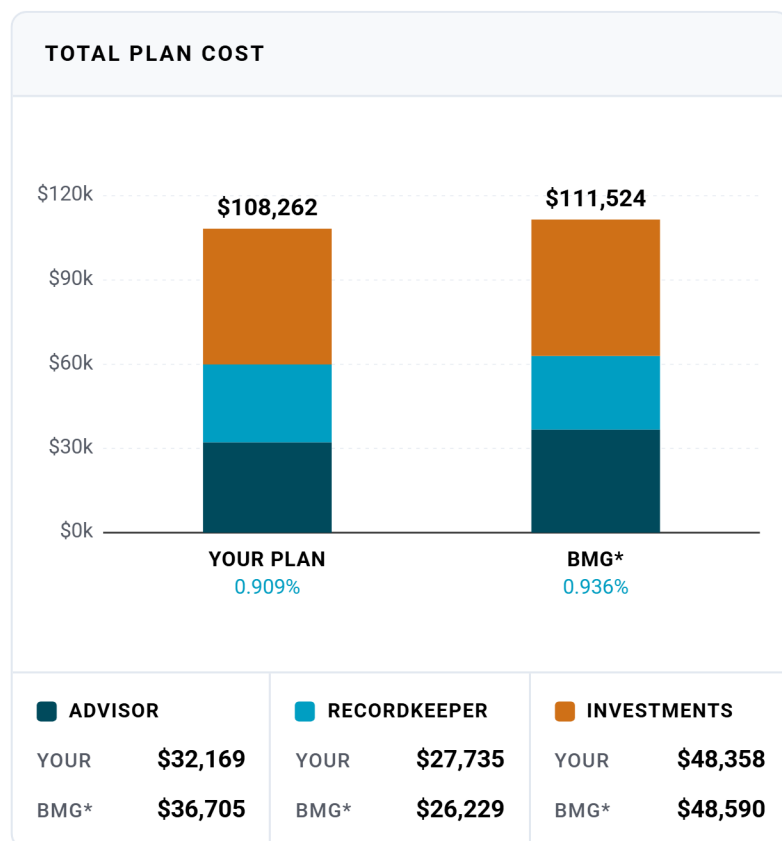
Rate of return will vary and may not match projection. Hypothetical rates of return do not reflect the expenses associated with investing. Of the four levers, **investment earnings** have the largest single-variable impact on monthly retirement income — far exceeding the impact of a 20% reduction in recordkeeper fees.



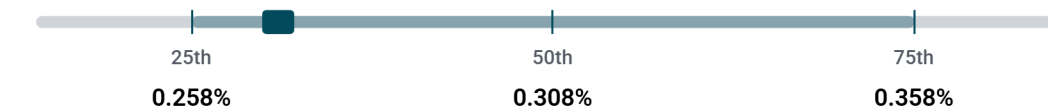
Total Fee Comparison

BMG: **Varies by Service Provider Type**Plan Assets: **\$11,914,485**Participants: **177**Average Balance: **\$67,313**

While Total Fees are not the ERISA Requirement, these charts are helpful for broad fee comparisons. It is essential to understand the Quality, Services, Value and "Extra Credit" items of your Service Providers to properly assess Fee Reasonableness. Please see the following pages for additional information.

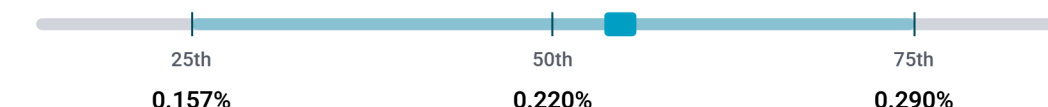


ADVISOR FEE ‡

YOUR PLAN **0.270%**

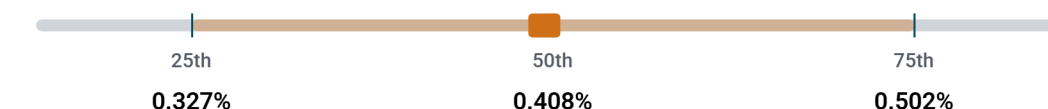
BMG: 2,086 Plans · \$10 – \$12.5MM in Assets

RECORDKEEPER FEE ^

YOUR PLAN **0.233%**

BMG: 158 Plans · \$11 – \$13MM in Assets · \$57.5 – \$77.5K avg. bal.

INVESTMENT FEE ^^

YOUR PLAN **0.406%**

BMG: 7,048 Plans · \$10 – \$15MM in Assets

* BMG stands for Benchmark Group. Values shown are the BMG 50th percentile for each service provider plus FEEPOINT® adjustments. ‡ Advisor values inclusive of FEEPOINT® adjustments of 0.058%. Unadjusted BMG – 25th: 0.200%, 50th: 0.250%, 75th: 0.300%. ^ Recordkeeper values inclusive of FEEPOINT® adjustments of 0.07%. Unadjusted BMG – 25th: 0.087%, 50th: 0.150%, 75th: 0.220%. ^^ Considers Your Plan's weighted asset allocation.



Retirement Outcomes

BMG: All plans in FDI database · Industry 52 — Finance & Insurance

One of the most important items to examine is how well the plan's service providers are helping its participants retire. Products and services that help participants retire earlier or better are worth more.

1 LEVERS THAT CAN DRIVE RETIREMENT OUTCOMES

Service providers can drive positive changes to Retirement Outcomes through any or all 3 levers on the right:

EDUCATION & ADVICE

Materials, group meetings, one-on-one and digital advice that change participant behavior.

PLAN DESIGN

Auto-enrollment, auto-escalation, eligibility, vesting, and lineup choices that compound over time.

EMPLOYER CONTRIBUTIONS

Match formula, profit-sharing, true-ups and other employer-funded contributions that accelerate balances.

2 PARTICIPANT SUCCESS MEASURES

These levers can impact seven key participant success measures, which affect participant retirement readiness across four critical areas:

- Saving for Retirement
- Investing for Retirement
- Preserving for Retirement
- Establishing Retirement Goals

MEASURE	YOUR PLAN	INDUSTRY MEDIAN
Plan Participation Rate	80.00%	77.77%
Plan Deferral Rate	8.00%	6.82%
Participants Maximizing Company Match	77.00%	75.00%
Plan Assets in Auto-Diversified Options	40.38%	44.00%
Terminated Participants NOT 'Cashing Out'	85.00%	79.52%
Participants with a Personal Retirement Goal	28.20%	New FDI Metric
Participants On Track to Achieve That Goal	65.70%	New FDI Metric

3 IMPACT ON RETIREMENT BALANCES

The table on the right shows how differences in the first four metrics from step 2 above can impact participant account balances at retirement (assuming all participants retire at age 67).

\$18.05M

INCREASE IN PLAN ASSETS

\$101,988

INCREASE IN PER-PART. BALANCE

PROJECTED PLAN ASSETS AT RETIREMENT



Hypothetical example; does not represent any specific situation. Rate of return will vary and may not match projection. The example uses a baseline 5% return for the Industry Median, then adjusts Your Plan based on the share of assets in Auto-Diversified options vs. the prior year — per the 2014 Financial Engines / Aon Hewitt study of 723,000 plan participants (\$55B AUM) using TDFs, managed accounts and online advice between Jan 1, 2006 and Dec 31, 2012.

ASSUMPTION	YOUR PLAN	INDUSTRY
Average Age	42	42
Average Salary	\$103,835	\$103,835
Inflation Rate	3.0%	3.0%
Beginning Balance	\$67,313	\$67,313
Employee Deferral	8.0%	6.8%
Rate of Return	5.4%	5.5%
Ending Balance	\$850,804	\$770,584
Number of Parts.	177	172
Projected Balance	\$150,592,308	\$132,540,448

Hierarchy of Sponsor Needs

Framework: **FDI's Hierarchy of Plan-Sponsor Fiduciary Needs**

ERISA allows plan sponsors to hire “experts” to help them with their fiduciary duty. The hierarchy below shows items that service providers may be doing to protect the sponsor as well as helping the plan achieve its objectives. Each level builds on the one before it – a service provider that delivers on Level 3 has, by definition, mastered Levels 1 and 2.

