Retirement Services Enrollment Form

PAYCHEX®

Enrollment Methods

- Retirement Services Online website: **http://www.paychexflex.com**
- Fill out this form and fax it to: **585-389-7252**

Note: By using the website, you do not need to send this form to Paychex, Inc.

Employee Information (All information is required)

Employee Name ______________________________ Social Security Number XXX – XX – ____________

Company Name Mattucci Plumbing Inc

Office/Client Number 0087 / 00811737

Date of Birth ____/____/____ Date of Hire ____/____/____ Phone Number (____)__________

E-mail Address |_|_|_|_|_|_|_|_|_|_|_|_|_|_|_|_|_|_|_|_|_|_|_|_|_|_|_|_|_|_|_|_|_|_|_|_|_|_|_|_|_|_|

Enrollment (Check one box)

If neither box is checked and a deferral field is filled in, you will be enrolled in the plan at the stated amount. If you wish to change your deferral election to zero percent in any source, place 0% on the line provided for that source. If you do not, the current election for that source will remain as it was prior to completing this updated election.

❒ **Yes,** I want to enroll in the plan at this time. I acknowledge that I have received a copy of the plan's Fee Disclosure Statement for Participants. I have indicated below the percentage that I want to contribute to the plan through payroll deduction. Deferrals must be in increments of 1% (**non-whole numbers will be rounded down** to the nearest percent).

Pretax Salary Deferral ________

Roth 401(k) Deferral* ________

Pretax Catch-up Deferral** ________

Roth Catch-up Deferral** ________

*Loans will not be issued from your Roth 401(k) balance.
**For catch-up deferrals, you must be eligible to make elective deferrals under your employer's 401(k) plan and have, or will have, attained age 50 before the close of the calendar year. If you have not met the age requirement you will not be enrolled in catch-up contributions.

Important: All deferrals that you elect in this section will be invested using the same fund allocation percentages that you select in the "Investment Selection" below.

❒ **No,** I do not want to enroll in the plan at this time. My deferral is zero.

Investment Selection

Please either check the following box or complete the investment section provided below.

❒ I do not wish to change my current investments at this time. Please leave them as they currently are. I understand that if I do not currently have any investments chosen, I will be enrolled 100% into the default fund.

In the "Investment Selection" column, I have entered the percent of my contribution that I want allocated in the investment(s) choices. All contributions elected on this from will be allocated in the investment(s) that I have selected.

I understand the "Investment Selection" and corresponding percentage will remain in effect until I request a change, in accordance with the provisions of the plan. I will receive a confirmation of the requested change.

I understand that if this section is not completed, or if the investment percentages do not total 100%, **that 100% of the contribution will be invested in the participant default option.**

Prior to requesting any movement between investments, please review the prospectus for policies regarding frequent trading and market timing. Please review the Fee Disclosure Statement for Participants prior to enrollment.

You may select any combination in 1% increments totaling 100% (non-whole numbers will be rounded down to the nearest percent). These investment selections are for future allocations only and will not impact funds currently invested.

MATC		Investment Selection
2892	DELAWARE CORPORATE BOND INST	%
2959	BNY MELLON TECHNOLOGY GROWTH I	%
3177	FEDERATED HERMES INSTITUTIONAL HIGH YIELD BOND INSTL	%
3372	FIDELITY TOTAL BOND	%
3835	MFS UTILITIES R4	%
4462	AMERICAN CENTURY GLOBAL GOLD INV	%
4472	AMERICAN CENTURY HERITAGE INV	%
4530	AMERICAN CENTURY ZERO COUPON 2025 INV	%
5118	VANGUARD GLOBAL EQUITY INV	%
5128	VANGUARD LIFESTRATEGY CONSERVATIVE GROWTH INV	%

(Funds continued on next page)

MATC		Investment Selection
5129	VANGUARD LIFESTRATEGY GROWTH INV	%
5131	VANGUARD LIFESTRATEGY MODERATE GROWTH INV	%
5134	VANGUARD LONG TERM US TREASURY INV	%
5148	VANGUARD TARGET RETIREMENT 2025 INV	%
5149	VANGUARD TARGET RETIREMENT 2035 INV	%
5151	VANGUARD TARGET RETIREMENT INCOME INV	%
5222	PEAR TREE PANAGORA EMERGING MARKETS INSTL	%
5256	ROYCE OPPORTUNITY INVESTMENT	%
5542	FRANKLIN GROWTH ADVISOR	%
5546	FRANKLIN NATURAL RESOURCES ADVISOR	%
5551	TEMPLETON CHINA WORLD ADV	%
5760	BLACKROCK GLOBAL ALLOCATION INST	%
5790	BLACKROCK LATIN AMERICA INST	%
6202	T. ROWE PRICE FINANCIAL SERVICES	%
6204	T. ROWE PRICE MEDIA & TELECOMMUNICATIONS	%
6389	DODGE & COX INTERNATIONAL STOCK	%
6426	SCHWAB HEALTH CARE	%
6790	VIRTUS CEREDEX MID-CAP VALUE EQUITY INST	%
7246	VANGUARD TARGET RETIREMENT 2050 INV	%
7248	VANGUARD TARGET RETIREMENT 2020 INV	%
7249	VANGUARD TARGET RETIREMENT 2030 INV	%
7250	VANGUARD TARGET RETIREMENT 2040 INV	%
10976	MAINSTAY S&P 500 INDEX I	%
12107	INVESCO INTERNATIONAL BOND Y	%
13217	TIAA-CREF SOCIAL CHOICE EQUITY INST	%
13304	NATIONWIDE MID CAP MARKET INDEX R6	%
13935	DFA INTERNATIONAL CORE EQUITY I	%
13964	DFA US LARGE CAP VALUE I	%
13966	DFA US SMALL CAP I	%
14929	VANGUARD INTERM TERM INVESTMENT GRADE BOND ADM	%
14931	VANGUARD INTERM TERM TREASURY ADML	%
14932	VANGUARD INFLATION PROTECTED SECURITIES ADM	%
15006	VANGUARD WELLESLEY INCOME ADML	%
15217	VANGUARD EQUITY INCOME ADML	%
15313	VANGUARD SHORT TERM FEDERAL ADMN	%
17585	VANGUARD SMALL CAP VALUE INDEX ADMIRAL	%
17675	VANGUARD MID CAP GROWTH INDEX ADML	%
17676	VANGUARD MID CAP VALUE INDEX ADML	%

