

MATC		Investment Selection
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	%
11332	VANGUARD MONEY MARKET RESERVES FEDERAL	%
12208	PARNASSUS VALUE EQUITY INVESTOR	%
12460	VANGUARD HEALTH CARE ADMIRAL	%
12606	PARNASSUS CORE EQUITY INST	%
13128	METROPOLITAN WEST TOTAL RETURN BOND I	%
13284	BNY MELLON/STANDISH GLOBAL FIXED INCOME I	%
13638	VANGUARD LONG-TERM TREASURY INDEX ADML	%
13833	VICTORY INCORE FUND FOR INCOME I	%
13929	DFA INFLATION PROTECTED SECURITIES I	%
13960	DFA INTERMEDIATE GOVERNMENT FIXED INCOME I	%
13966	DFA US SMALL CAP I	%
14539	AMERICAN BEACON SMALL CAP VALUE R5	%
15006	VANGUARD WELLESLEY INCOME ADML	%
15217	VANGUARD EQUITY INCOME ADML	%
15527	VANGUARD ENERGY ADMN	%
15684	GOLDMAN SACHS EMERGING MARKETS DEBT INST	%
15715	INVESCO OPPENHEIMER INTERNATIONAL GROWTH R6	%
15918	VIRTUS SMALL CAP SUSTAINABLE GROWTH I	%
16171	JOHN HANCOCK INCOME R6	%
16394	CALVERT INCOME I	%
16396	CALVERT INTERNATIONAL OPPORTUNITIES I	%
16397	CALVERT SHORT DURATION INCOME I	%
16399	CALVERT U.S. LARGE CAP CORE RESPONSIBLE INDEX I	%
16922	COLUMBIA SMALL CAP INDEX INST 2	%
16976	MFS TECHNOLOGY R6	%
17028	FRANKLIN UTILITIES R6	%
17368	LAZARD INTERNATIONAL EQUITY PORTFOLIO INST	%
17567	IMPAX GLOBAL ENVIRONMENTAL MARKETS INSTL	%
17570	IMPAX ELLEVATE GLOBAL WOMEN'S LEADERSHIP INSTL	%
17585	VANGUARD SMALL CAP VALUE INDEX ADMIRAL	%
17676	VANGUARD MID CAP VALUE INDEX ADML	%
17679	EATON VANCE STOCK I	%
17683	EATON VANCE GREATER CHINA GROWTH I	%
17699	VANGUARD MID CAP INDEX FUND ADML	%

(Funds continued on next page)

MATC		Investment Selection
17782	VANGUARD REAL ESTATE INDEX ADML	%
17834	ALLSPRING PRECIOUS METALS INST	%
17933	VANGUARD EMERGING MARKETS STOCK INDEX ADML	%
17968	VANGUARD GROWTH INDEX ADML	%
22536	PARNASSUS MID CAP INST	%
29527	CALVERT EMERGING MARKETS EQUITY I	%
29528	CALVERT GLOBAL WATER I	%
48036	CALVERT US LARGE CAP VALUE RSPNB IDX I	%
17967	VANGUARD BALANCED INDEX ADML	%
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:** ____/____/____

Fee Disclosure Statement for Participants of the Learning Herbs LLC 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

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:
KRISTOFER GRAY, 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.

Certain Paychex administrative fees may be paid from plan assets if elected by the plan administrator. Certain restrictions may apply. You may contact your plan administrator to determine whether administrative fees are paid from plan assets. If this applies, the fees are charged against participant accounts pro-rata based on account balance. Over the previous 12 months, Paychex administrative fees paid from assets totaled \$120.00.

Paychex returns any payments which Paychex would have received from the investments in the Plan's lineup pro-rata to the Plan and assesses an annual account fee against the Plan assets. The annual account fee is based on the formula below.

Minimum Asset Value in the Plan	Maximum Asset Value in the Plan	Annual Account Fee (bps)
\$0.00	\$99,999.99	50bps
\$100,000.00	\$499,999.99	45bps
\$500,000.00	\$999,999.99	35bps
\$1,000,000.00	\$2,999,999.99	25bps
\$3,000,000.00	\$3,999,999.99	15bps
\$4,000,000.00	\$9,999,999.99	14bps
\$10,000,000.00	\$14,999,999.99	13bps
\$15,000,000.00	\$39,999,999.99	10bps
\$40,000,000.00+		8bps

Basis points (bps) are a unit of measurement equal to 1/100th of 1% (e.g., 40bps = .40% = .004).