LEVEL 1 Fiduciary Obligations	LEVEL 2 Audit Readiness	LEVEL 3 Plan Sponsor Goals
Being an ERISA fiduciary isn't easy — it's known as one of the hardest and most demanding standards of conduct around. Service providers should help sponsors meet the fiduciary challenge with support, services, and expertise. SELECT FIDUCIARY OBLIGATIONS Policies and Procedures Selecting & Monitoring Investments Benchmarking Fees Ensuring Disclosures Are Sent Share Class Optimization	A plan's readiness for a DOL audit matters, even if it never has one. It should demonstrate proper plan governance achieved. Service providers should help sponsors be “audit ready” as a by-product of combined service delivery. SELECT AUDIT CHECKLIST ITEMS Timely Deposit of Contributions Timely Filing for Form 5500 Documentation and Meeting Notes Document Vault Complete Annual Plan Audit	Identifying and pursuing specific goals is a recipe for success — better decision-making and optimal resource allocation. Service providers often help sponsors set goals, build plans to achieve them, and track related progress. SAMPLE PLAN SPONSOR GOALS Eligibility Better Than Industry Expenditures Stay Within Budget Above-Average Use: “Help” Options Employer Match at Industry Median Improve Retirement Income



Investments: Line-up Characteristics

 BMG: **7,048 Plans · \$10 – \$15MM in Assets**

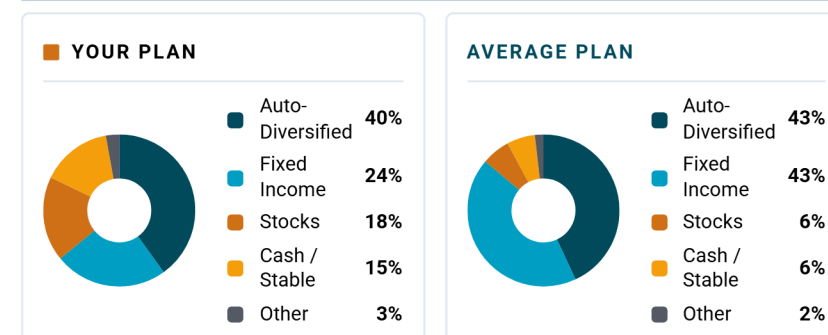
The information below compares how the plan's investment menu is structured — across asset categories, active/passive options, the total option count, and the overall asset allocation mix vs. the BMG.

Asset Category	Your Plan		BMG Mix	
	Offers?	Active or Passive	Active	Passive
Auto-Diversified Options				
Target Retirement Date Funds		Active		
Risk Based / Balanced Funds		Active		
Core Model Portfolios — Target Date		—		
Core Model Portfolios — Risk Based		—		
Managed Account Program		—	—	
Core Options				
Stable Value		Active		
Guaranteed / General Acct		—		
Money Market		—		
Fixed Income		Active		
High Yield		Active		
Large Cap Value		Active		
Large Cap Blend		Passive		
Large Cap Growth		Active		
Mid Cap Value		Active		
Mid Cap Blend		Passive		
Mid Cap Growth		—		
Small Cap Value		—		
Small Cap Blend		—		
Small Cap Growth		Active		
International		Active		
Emerging Markets		Other		
Global		Active		
Real Estate		Active		
Other Alternative Assets		—		
Other Asset Categories		—	—	
Other Options				
SDA / Fund Window		—	—	

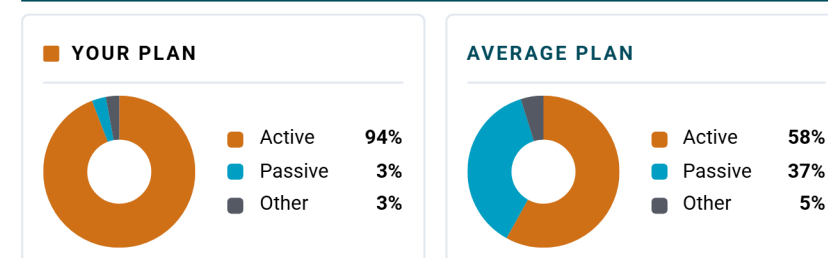
INVESTMENT OFFERING SUMMARY

METRIC	YOUR PLAN	AVERAGE PLAN
Total Number of Options	28	33
Auto-Diversified Options	13	14
Core Options	14	19
Other Options	1	0
Actively Managed Options	24	19
Passively Managed Options	2	10
Not Applicable Options	2	4

PLAN ASSET ALLOCATION (%)



ACTIVE VS. PASSIVE ALLOCATION (%)

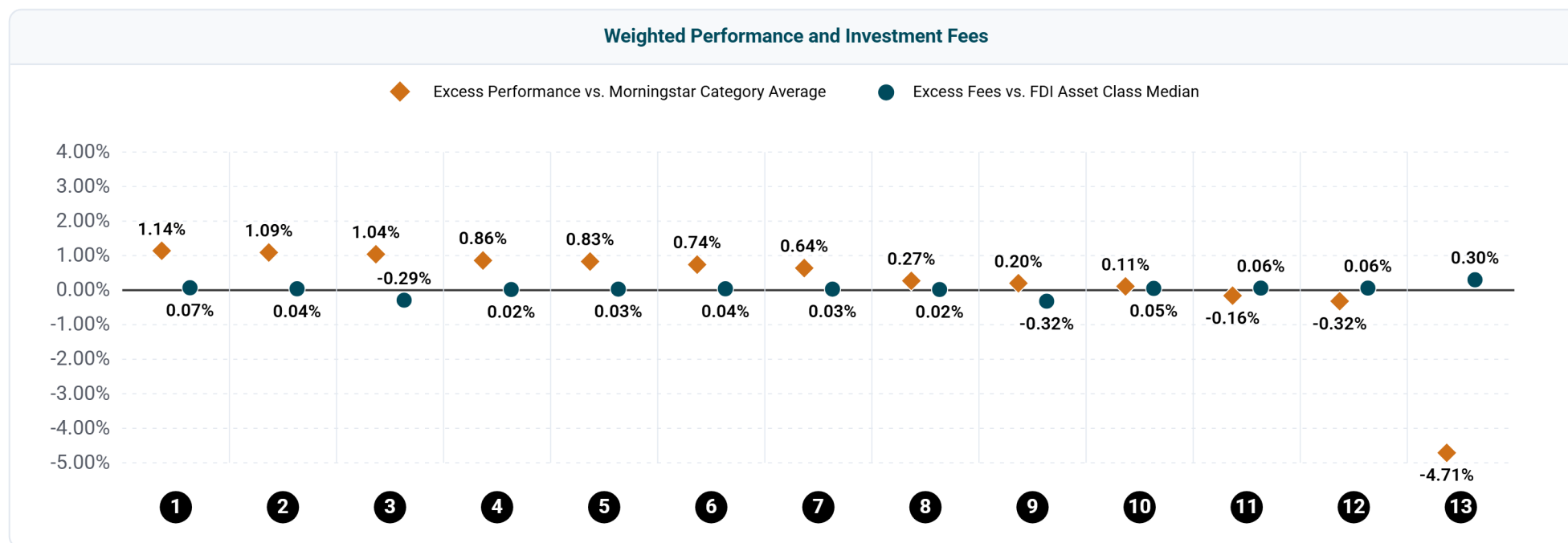




Investments: "Help" Options

BMG: 7,048 Plans · \$10–\$15MM in Assets

The chart below shows the tradeoff between performance and fees. Per the DOL: "cheaper is not necessarily better." **This information is NOT DEFINITIVE, but it does illustrate investments that should receive further scrutiny in terms of their organization, money manager, investment process and risk-adjusted performance.**



TARGET DATE AND/OR RISK BASED INVESTMENTS

1 T. Rowe Price Retirement 2010	8 T. Rowe Price Retirement 2040
2 T. Rowe Price Retirement 2015	9 T. Rowe Price Retirement Bal
3 Dodge & Cox Balanced I	10 T. Rowe Price Retirement 2045
4 T. Rowe Price Retirement 2030	11 T. Rowe Price Retirement 2050
5 T. Rowe Price Retirement 2020	12 T. Rowe Price Retirement 2055
6 T. Rowe Price Retirement 2025	13 Goldman Sachs Satellite Strat.
7 T. Rowe Price Retirement 2035	