(Funds continued on next page)

MATC		Investment Selection
17689	VANGUARD SMALL CAP INDEX ADML	%
17751	VANGUARD INTERM TERM BOND ADML	%
17755	VANGUARD TOTAL STOCK MARKET INDEX ADML	%
17782	VANGUARD REAL ESTATE INDEX ADML	%
17933	VANGUARD EMERGING MARKETS STOCK INDEX ADML	%
17967	VANGUARD BALANCED INDEX ADML	%
17968	VANGUARD GROWTH INDEX ADML	%
18130	VANGUARD SMALL CAP GROWTH INDEX ADML	%
18504	VANGUARD VALUE INDEX ADML	%
19248	FIDELITY GOVERNMENT MONEY MARKET	%
	Totals	**100%**

Authorization and Signature

As a participant in this plan, your employer may provide your investment and plan eligibility information to third parties necessary to administer the plan. I hereby authorize the company to make the necessary payroll deductions from my compensation as indicated above. The authorization set forth in this form shall become effective at the earliest time permitted by the terms of the plan.

➥ **Employee Signature:** ______________________________ **Date:** ______/______/________

PAYCHEX®

Fee Disclosure Statement for Participants of the Mattucci Plumbing Inc 401(k) Profit Sharing Plan & Trust

Overview

As a participant in the retirement plan sponsored by your employer, you are entitled to know the fees and expenses incurred to operate the plan that are paid by participant assets. The Employee Retirement Income Security Act of 1974, as amended ("ERISA"), requires that the plan administrator provide the disclosures of these fees to you, on or before the date you can first direct your investments, and annually thereafter.

The disclosure of fees is intended to make you aware of the rights and responsibilities associated with the options made available under the plan so that you may make informed decisions regarding the management of your account.

The types of information that must be disclosed are both plan-related and investment-related. Plan-related information includes general operational and identifying information, administrative expenses, and individual expenses. Investment-related information is included on a separate chart which details the fee information of the investment alternatives made available by the plan.

Part One: General Plan Information

Enrollment
Participants and beneficiaries can enroll and make investment changes at any time once eligible to participate in the plan. They can enroll via the internet or by completing an Enrollment/Change Form and either faxing or mailing it to Paychex.

- **http://www.paychexflex.com**
- **Fax: 585-389-7252**
- **Mail correspondence:**

Attn: 401(k) Participant Support
1175 John St., West Henrietta, NY 14586

Automatic Enrollment
Your plan includes an automatic enrollment feature. Once automatically enrolled, if you do not wish to participate, you have the ability to opt out within 90 days of enrollment via http://www.paychexflex.com. Please review your Automatic Enrollment Notice.

Plan Investment Changes
There are no limitations on the frequency of when investment changes may be made; however, there may be fees associated with such changes. Review the attached Investment Chart or the fund's prospectus for additional information.

Voting of Proxy
The plan administrator shall have responsibility for instructing the trustee as to voting and the tendering of shares relating to assets held by the trust, by proxy or in person, except to the extent such responsibility is delegated to another person, under the terms of the plan or under an agreement between the adopting employer and an investment manager, in which case such persons shall have such responsibility.

Asset Management
Your employer has selected the following financial professional to assist with the management of plan assets: KrisGray IFC, 800-794-4015.

Part Two: Administrative Expenses

Administrative expenses for such duties as recordkeeping, accounting, tax form preparation, and legal fees may be paid by the employer or by the plan. Your employer also has the option to be reimbursed by the plan for expenses they have paid. Fees paid with plan assets will be deducted pro-rata based on account balances and specified on your quarterly participant benefit statement as a plan administration expense.

Paychex charges administrative fees for the services provided to the plan which may be paid either by your employer or by plan assets. In the event your employer elects to have fees paid by plan assets the fees will be deducted pro-rata based on the account balances and will be specified on your quarterly participant benefit statement as Plan Administration Fee. Paychex administrative expenses include monthly fees, per participant fees, setup fees, and, when an employer selects specific service offerings or other features, an annual account fee which is charged against plan assets.

Quarterly Plan Document Maintenance Fee of $15 will be paid by the employer or the plan. Quarterly Plan Document Maintenance Fees paid with plan assets will be deducted pro rata based on account balances and specified on your quarterly participant benefit statement.

In the event that the employer decides to transfer plan assets attributable to its eligible employees to a new service provider, there may be a plan transfer fee charged for services associated with the transfer process. The employer could determine to pay the expense with plan assets. If the expense is paid by plan assets, it will be deducted on a pro-rata basis from all account balances, and the portion applied to your account will be reflected on your quarterly participant benefit statement.

A registered investment advisor, KrisGray IFC, 800-794-4015, manages the assets of the plan based on direction from the plan administrator. The annual fee is 100 basis points based on the plan's assets including loan balances paid on a Quarterly basis and charged against participant accounts pro-rata based on account balance.

The actual fee(s) for administrative expenses assessed against your account will be specified on your quarterly participant benefit statement.

Part Three: Individual Expenses

The following expenses may be charged against your account as set forth below. The actual fee(s) for any individual expenses assessed will be listed on your quarterly participant benefit statement.