Quarterly Plan Document Maintenance Fee of \$30 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, KRISTOFER GRAY, 800-794-4015, manages the assets of the plan based on direction from the plan administrator. The annual fee is 0.999999996% of plan assets paid on a Monthly 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
Residual Distribution Fee	Fee charged for processing of residual distributions initiated by Paychex. Residual distributions pay out any remaining money added to the account after a full distribution.	\$25
Wire/ACH Fee	Fee charged for sending loans and distributions as an automated clearing house (ACH) transaction or via wire transfer.	\$18
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 Kimberly Gallagher at 113 Cherry St PMB 88863, SEATTLE, WA 98104-2853, 206-963-4898.

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 12/31/22				Benchmark				
		1yr.	5yr.	10yr.	Since Inception	1yr.	5yr.	10yr.	Since Inception	
Bond Funds										
BNY MELLON/STANDIS H GLOBAL FIXED INCOME I/ World Bond	SDGIX	(9.35%) www.dreyfus.com	0.73%	1.78%	4.98%	(11.22%)	0.36%	1.70%	4.51%	Bloomberg Global Aggregate TR Hdg USD
CALVERT INCOME I/ Intermediate - Term Bond	CINCX	(15.37%) www.calvertgroup.com	0.87%	2.19%	4.71%	(15.76%)	0.45%	1.96%	4.65%	Bloomberg US Corp Bond TR USD
CALVERT SHORT DURATION INCOME I/ Short - Term Bond	CDSIX	(4.72%) www.calvertgroup.com	1.53%	1.72%	3.06%	(3.69%)	0.92%	0.88%	2.01%	Bloomberg US Govt/Credit 1-3 Yr TR USD
DFA INFLATION PROTECTED SECURITIES I/ Inflation Protected Bond	DIPSX	(12.22%) www.dfaus.com	2.06%	1.04%	3.59%	(11.85%)	2.11%	1.12%	3.50%	Bloomberg US Treasury US TIPS TR USD
DFA INTERMEDIATE GOVERNMENT FIXED INCOME I/ Intermediate Government	DFIGX	(13.12%) www.dfaus.com	(0.13%)	0.59%	5.11%	(12.32%)	(0.06%)	0.60%	4.80%	Bloomberg US Government TR USD

Name/ Type of Option	Ticker Symbol	Average Annual Total Return as of 12/31/22				Benchmark				
		1yr.	5yr.	10yr.	Since Inception	1yr.	5yr.	10yr.	Since Inception	
FEDERATED HERMES INSTITUTIONAL HIGH YIELD BOND INSTL/ High Yield Bond	FIHBX	(11.39%) www.federatedinvestors.com	1.91%	3.89%	7.19%	(11.22%)	2.12%	3.94%	7.45%	ICE BofA US High Yield TR USD
GOLDMAN SACHS EMERGING MARKETS DEBT INST/ Emerging Markets Bond	GSDIX	(20.04%) www.gs.com	(2.58%)	0.68%	5.92%	(17.78%)	(1.31%)	1.59%	5.70%	JPM EMBI Global Diversified TR USD
JOHN HANCOCK INCOME R6/ Multisector Bond	JSNWX	(10.14%) www.jhfunds.com	0.89%	2.00%	2.76%	(12.99%)	0.18%	1.33%	1.78%	Bloomberg US Universal TR USD
METROPOLITAN WEST TOTAL RETURN BOND I/ Intermediate - Term Bond	MWTIX	(14.79%) www.mwamlc.com	0.09%	1.29%	4.75%	(12.99%)	0.18%	1.33%	4.17%	Bloomberg US Universal TR USD
VANGUARD LONG-TERM TREASURY INDEX ADML/ Long Government	VLGSX	(29.47%) www.vanguard.com	(2.40%)	0.49%	3.18%	(29.19%)	(2.19%)	0.61%	3.31%	Bloomberg US Government Long TR USD
VICTORY INCORE FUND FOR INCOME I/ Short Government	VFFIX	(5.23%) www.victoryconnect.com	0.28%	0.61%	1.08%	(3.81%)	0.74%	0.66%	0.72%	Bloomberg US Govt 1-3 Yr TR USD
Equity Funds										
ALLSPRING PRECIOUS METALS INST/ Equity Precious Metals	EKWYX	(7.44%) www.wellsfargoadvantagefunds.com	4.86%	(2.95%)	8.86%	7.15%	9.73%	3.44%	7.46%	MSCI World/Metals & Mining NR USD
AMERICAN BEACON SMALL CAP VALUE R5/ Small Value	AVFIX	(7.78%) www.americanbeaconfunds.com	5.08%	9.41%	9.68%	(14.48%)	4.13%	8.48%	8.34%	Russell 2000 Value TR USD