* Passive option † Fee data not available

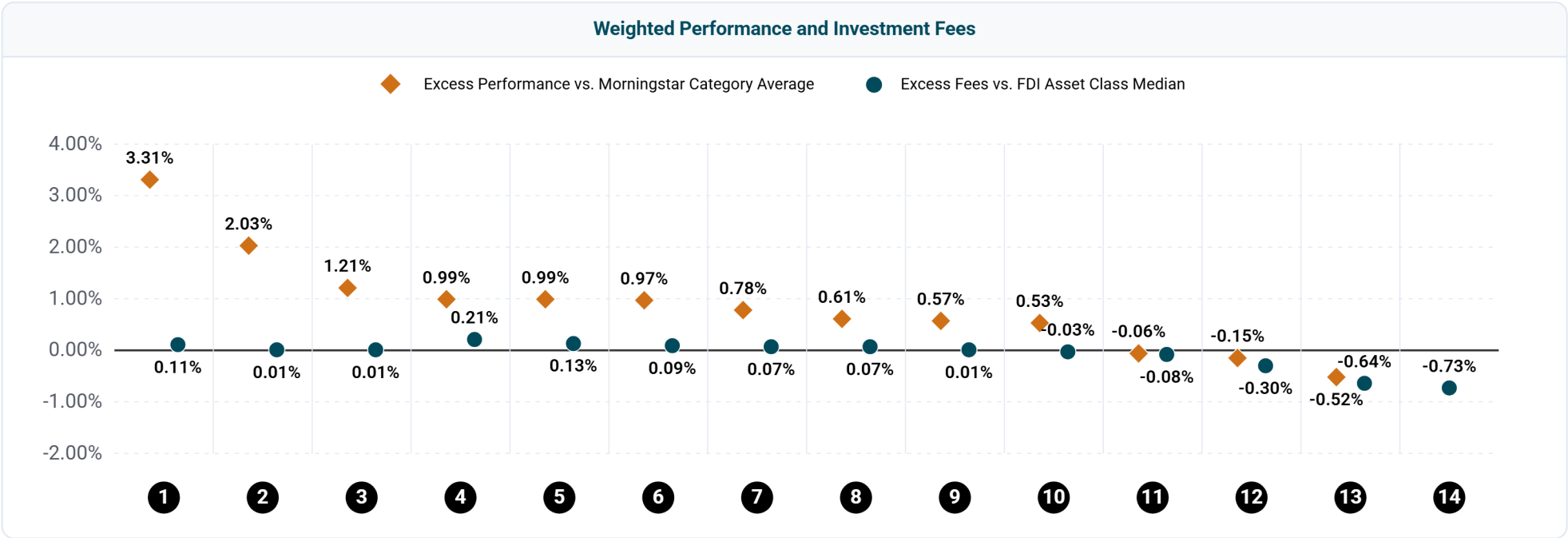
EXCESS FEES & PERFORMANCE - A HYPOTHETICAL EXAMPLE

MEASURE	INVESTMENT	CATEGORY	EXCESS	WEIGHT	RESULT
◆ CALCULATING EXCESS PERFORMANCE					
1-year Return	7.00%	8.00%	-1.00%	10%	-0.10%
3-year Return	6.50%	4.00%	+2.50%	40%	+1.00%
5-year Return	6.00%	5.00%	+1.00%	50%	+0.50%
EXCESS PERFORMANCE					+1.40%
● CALCULATING EXCESS FEES					
Total Exp. Ratio	0.64%	0.60%	+0.04%		
EXCESS FEES					+0.04%

Investments: Core Options

BMG: 7,048 Plans · \$10–\$15MM in Assets

The chart below shows the tradeoff between performance and fees. Per the DOL: “cheaper is not necessarily better.” **This information is NOT DEFINITIVE, but it does illustrate investments that should receive further scrutiny in terms of their organization, money manager, investment process and risk-adjusted performance.**



NON-HELP INVESTMENTS

1	AMG River Road Mid Cap Value N	8	Harbor Capital Appreciation Inv
2	DFA Emerging Markets I	9	Vanguard Extended Mkt Idx Inv
3	Vanguard Total Stock Mkt Idx	10	PIMCO Total Return Instl
4	BlackRock High Yield Instl	11	TCW MetWest Low Duration Bd M
5	Cohen & Steers Realty Shares L	12	Harbor International Inst.
6	BlackRock Equity Dividend Instl	13	Templeton Global Bond A
7	T. Rowe Price Small-Cap Stock	14	The Standard Stable Asset

* Passive option † Fee data not available

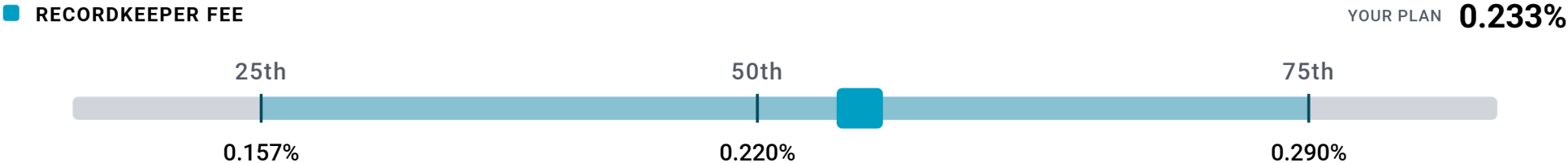
EXCESS FEES & PERFORMANCE - A HYPOTHETICAL EXAMPLE

MEASURE	INVESTMENT	CATEGORY	EXCESS	WEIGHT	RESULT
◆ CALCULATING EXCESS PERFORMANCE					
1-year Return	7.00%	8.00%	-1.00%	10%	-0.10%
3-year Return	6.50%	4.00%	+2.50%	40%	+1.00%
5-year Return	6.00%	5.00%	+1.00%	50%	+0.50%
EXCESS PERFORMANCE					+1.40%
● CALCULATING EXCESS FEES					
Total Exp. Ratio	0.64%	0.60%	+0.04%		
EXCESS FEES					+0.04%

Recordkeeper Fees

BMG: 158 Plans · \$11–\$13MM in Assets · \$57.5–\$77.5K avg. bal.

1 WHAT YOU ARE PAYING



2 WHAT YOU ARE GETTING

QUALITY

Per the DOL, the quality of a service provider may be considered when assessing fee reasonableness. The recordkeeper's quality rests on three pillars:

- People
- Processes
- Technology

SERVICES

The recordkeeper's services are assessed across 4 categories. See page 18 for more details.

YOUR PLAN BMG



VALUE

Value is measured by the impact the recordkeeper has on participant retirement outcomes:

FROM RETIREMENT OUTCOMES · P.4

\$18.05M More in projected plan assets vs. the industry median

\$101,988 Higher projected per-participant balance at retirement

EXTRAS

Market value of "Extra" services delivered by the recordkeeper versus the industry standard.

FEEPOINT® Adjustments	Amount (\$)	Amount (%)
Sponsor Meetings · +8 Hours	\$1,200	0.010%
Audit Support · +6 Hours	\$900	0.008%
Group Meetings · +2 Hours	\$300	0.003%
On-site Enrollment · 4 Events	\$1,800	0.015%

FEEPOINT® Adjustments	Amount (\$)	Amount (%)
Dedicated Service Team	\$2,100	0.018%
Custom Reporting Package	\$600	0.005%
Compliance Testing · Quarterly	\$840	0.007%
Plan Sponsor Portal · Premium	\$420	0.004%
TOTAL	\$8,160	0.070%

3 BALANCE THESE ITEMS

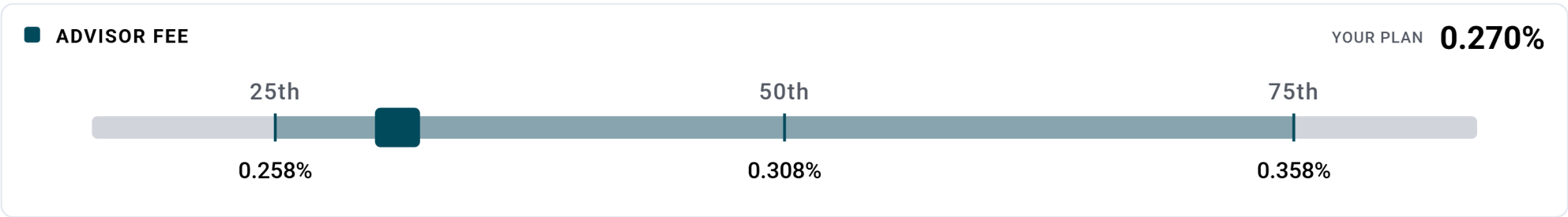
Weigh what you pay against what you receive. Your duty is to ensure fees are **reasonable** for the services provided — not simply the lowest.