Type of Fee	Description	Amount
Loan Fee	Fee charged for the initial processing of a loan request including preparation of amortization schedule.	$175 general purpose loan $325 primary residence loan
Distribution Fee	Fee charged for processing a distribution of plan assets.	$75
Wire/ACH Fee	Fee charged for sending loans and distributions as an automated clearing house (ACH) transaction or via wire transfer.	$18

Type of Fee	Description	Amount
Stale Check Fee	Fees charged to participants who fail to cash their distribution check by Paychex and third-party vendor. The amount of the fee depends on the services that are necessary to locate the participant.	$75 - Stale Check Processing to remit to Third-party vendor.
Participant Search Fee	Fee charged in event participant fails to request distribution during a plan termination and search is performed to determine current address.	$65
Check Reissue Fee	Fee charged for requiring a change in the method of distribution from cash to rollover or vice versa.	$75
Front/Back-End Load Fee	Sales charge or commission to compensate a sales intermediary, such as a broker or financial advisor, for their time and expertise in selecting an appropriate investment option for the investor.	None/waived
Redemption Fee	A fee assessed by an investment company to discourage short-term in and out trading of mutual fund shares. Redemption fees are credited directly to the investments' assets, not to the investment company. They are quoted as a percentage of sale proceeds sold within a specified period of time.	Refer to Section II, Fee and Expense Information of the Investment Chart.
Qualified Domestic Relations Order (QDRO) Processing Fee	Fee charged to the Participant for calculation and division of individual Participants Plan assets pursuant to a QDRO.	$500 or as set forth on the QDRO determination of status paperwork.

Investment Chart

This chart includes important information to help you compare the investment options under your retirement plan. Additional information about your investment options and hardcopies can be obtained via the investment option's Web site(s) listed in the chart or by contacting Silvana Mattucci at 13528 South Western Ave, Gardena, CA 90249, 310-543-2001.

The investment options available within the plan may include certain trading guidelines, imposed by the Investment Company, that restrict or limit the frequency in which purchase, transfer or withdrawals may be made. Any restrictions or limitations are identified in Section II of the Investment Chart under the Shareholder-Type Fees section. This information may also be found in each investment option's prospectus, where applicable, or on the investment option's website.

Section I. Performance Information

The Variable Return Investments table focuses on the performance of investment options that do not have a fixed or stated rate of return. This table shows how these options have performed over time and allows you to compare them with an appropriate benchmark for the same time periods. Past performance does not guarantee how the investment option will perform in the future. Your investment in these options could lose money. Information about an option's principal risks is available on the Web site(s).

Variable Return Investments

Name/ Type of Option	Ticker Symbol	Average Annual Total Return as of 12/31/21 1yr. 5yr. 10yr. Since Inception	Benchmark 1yr. 5yr. 10yr. Since Inception
Bond Funds			
AMERICAN CENTURY ZERO COUPON 2025 INV/ Long Government	BTTRX	0.53% 4.95% 3.63% 8.41% www.americancentury.com	(2.28%) 3.07% 2.14% 4.49% Bloomberg US Government TR USD
DELAWARE CORPORATE BOND INST/ Corporate Bond	DGCIX	(0.66%) 5.90% 5.42% 6.59% www.delawareinvestments.com	(1.04%) 5.26% 4.70% 5.60% Bloomberg US Corp Bond TR USD
FEDERATED HERMES INSTITUTIONAL HIGH YIELD BOND INSTL/ High Yield Bond	FIHBX	4.79% 5.86% 6.65% 8.26% www.federatedinvestors.com	5.36% 6.10% 6.72% 8.53% ICE BofA US High Yield TR USD
FIDELITY TOTAL BOND/ Intermediate - Term Bond	FTBFX	(0.09%) 4.43% 3.84% 4.87% www.fidelity.com	(1.10%) 3.84% 3.31% 4.51% Bloomberg US Universal TR USD
INVESCO INTERNATIONAL BOND Y/ World Bond	OIBYX	(10.00%) 2.35% 2.18% 4.67% www.invesco.com	(4.71%) 3.36% 1.77% 3.39% Bloomberg Global Aggregate TR USD

Name/ Type of Option	Ticker Symbol	Average Annual Total Return as of 12/31/21 1yr. 5yr. 10yr. Since Inception	Benchmark 1yr. 5yr. 10yr. Since Inception
VANGUARD INFLATION PROTECTED SECURITIES ADM/ Inflation Protected Bond	VAIPX	5.68% 5.18% 2.98% 4.19% www.vanguard.com	5.96% 5.34% 3.09% 4.33% Bloomberg US Treasury US TIPS TR USD
VANGUARD INTERM TERM BOND ADML/ Intermediate - Term Bond	VBILX	(2.36%) 4.13% 3.49% 4.91% www.vanguard.com	(1.54%) 3.57% 2.90% 4.19% Bloomberg US Agg Bond TR USD
VANGUARD INTERM TERM INVESTMENT GRADE BOND ADM/ Corporate Bond	VFIDX	(1.14%) 4.59% 4.21% 5.37% www.vanguard.com	(1.04%) 5.26% 4.70% 5.66% Bloomberg US Corp Bond TR USD
VANGUARD INTERM TERM TREASURY ADML/ Intermediate Government	VFIUX	(2.19%) 2.99% 2.19% 4.40% www.vanguard.com	(2.28%) 3.07% 2.14% 3.97% Bloomberg US Government TR USD
VANGUARD LONG TERM US TREASURY INV/ Long Government	VUSTX	(4.73%) 6.50% 4.40% 7.47% www.vanguard.com	(4.57%) 6.53% 4.53% 7.65% Bloomberg US Government Long TR USD
VANGUARD SHORT TERM FEDERAL ADMN/ Short Government	VSGDX	(0.49%) 2.05% 1.48% 2.99% www.vanguard.com	(0.60%) 1.62% 1.10% 2.48% Bloomberg US Govt 1-3 Yr TR USD
Equity Funds			
AMERICAN CENTURY GLOBAL GOLD INV/ Equity Precious Metals	BGEIX	(8.86%) 8.88% (3.30%) 2.64% www.americancentury.com	14.33% 14.55% 2.82% N/A MSCI World/Metals & Mining NR USD
AMERICAN CENTURY HERITAGE INV/ Mid - Cap Growth	TWHIX	11.10% 19.91% 15.67% 12.35% www.americancentury.com	12.73% 19.83% 16.63% 12.05% Russell Mid Cap Growth TR USD

