408(B)2 NOTICE

FOR PERIOD ENDING 30 APRIL 2024 401(A) PLANS

SPONSOR: IOWA DEPARTMENT OF ADMINISTRATIVE SERVICES
PLAN: IOWA RIC 403(B), 457 and 401(A) PLANS

PLAN CONTACT

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OVERVIEW

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Calculation of Fees

In general, fees are calculated in four ways:

- Asset-based: expenses are based on the amount of assets in the plan and generally are expressed as percentages or basis points (100 basis points =1%).
- Per-person: expenses are based upon the number of eligible employees or actual participants in the plan.
- Transaction-based: expenses are based on the execution of a particular plan service or transaction.
- Flat rate: fixed charge that does not vary, regardless of plan size.

Fees may be calculated using one or any combination of these methods. Plan administration-related expenses can also be charged as one-time fees or ongoing expenses. One-time fees are typically related to start-ups, conversions (moving from one provider to another) and terminations of service. Ongoing fees are recurring expenses relating to continuing plan operation.

There may be plan expenses incurred by other providers, other than the company completing this form. For a complete list of expenses charged to your plan, please contact all plan service providers with whom you contract or may contract and request fee information with respect to their services.

INVESTMENT EXPENSES

Category Name	Fund Name	Ticker	Net Expense Ratio [1]	12b-1 Fees	Other Expense %	Rebate/Credit %	Revenue Sharing
Stock							
Large Blend	Vanguard Total Stock Market Index Fund (Adm)	VTSAX	0.04%	-	0.00%	0.00%	0.00%
Large Growth	MFS Growth Fund (R6)	MFEKX	0.51%	-	0.00%	0.00%	0.00%
Mid-Cap Value	Victory Sycamore Established Value Fund (R6)	VEVRX	0.54%	-	0.00%	0.00%	0.00%
Mid-Cap Blend	Vanguard Mid-Cap Index Fund (Adm)	VIMAX	0.05%	-	0.00%	0.00%	0.00%
Mid-Cap Growth	Voya MidCap Opportunities Fund (R6)	IMOZX	0.83%	-	0.00%	0.00%	0.00%
Small Value	JPMorgan Small Cap Value Fund (R6)	JSVUX	0.74%	-	0.00%	0.00%	0.00%
Small Blend	Vanguard Small-Cap Index Fund (Adm)	VSMAX	0.05%	-	0.00%	0.00%	0.00%
Small Growth	JPMorgan Small Cap Growth Fund (R6)	JGSMX	0.74%	-	0.00%	0.00%	0.00%
Real Estate	Vanguard Real Estate Index Fund (Adm)	VGSLX	0.12%	-	0.00%	0.00%	0.00%
Foreign Large Blend	Vanguard Total Intl. Stock Index Fund (Adm)	VTIAX	0.12%	-	0.00%	0.00%	0.00%
Foreign Large Growth	American Funds EuroPacific Growth Fund (R6)	RERGX	0.47%	-	0.00%	0.00%	0.00%
Diversified Emerging Mkts	American Funds New World Fund (R6)	RNWGX	0.57%	-	0.00%	0.00%	0.00%
Bond							
Intermediate Core Bond	Vanguard Total Bond Market Index Fund (Adm)	VBTLX	0.05%	-	0.00%	0.00%	0.00%
Intermediate Core-Plus Bond	Loomis Sayles Core Plus Bond Fund (N)	NERNX	0.40%	-	0.00%	0.00%	0.00%
High Yield Bond	PGIM High Yield Fund (R6)	PHYQX	0.38%	-	0.00%	0.00%	0.00%
Inflation-Protected Bond	Vanguard Inflation Protected Secs. Fund (Adm)	VAIPX	0.10%	-	0.00%	0.00%	0.00%
Global Bond	American Funds Capital World Bond Fund (R6)	RCWGX	0.48%	-	0.00%	0.00%	0.00%
Blended							
Allocation--50% to 70% Equity	Vanguard STAR Fund (Inv)	VGSTX	0.31%	-	0.00%	0.00%	0.00%
Target-Date Retirement	Vanguard Target Retirement Income Fund (Inv)	VTINX	0.08%	-	0.00%	0.00%	0.00%
Target-Date 2015	Vanguard Target Retirement 2015 Fund (Inv)	VTXVX	0.08%	-	0.00%	0.00%	0.00%
Target-Date 2020	Vanguard Target Retirement 2020 Fund (Inv)	VTWNX	0.08%	-	0.00%	0.00%	0.00%
Target-Date 2025	Vanguard Target Retirement 2025 Fund (Inv)	VTTVX	0.08%	-	0.00%	0.00%	0.00%
Target-Date 2030	Vanguard Target Retirement 2030 Fund (Inv)	VTHRX	0.08%	-	0.00%	0.00%	0.00%
Target-Date 2035	Vanguard Target Retirement 2035 Fund (Inv)	VTTHX	0.08%	-	0.00%	0.00%	0.00%
Target-Date 2040	Vanguard Target Retirement 2040 Fund (Inv)	VFORX	0.08%	-	0.00%	0.00%	0.00%
Target-Date 2045	Vanguard Target Retirement 2045 Fund (Inv)	VTIVX	0.08%	-	0.00%	0.00%	0.00%
Target-Date 2050	Vanguard Target Retirement 2050 Fund (Inv)	VFIFX	0.08%	-	0.00%	0.00%	0.00%

[1] Includes management fee, and if applicable, 12b-1 fee.