Advisor Fees

BMG: 2,086 Plans · \$10–\$12.5MM in Assets

1

WHAT YOU ARE PAYING



2

WHAT YOU ARE GETTING

QUALITY

Per the DOL, the quality of a service provider may be considered when assessing fee reasonableness. The advisor's quality rests on three pillars:

- People
- Processes
- Resources

SERVICES

The advisor's services are assessed against a 29-service framework spanning four categories:

ADVISOR SERVICES SCORE · P.22

scale 0–100.0

● Plan 73.3 | BMG 32.1

VALUE

Value is measured by the impact the advisor has on participant retirement outcomes:

FROM RETIREMENT OUTCOMES · P.4

\$18.05M

More in projected plan assets vs. the industry median

\$101,988

Higher projected per-participant balance at retirement

EXTRAS

Market value of "Extra" services delivered by the advisor versus the industry standard.

FEEPOINT® Adjustments	Amount (\$)	Amount (%)
Investment Fiduciary Status · 3(38)	\$5,719	0.048%
Participant Group Meetings · +6 Hours	\$1,200	0.010%
Total	\$6,919	0.058%

3

BALANCE THESE ITEMS

Weigh what you pay against what you receive. Your duty is to ensure fees are **reasonable** for the services provided — not simply the lowest.

Next Steps

Use: **Document committee discussion outcomes and assigned follow-ups**

It is well known that being a good fiduciary is more about the process than the result (as nobody can predict the future). The space below allows the committee to document “Next Steps” when assessing the fee reasonableness of the plan’s service providers.

1 YOUR INVESTMENTS

2 YOUR RECORDKEEPER

3 YOUR ADVISOR

Supplemental Details

The supplemental detail pages that follow provide the underlying investment-level fee and performance data supporting the summary charts in this report.

PAGE	TITLE	DESCRIPTION
10	Investment Fees: "Help" Options	Fee details for each "Help" investment option, with peer benchmark comparisons on both total expense ratio and money-manager fee.
11	Investment Fees: Core Options	Fee details for each core and other investment option, including stable value, fixed income, US and non-US equity.
12	Investment Performance: "Help" Options	Performance details for each "Help" investment option — 1, 3, 5, 10-year and weighted return vs. category average.
13	Investment Performance: Core Options	Performance details for each core and other investment option — 1, 3, 5, 10-year and weighted return vs. category average.
14	Disclaimers	Required legal information and disclosures from Fiduciary Decisions regarding the nature of this report, methodology, and limitations.



Investment Fees: "Help" Options

BMG: 7,048 Plans · \$10–\$15mm in Assets

■ Your Plan

■ Benchmark Group

The fee information below should be considered in concert with the **"Value Delivered"** — including the investment organization, money manager, investment process, risk-adjusted performance, and compliance with the plan's Investment Policy Statement.

Investment Name	Asset Class	% BMG	Rev Share?	Active/ Passive	Tot. Exp. Ratio	Total Expense Ratio Comparison ^				Money Mgr. Fee	Money Manager Expense Comparison ^			
						25th	50th	75th	Diff vs 50th		25th	50th	75th	Diff vs 50th
Dodge & Cox Balanced I	Moderate Allocation	59%	Yes	Active	0.52%	0.64%	0.81%	0.99%	-0.29%	0.42%	0.29%	0.42%	0.56%	0.00%
T. Rowe Price Retirement Bal.	Moderate Allocation	59%	Yes	Active	0.49%	0.64%	0.81%	0.99%	-0.32%	0.34%	0.29%	0.42%	0.56%	-0.08%
Goldman Sachs Satellite Strat.	World Allocation	17%	Yes	Active	1.01%	0.87%	0.99%	1.27%	+0.02%	0.91%	0.44%	0.61%	0.77%	+0.30%
T. Rowe Price Retirement 2010	Target Date 2000–2010	33%	Yes	Active	0.49%	0.46%	0.71%	0.89%	-0.22%	0.34%	0.17%	0.27%	0.29%	+0.07%
T. Rowe Price Retirement 2015	Target Date 2011–2015	45%	Yes	Active	0.49%	0.56%	0.75%	1.03%	-0.26%	0.34%	0.29%	0.34%	0.38%	0.00%
T. Rowe Price Retirement 2020	Target Date 2016–2020	76%	Yes	Active	0.51%	0.60%	0.80%	1.03%	-0.29%	0.36%	0.29%	0.34%	0.39%	+0.02%
T. Rowe Price Retirement 2025	Target Date 2021–2025	80%	Yes	Active	0.53%	0.59%	0.81%	1.03%	-0.28%	0.38%	0.30%	0.35%	0.39%	+0.03%
T. Rowe Price Retirement 2030	Target Date 2026–2030	86%	Yes	Active	0.55%	0.61%	0.81%	1.05%	-0.26%	0.40%	0.33%	0.37%	0.46%	+0.04%
T. Rowe Price Retirement 2035	Target Date 2031–2035	85%	Yes	Active	0.58%	0.64%	0.86%	1.09%	-0.28%	0.43%	0.34%	0.39%	0.48%	+0.04%
T. Rowe Price Retirement 2040	Target Date 2036–2040	86%	Yes	Active	0.59%	0.65%	0.84%	1.07%	-0.25%	0.44%	0.36%	0.41%	0.47%	+0.03%
T. Rowe Price Retirement 2045	Target Date 2041–2045	85%	Yes	Active	0.60%	0.65%	0.86%	1.10%	-0.26%	0.45%	0.37%	0.43%	0.50%	+0.02%
T. Rowe Price Retirement 2050	Target Date 2046–2050	86%	Yes	Active	0.62%	0.65%	0.84%	1.04%	-0.22%	0.47%	0.37%	0.42%	0.47%	+0.05%
T. Rowe Price Retirement 2055	Target Date 2051+	87%	Yes	Active	0.63%	0.66%	0.89%	1.14%	-0.26%	0.48%	0.38%	0.42%	0.49%	+0.06%
ASSET-WEIGHTED: "HELP" OPTIONS					0.60%	0.64%	0.83%	1.07%	-0.24%	0.45%	0.33%	0.40%	0.48%	+0.06%

^ Comparison illustrates range of expense having the same asset category and revenue sharing characteristics as the plan investments in question. Shown are the 25th, 50th and 75th percentiles for the BMG.

* This fund may be subject to a market value adjustment upon termination. If due to its structure, this investment does not report an explicit expense ratio and or fee credit, a market-based average may be applied. The market-based average is established by Fiduciary Decisions based on the reported levels of expense and fee offsets for similar vehicles across similar benchmark groups. The resulting combined total expense ratio will be used for benchmarking. The characteristics and associated value of Guaranteed Rate investments varies based on such things as the current guaranteed rate, the minimum guaranteed rate, the terms and conditions of rate resets, the credit quality of the guarantor and other accruing benefits associated with investment. Accordingly, cost should always be considered in conjunction with an investment's overall value characteristics.

** A proprietary fund is defined as "Investments that are managed by the Recordkeeper or its affiliates and excludes choices where a sub-advisor has been hired." The amount of assets or number of funds that are managed by the Recordkeeper should not be the determining factor of the plan's final investment lineup. Ultimately, each option must be able to withstand the normal fiduciary due diligence of people, process, performance, cost, and other factors. Your plan's allocation to proprietary choices is **14%** of plan assets. The Benchmark Group average amount of assets in proprietary choices (where applicable) is **33%**.



Investment Fees: Core Options

BMG: 7,048 Plans · \$10–\$15mm in Assets

■ Your Plan

■ Benchmark Group

The fee information below should be considered in concert with the “Value Delivered”. Self-directed brokerage is excluded from this table because expense-ratio data is not aggregated; Stable Value is held via The Standard Stable Asset (Guidestone) and is subject to a market value adjustment upon termination.