Name/ Type of Option	Ticker Symbol	Average Annual Total Return as of 12/31/21 1yr. 5yr. 10yr. Since Inception	Benchmark 1yr. 5yr. 10yr. Since Inception
BLACKROCK GLOBAL ALLOCATION INST/ World Allocation	MALOX	6.73% 9.84% 7.88% 9.83% www.blackrock.com	9.31% 10.23% 8.44% N/A Morningstar Gbl Allocation TR USD
BLACKROCK LATIN AMERICA INST/ Latin America Stock	MALTX	(15.43%) 0.61% (2.69%) 4.93% www.blackrock.com	(8.09%) 1.47% (2.17%) N/A MSCI EM Latin America NR USD
BNY MELLON TECHNOLOGY GROWTH I/ Technology	DGVRX	12.88% 27.79% 20.12% 8.94% www.dreyfus.com	34.42% 31.62% 23.29% 9.85% Morningstar US Technology TR USD
DFA INTERNATIONAL CORE EQUITY I/ Foreign Large Value	DFIEX	13.87% 9.56% 8.62% 5.85% www.dfaus.com	7.82% 9.61% 7.28% 5.37% MSCI ACWI Ex USA NR USD
DFA US LARGE CAP VALUE I/ Large Value	DFLVX	28.07% 10.91% 13.76% 10.34% www.dfaus.com	25.16% 11.16% 12.97% 10.00% Russell 1000 Value TR USD
DFA US SMALL CAP I/ Small Blend	DFSTX	30.61% 11.36% 13.66% 10.87% www.dfaus.com	14.82% 12.02% 13.23% 9.80% Russell 2000 TR USD
DODGE & COX INTERNATIONAL STOCK/ Foreign Large Blend	DODFX	11.03% 7.19% 7.58% 7.14% www.dodgeandcox.com	10.46% 6.00% 5.29% 5.18% MSCI ACWI Ex USA Value NR USD
FRANKLIN GROWTH ADVISOR/ Large Growth	FCGAX	22.10% 21.14% 17.31% 10.34% www.franklintempleton.com	27.60% 25.32% 19.79% 10.34% Russell 1000 Growth TR USD
FRANKLIN NATURAL RESOURCES ADVISOR/ Natural Resources	FNRAX	36.26% (1.91%) (2.92%) 4.33% www.franklintempleton.com	39.94% 1.27% 1.27% 5.72% S&P North American Natural Resources TR
MAINSTAY S&P 500 INDEX I/ Large Blend	MSPIX	28.37% 18.17% 16.21% 10.92% www.nylim.com	26.45% 18.43% 16.54% 11.46% Russell 1000 TR USD
MFS UTILITIES R4/ Utilities	MMUJX	14.17% 12.05% 10.03% 10.25% www.mfs.com	17.95% 11.38% 11.14% 9.71% S&P 1500 Utilities TR

Name/ Type of Option	Ticker Symbol	Average Annual Total Return as of 12/31/21 1yr. 5yr. 10yr. Since Inception	Benchmark 1yr. 5yr. 10yr. Since Inception
NATIONWIDE MID CAP MARKET INDEX R6/ Mid - Cap Blend	GMXIX	24.45% 12.77% 13.92% 10.07% www.nationwide.com	22.58% 15.10% 14.91% 10.01% Russell Mid Cap TR USD
PEAR TREE PANAGORA EMERGING MARKETS INSTL/ Diversified Emerging Markets	QEMAX	(1.74%) 11.32% 5.87% 6.97% www.quantfunds.com	(2.54%) 9.87% 5.49% N/A MSCI EM NR USD
ROYCE OPPORTUNITY INVESTMENT/ Small Value	RYPNX	30.85% 15.67% 15.06% 12.94% www.roycefunds.com	28.27% 9.07% 12.03% 9.76% Russell 2000 Value TR USD
SCHWAB HEALTH CARE/ Health	SWHFX	23.29% 15.39% 15.71% 10.24% www.schwab.com	24.85% 17.70% 17.44% 9.16% S&P 1500 Health Care TR
T. ROWE PRICE FINANCIAL SERVICES/ Financial	PRISX	37.81% 15.10% 16.33% 10.44% www.troweprice.com	34.55% 12.73% 15.97% 8.00% S&P 1500 Financials TR
T. ROWE PRICE MEDIA & TELECOMMUNICATIONS/ Communications	PRMTX	9.68% 24.13% 20.36% 15.78% www.troweprice.com	21.33% 11.34% 11.50% N/A S&P 1500 Commun Services TR
TEMPLETON CHINA WORLD ADV/ China Region	TACWX	(21.86%) 8.75% 4.93% 9.45% www.franklintempleton.com	(21.72%) 9.36% 7.17% 11.43% MSCI China NR USD
TIAA-CREF SOCIAL CHOICE EQUITY INST/ Large Blend	TISCX	26.46% 17.98% 15.75% 7.79% www.tiaa-cref.org	26.45% 18.43% 16.54% 7.94% Russell 1000 TR USD
VANGUARD BALANCED INDEX ADML/ Allocation 50 - 70% Equity	VBIAX	14.22% 12.37% 10.99% 7.34% www.vanguard.com	10.19% 10.07% 8.75% 6.90% Morningstar Mod Tgt Risk TR USD
VANGUARD EMERGING MARKETS STOCK INDEX ADML/ Diversified Emerging Markets	VEMAX	0.86% 9.43% 5.36% 5.95% www.vanguard.com	(2.54%) 9.87% 5.49% 6.17% MSCI EM NR USD

