

Sample Fee Schedule

To help you better understand how an investment's expense ratio breaks down into dollars and to illustrate the impact of various fees, the examples listed below apply sample fee schedules to two different account balances.

Note: The fees included do not represent specific investments, and are for illustrative purposes only.

	Investment Management & Other Related Fund Expenses	Asset Based Record-keeping & Plan Administration Fees	Other Potential Fees & Expenses	Total Annual Participant Cost
Fund A	0.28%	0.17%	0.08%	0.53%
\$25,000 account balance	\$70	\$42.50	\$20.00	\$132.50
\$100,000 account balance	\$280.00	\$170.00	\$80.00	\$530.00
	Investment Management & Other Related Fund Expenses	Flat Dollar Record-keeping & Plan Administration Fees	Other Potential Fees & Expenses	Total Annual Participant Cost
Fund B	0.13%	Does not vary based on account balance		0.13%, plus annual \$50 fee
\$25,000 account balance	\$32.50	\$50.00		\$82.50
\$100,000 account balance	\$130.00	\$50.00		\$180.00

Fund A has a total expense ratio of 0.42 percent, or 42 basis points, and includes a variety of fee types, including 0.20 percent, or 20 basis points, which covers record-keeping and administrative expenses. When the fees are applied to a participant account with a balance of \$25,000, the participant will pay approximately \$130 per year. Of that cost, approximately \$42.50 pays for record-keeping and administrative services.

Because all of the fees included in Fund A are assessed at a percentage, based on the account balance, fees will increase as the participant's balance increases. For example, a participant account with a balance of \$100,000 will pay approximately \$530 per year. Also, because the fee that covers record-keeping and administrative expenses varies from one investment to another, some participants will pay significantly more or less than others.

Fund B has an expense ratio of 0.13 percent, or 13 basis points, and a separate per participant flat fee of \$50 per year that pays for record-keeping and administrative services. The flat fee does not change based on the participant's balance. Also, the flat fee is not dependent on which investment options a participant selects. When the fees are applied to a participant account balance with \$25,000, the participant will pay approximately \$82.50 per year, including both the investment expenses and the annual participant fee of \$50. For a participant account with a balance of \$100,000, the investment expense increases to approximately \$130, but the flat fee remains at \$50. The total participant cost is approximately \$180 per year.