Investment Name	Asset Class	% BMG	Rev Share?	Active/ Passive	Tot. Exp. Ratio	Total Expense Ratio Comparison ^				Money Mgr. Fee	Money Manager Expense Comparison ^			
						25th	50th	75th	Diff vs 50th		25th	50th	75th	Diff vs 50th
The Standard Stable Asset *	Stable Value	44%	No	Active	0.10%	0.32%	0.40%	0.50%	-0.30%	0.10%	0.32%	0.40%	0.50%	-0.30%
TCW MetWest Low Duration Bd M	Short-Term Bond	24%	Yes	Active	0.63%	0.46%	0.63%	0.75%	+0.01%	0.34%	0.23%	0.27%	0.34%	+0.07%
PIMCO Total Return Instl	Intermediate-Term Bond	97%	No	Active	0.46%	0.27%	0.37%	0.48%	+0.09%	0.46%	0.27%	0.37%	0.48%	+0.09%
BlackRock High Yield Instl	High Yield Bond	41%	Yes	Active	0.58%	0.71%	0.86%	0.99%	-0.28%	0.43%	0.43%	0.49%	0.55%	-0.06%
BlackRock Equity Dividend Instl	Large Value	92%	Yes	Active	0.71%	0.68%	0.90%	1.08%	-0.19%	0.46%	0.32%	0.45%	0.59%	+0.01%
Vanguard Total Stock Mkt Idx	Large Blend	98%	No	Passive	0.04%	0.03%	0.07%	0.23%	-0.03%	0.04%	0.03%	0.07%	0.23%	-0.03%
Harbor Capital Appreciation Inv	Large Growth	95%	Yes	Active	1.02%	0.69%	0.92%	1.09%	+0.10%	0.67%	0.38%	0.46%	0.60%	+0.21%
AMG River Road Mid Cap Value N	Mid-Cap Value	61%	Yes	Active	1.11%	0.89%	1.10%	1.23%	+0.01%	0.71%	0.52%	0.60%	0.74%	+0.11%
Vanguard Extended Mkt Index Inv	Mid-Cap Blend	80%	No	Passive	0.19%	0.04%	0.06%	0.25%	+0.13%	0.19%	0.04%	0.06%	0.25%	+0.13%
T. Rowe Price Small-Cap Stock	Small Growth	67%	Yes	Active	0.90%	0.96%	1.17%	1.31%	-0.27%	0.75%	0.66%	0.74%	0.84%	+0.01%
Templeton Global Bond A	World Bond	34%	Yes	Active	0.99%	0.81%	0.95%	1.21%	+0.04%	0.49%	0.45%	0.48%	0.58%	+0.01%
Harbor International Institutional	Foreign Large Blend	79%	No	Active	0.80%	0.50%	0.73%	0.89%	+0.07%	0.80%	0.50%	0.73%	0.89%	+0.07%
DFA Emerging Markets I	Diversified EM	68%	No	Active	0.36%	0.57%	0.88%	1.04%	-0.52%	0.36%	0.57%	0.88%	1.04%	-0.52%
Cohen & Steers Realty Shares L	Real Estate	54%	Yes	Active	0.88%	0.93%	1.18%	1.31%	-0.30%	0.63%	0.61%	0.71%	0.80%	-0.08%
ASSET-WEIGHTED: CORE OPTIONS					0.49%	0.44%	0.58%	0.71%	-0.09%	0.37%	0.33%	0.41%	0.52%	-0.04%
ASSET-WEIGHTED: ALL OPTIONS					0.53%	0.52%	0.68%	0.86%	-0.15%	0.41%	0.33%	0.41%	0.50%	0.00%

^ Comparison illustrates range of expense having the same asset category and revenue sharing characteristics as the plan investments in question. Shown are the 25th, 50th and 75th percentiles for the BMG.

* This fund may be subject to a market value adjustment upon termination. If due to its structure, this investment does not report an explicit expense ratio and or fee credit, a market-based average may be applied. The market-based average is established by Fiduciary Decisions based on the reported levels of expense and fee offsets for similar vehicles across similar benchmark groups. The resulting combined total expense ratio will be used for benchmarking. The characteristics and associated value of Guaranteed Rate investments varies based on such things as the current guaranteed rate, the minimum guaranteed rate, the terms and conditions of rate resets, the credit quality of the guarantor and other accruing benefits associated with investment. Accordingly, cost should always be considered in conjunction with an investment's overall value characteristics.

** A proprietary fund is defined as “Investments that are managed by the Recordkeeper or its affiliates and excludes choices where a sub-advisor has been hired.” The amount of assets or number of funds that are managed by the Recordkeeper should not be the determining factor of the plan's final investment lineup. Ultimately, each option must be able to withstand the normal fiduciary due diligence of people, process, performance, cost, and other factors. Your plan's allocation to proprietary choices is **14%** of plan assets. The Benchmark Group average amount of assets in proprietary choices (where applicable) is **33%**.



Investment Performance: "Help" Options

BMG: 7,048 Plans · \$10–\$15mm in Assets

■ Your Plan
■ Benchmark Group

Performance below is shown in concert with the **"Value Delivered"**. The weighted return combines 1-year (10%), 3-year (40%), and 5-year (50%) data where available. The Excess Annualized Return column compares the investment's weighted return to its asset class's weighted return.

Investment Name	Asset Class	Investment Performance					Asset Class Performance [^]					Weighted Difference ^{**}
		1 Yr	3 Yr	5 Yr	10 Yr	Weighted [*]	1 Yr	3 Yr	5 Yr	10 Yr	Weighted [*]	
Dodge & Cox Balanced I	Moderate Allocation	14.44%	12.32%	9.41%	9.73%	11.08%	12.50%	12.90%	7.25%	8.35%	10.03%	+1.04%
T. Rowe Price Retirement Bala...	Moderate Allocation	11.18%	10.13%	4.74%	6.29%	7.54%	12.43%	9.82%	4.34%	5.58%	7.34%	+0.20%
Goldman Sachs Satellite Strat...	World Allocation	3.18%	0.24%	2.93%	3.09%	1.88%	5.31%	3.49%	9.33%	4.61%	6.59%	-4.71%
T. Rowe Price Retirement 2010	Target Date 2000–...	11.75%	10.88%	4.98%	6.69%	8.01%	11.17%	9.49%	3.93%	5.77%	6.88%	+1.14%
T. Rowe Price Retirement 2015	Target Date 2011–...	12.13%	11.30%	5.32%	7.16%	8.39%	11.82%	9.96%	4.28%	6.16%	7.30%	+1.09%
T. Rowe Price Retirement 2020	Target Date 2016–...	12.53%	11.70%	5.61%	7.69%	8.74%	12.56%	10.69%	4.76%	6.67%	7.91%	+0.83%
T. Rowe Price Retirement 2025	Target Date 2021–...	12.98%	12.40%	6.02%	8.30%	9.27%	13.28%	11.46%	5.23%	7.27%	8.53%	+0.74%
T. Rowe Price Retirement 2030	Target Date 2026–...	14.38%	13.77%	6.78%	9.04%	10.34%	14.16%	12.64%	6.02%	8.01%	9.48%	+0.86%
T. Rowe Price Retirement 2035	Target Date 2031–...	16.10%	15.36%	7.68%	9.77%	11.59%	15.85%	14.37%	7.23%	8.91%	10.95%	+0.64%
T. Rowe Price Retirement 2040	Target Date 2036–...	17.46%	16.68%	8.44%	10.39%	12.64%	17.58%	16.05%	8.37%	9.70%	12.37%	+0.27%
T. Rowe Price Retirement 2045	Target Date 2041–...	18.51%	17.60%	9.05%	10.83%	13.42%	18.79%	17.18%	9.11%	10.23%	13.31%	+0.11%
T. Rowe Price Retirement 2050	Target Date 2046–...	18.81%	17.89%	9.22%	10.91%	13.64%	19.46%	17.80%	9.48%	10.47%	13.80%	-0.16%
T. Rowe Price Retirement 2055	Target Date 2051+	18.94%	17.96%	9.23%	10.90%	13.69%	19.80%	18.05%	9.62%	10.55%	14.01%	-0.32%

* Weightings for investments and their related asset classes are calculated as follows. **1.)** 1yr, 3yr, & 5yr data available for the investment: (1yr × 10%) + (3yr × 40%) + (5yr × 50%). **2.)** 1yr and 3yr data available for the investment: (1yr × 33.33%) + (3yr × 66.67%). **3.)** Only 1yr data available for the investment: (1yr × 100%).

[^] All performance data is the Morningstar Category Average, as provided by Morningstar.

^{**} Excess Annualized Return is the difference between the investment's weighted performance vs. its asset class weighted performance.

Each fund's total expenses (including management fees, distribution and/or service (12b-1) fees, and other expenses) are determined as a percentage of the fund's average net assets and shown on other pages in this report. The performance data reflects the reinvestment of dividends and capital gains and is net of management fees and other fund expenses but does not reflect the effect of sales charges, if applicable. If sales charges were included, the returns would be lower. Investment in the funds is subject to market risk, including possible loss of principal. The funds' investments in [specific types of securities or sectors] may be subject to additional risks. Please see the plan's fund prospectuses for more detailed information about risks.