Name/ Type of Option	Ticker Symbol	Average Annual Total Return as of 12/31/21 1yr. 5yr. 10yr. Since Inception	Benchmark 1yr. 5yr. 10yr. Since Inception
VANGUARD EQUITY INCOME ADML/ Large Value	VEIRX	25.64% 12.67% 13.23% 8.85% www.vanguard.com	25.16% 11.16% 12.97% 7.99% Russell 1000 Value TR USD
VANGUARD GLOBAL EQUITY INV/ World Stock	VHGEX	13.13% 15.65% 13.35% 9.69% www.vanguard.com	18.54% 14.40% 11.85% N/A MSCI ACWI NR USD
VANGUARD GROWTH INDEX ADML/ Large Growth	VIGAX	27.26% 24.77% 19.29% 9.11% www.vanguard.com	27.60% 25.32% 19.79% 8.57% Russell 1000 Growth TR USD
VANGUARD LIFESTRATEGY CONSERVATIVE GROWTH INV/ Allocation 30 - 50% Equity	VSCGX	6.05% 8.05% 7.09% 7.07% www.vanguard.com	6.36% 8.11% 6.85% N/A Morningstar Mod Con Tgt Risk TR USD
VANGUARD LIFESTRATEGY GROWTH INV/ Allocation 70 - 85% Equity	VASGX	14.35% 12.53% 11.12% 8.66% www.vanguard.com	14.04% 12.03% 10.60% N/A Morningstar Mod Agg Tgt Risk TR USD
VANGUARD LIFESTRATEGY MODERATE GROWTH INV/ Allocation 50 - 70% Equity	VSMGX	10.08% 10.30% 9.12% 7.99% www.vanguard.com	10.19% 10.07% 8.75% N/A Morningstar Mod Tgt Risk TR USD
VANGUARD MID CAP GROWTH INDEX ADML/ Mid - Cap Growth	VMGMX	20.48% 20.05% 16.45% 16.34% www.vanguard.com	12.73% 19.83% 16.63% 16.67% Russell Mid Cap Growth TR USD
VANGUARD MID CAP VALUE INDEX ADML/ Mid - Cap Value	VMVAX	28.76% 11.61% 13.57% 14.18% www.vanguard.com	28.34% 11.22% 13.44% 14.01% Russell Mid Cap Value TR USD
VANGUARD REAL ESTATE INDEX ADML/ Real Estate	VGSLX	40.40% 11.24% 11.51% 11.14% www.vanguard.com	43.05% 10.57% 11.21% 10.92% S&P United States REIT TR USD
VANGUARD SMALL CAP GROWTH INDEX ADML/ Small Growth	VSGAX	5.70% 16.90% 14.83% 15.28% www.vanguard.com	2.83% 14.53% 14.14% 14.61% Russell 2000 Growth TR USD

Name/ Type of Option	Ticker Symbol	Average Annual Total Return as of 12/31/21 1yr.	5yr.	10yr.	Since Inception	Benchmark 1yr.	5yr.	10yr.	Since Inception
VANGUARD SMALL CAP INDEX ADML/ Small Blend	VSMAX	17.73%	13.49%	14.16%	10.05%	14.82%	12.02%	13.23%	9.05%
		www.vanguard.com				Russell 2000 TR USD			
VANGUARD SMALL CAP VALUE INDEX ADMIRAL/ Small Value	VSIAX	28.09%	10.31%	13.30%	14.00%	28.27%	9.07%	12.03%	12.83%
		www.vanguard.com				Russell 2000 Value TR USD			
VANGUARD TARGET RETIREMENT 2020 INV/ Target Date 2020	VTWNX	8.17%	9.26%	8.71%	6.93%	9.04%	9.47%	8.38%	7.06%
		www.vanguard.com				Morningstar Lifetime Mod 2020 TR USD			
VANGUARD TARGET RETIREMENT 2025 INV/ Target Date 2025	VTTVX	9.80%	10.35%	9.60%	7.47%	10.10%	10.22%	9.24%	8.42%
		www.vanguard.com				Morningstar Lifetime Mod 2025 TR USD			
VANGUARD TARGET RETIREMENT 2030 INV/ Target Date 2030	VTHRX	11.38%	11.23%	10.36%	7.64%	11.69%	11.07%	10.13%	7.76%
		www.vanguard.com				Morningstar Lifetime Mod 2030 TR USD			
VANGUARD TARGET RETIREMENT 2035 INV/ Target Date 2035	VTTHX	12.96%	12.06%	11.10%	8.30%	13.63%	11.85%	10.83%	9.17%
		www.vanguard.com				Morningstar Lifetime Mod 2035 TR USD			
VANGUARD TARGET RETIREMENT 2040 INV/ Target Date 2040	VFORX	14.56%	12.88%	11.69%	8.31%	15.35%	12.42%	11.23%	8.30%
		www.vanguard.com				Morningstar Lifetime Mod 2040 TR USD			
VANGUARD TARGET RETIREMENT 2050 INV/ Target Date 2050	VFIFX	16.41%	13.62%	12.07%	8.58%	16.60%	12.75%	11.33%	8.36%
		www.vanguard.com				Morningstar Lifetime Mod 2050 TR USD			

