



UNDERSTANDING YOUR FEES & EXPENSES

General Overview of Fees & Expenses

Plan fees and expenses fall into 3 categories:

Plan Administration Fees - The day-to-day operations of a 401(k) plan involves expenses for basic and necessary administrative services. The DAP plan administration fee includes all fees paid to service providers such as the Trustee, Investment Advisor, Recordkeeper, Lawyer, DAP Office, Board, and Accountant. Any fees related to the operations of the plan fall under this category of fees. **Table One** describes this fee in detail.

Investment Fees - The largest component of 401(k) plan fees and expenses is associated with managing plan investments. **Table Two** describes the DAP investment fees in detail.

Individual Service Fees - There are individual service fees associated with optional features. Individual service fees are charged separately to the accounts of individuals who choose to take advantage of an optional service. Your optional service menu is described in **Table Three**.

How Much am I Paying?

(fees and expenses as of September 30, 2020)

Your DAP 401(k) continues to operate at a low cost. The plan administration fee compares favorably to the 0.50% to 2.0% asset based annual fee charged by financial advisors to provide similar services¹. The investment management fee schedule on page two shows how the DAP investment fees also compare favorably to their peers.

Your fees are reported to you on an ongoing basis. There is a **Notice of Investment Returns and Fee Comparison** delivered to you every November according to how you have elected your communication preference, either mail or electronic delivery. This document is also reported on a monthly basis under the **disclosure notice** link at your personal account access website www.dap401k.com and

under the **Resources & Planning** tab on your informational website www.dapretirement.com. Here you will also find investment performance for all of your investment options.

The next three tables answer the question, how much am I paying? They also explain how the fees are charged to you. If you have further questions about your DAP retirement savings plan, please do not hesitate to call Michelle at the DAP Executive Office (314) 739-7373.

TABLE ONE - PLAN ADMINISTRATION FEES	
Current Fee	The annual fee is 0.15% or a 0.0125% monthly fee.
How is Fee Determined	The Board of Directors and Investment Advisor meet quarterly and review fees at each meeting. If average total plan assets are \$620 million and the plan operating budget is \$900,000, then the calculation would be 0.15%. This is the range that the plan is operating within today. You are notified by mail 30 days in advance of a change to this fee.
Timing	Monthly between the 5th and the 8th
Where do I see the Fee	Online at www.dap401k.com under Transaction Activity , description "Fixed Fee" as dollar amount and on your quarterly statement.
Calculation Method	Your previous month's average asset balance X 0.0125%.
Example	November Average Balance: \$100,000 Monthly Plan Administration Fee: 0.0125% Calculation: \$100,000 X .000125 = \$12.50 \$12.50 Fixed Fee charged in December.

Footnote:

1 <https://www.advisoryhq.com/articles/financial-advisor-fees-wealth-managers-planners-and-fee-only-advisors/>

