

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	0.32%	0.38% ³	0.70% ³
Bond Index Fund	0.13%	0.75%	0.78%
Equity Index Fund	0.05%	0.07%	0.79%
Socially Responsible Fund	0.11%	1.13%	1.50%
Mid-Cap Equity Fund	0.06%	1.08%	1.12%
International Equity Fund	0.36%	1.08%	1.09%
Small-Cap Equity Fund	0.44%	0.80%	1.22%
Static Allocation Fund	0.29%	0.63%	1.18%
2005 Fund	0.28%	N/A ⁴	0.20%
2010 Fund	0.27%	0.34%	0.48%
2015 Fund	0.25%	0.35%	0.52%
2020 Fund	0.24%	0.39%	0.58%
2025 Fund	0.22%	0.37%	0.56%
2030 Fund	0.22%	0.39%	0.58%
2035 Fund	0.22%	0.38%	0.59%
2040 Fund	0.22%	0.39%	0.60%
2045 Fund	0.22%	0.38%	0.61%
2050 Fund	0.22%	0.40%	0.60%
2055 Fund	0.23%	0.38%	0.61%

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 12/31/17 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