Name/ Type of Option	Ticker Symbol	Average Annual Total Return as of 12/31/21 1yr. 5yr. 10yr. Since Inception	Benchmark 1yr. 5yr. 10yr. Since Inception
VANGUARD TARGET RETIREMENT INCOME INV/ Target Date Retirement	VTINX	5.25% 6.85% 5.88% 5.62% www.vanguard.com	7.62% 7.43% 6.08% 6.24% Morningstar Lifetime Mod Incm TR USD
VANGUARD TOTAL STOCK MARKET INDEX ADML/ Large Blend	VTSAX	25.71% 17.98% 16.29% 8.61% www.vanguard.com	26.45% 18.43% 16.54% 8.40% Russell 1000 TR USD
VANGUARD VALUE INDEX ADML/ Large Value	VVIAX	26.49% 12.52% 13.74% 7.54% www.vanguard.com	25.16% 11.16% 12.97% 7.78% Russell 1000 Value TR USD
VANGUARD WELLESLEY INCOME ADML/ Allocation 30 - 50% Equity	VWIAX	8.57% 8.09% 7.73% 7.20% www.vanguard.com	6.36% 8.11% 6.85% 6.16% Morningstar Mod Con Tgt Risk TR USD
VIRTUS CEREDEX MID-CAP VALUE EQUITY INST/ Mid - Cap Value	SMVTX	28.99% 11.79% 13.34% 10.33% www.virtusinvestmentpartners.com	28.34% 11.22% 13.44% 10.69% Russell Mid Cap Value TR USD
Money Market Funds			
FIDELITY GOVERNMENT MONEY MARKET/ Money Market	SPAXX	0.01% 0.82% 0.42% 2.58% www.fidelity.com	0.17% 1.40% 0.89% N/A ICE BofA USD 3M Dep OR CM TR USD

N/A- Please refer to the fact sheets on http://www.paychexflex.com by selecting Research Funds from your Home Page and clicking on the name of the investment option.

Section II. Fee and Expense Information

The Fees and Expenses table shows fee and expense information for the investment options listed in the Variable Return Investments table. It lists the Total Annual Operating Expenses of the options in the Variable Return Investments table. Total Annual Operating Expenses are expenses that reduce the rate of return of the investment option. This table also shows Shareholder-Type Fees. These fees are in addition to Total Annual Operating Expenses. A portion of the expense ratio may be returned to Paychex or its subsidiaries in the form of revenue sharing. If an employer has elected the return of concessions feature for its plan the revenue share that would be returned to Paychex or its subsidiaries is returned directly to the participant who incurred the fee charged by the investment and an annual account fee is charged against plan assets. Administrative fees including annual account fees, may be paid directly by your employer or by the Plan as described in Part Two.

Fees and Expenses

Name/ Type of Option	**Ticker Symbol**	**Total Annual Operating Expenses As a %***	**Per $1000**	**Shareholder-Type Fees**	**Round Trip Period ****	**Restriction Frequency *****	**Restricted Trading Period *******
Bond Funds							
AMERICAN CENTURY ZERO COUPON 2025 INV/ Long Government	BTTRX	0.54%	$ 5.40	N/A	7 Days	1 in 1 Years	N/A
Additional Description: None							
DELAWARE CORPORATE BOND INST/ Corporate Bond	DGCIX	0.57%	$ 5.70	N/A	20 Days	1 in 90 Days	N/A
Additional Description: None							
FEDERATED HERMES INSTITUTIONAL HIGH YIELD BOND INSTL/ High Yield Bond	FIHBX	0.50%	$ 5.00	N/A	30 Days	2 in 12 Months	N/A
Additional Description: None							
FIDELITY TOTAL BOND/ Intermediate - Term Bond	FTBFX	0.45%	$ 4.50	N/A	30 Days	3 in 12 Months	85 Days
Additional Description: None							

Name/ Type of Option	Ticker Symbol	Total Annual Operating Expenses As a %*	Per $1000	Shareholder-Type Fees	Round Trip Period **	Restriction Frequency ***	Restricted Trading Period ****
INVESCO INTERNATIONAL BOND Y/ World Bond	OIBYX	0.76%	$ 7.60	N/A	N/A	N/A	N/A
Additional Description: None							
VANGUARD INFLATION PROTECTED SECURITIES ADM/ Inflation Protected Bond	VAIPX	0.10%	$ 1.00	N/A	30 Days	1 in 30 Days	30 Days
Additional Description: None							
VANGUARD INTERM TERM BOND ADML/ Intermediate - Term Bond	VBILX	0.07%	$ 0.70	N/A	30 Days	1 in 30 Days	30 Days
Additional Description: None							
VANGUARD INTERM TERM INVESTMENT GRADE BOND ADM/ Corporate Bond	VFIDX	0.10%	$ 1.00	N/A	30 Days	1 in 30 Days	30 Days
Additional Description: None							
VANGUARD INTERM TERM TREASURY ADML/ Intermediate Government	VFIUX	0.10%	$ 1.00	N/A	30 Days	1 in 30 Days	30 Days
Additional Description: None							
VANGUARD LONG TERM US TREASURY INV/ Long Government	VUSTX	0.20%	$ 2.00	N/A	30 Days	1 in 30 Days	30 Days
Additional Description: None							
VANGUARD SHORT TERM FEDERAL ADMN/ Short Government	VSGDX	0.10%	$ 1.00	N/A	30 Days	1 in 30 Days	30 Days
Additional Description: None							