TABLE TWO - INVESTMENT FEES
Current Fees as of September 30, 2020*

	DAP*	Peer*	Difference*		DAP*	Peer*	Difference*
Tier I - Asset Allocation Funds				Tier III - Actively Managed Funds			
Vanguard Target Retirement Income	0.12%	0.12%	0.00%	Stable Value Fund	0.28%	0.39%	-0.11%
Vanguard Target Retirement 2015	0.13%	0.12%	0.01%	Fixed Income Fund	0.29%	0.43%	-0.14%
Vanguard Target Retirement 2020	0.13%	0.12%	0.01%	Diversified Inflation/Real Return Fund	0.26%	0.84%	-0.58%
Vanguard Target Retirement 2025	0.13%	0.11%	0.02%	Large Cap Core Stock Fund	0.52%	0.67%	-0.15%
Vanguard Target Retirement 2030	0.14%	0.11%	0.03%	Small/Mid Cap Core Stock Fund	0.80%	0.88%	-0.08%
Vanguard Target Retirement 2035	0.14%	0.11%	0.03%	International Stock Fund	0.68%	0.84%	-0.16%
Vanguard Target Retirement 2040	0.14%	0.11%	0.03%	Tier IV - Specialty Funds			
Vanguard Target Retirement 2045	0.15%	0.11%	0.04%	Vanguard Federal Money Market	0.11%	0.18%	-0.07%
Vanguard Target Retirement 2050	0.15%	0.11%	0.04%	Metropolitan West Total Return	0.38%	0.43%	-0.05%
Vanguard Target Retirement 2055	0.15%	0.11%	0.04%	DFA Inflation-Protected Securities	0.11%	0.35%	-0.24%
Vanguard Target Retirement 2060	0.15%	0.11%	0.04%	Columbia High Yield Bond Instl.	0.63%	0.65%	-0.02%
Vanguard Target Retirement 2065	0.15%	0.11%	0.04%	AB Global Bond	0.50%	0.55%	-0.05%
Income Fund	0.30%	0.66%	-0.36%	Boston Partners Large Cap Value	0.42%	0.50%	-0.08%
Conservative Fund	0.41%	0.66%	-0.25%	Fidelity Growth Company K shares	0.75%	0.65%	0.10%
Moderate Fund	0.48%	0.77%	-0.29%	Janus Henderson Enterprise	0.66%	0.84%	-0.18%
Aggressive Fund	0.54%	0.78%	-0.24%	Ceredex Mid Cap Value Equity	0.60%	0.81%	-0.21%
Tier II - Index Funds				Goldman Sachs Small Cap Value	0.94%	0.92%	0.02%
U.S. Bond Index	0.05%	0.10%	-0.05%	Fidelity Small Cap Growth K shares	0.61%	0.94%	-0.33%
U.S. Inflation Protected Bond Index	0.06%	0.35%	-0.29%	Lazard/Wilmington Global Mgd Vol.	0.33%	0.75%	-0.42%
Russell All Cap Index	0.02%	0.06%	-0.04%	Boston Partners Global Equity Instl.	0.95%	0.85%	0.10%
Global All Cap Equity ex-US Index	0.08%	0.10%	-0.02%	Lazard Intl. Strategic Equity Instl.	0.80%	0.84%	-0.04%
How is Fee Determined	Investment fee evaluation is part of the investment selection process. The Board of Directors and Investment Advisor meet quarterly to review investment fees.						
Where do I see the Fee	Your investment return is net of investment fees. Your ongoing investment return will be reduced by investment fees.						
Calculation Method	Your investment return is the fund's annual return minus the annual investment fee.						
Example	Invested 100% Moderate Fund in 2019 2019 Annual Return: 19.16% 2019 Annual Investment Fee: 0.49% Net of Fee Annual Investment Return: 18.67%						
				TABLE THREE - OPTIONAL SERVICE FEES			
Full Account Rollover/Distribution		\$50.00 per full account withdrawal					
QDRO Services		\$250.00 per QDRO - includes QDRO review, calculations and account separation.					
Loan Services		\$50.00 per loan origination and a quarterly fee between \$3.75 and \$6.25.					
Special Delivery		\$30.00 for Express delivery \$40.00 per wire.					
Financial Advisory Services or SDBO		There is a fee schedule available to you when you sign up for these optional services.					

* The DAP Fee Column includes your annual investment fees as of 9/30/20. The Peer Fee column includes the median annual investment fee for the universe of funds comparable to the respective DAP Fund as reported by the plan Investment Advisor, Mercer. Mercer's database contains information on more than 6,000 managers, with data on more than 30,000 strategies. The Difference Column is the DAP Fee minus the Peer Fee. A negative number means that the DAP Fee is lower than the Peer Fee. A positive number means that the DAP Fee is higher than the Peer Fee.

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The intent of this communication is to provide useful information, not investment advice. Each participant in the Directed Account Plan is ultimately responsible to make his or her own investment decisions.

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