

INVESTMENT OPTIONS AND EXPENSES

Peergroup/ Investment Name	Ticker	Expense Ratio
Target Date		
T.Rowe Price Target Dates		0.29%
Stable Value		
ICMA-RC Vantagepoint PLUS Fund		0.53%
Bonds		
BlackRock High Yield Bond K	BRHYX	0.51%
PIMCO Total Return Instl	PTTRX	0.70% (0.46%)*
PIMCO Real Return Instl	PRRIX	0.53% (0.45%)*
Large Cap		
Fidelity® 500 Index	FXAIX	0.015%
Small/Mid/Specialty		
Fidelity® Extended Market Index	FSMAX	0.036%
Fidelity® Real Estate Index	FSRNK	0.07%
Global/International		
American Funds Europacific Growth	RERGX	0.46%
Invesco Developing Markets R6	ODVIX	0.82% (decrease from 0.83% as of 12.31.2020)
Balanced		
Calvert Balanced R6	CBARX	0.64%

In addition to investment fees, participants pay an annualized recordkeeping fee of \$31.90 (\$7.975 charged per quarter) for operation of the Plan.

*The figure in parenthesis represents the portion of fees investors pay directly to PIMCO for investment management. This fee excludes other investment expenses (i.e. interest expense from borrowing) incurred through investment transactions.

Data Source: Morningstar