Name/ Type of Option	Ticker Symbol	Total Annual Operating Expenses As a %*	Per $1000	Shareholder-Type Fees	Round Trip Period **	Restriction Frequency ***	Restricted Trading Period ****
Equity Funds							
AMERICAN CENTURY GLOBAL GOLD INV/ Equity Precious Metals	BGEIX	0.67%	$ 6.70	N/A	7 Days	1 in 1 Years	N/A
Additional Description: None							
AMERICAN CENTURY HERITAGE INV/ Mid - Cap Growth	TWHIX	1.00%	$ 10.00	N/A	7 Days	1 in 1 Years	N/A
Additional Description: None							
BLACKROCK GLOBAL ALLOCATION INST/ World Allocation	MALOX	0.82%	$ 8.20	N/A	N/A	N/A	N/A
Additional Description: None							
BLACKROCK LATIN AMERICA INST/ Latin America Stock	MALTX	1.44%	$ 14.40	N/A	N/A	N/A	N/A
Additional Description: None							
BNY MELLON TECHNOLOGY GROWTH I/ Technology	DGVRX	0.93%	$ 9.30	N/A	60 Days	4 in 12 Months	N/A
Additional Description: None							
DFA INTERNATIONAL CORE EQUITY I/ Foreign Large Value	DFIEX	0.25%	$ 2.50	N/A	N/A	1 in 30 Days	90 Days
Additional Description: None							
DFA US LARGE CAP VALUE I/ Large Value	DFLVX	0.22%	$ 2.20	N/A	N/A	1 in 30 Days	90 Days
Additional Description: None							

Name/ Type of Option	Ticker Symbol	Total Annual Operating Expenses As a %*	 Per $1000	Shareholder-Type Fees	Round Trip Period **	Restriction Frequency ***	Restricted Trading Period ****
DFA US SMALL CAP I/ Small Blend	DFSTX	0.33%	$ 3.30	N/A	N/A	1 in 30 Days	90 Days
Additional Description: None							
DODGE & COX INTERNATIONAL STOCK/ Foreign Large Blend	DODFX	0.63%	$ 6.30	N/A	N/A	N/A	N/A
Additional Description: None							
FRANKLIN GROWTH ADVISOR/ Large Growth	FCGAX	0.54%	$ 5.40	N/A	N/A	N/A	N/A
Additional Description: None							
FRANKLIN NATURAL RESOURCES ADVISOR/ Natural Resources	FNRAX	1.00%	$ 10.00	N/A	N/A	N/A	N/A
Additional Description: None							
MAINSTAY S&P 500 INDEX I/ Large Blend	MSPIX	0.25%	$ 2.50	N/A	N/A	N/A	N/A
Additional Description: None							
MFS UTILITIES R4/ Utilities	MMUJX	0.74%	$ 7.40	N/A	N/A	2 in 3 Months	N/A
Additional Description: None							
NATIONWIDE MID CAP MARKET INDEX R6/ Mid - Cap Blend	GMXIX	0.26%	$ 2.60	N/A	N/A	N/A	N/A
Additional Description: None							
PEAR TREE PANAGORA EMERGING MARKETS INSTL/ Diversified Emerging Markets	QEMAX	1.10%	$ 11.00	N/A	N/A	N/A	N/A
Additional Description: None							

Name/ Type of Option	Ticker Symbol	Total Annual Operating Expenses As a %*	Per $1000	Shareholder-Type Fees	Round Trip Period **	Restriction Frequency ***	Restricted Trading Period ****
ROYCE OPPORTUNITY INVESTMENT/ Small Value	RYPNX	1.23%	$ 12.30	N/A	30 Days	N/A	N/A
Additional Description: None							
SCHWAB HEALTH CARE/ Health	SWHFX	0.80%	$ 8.00	N/A	N/A	N/A	N/A
Additional Description: None							
T. ROWE PRICE FINANCIAL SERVICES/ Financial	PRISX	0.89%	$ 8.90	N/A	N/A	N/A	N/A
Additional Description: None							
T. ROWE PRICE MEDIA & TELECOMMUNICATIONS/ Communications	PRMTX	0.75%	$ 7.50	N/A	N/A	N/A	N/A
Additional Description: None							
TEMPLETON CHINA WORLD ADV/ China Region	TACWX	1.48%	$ 14.80	N/A	N/A	N/A	N/A
Additional Description: None							
TIAA-CREF SOCIAL CHOICE EQUITY INST/ Large Blend	TISCX	0.18%	$ 1.80	N/A	60 Days	N/A	N/A
Additional Description: None							
VANGUARD BALANCED INDEX ADML/ Allocation 50 - 70% Equity	VBIAX	0.07%	$ 0.70	N/A	30 Days	1 in 30 Days	30 Days
Additional Description: None							
VANGUARD EMERGING MARKETS STOCK INDEX ADML/ Diversified Emerging Markets	VEMAX	0.14%	$ 1.40	N/A	30 Days	1 in 30 Days	30 Days
Additional Description: None							

Name/ Type of Option	Ticker Symbol	Total Annual Operating Expenses As a %*	Per $1000	Shareholder-Type Fees	Round Trip Period **	Restriction Frequency ***	Restricted Trading Period ****
VANGUARD EQUITY INCOME ADML/ Large Value	VEIRX	0.19%	$ 1.90	N/A	30 Days	1 in 30 Days	30 Days
Additional Description: None							
VANGUARD GLOBAL EQUITY INV/ World Stock	VHGEX	0.45%	$ 4.50	N/A	30 Days	1 in 30 Days	30 Days
Additional Description: None							
VANGUARD GROWTH INDEX ADML/ Large Growth	VIGAX	0.05%	$ 0.50	N/A	30 Days	1 in 30 Days	30 Days
Additional Description: None							
VANGUARD LIFESTRATEGY CONSERVATIVE GROWTH INV/ Allocation 30 - 50% Equity	VSCGX	0.12%	$ 1.20	N/A	30 Days	1 in 30 Days	30 Days
Additional Description: None							
VANGUARD LIFESTRATEGY GROWTH INV/ Allocation 70 - 85% Equity	VASGX	0.14%	$ 1.40	N/A	30 Days	1 in 30 Days	30 Days
Additional Description: None							
VANGUARD LIFESTRATEGY MODERATE GROWTH INV/ Allocation 50 - 70% Equity	VSMGX	0.13%	$ 1.30	N/A	30 Days	1 in 30 Days	30 Days
Additional Description: None							
VANGUARD MID CAP GROWTH INDEX ADML/ Mid - Cap Growth	VMGMX	0.07%	$ 0.70	N/A	30 Days	1 in 30 Days	30 Days
Additional Description: None							