Past performance does not guarantee future results. The performance data quoted represents weighted past performance and current returns may be lower or higher. The investment return and principal value will fluctuate so that an investor's shares, when redeemed, may be worth more or less than the original cost. To obtain performance information current to the most recent month-end, please contact your plan's advisor or recordkeeper.



Investment Performance: Core Options

BMG: 7,048 Plans · \$10–\$15mm in Assets

■ Your Plan
■ Benchmark Group

Performance below is shown in concert with the “**Value Delivered**”. The weighted return combines 1-year (10%), 3-year (40%), and 5-year (50%) data where available. The Excess Annualized Return column compares the investment’s weighted return to its asset class’s weighted return.

Investment Name	Asset Class	Investment Performance					Asset Class Performance [^]					Weighted Difference ^{**}
		1 Yr	3 Yr	5 Yr	10 Yr	Weighted [*]	1 Yr	3 Yr	5 Yr	10 Yr	Weighted [*]	
The Standard Stable Asset *	Stable Value	2.55%	2.34%	2.18%	2.09%	2.27%	2.40%	2.18%	2.01%	1.92%	2.10%	+0.17%
TCW MetWest Low Duration B...	Short-Term Bond	4.18%	2.94%	2.31%	2.06%	2.74%	3.96%	2.71%	2.13%	1.88%	2.55%	+0.19%
PIMCO Total Return Instl	Intermediate-Term ...	5.31%	0.42%	1.07%	2.14%	1.27%	5.42%	0.59%	1.21%	2.28%	1.43%	-0.16%
BlackRock High Yield Instl	High Yield Bond	12.46%	5.07%	5.39%	4.91%	5.95%	12.18%	4.92%	5.21%	4.73%	5.77%	+0.18%
BlackRock Equity Dividend Instl	Large Value	13.91%	11.45%	10.62%	10.18%	11.17%	13.52%	11.08%	10.31%	9.85%	10.83%	+0.34%
Vanguard Total Stock Mkt Idx	Large Blend	24.31%	12.03%	14.41%	12.50%	14.55%	23.98%	11.84%	14.21%	12.31%	14.34%	+0.21%
Harbor Capital Appreciation Inv	Large Growth	37.82%	11.39%	18.34%	14.94%	17.97%	33.61%	10.18%	16.42%	13.55%	16.05%	+1.92%
AMG River Road Mid Cap Valu...	Mid-Cap Value	15.61%	11.20%	10.96%	9.32%	11.42%	13.18%	10.04%	9.66%	8.18%	10.07%	+1.35%
Vanguard Extended Mkt Index...	Mid-Cap Blend	25.43%	7.78%	11.16%	10.16%	12.10%	25.11%	7.64%	10.98%	9.96%	11.92%	+0.18%
T. Rowe Price Small-Cap Stock	Small Growth	21.39%	7.15%	10.84%	9.69%	10.86%	19.85%	6.46%	9.92%	8.81%	9.93%	+0.93%
Templeton Global Bond A	World Bond	-0.45%	-4.50%	-1.91%	0.45%	-2.71%	2.96%	-1.18%	1.21%	2.41%	0.46%	-3.17%
Harbor International Institutio...	Foreign Large Blend	14.66%	4.50%	7.43%	5.20%	6.99%	14.10%	4.21%	7.08%	4.91%	6.66%	+0.33%
DFA Emerging Markets I	Diversified EM	7.94%	-1.21%	3.06%	2.92%	2.10%	8.35%	-0.76%	3.41%	3.18%	2.55%	-0.45%
Cohen & Steers Realty Shares L	Real Estate	11.14%	6.36%	7.85%	8.43%	7.46%	10.71%	6.05%	7.48%	8.02%	7.10%	+0.36%

* Weightings for investments and their related asset classes are calculated as follows. **1.)** 1yr, 3yr, & 5yr data available for the investment: (1yr × 10%) + (3yr × 40%) + (5yr × 50%). **2.)** 1yr and 3yr data available for the investment: (1yr × 33.33%) + (3yr × 66.67%). **3.)** Only 1yr data available for the investment: (1yr × 100%).

[^] All performance data is the Morningstar Category Average, as provided by Morningstar.

^{**} Excess Annualized Return is the difference between the investment’s weighted performance vs. its asset class weighted performance.

Each fund’s total expenses (including management fees, distribution and/or service (12b-1) fees, and other expenses) are determined as a percentage of the fund’s average net assets and shown on other pages in this report. The performance data reflects the reinvestment of dividends and capital gains and is net of management fees and other fund expenses but does not reflect the effect of sales charges, if applicable. If sales charges were included, the returns would be lower. Investment in the funds is subject to market risk, including possible loss of principal. The funds’ investments in [specific types of securities or sectors] may be subject to additional risks. Please see the plan’s fund prospectuses for more detailed information about risks.

Past performance does not guarantee future results. The performance data quoted represents weighted past performance and current returns may be lower or higher. The investment return and principal value will fluctuate so that an investor’s shares, when redeemed, may be worth more or less than the original cost. To obtain performance information current to the most recent month-end, please contact your plan’s advisor or recordkeeper.



Recordkeeper Services Score

BMG: 158 Plans · \$11–\$13MM in Assets

The recordkeeper's services are assessed across four categories — Recordkeeping, Administration, Compliance & Consulting, and Education & Communication — each scored against the Benchmark Group standard. A higher score reflects a broader scope of service.

RECORDKEEPING	PLAN	PTS	STANDARD	PTS	DIFF
Money Types	1	7.0	3	30.0	-23.0
Valuation Frequency	No	0.0	Daily Valuation	15.0	-15.0
Loans Recordkept	No	0.0	21-30% of actives	7.5	-7.5
Recordkeep Eligibles	No	0.0	< 25% of actives	2.0	-2.0
Recordkeep Active Participants	6	20.0	6	20.0	0.0
Recordkeep Term'd Participants	0	0.0	0	0.0	0.0
Fund Additions	1	3.0	1	3.0	0.0
Fund Deletions	1	3.0	1	3.0	0.0
Payrolls Processed	24-51	9.0	24-51	9.0	0.0
Managed Accounts Recordkept	No	0.0	No	0.0	0.0
Model Portfolio From Core	No	0.0	No	0.0	0.0
Self Directed Account	No	0.0	No	0.0	0.0
Company Stock	No	0.0	No	0.0	0.0
TOTAL		42.0		89.5	-47.5

COMPLIANCE	PLAN	PTS	STANDARD	PTS	DIFF
Sponsor Meetings	Yes	10.0	No	0.0	10.0
ADP/ACP Testing	No	0.0	No	0.0	0.0
415 Testing	No	0.0	No	0.0	0.0
Top-Heavy Testing	No	0.0	No	0.0	0.0
414s testing	No	0.0	No	0.0	0.0
410(b) Testing	No	0.0	No	0.0	0.0
401(a)(4) Testing	No	0.0	No	0.0	0.0
Administer ERISA	No	0.0	No	0.0	0.0
TOTAL		10.0		0.0	10.0

* This service refers to Installment Distributions and Annuity Distributions.