Name/ Type of Option	Ticker Symbol	Average Annual Total Return as of 12/31/22				Benchmark			
		1yr.	5yr.	10yr.	Since Inception	1yr.	5yr.	10yr.	Since Inception
CALVERT EMERGING MARKETS EQUITY I/ Diversified Emerging Markets	CVMIX	(22.58%)	(1.43%)	3.92%	4.36%	(20.09%)	(1.40%)	1.44%	2.02%
		www.calvertgroup.com				MSCI EM NR USD			
CALVERT GLOBAL WATER I/ Natural Resources	CFWIX	(19.40%)	4.87%	6.59%	4.77%	34.07%	7.13%	4.05%	3.32%
		www.calvertgroup.com				S&P North American Natural Resources TR			
CALVERT INTERNATIONAL OPPORTUNITIES I/ Foreign Small/Mid Blend	COIIX	(26.68%)	0.50%	6.06%	3.36%	(20.23%)	0.06%	5.11%	N/A
		www.calvertgroup.com				MSCI World Ex USA SMID NR USD			
CALVERT U.S. LARGE CAP CORE RESPONSIBLE INDEX I/ Large Growth	CISIX	(21.66%)	9.60%	12.73%	5.59%	(19.13%)	9.13%	12.37%	6.54%
		www.calvertgroup.com				Russell 1000 TR USD			
CALVERT US LARGE CAP VALUE RSPNB IDX I/ Large Value	CFJIX	(11.66%)	6.86%	N/A	7.73%	(7.54%)	6.67%	10.29%	7.65%
		www.calvertgroup.com				Russell 1000 Value TR USD			
COLUMBIA SMALL CAP INDEX INST 2/ Small Blend	CXXRX	(16.28%)	5.66%	10.58%	11.13%	(20.44%)	4.13%	9.01%	9.64%
		www.columbiafunds.com				Russell 2000 TR USD			
DAVIS FINANCIAL Y/ Financial	DVFX	(8.70%)	4.90%	10.28%	7.73%	(10.15%)	6.24%	12.03%	6.13%
		www.davisfunds.com				S&P 1500 Financials TR			
DFA US SMALL CAP I/ Small Blend	DFSTX	(13.53%)	5.84%	10.14%	9.97%	(20.44%)	4.13%	9.01%	8.65%
		www.dfaus.com				Russell 2000 TR USD			
EATON VANCE GREATER CHINA GROWTH I/ China Region	EICGX	(22.46%)	(0.32%)	5.14%	4.94%	(21.93%)	(4.54%)	2.43%	2.89%
		www.eatonvance.com				MSCI China NR USD			
EATON VANCE STOCK I/ Large Blend	EIERX	(16.62%)	9.21%	12.09%	9.64%	(19.13%)	9.13%	12.37%	10.16%
		www.eatonvance.com				Russell 1000 TR USD			
FRANKLIN UTILITIES R6/ Utilities	FUFRX	1.88%	9.14%	10.41%	9.02%	1.37%	9.14%	11.10%	9.53%
		www.franklintempleton.com				S&P 1500 Utilities TR			

