**EXHIBIT I**

**FEE PROPOSAL**

**For January 1, 2021 – December 31, 2022 Plan Years**

**Recordkeeping**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | **Marketing Company** | **Administrative Company** | **Investment Manager** | **Trustee** | **Other** | **Total** |
| **Administrative, Enrollment and Communication fees** | Not Applicable | $0  *Includes Plan Administration, Reporting, Distribution Processing, Customer Service, and Fiduciary* | Not Applicable | Not Applicable | Not Applicable | $0 |
| **Set-up fees** | Not Applicable | $0  *Includes Plan Document, Adoption Agreement, and Plan Highlights* | Not Applicable | Not Applicable | Not Applicable | **$0** |
| **Annual fees** | Not Applicable | **$0** | Not Applicable | Not Applicable | Not Applicable | **$0** |
| **Participant fees** | Not Applicable | **$0** | Not Applicable | Not Applicable | Not Applicable | **$0** |
| **Transaction fees** | Not Applicable | **$0\*** | Not Applicable | Not Applicable | Not Applicable | **$0\*** |
| **Other (Describe)** | Not Applicable | $0 | Not Applicable | Not Applicable | Not Applicable | $0 |

*\*There are no fees charged for processing of QDROs, loans, or transfers, or for compliance services.*

**Investment Management**

|  |  |
| --- | --- |
| **Description** | **Charges** |
| Deposit Charge | $0 |
| Asset Charge | .50% on variable assets and 0% on fixed assets |
| Withdrawal Penalty | Six (6) installments over five (5) years. Or, if desired, we can discuss adding a market value adjustment to the fixed account. There are no withdrawal penalties or withdrawal restrictions for variable funds. |
| Other | Not applicable, unless one of the specialty investment management products is instituted. In each case, we would pass through the cost. |

**MidAmerica would normally charge an inactivity fee of $1 per participant per month on the FICA Alternative Plan only. This fee is deducted directly from the participant account and applies if participants are eligible to take full distributions. There are never any administrative fees on the Special Pay Plan.**

**MidAmerica is pleased to waive the inactivity fee on the FICA Alternative Plan for a period of two (2) years after the plan’s go-live date. After the two-year period has elapsed, inactive participant fees will be assessed per our normal fee structure. The M+E fee of .50% on variable investments will still be assessed as applicable.**

**Beginning January 1, 2023 Plan Year**

**Recordkeeping**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | **Marketing Company** | **Administrative Company** | **Investment Manager** | **Trustee** | **Other** | **Total** |
| **Administrative, Enrollment and Communication fees** | Not Applicable | $0  *Includes Plan Administration, Reporting, Distribution Processing, Customer Service, and Fiduciary* | Not Applicable | Not Applicable | Not Applicable | $0 |
| **Set-up fees** | Not Applicable | $0  *Includes Plan Document, Adoption Agreement, and Plan Highlights* | Not Applicable | Not Applicable | Not Applicable | **$0** |
| **Annual fees** | Not Applicable | **$0** | Not Applicable | Not Applicable | Not Applicable | **$0** |
| **Participant fees** | Not Applicable | **$0** | Not Applicable | Not Applicable | Not Applicable | **$0** |
| **Transaction fees** | Not Applicable | **$0\*** | Not Applicable | Not Applicable | Not Applicable | **$0\*** |
| **Other (Describe)** | Not Applicable | $1  per inactive participant\*\* per month  *Applies to FICA Alternative Plan ONLY. Fee is deducted directly from the participant account and applies if participants are eligible to take full distributions.* | Not Applicable | Not Applicable | Not Applicable | $1  per inactive participant\*\* per month  *Applies to FICA Alternative Plan ONLY.* |

*\*There are no fees charged for processing of QDROs, loans, or transfers, or for compliance services.*

*\*\*An inactive participant is defined by MidAmerica as one who has not received a contribution to the plan for a period of twelve (12) months or more and is eligible for a distribution. The inactivity fee can be avoided if the participant elects to cash out their accumulated funds or roll them over to another qualified plan.*

**Investment Management**

|  |  |
| --- | --- |
| **Description** | **Charges** |
| Deposit Charge | $0 |
| Asset Charge | .50% on variable assets and 0% on fixed assets |
| Withdrawal Penalty | Six (6) installments over five (5) years. Or, if desired, we can discuss adding a market value adjustment to the fixed account. There are no withdrawal penalties or withdrawal restrictions for variable funds. |
| Other | Not applicable, unless one of the specialty investment management products is instituted. In each case, we would pass through the cost. |

**PERFORMANCE STANDARD GUARANTEES**

MidAmerica is open to discussing the establishment of mutually agreed upon service standards. Below we have identified our most commonly requested performance standards and the fees we are willing to place at risk.

|  |  |
| --- | --- |
| **Performance Standard Guarantees** | **Amount of Liquidated Damages** |
| **Claim Timeliness** |  |
| On average 90% of all request for payouts will be processed within three (3) calendar days. The turnaround time is calculated from the date the request is received in the office to the date that it is processed. | $2,000 |
| **Claim Inquiries/Complaints** |  |
| All written inquiries or complaints, and other contacts with MidAmerica by the UF Benefits Department, the UF Payroll Deduction Unit, or UF employees and their covered dependents must have a written response within ten (10) calendar days of receipt by MidAmerica. | $100 per occurrence per day beyond, as outlined |
| **Telephone Responsiveness** |  |
| The employees of UF must have their telephone calls returned within twenty-four hours from receipt. | $100 per occurrence per day beyond, as  outlined |
| Average response time of 30 seconds or better. (Monthly) | $2,000 |
| Abandonment rate of 5% or less. (Monthly) | $2,000 |
| **Administration** |  |
| MidAmerica agrees to liquidated damages for employee satisfaction ratings below 85%. | $1,500 for each  percentage point below 85% |
| Provide annual reporting metrics for each outlined performance standard. | If reporting is not provided, the full penalty will apply. |

**Performance penalties will be capped at $10,000.00**