ADMINISTRATION	PLAN	PTS	STANDARD	PTS	DIFF
403(b) Common Remitter	Yes	50.0	No	0.0	50.0
Administer Auto-Increase	Mandatory (opt-out)	20.0	Not Offered	0.0	20.0
Administer Auto-Enrollment	Yes - new hires	10.0	No	0.0	10.0
Process Participant Loans	Approved and processed greater than 8% of actives	9.4	No	0.0	9.4
Calculate ER Credit(s)	Yes	5.0	No	0.0	5.0
Annual Re-Enroll To QDIA	Yes	4.0	No	0.0	4.0
*Process Participant Distributions	Yes	2.0	No	0.0	2.0
Entry Date Frequency	Annually	7.0	Monthly or more frequently	10.0	-3.0
Determine Newly Eligibles	Yes	10.0	Yes	10.0	0.0
Solicit Beneficiary Forms	Yes	2.5	Yes	2.5	0.0
1000 Hour Requirement	No	0.0	No	0.0	0.0
End Of Year Requirement	No	0.0	No	0.0	0.0
Feedback Files To Sponsor	Yes	2.5	Yes	2.5	0.0
Calculate Match True-Up	No	0.0	No	0.0	0.0
Reallocate Forfeitures	Yes	2.5	Yes	2.5	0.0
Process Participant Withdrawals	No	0.0	No	0.0	0.0
TOTAL		124.9		27.5	97.4



Recordkeeper Services Score

BMG: 158 Plans · \$11–\$13MM in Assets

EDUCATION AND COMMUNICATION	PLAN	PTS	STANDARD	PTS	DIFF
Group Meetings	1 day or less - Onsite 0-25%, online 75-100%	8.5	No	0.0	8.5
Enrollment Kits	Custom - Paper kits 0-25%/Digital kits 75-100%	8.5	Standard - Paper kits 75-100%/Digital kits 0-25%	7.5	1.0
Provide Participant Phone	No	0.0	Standard number and shared team	25.0	-25.0
Provide Participant Statements	No	0.0	Paper Statements 50-75%/Digital Statements 25-50%	15.8	-15.8
Number of Locations	No	0.0	1 location	7.5	-7.5
Provide Participant Internet	Standard url and standard website	25.0	Standard url and standard website	25.0	0.0
One-on-One Meetings	No	0.0	No	0.0	0.0
TOTAL		42.0		80.8	-38.8

FIDUCIARY STATUS / MEETING HOURS	PLAN	STANDARD	DIFF
Fiduciary Status - Investments	3(38) Managed Discretionary Fiduciary with the advisor having decision making authority over those aspects covered by the Fiduciary Agreement	None - no investment fiduciary status is acknowledged for the plan	
Fiduciary Status - Plan	None - no plan management fiduciary status is acknowledged for the plan	None - no plan management fiduciary status is acknowledged for the plan	
Sponsor Meeting Hours	No	No	0.0
Group Meeting Hours	No		0.0
One-on-One Meeting Hours	No	No	0.0

EXTRA WORK ENTRIES	DESCRIPTION	TYPE	AMOUNT
Education & Communication	Custom Education Campaign	Expenditure	\$4,500
Administration	Assess Auto Enrollment	Hours	\$2,250
TOTAL			\$6,750.00

Advisor Services Score


 Score: **Maximum 100 · Your Plan 73.3 · BMG 32.1**

To assess the scope of services delivered by the advisor, Fiduciary Decisions surveyed over 400 advisors to develop a list of **29 services** spanning four service categories, each weighted by degree of difficulty. A score of 100 in any category can only be achieved by providing each service at its highest degree of difficulty.

ADVISOR SERVICE	SERVICE LEVEL DETAIL	YOUR PLAN	BMG
INVESTMENT SERVICES			
Assessed plan investment objectives	Performed by credentialed investment professionals on advisor staff (CFA, CIMA, AIF, etc.).	2.1	1.4
Designed investment structure	Performed by advisor / staff.	0.9	0.9
Developed / maintained / monitored IPS	Use IPS template from third-party tool provider.	1.9	1.9
Researched & reviewed investment structure	Performed by credentialed investment professionals on advisor staff (CFA, CIMA, AIF, etc.).	2.0	1.2
Built / managed model portfolios	—	0.0	0.0
Provided & reviewed performance reporting	Performed by credentialed investment professionals on advisor staff (CFA, CIMA, AIF, etc.).	4.7	2.7
Monitored & searched investment managers	Performed by advisor / staff — using Plan IPS criteria.	3.7	2.4
VENDOR REVIEW SERVICES			
Evaluated plan service provider(s)	Performed by staff — at least annually.	8.7	5.2
Evaluated plan fee disclosures	Built a custom plan checklist to help client evaluate fee disclosures.	2.0	1.3
Benchmarked fees / value reasonableness	Benchmarking using a third-party service containing real plan data on both fees AND value.	2.6	1.3
Generated / evaluated RFI	—	0.0	0.0
Generated / evaluated RFP	—	0.0	0.0
Supported service-provider negotiation(s)	Interface service provider on behalf of client to facilitate negotiations.	1.3	0.0
Supported service-provider transition(s)	—	0.0	0.0
PLAN GOVERNANCE			
Reviewed plan governance	Evaluate and advise on governance procedures using a custom and plan-specific framework.	2.0	0.0
Evaluated 404(c) protection	Evaluate and advise on issues associated with 404(c) requirements using a custom plan checklist.	1.3	0.0
Reviewed E&O / D&O / bonding insurance	—	0.0	0.0
Created / reviewed fiduciary file	Fiduciary file is a customized structure with electronic archival and advisor updates.	3.7	0.0
Reviewed & evaluated plan features	Perform custom plan-level analysis of the plan's design and make recommendations.	1.3	0.6
Consulted on plan's education needs	Advisor evaluates recordkeeper-provided education materials and provides comments.	0.7	0.7
Assisted with ERISA account	Review ERISA budget on a periodic basis.	0.8	0.0
Met with plan committee	Build and deliver custom committee reporting including overall plan performance.	4.7	3.5
Provided daily plan management support	Interface with client, recordkeeper, and other plan service providers including TPAs.	5.2	4.1
Other meeting(s)	—	0.0	0.0
PARTICIPANT SUPPORT SERVICES			
Supported participant phone calls / emails	Evaluate phone and email support provided to participants AND supplement those efforts.	4.1	1.8
Provided participant newsletter	Build and distribute custom participant newsletter and content.	2.0	0.0
Provided group meetings	Evaluate recordkeeper group meetings service and supplement with general materials, AND conduct the meetings.	4.9	2.2
Provided one-on-one meetings	Evaluate recordkeeper one-on-one meetings service and supplement, AND conduct the meetings.	4.9	0.0
Supported participant education programs	Build CUSTOM education / communication materials and DO distribute those materials.	2.6	0.9
Rendered participant advice	Advice considers participant's plan and non-plan investments — asset allocation, fund choices, savings.	5.2	0.0
TOTAL ADVISOR SERVICES SCORE		73.3	32.1



Total Plan Fee Details

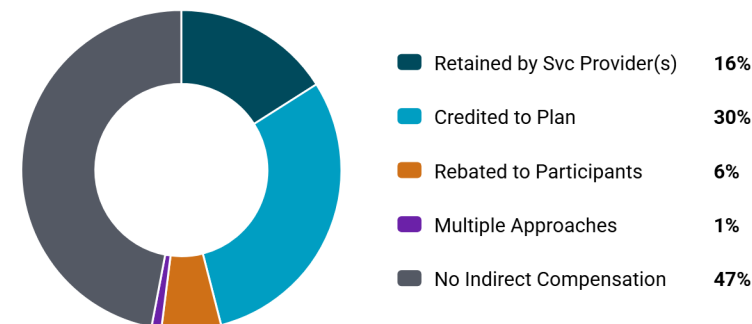
 BMG: **Varies by Service Provider Type**

Fiduciary Decisions includes fees paid to the major service providers — whether paid from the plan or by the company. The table below summarizes those fees, payments, and credits.

SOURCES OF FEES

Source	\$ Amount	% Amount
Total Fund Expense Ratio	\$63,465.97	0.533%
Other Fees Received *	\$59,904.11	0.503%
Total Credits to Plan *	—	—
Total Credits to Participants *	-\$15,107.59	-0.127%
TOTAL FEES	\$108,262.49	0.909%

BMG TREATMENT OF INDIRECT COMPENSATION



COMPONENT PLAN FEE DETAILS BY RECIPIENT

Provider	Source	Description	Type	\$ Amount	Paid From
Money Manager	Investment Fees	Money Manager Fees	0.406% on plan	\$48,358.38	Investments
Recordkeeper	Investment Fees	Fees from Investments	0.127% on plan	\$15,107.59	Investments
Recordkeeper	Investment Fees	Inv Credits to Participants	-0.127%	-\$15,107.59	Investments
Recordkeeper	Primary Fee	Base Fee	\$ amount	\$18,000.00	Plan Credit Account
Recordkeeper	Primary Fee	Per Participant Fee	\$55 × 177 ppt	\$9,735.00	Plan Credit Account
Advisor / Consultant	Primary Fee	Advisory Fee	0.270% on plan	\$32,169.11	Participants
TOTAL FEES				\$108,262.49	



Investment Options Fee Details (%)

Plan Assets: **\$11,914,485 across 28 options + SDA**

Breakdown of the expense ratio for each investment option, expressed as a percentage of plan assets. Credits to participants are negative (revenue-sharing returned to participants).

