

Fee Advantages of the Deferred Compensation Plan vs. Median Expense Ratio

Fund	DCP Expense Ratio ¹	Institutional Expense Ratio ²	Retail Expense Ratio ²
Stable Income Fund	0.30%	0.38% ³	0.70% ³
Bond Fund	0.20%	0.90%	0.93%
Equity Index Fund	0.05%	0.08%	0.64%
Socially Responsible Fund	0.27%	1.11%	1.50%
Mid-Cap Equity Fund	0.07%	0.75%	1.11%
International Equity Fund	0.38%	0.80%	1.21%
Small-Cap Equity Fund	0.43%	0.80%	1.23%
Static Allocation Fund	0.28%	0.63%	1.18%
2005 Fund	0.28%	N/A% ⁴	0.20%
2010 Fund	0.26%	0.17%	0.53%
2015 Fund	0.25%	0.14%	0.59%
2020 Fund	0.24%	0.19%	0.69%
2025 Fund	0.23%	0.18%	0.60%
2030 Fund	0.23%	0.16%	0.63%
2035 Fund	0.23%	0.17%	0.67%
2040 Fund	0.23%	0.19%	0.70%
2045 Fund	0.23%	0.25%	0.70%
2050 Fund	0.23%	0.35%	0.79%
2055 Fund	0.23%	0.43%	0.88%

¹ The DCP expense ratios shown include the Plan's annualized asset-based administrative fee of 0.04%.

² Screening was done using the Morningstar mutual fund database updated through 9/30/16 for the institutional and retail groups.

³ Ultra-short bonds were used as a proxy for stable value funds in this comparison.

⁴ Sample size is too small to be statistically significant.

Chart Prepared by Milliman USA