Name/ Type of Option	Ticker Symbol	Average Annual Total Return as of 12/31/22				Benchmark			
		1yr.	5yr.	10yr.	Since Inception	1yr.	5yr.	10yr.	Since Inception
IMPAX ELLEVATE GLOBAL WOMEN'S LEADERSHIP INSTL/ World Stock	PXWIX	(19.76%) www.paxworld.com	4.74%	8.23%	4.90%	(18.36%) MSCI ACWI NR USD	5.23%	7.98%	5.65%
IMPAX GLOBAL ENVIRONMENTAL MARKETS INSTL/ World Stock	PGINX	(22.39%) www.paxworld.com	5.63%	8.95%	6.40%	(18.36%) MSCI ACWI NR USD	5.23%	7.98%	5.59%
INVESCO OPPENHEIMER INTERNATIONAL GROWTH R6/ Foreign Large Growth	OIGIX	(27.00%) www.invesco.com	0.68%	4.60%	5.07%	(23.05%) MSCI ACWI Ex USA Growth NR USD	1.49%	4.68%	4.84%
LAZARD INTERNATIONAL EQUITY PORTFOLIO INST/ Foreign Large Blend	LZIEX	(14.83%) www.lazardnet.com	0.55%	3.58%	5.29%	(16.00%) MSCI ACWI Ex USA NR USD	0.88%	3.80%	N/A
MAINSTAY S&P 500 INDEX I/ Large Blend	MSPIX	(18.31%) www.nylim.com	9.16%	12.24%	9.87%	(19.13%) Russell 1000 TR USD	9.13%	12.37%	10.35%
MFS TECHNOLOGY R6/ Technology	MTCLX	(35.97%) www.mfs.com	8.19%	14.04%	13.69%	(31.55%) Morningstar US Tech TR USD	14.55%	17.23%	16.89%
PARNASSUS CORE EQUITY INST/ Large Blend	PRILX	(18.45%) www.parnassusfunds.com	10.66%	12.64%	10.46%	(19.13%) Russell 1000 TR USD	9.13%	12.37%	8.79%
PARNASSUS MID CAP INST/ Mid - Cap Blend	PFPMX	(21.41%) www.parnassusfunds.com	4.98%	9.32%	7.14%	(17.32%) Russell Mid Cap TR USD	7.10%	10.96%	7.96%
PARNASSUS VALUE EQUITY INVESTOR/ Large Growth	PARWX	(13.81%) www.parnassusfunds.com	10.67%	14.51%	12.08%	(7.54%) Russell 1000 Value TR USD	6.67%	10.29%	7.59%
T. ROWE PRICE MEDIA & TELECOMMUNICAT IONS/ Communications	PRMTX	(40.58%) www.troweprice.com	5.66%	11.95%	13.17%	(39.66%) S&P 1500 Commun Services TR	0.97%	4.25%	N/A

Name/ Type of Option	Ticker Symbol	Average Annual Total Return as of 12/31/22				Benchmark			
		1yr.	5yr.	10yr.	Since Inception	1yr.	5yr.	10yr.	Since Inception
VANGUARD BALANCED INDEX ADML/ Allocation 50 - 70% Equity	VBIAX	(16.90%) www.vanguard.com	5.50%	7.77%	6.10%	(14.77%) Morningstar Mod Tgt Risk TR USD	3.73%	5.82%	5.81%
VANGUARD EMERGING MARKETS STOCK INDEX ADML/ Diversified Emerging Markets	VEMAX	(17.78%) www.vanguard.com	(0.36%)	1.55%	4.34%	(20.09%) MSCI EM NR USD	(1.40%)	1.44%	4.36%
VANGUARD ENERGY ADMN/ Equity Energy	VGELX	23.80% www.vanguard.com	0.57%	1.20%	7.42%	63.77% S&P 1500 Energy TR	8.35%	5.16%	8.26%
VANGUARD EQUITY INCOME ADML/ Large Value	VEIRX	0.00% www.vanguard.com	8.91%	11.79%	8.42%	(7.54%) Russell 1000 Value TR USD	6.67%	10.29%	7.21%
VANGUARD GROWTH INDEX ADML/ Large Growth	VIGAX	(33.14%) www.vanguard.com	9.61%	12.80%	6.73%	(29.14%) Russell 1000 Growth TR USD	10.96%	14.10%	6.50%
VANGUARD HEALTH CARE ADMIRAL/ Health	VGHAX	(1.01%) www.vanguard.com	9.69%	13.64%	10.48%	(3.31%) S&P 1500 Health Care TR	12.27%	15.09%	9.27%
VANGUARD LIFESTRATEGY GROWTH INV/ Allocation 70 - 85% Equity	VASGX	(17.09%) www.vanguard.com	4.64%	7.60%	7.62%	(15.48%) Morningstar Mod Agg Tgt Risk TR USD	4.64%	7.30%	N/A
VANGUARD LIFESTRATEGY MODERATE GROWTH INV/ Allocation 50 - 70% Equity	VSMGX	(16.00%) www.vanguard.com	3.58%	6.05%	7.04%	(14.77%) Morningstar Mod Tgt Risk TR USD	3.73%	5.82%	N/A
VANGUARD MID CAP INDEX FUND ADML/ Mid - Cap Blend	VIMAX	(18.71%) www.vanguard.com	7.32%	11.10%	9.55%	(17.32%) Russell Mid Cap TR USD	7.10%	10.96%	9.66%
VANGUARD MID CAP VALUE INDEX ADML/ Mid - Cap Value	VMVAX	(7.90%) www.vanguard.com	6.39%	10.98%	12.03%	(12.03%) Russell Mid Cap Value TR USD	5.72%	10.11%	11.42%