Investment Name	Ticker	Assets	% of Plan	Credits to Plan	Credits to Participants	Money Manager	Recordkeeper	TPA	Advisor / Consultant	Total Expense
Core Options										
The Standard Stable Asset Guidestone	—	\$1,744,383	14.64%	—	—	0.10%	—	—	—	0.10%
TCW MetWest Low Duration Bd M	MWLDX	\$1,370,587	11.50%	—	-0.29%	0.34%	—	—	—	0.63%
PIMCO Total Return Instl	PTTRX	\$747,593	6.27%	—	—	0.46%	—	—	—	0.46%
BlackRock High Yield Instl	BHYIX	\$572,192	4.80%	—	-0.15%	0.43%	—	—	—	0.58%
BlackRock Equity Dividend Instl	MADVX	\$300,994	2.53%	—	-0.25%	0.46%	—	—	—	0.71%
Vanguard Total Stock Mkt Idx Adm	VTSAX	\$249,198	2.09%	—	—	0.04%	—	—	—	0.04%
Harbor Capital Appreciation Inv	HCAIX	\$249,198	2.09%	—	-0.35%	0.67%	—	—	—	1.02%
AMG River Road Mid Cap Value N	CHTTX	\$186,898	1.57%	—	-0.40%	0.71%	—	—	—	1.11%
Vanguard Extended Market Index Investor	VEXMX	\$124,599	1.05%	—	—	0.19%	—	—	—	0.19%
T. Rowe Price Small-Cap Stock	OTCFX	\$124,599	1.05%	—	-0.15%	0.75%	—	—	—	0.90%
Templeton Global Bond A	TPINX	\$124,599	1.05%	—	-0.50%	0.49%	—	—	—	0.99%
Harbor International Institutional	HAIX	\$872,192	7.32%	—	—	0.80%	—	—	—	0.80%
DFA Emerging Markets I	DFEMX	\$87,219	0.73%	—	—	0.36%	—	—	—	0.36%
Cohen & Steers Realty Shares L	CSRSX	\$99,679	0.84%	—	-0.25%	0.63%	—	—	—	0.88%
Self-Directed Brokerage	—	\$249,198	2.09%	—	—	—	—	—	—	—
"Help" Options										
Dodge & Cox Balanced I	DODBX	\$249,198	2.09%	—	-0.10%	0.42%	—	—	—	0.52%
T. Rowe Price Retirement Balanced	TRRIX	\$124,599	1.05%	—	-0.15%	0.34%	—	—	—	0.49%
Goldman Sachs Satellite Strategies Instl	GXSIX	\$498,395	4.18%	—	-0.10%	0.91%	—	—	—	1.01%
T. Rowe Price Retirement 2010	TRRAX	\$249,198	2.09%	—	-0.15%	0.34%	—	—	—	0.49%
T. Rowe Price Retirement 2015	TRRGX	\$373,797	3.14%	—	-0.15%	0.34%	—	—	—	0.49%
T. Rowe Price Retirement 2020	TRRBX	\$373,797	3.14%	—	-0.15%	0.36%	—	—	—	0.51%
T. Rowe Price Retirement 2025	TRRHX	\$622,994	5.23%	—	-0.15%	0.38%	—	—	—	0.53%
T. Rowe Price Retirement 2030	TRRCX	\$747,593	6.27%	—	-0.15%	0.40%	—	—	—	0.55%
T. Rowe Price Retirement 2035	TRRJX	\$450,395	3.78%	—	-0.15%	0.43%	—	—	—	0.58%
T. Rowe Price Retirement 2040	TRRDY	\$373,797	3.14%	—	-0.15%	0.44%	—	—	—	0.59%
T. Rowe Price Retirement 2045	TRRKX	\$373,797	3.14%	—	-0.15%	0.45%	—	—	—	0.60%
T. Rowe Price Retirement 2050	TRRMX	\$124,599	1.05%	—	-0.15%	0.47%	—	—	—	0.62%
T. Rowe Price Retirement 2055	TRRNX	\$249,198	2.09%	—	-0.15%	0.48%	—	—	—	0.63%
Total		\$11,914,485	100%	—	-0.13%	0.41%	—	—	—	0.53%



Investment Options Fee Details (\$)

Plan Assets: **\$11,914,485 across 28 options + SDA**

Breakdown of the expense ratio for each investment option, expressed in dollars. Credits to participants are negative (revenue-sharing returned to participants).

Investment Name	Ticker	Assets	% of Plan	Credits to Plan	Credits to Participants	Money Manager	Recordkeeper	TPA	Advisor / Consultant	Total Expense
Core Options										
The Standard Stable Asset Guidestone	—	\$1,744,383	14.64%	—	—	\$1,744	—	—	—	\$1,744
TCW MetWest Low Duration Bd M	MWLDX	\$1,370,587	11.50%	—	-\$3,975	\$4,660	—	—	—	\$8,635
PIMCO Total Return Instl	PTTRX	\$747,593	6.27%	—	—	\$3,439	—	—	—	\$3,439
BlackRock High Yield Instl	BHYIX	\$572,192	4.80%	—	-\$858	\$2,460	—	—	—	\$3,319
BlackRock Equity Dividend Instl	MADVX	\$300,994	2.53%	—	-\$752	\$1,385	—	—	—	\$2,137
Vanguard Total Stock Mkt Idx Adm	VTSAX	\$249,198	2.09%	—	—	\$100	—	—	—	\$100
Harbor Capital Appreciation Inv	HCAIX	\$249,198	2.09%	—	-\$872	\$1,670	—	—	—	\$2,542
AMG River Road Mid Cap Value N	CHTTX	\$186,898	1.57%	—	-\$748	\$1,327	—	—	—	\$2,075
Vanguard Extended Market Index Investor	VEXMX	\$124,599	1.05%	—	—	\$237	—	—	—	\$237
T. Rowe Price Small-Cap Stock	OTCFX	\$124,599	1.05%	—	-\$187	\$934	—	—	—	\$1,121
Templeton Global Bond A	TPINX	\$124,599	1.05%	—	-\$623	\$611	—	—	—	\$1,234
Harbor International Institutional	HAIX	\$872,192	7.32%	—	—	\$6,978	—	—	—	\$6,978
DFA Emerging Markets I	DFEMX	\$87,219	0.73%	—	—	\$314	—	—	—	\$314
Cohen & Steers Realty Shares L	CSRSX	\$99,679	0.84%	—	-\$249	\$628	—	—	—	\$877
Self-Directed Brokerage	—	\$249,198	2.09%	—	—	—	—	—	—	—
"Help" Options										
Dodge & Cox Balanced I	DODBX	\$249,198	2.09%	—	-\$249	\$1,047	—	—	—	\$1,296
T. Rowe Price Retirement Balanced	TRRIX	\$124,599	1.05%	—	-\$187	\$424	—	—	—	\$611
Goldman Sachs Satellite Strategies Instl	GXSIX	\$498,395	4.18%	—	-\$498	\$4,535	—	—	—	\$5,034
T. Rowe Price Retirement 2010	TRRAX	\$249,198	2.09%	—	-\$374	\$847	—	—	—	\$1,221
T. Rowe Price Retirement 2015	TRRGX	\$373,797	3.14%	—	-\$561	\$1,271	—	—	—	\$1,832
T. Rowe Price Retirement 2020	TRRBX	\$373,797	3.14%	—	-\$561	\$1,346	—	—	—	\$1,906
T. Rowe Price Retirement 2025	TRRHX	\$622,994	5.23%	—	-\$934	\$2,367	—	—	—	\$3,302
T. Rowe Price Retirement 2030	TRRCX	\$747,593	6.27%	—	-\$1,121	\$2,990	—	—	—	\$4,112
T. Rowe Price Retirement 2035	TRRJX	\$450,395	3.78%	—	-\$676	\$1,937	—	—	—	\$2,612
T. Rowe Price Retirement 2040	TRRDY	\$373,797	3.14%	—	-\$561	\$1,645	—	—	—	\$2,205
T. Rowe Price Retirement 2045	TRRKX	\$373,797	3.14%	—	-\$561	\$1,682	—	—	—	\$2,243
T. Rowe Price Retirement 2050	TRRMX	\$124,599	1.05%	—	-\$187	\$586	—	—	—	\$773
T. Rowe Price Retirement 2055	TRRNX	\$249,198	2.09%	—	-\$374	\$1,196	—	—	—	\$1,570
Total		\$11,914,485	100%	—	-\$15,108	\$48,358	—	—	—	\$63,466



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