

INVESTMENT OPTIONS AND EXPENSES

Peergroup/ Investment Name	Ticker	Expense Ratio
Target Date		
T.Rowe Price Target Dates		0.19%
Stable Value		
MissionSquare PLUS Fund R10		0.52%
Bonds		
BlackRock High Yield K	BRHYX	0.48%
PIMCO Total Return Instl	PTRX	0.53% (0.46%)*
PIMCO Real Return Instl	PRRIX	0.55% (0.45%)*
Large Cap		
Fidelity® 500 Index	FXAIX	0.015%
Small/Mid/Specialty		
Fidelity® Extended Market Index	FSMAX	0.035%
Fidelity® Real Estate Index	FSRNX	0.070%
Global/International		
American Funds EUPAC R6	RERGX	0.47%
Balanced		
Calvert Balanced R6	CBARX	0.61%

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

*The figure in parentheses 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.