Name/ Type of Option	Ticker Symbol	Average Annual Total Return as of 12/31/22				Benchmark			
		1yr.	5yr.	10yr.	Since Inception	1yr.	5yr.	10yr.	Since Inception
VANGUARD REAL ESTATE INDEX ADML/ Real Estate	VGSLX	(26.20%) www.vanguard.com	3.68%	6.42%	9.01%	(24.36%) S&P United States REIT TR USD	3.68%	6.37%	8.93%
VANGUARD SMALL CAP VALUE INDEX ADMIRAL/ Small Value	VSIX	(9.31%) www.vanguard.com	5.79%	10.28%	11.70%	(14.48%) Russell 2000 Value TR USD	4.13%	8.48%	10.09%
VANGUARD TARGET RETIREMENT 2020 INV/ Target Date 2020	VTWXX	(14.15%) www.vanguard.com	3.22%	5.83%	5.52%	(16.77%) Morningstar Lifetime Mod 2020 TR USD	3.02%	5.16%	5.45%
VANGUARD TARGET RETIREMENT 2025 INV/ Target Date 2025	VTTVX	(15.55%) www.vanguard.com	3.58%	6.43%	6.13%	(17.58%) Morningstar Lifetime Mod 2025 TR USD	3.20%	5.79%	6.88%
VANGUARD TARGET RETIREMENT 2030 INV/ Target Date 2030	VTTHX	(16.27%) www.vanguard.com	3.94%	6.99%	6.02%	(17.94%) Morningstar Lifetime Mod 2030 TR USD	3.54%	6.51%	6.00%
VANGUARD TARGET RETIREMENT 2035 INV/ Target Date 2035	VTTHX	(16.62%) www.vanguard.com	4.34%	7.57%	6.83%	(17.75%) Morningstar Lifetime Mod 2035 TR USD	3.97%	7.14%	7.57%
VANGUARD TARGET RETIREMENT 2040 INV/ Target Date 2040	VFORX	(16.98%) www.vanguard.com	4.74%	8.06%	6.59%	(17.37%) Morningstar Lifetime Mod 2040 TR USD	4.36%	7.55%	6.55%
VANGUARD TARGET RETIREMENT 2045 INV/ Target Date 2045	VTIVX	(17.36%) www.vanguard.com	5.14%	8.34%	7.40%	(17.06%) Morningstar Lifetime Mod 2045 TR USD	4.58%	7.70%	7.92%

