

Deferred Compensation Plan

Vendor Fees/Compensation

	Fidelity	MNDCP (State)	VOYA
Annual Account Fee	None	None	None
Daily Asset-Based Charges	None	Annual Administrative fee of 0.10% on account balance is capped on balances in excess of \$125,000 for a maximum annual fee of \$125.00. 0.10% on all funds except funds formerly invested in the SIF Funds prior to 7/1/1992.	Daily Asset Charges apply only to the variable options as follows: 0.45%
Fund Operating Expenses	0.05-1.5%	0.01-0.67%	0.05-1.05%
Transaction Fees	Some investment funds charge short-term trading fees on shares held less than a certain number of days	None on core investment options, except the Fidelity Diversified International Comingled Pool charges a 1% short-term trading fee on shares held less than 30 days	None
Loads	None	None	None
Risk and Mortality Expenses	None	None	None
Annuity Purchase	None	None	None
Minimum Distribution Fee	None	None	None
Surrender Charges	None	None	None
Self-Directed Brokerage	No fee to change to or maintain brokerage account. Transaction and other fees may apply to some mutual funds	\$30 annually or \$2.50 per month	No fee to change to or to maintain brokerage account. Transaction and other fees may apply to some mutual funds
Vendor Representative Compensation			
General Program Compensation	Salary + Bonus	Salary	Commission
Balance Rollover	Salary + Bonus	Salary	Commission
Annuity Purchase	Not Applicable	Not Applicable	Commission