Name/ Type of Option	Ticker Symbol	Total Annual Operating Expenses As a %*	Per $1000	Shareholder-Type Fees	Round Trip Period **	Restriction Frequency ***	Restricted Trading Period ****
VANGUARD MID CAP VALUE INDEX ADML/ Mid - Cap Value	VMVAX	0.07%	$ 0.70	N/A	30 Days	1 in 30 Days	30 Days
Additional Description: None							
VANGUARD REAL ESTATE INDEX ADML/ Real Estate	VGSLX	0.12%	$ 1.20	N/A	30 Days	1 in 30 Days	30 Days
Additional Description: None							
VANGUARD SMALL CAP GROWTH INDEX ADML/ Small Growth	VSGAX	0.07%	$ 0.70	N/A	30 Days	1 in 30 Days	30 Days
Additional Description: None							
VANGUARD SMALL CAP INDEX ADML/ Small Blend	VSMAX	0.05%	$ 0.50	N/A	30 Days	1 in 30 Days	30 Days
Additional Description: None							
VANGUARD SMALL CAP VALUE INDEX ADMIRAL/ Small Value	VSIAX	0.07%	$ 0.70	N/A	30 Days	1 in 30 Days	30 Days
Additional Description: None							
VANGUARD TARGET RETIREMENT 2020 INV/ Target Date 2020	VTWNX	0.08%	$ 0.80	N/A	30 Days	1 in 30 Days	30 Days
Additional Description: None							
VANGUARD TARGET RETIREMENT 2025 INV/ Target Date 2025	VTTVX	0.08%	$ 0.80	N/A	30 Days	1 in 30 Days	30 Days
Additional Description: None							

Name/ Type of Option	Ticker Symbol	Total Annual Operating Expenses As a %*	Per $1000	Shareholder-Type Fees	Round Trip Period **	Restriction Frequency ***	Restricted Trading Period ****
VANGUARD TARGET RETIREMENT 2030 INV/ Target Date 2030	VTHRX	0.08%	$ 0.80	N/A	30 Days	1 in 30 Days	30 Days
Additional Description: None							
VANGUARD TARGET RETIREMENT 2035 INV/ Target Date 2035	VTTHX	0.08%	$ 0.80	N/A	30 Days	1 in 30 Days	30 Days
Additional Description: None							
VANGUARD TARGET RETIREMENT 2040 INV/ Target Date 2040	VFORX	0.08%	$ 0.80	N/A	30 Days	1 in 30 Days	30 Days
Additional Description: None							
VANGUARD TARGET RETIREMENT 2050 INV/ Target Date 2050	VFIFX	0.08%	$ 0.80	N/A	30 Days	1 in 30 Days	30 Days
Additional Description: None							
VANGUARD TARGET RETIREMENT INCOME INV/ Target Date Retirement	VTINX	0.08%	$ 0.80	N/A	30 Days	1 in 30 Days	30 Days
Additional Description: None							
VANGUARD TOTAL STOCK MARKET INDEX ADML/ Large Blend	VTSAX	0.04%	$ 0.40	N/A	30 Days	1 in 30 Days	30 Days
Additional Description: None							

Name/ Type of Option	Ticker Symbol	Total Annual Operating Expenses As a %*	Per $1000	Shareholder-Type Fees	Round Trip Period **	Restriction Frequency ***	Restricted Trading Period ****
VANGUARD VALUE INDEX ADML/ Large Value	VVIAX	0.05%	$ 0.50	N/A	30 Days	1 in 30 Days	30 Days
Additional Description: None							
VANGUARD WELLESLEY INCOME ADML/ Allocation 30 - 50% Equity	VWIAX	0.16%	$ 1.60	N/A	30 Days	1 in 30 Days	30 Days
Additional Description: None							
VIRTUS CEREDEX MID-CAP VALUE EQUITY INST/ Mid - Cap Value	SMVTX	1.04%	$ 10.40	N/A	30 Days	1 in 30 Days	N/A
Additional Description: None							
Money Market Funds							
FIDELITY GOVERNMENT MONEY MARKET/ Money Market	SPAXX	0.42%	$ 4.20	N/A	N/A	N/A	N/A
Additional Description: None							

* = Total Operating Expense before waivers/reimbursements as taken from the Operating Fees & Expenses table of the prospectus
** = period of time between purchase and redemption of shares of the same investment that qualifies it as a round trip transaction
*** = number of round trips permitted
**** = amount of time blocked from trading if policy is violated

The cumulative effect of fees and expenses can substantially reduce the growth of your retirement savings. Visit the Department of Labor's Web site for an example showing the long-term effect of fees and expenses at https://www.dol.gov/agencies/ebsa/about-ebsa/our-activities/resource-center/publications/understanding-your-retirement-plan-fees. Fees and expenses are only one of many factors to consider when you decide to invest in an option. You may also want to think about whether an investment in a particular option, along with your other investments, will help you achieve your

The information set forth in this document is based upon information that Paychex has received from unaffiliated third parties. Paychex has not verified the accuracy or completeness of the information and cannot be responsible for any inaccuracies in the information from third party sources. You must independently determine how to use and interpret the information set forth in this document, including whether you need the assistance of any professionals to assist you in your interpretation of that information and if so, the nature of professional assistance that you may need. Paychex is not responsible for the manner in which you interpret the information in this document.

Note: When using this document, be aware that some, and perhaps all, of the information may be time-sensitive.

To assist you in understanding your designated investment alternatives, a general glossary of terms can be found at http://www.morningstar.com/InvGlossary/?CustId=&CLogin=&CType=&CName= . In addition, the website provided with each investment alternative may contain its own glossary of terms relevant to that specific alternative, or a link to such a glossary.