Name/ Type of Option	Ticker Symbol	Average Annual Total Return as of 12/31/22				Benchmark			
		1yr.	5yr.	10yr.	Since Inception	1yr.	5yr.	10yr.	Since Inception
VANGUARD TARGET RETIREMENT 2050 INV/ Target Date 2050	VFIFX	(17.46%) www.vanguard.com	5.18%	8.36%	6.79%	(16.91%) Morningstar Lifetime Mod 2050 TR USD	4.62%	7.68%	6.64%
VANGUARD TARGET RETIREMENT INCOME INV/ Target Date Retirement	VTINX	(12.74%) www.vanguard.com	2.30%	3.62%	4.57%	(12.24%) Morningstar Lifetime Mod Incm TR USD	2.95%	3.82%	5.19%
VANGUARD WELLESLEY INCOME ADML/ Allocation 30 - 50% Equity	VWIAX	(9.01%) www.vanguard.com	4.02%	5.69%	6.39%	(13.85%) Morningstar Mod Con Tgt Risk TR USD	2.79%	4.30%	5.14%
VIRTUS SMALL CAP SUSTAINABLE GROWTH I/ Small Growth	PXSGX	(30.22%) www.virtusinvestmentpartners.com	9.80%	14.89%	10.76%	(26.36%) Russell 2000 Growth TR USD	3.51%	9.20%	7.81%
Money Market Funds									
VANGUARD MONEY MARKET RESERVES FEDERAL/ Money Market	VMFXX	1.55% www.vanguard.com	1.18%	0.71%	3.88%	1.21% ICE BofA USD 3M Dep OR CM TR USD	1.43%	0.96%	N/A

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.