Fees represent product-related charges paid by the plan. Fees associated with participants transfer of account balances between investment options, including investment transfer expenses and any contingent back-end loads, redemption fees and surrender charges are included in "other" expenses. In addition, any wrap fees or pricing charges for non-publicly traded assets are also included here. For investment product termination fees associated with plan termination or conversion, see the service provider termination expenses schedule.

INVESTMENT EXPENSES

Category Name	Fund Name	Ticker	Net Expense Ratio [1]	12b-1 Fees	Other Expense %	Rebate/Credit %	Revenue Sharing
Blended							
Target-Date 2060+	Vanguard Target Retirement 2060 Fund (Inv)	VTTSX	0.08%	-	0.00%	0.00%	0.00%
Cash/Stable Value							
Money Market Taxable	Vanguard Federal Money Market Fund (Inv)	VMFXX	0.11%	-	0.00%	0.00%	0.00%
UNKNOWN	Vanguard Target Retirement 2015 Fund	VTXVX	- - - - -	-	0.00%	0.00%	0.00%
TOTAL (%)			**0.00%**		**0.00%**	**0.00%**	**0.00%**
TOTAL ($)			**$0**		**$0**	**$0**	**$0**

[1] Includes management fee, and if applicable, 12b-1 fee.

Fees represent product-related charges paid by the plan. Fees associated with participants transfer of account balances between investment options, including investment transfer expenses and any contingent back-end loads, redemption fees and surrender charges are included in "other" expenses. In addition, any wrap fees or pricing charges for non-publicly traded assets are also included here. For investment product termination fees associated with plan termination or conversion, see the service provider termination expenses schedule.

PLAN ADMINISTRATION EXPENSES

Expense Item	Rate	Total Cost	Paid By
Administration/Recordkeeping Fees:			
Administration	Asset Fee	.20%	Plan Assets Pro-Rata*
Distribution and 1099 Tax Reporting	Flat fee	$0	
Loan Administration:			
Loan origination fee	Flat fee	$0	
Loan processing fee	Flat fee	$0	
Loan maintenance and repayment tracking fee	Flat fee	$0	

Rate amounts represent the method by which the fee is calculated, for example as a percentage of plan assets under management, based upon number of participants or based upon number of transactions. For start-up or take-over situations, fees are based upon estimates and/or certain assumptions, i.e., regarding assets under management and number of participants.

Total cost amounts represent flat dollar amount charges or total charges based upon the particular method of calculation. In some instances, these amounts represent estimates based on assumptions provided by you, the plan sponsor.

*Excludes HMSVS / GUFA

DEFINITION OF TERMS

Administration/Recordkeeping Fee: Fee for providing recordkeeping and other plan participant administrative type services. For start-up or takeover plans, these fees typically include charges for contacting and processing information from the prior service provider and “matching up” or mapping participant information. Use of this term is not meant to identify any ERISA Section 3(16)(A) obligations.

Distribution Expense: The costs typically associated with processing paperwork and issuing a check for a distribution of plan assets to a participant. May include the generation of IRS Form 1099R. This fee may apply to hardship and other in-service withdrawals as well as to separation-from-service or retirement distributions.

Eligible Employee: Any employee who is eligible to participate in and receive benefits from a plan.

Expense Ratio: The cost of investing and administering assets, including management fees, in a mutual fund or other collective fund expressed as a percentage of total assets.

DEFINITION OF TERMS

Loan Maintenance and Repayment Tracking Fee: Fee charged to monitor outstanding loans and repayment schedule.

Loan Origination Fee: Fee charged when a plan loan is originally taken.

Loan Processing Fee: Fee charged to process a plan loan application.

Management Fee: Fee charged for the management of pooled investments such as collective investment funds, insurance/annuity products, mutual funds and individually managed accounts.

Participant: Person who has an account in the plan.

DEFINITION OF TERMS

QDRO (Qualified Domestic Relations Order): A judgment, decree or order that creates or recognizes an alternate payee’s (such as former spouse, child, etc.) right to receive all or a portion of a participant’s retirement plan benefits.

Revenue Sharing: Fees paid by mutual funds insurance or companies to recordkeepers, TPA's and/or their contractors for processing fund trades, maintaining separate accounts for plan participants and otherwise servicing plan participants.

12b-1 Fee: A charge to shareholders to cover a mutual fund’s shareholder servicing, distribution and marketing costs.

DISCLAIMERS

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