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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							
BNY MELLON/STANDIS H GLOBAL FIXED INCOME I/ World Bond	SDGIX	0.50%	\$ 5.00	N/A	60 Days	4 in 12 Months	N/A
Additional Description: None							
CALVERT INCOME I/ Intermediate - Term Bond	CINCX	0.67%	\$ 6.70	N/A	N/A	N/A	N/A
Additional Description: None							
CALVERT SHORT DURATION INCOME I/ Short - Term Bond	CDSIX	0.51%	\$ 5.10	N/A	N/A	N/A	N/A
Additional Description: None							
DFA INFLATION PROTECTED SECURITIES I/ Inflation Protected Bond	DIPSX	0.11%	\$ 1.10	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 INTERMEDIATE GOVERNMENT FIXED INCOME I/ Intermediate Government	DFIGX	0.12%	\$ 1.20	N/A	N/A	1 in 30 Days	90 Days
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							
GOLDMAN SACHS EMERGING MARKETS DEBT INST/ Emerging Markets Bond	GSDIX	0.87%	\$ 8.70	N/A	N/A	1 in 90 Days	N/A
Additional Description: None							
JOHN HANCOCK INCOME R6/ Multisector Bond	JSNWX	0.40%	\$ 4.00	N/A	N/A	N/A	N/A
Additional Description: None							
METROPOLITAN WEST TOTAL RETURN BOND I/ Intermediate - Term Bond	MWTIX	0.44%	\$ 4.40	N/A	N/A	2 in 30 Days	N/A
Additional Description: None							
VANGUARD LONG-TERM TREASURY INDEX ADML/ Long Government	VLGSX	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 ****
VICTORY INCORE FUND FOR INCOME I/ Short Government	VFFIX	0.64%	\$ 6.40	N/A	N/A	N/A	N/A
Additional Description: None							
Equity Funds							
ALLSPRING PRECIOUS METALS INST/ Equity Precious Metals	EKWYX	0.79%	\$ 7.90	N/A	N/A	N/A	N/A
Additional Description: None							
AMERICAN BEACON SMALL CAP VALUE R5/ Small Value	AVFIX	0.81%	\$ 8.10	N/A	N/A	1 in 90 Days	N/A
Additional Description: None							
CALVERT EMERGING MARKETS EQUITY I/ Diversified Emerging Markets	CVMIX	0.99%	\$ 9.90	N/A	N/A	N/A	N/A
Additional Description: None							
CALVERT GLOBAL WATER I/ Natural Resources	CFWIX	0.99%	\$ 9.90	N/A	N/A	N/A	N/A
Additional Description: None							
CALVERT INTERNATIONAL OPPORTUNITIES I/ Foreign Small/Mid Blend	COIIX	1.06%	\$ 10.60	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 ****
CALVERT U.S. LARGE CAP CORE RESPONSIBLE INDEX I/ Large Growth	CISIX	0.24%	\$ 2.40	N/A	N/A	N/A	N/A
Additional Description: None							
CALVERT US LARGECAP VALUE RSPNB IDX I/ Large Value	CFJIX	0.24%	\$ 2.40	N/A	N/A	N/A	N/A
Additional Description: None							
COLUMBIA SMALL CAP INDEX INST 2/ Small Blend	CXXRX	0.20%	\$ 2.00	N/A	N/A	1 in 28 Days	N/A
Additional Description: None							
DAVIS FINANCIAL Y/ Financial	DVFX	0.70%	\$ 7.00	N/A	N/A	N/A	N/A
Additional Description: None							
DFA US SMALL CAP I/ Small Blend	DFSTX	0.27%	\$ 2.70	N/A	N/A	1 in 30 Days	90 Days
Additional Description: None							
EATON VANCE GREATER CHINA GROWTH I/ China Region	EICGX	1.25%	\$ 12.50	N/A	N/A	1 in 90 Days	N/A
Additional Description: None							
EATON VANCE STOCK I/ Large Blend	EIERX	0.73%	\$ 7.30	N/A	N/A	1 in 90 Days	N/A
Additional Description: None							
FRANKLIN UTILITIES R6/ Utilities	FUFRX	0.50%	\$ 5.00	N/A	N/A	N/A	N/A
Additional Description: None							
IMPAX ELLEVATE GLOBAL WOMEN'S LEADERSHIP INSTL/ World Stock	PXWIX	0.51%	\$ 5.10	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 ****
IMPAX GLOBAL ENVIRONMENTAL MARKETS INSTL/ World Stock	PGINX	0.90%	\$ 9.00	N/A	N/A	N/A	N/A
Additional Description: None							
INVESCO OPPENHEIMER INTERNATIONAL GROWTH R6/ Foreign Large Growth	OIGIX	0.70%	\$ 7.00	N/A	N/A	N/A	N/A
Additional Description: None							
LAZARD INTERNATIONAL EQUITY PORTFOLIO INST/ Foreign Large Blend	LZIEX	0.82%	\$ 8.20	N/A	N/A	6 in 12 Months	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 TECHNOLOGY R6/ Technology	MTCLX	0.78%	\$ 7.80	N/A	N/A	2 in 3 Months	N/A
Additional Description: None							
PARNASSUS CORE EQUITY INST/ Large Blend	PRILX	0.61%	\$ 6.10	N/A	5 Days	N/A	N/A
Additional Description: None							
PARNASSUS MID CAP INST/ Mid - Cap Blend	PFPMX	0.75%	\$ 7.50	N/A	5 Days	N/A	N/A
Additional Description: None							
PARNASSUS VALUE EQUITY INVESTOR/ Large Growth	PARWX	0.88%	\$ 8.80	N/A	5 Days	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 ****
T. ROWE PRICE MEDIA & TELECOMMUNICAT IONS/ Communications	PRMTX	0.75%	\$ 7.50	N/A	N/A	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							
VANGUARD ENERGY ADMN/ Equity Energy	VGELX	0.33%	\$ 3.30	N/A	30 Days	1 in 30 Days	30 Days
Additional Description: None							
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 GROWTH INDEX ADML/ Large Growth	VIGAX	0.05%	\$ 0.50	N/A	30 Days	1 in 30 Days	30 Days
Additional Description: None							
VANGUARD HEALTH CARE ADMIRAL/ Health	VGHAX	0.25%	\$ 2.50	1.00% if redeemed within 364 days	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 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 INDEX FUND ADML/ Mid - Cap Blend	VIMAX	0.05%	\$ 0.50	N/A	30 Days	1 in 30 Days	30 Days
Additional Description: None							
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 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							

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 2025 INV/ Target Date 2025	VTTVX	0.08%	\$ 0.80	N/A	30 Days	1 in 30 Days	30 Days
Additional Description: None							
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 2045 INV/ Target Date 2045	VTIVX	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							

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 INCOME INV/ Target Date Retirement	VTINX	0.08% \$ 0.80	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 SMALL CAP SUSTAINABLE GROWTH I/ Small Growth	PXSGX	1.07% \$ 10.70	N/A	30 Days	1 in 30 Days	N/A
Additional Description: None						
Money Market Funds						
VANGUARD MONEY MARKET RESERVES FEDERAL/ Money Market	VMFXX	0.11% \$ 1.10	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

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