

Plan Name: CITY OF SAN JOSE DEF COMP PLAN
 Plan ID: 666779

Investment Expenses and Indirect Compensation

The chart below shows the components of the investment expenses for the non-fixed interest funds available under your plan as well as the revenue paid to Voya Financial, Inc. (Voya) from the funds in support of the recordkeeping and administrative services we provide in connection with your plan. The revenue received by Voya from the fund is paid by the fund itself or a related party (e.g. the fund’s investment manager) and is not an additional expense above the fund fees. Voya uses this revenue to maintain the investment, administrative and technological platforms and other supporting services used by your plan. Part of this revenue may also be used to compensate your advisor. Amounts shown below are based on charges in effect as of the date above and are subject to change.

Please refer to the Appendix for a description of the services provided in connection with the following fees paid by the Funds to Voya:

Fund No	Fund Name	Expenses Paid								Recordkeeping Revenue to Voya					
		Fund Expenses							Voya Contract Charges	Total					
		(A) Management Fees	(B) 12b-1 Fees	(C) Other Expenses	(D) Gross Fund Expense (A+B+C)	(E) Waivers and Adjustments	(F) Net Fund Expense (D+E)	Prospectus Date	(G) Daily Asset Charge	(H) Total Net Fund Expense (F+G)	(I) Total Daily Asset Charge (From Column G)	(J) Sub TA/Expense Reimbursement	(K) 12b-1 Fee	(L) Service Fee	(M) Total Revenue to Voya (I+J+K+L)
1197	Vanguard Mid-Cap Index Fund Inst	0.04%	0.00%	0.00%	0.04%	0.00%	0.04%	04/26/2019	0.13%	0.17%	0.13%	0.00%	0.00%	0.00%	0.13%
1198	Vanguard Small-Cap Index Fund Inst	0.04%	0.00%	0.00%	0.04%	0.00%	0.04%	04/26/2019	0.13%	0.17%	0.13%	0.00%	0.00%	0.00%	0.13%
1202	TD AMERITRADE SDBA	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	N/A	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
1277	Aggressive Custom Lifestyle Port	0.35%	0.00%	0.09%	0.44%	0.00%	0.44%	N/A	0.03%	0.47%	0.03%	0.05%	0.00%	0.00%	0.08%
1278	Conservative Custom Lifestyle Port	0.12%	0.00%	0.20%	0.32%	0.00%	0.32%	N/A	0.03%	0.35%	0.03%	0.02%	0.00%	0.23%	0.28%
1279	Moderate Custom Lifestyle Port	0.25%	0.00%	0.15%	0.40%	0.00%	0.40%	N/A	0.03%	0.43%	0.03%	0.04%	0.00%	0.11%	0.18%
1296	Vanguard Trgt Retire 2020 Fnd Inv	0.00%	0.00%	0.13%	0.13%	0.00%	0.13%	01/28/2019	0.13%	0.26%	0.13%	0.00%	0.00%	0.00%	0.13%
1297	Vanguard Trgt Retire 2030 Fnd Inv	0.00%	0.00%	0.14%	0.14%	0.00%	0.14%	01/28/2019	0.13%	0.27%	0.13%	0.00%	0.00%	0.00%	0.13%
1298	Vanguard Trgt Retire 2040 Fnd Inv	0.00%	0.00%	0.14%	0.14%	0.00%	0.14%	01/28/2019	0.13%	0.27%	0.13%	0.00%	0.00%	0.00%	0.13%
1299	Vanguard Trgt Retire 2050 Fnd Inv	0.00%	0.00%	0.15%	0.15%	0.00%	0.15%	01/28/2019	0.13%	0.28%	0.13%	0.00%	0.00%	0.00%	0.13%
1600	Fidelity Adv New Insights Fund I	0.61%	0.00%	0.18%	0.79%	0.00%	0.79%	03/01/2019	0.00%	0.79%	0.00%	0.25%	0.00%	0.00%	0.25%
1795	BlackRock Infl Prot Bnd Port Inst	0.24%	0.00%	0.36%	0.60%	-0.10%	0.50%	04/30/2019	0.00%	0.50%	0.00%	0.15%	0.00%	0.00%	0.15%
1954	Inv Opp Developing Markets Fnd Y	0.77%	0.00%	0.24%	1.01%	0.00%	1.01%	05/25/2019	0.00%	1.01%	0.00%	0.00%	0.00%	0.25%	0.25%
2094	Janus Hndrsn Small Cap Value Fund I	0.77%	0.00%	0.11%	0.88%	0.00%	0.88%	10/29/2018	0.03%	0.91%	0.03%	0.10%	0.00%	0.00%	0.13%
2208	Vanguard Totl Stck Mkt Index Fd Inst	0.03%	0.00%	0.00%	0.03%	0.00%	0.03%	04/26/2019	0.13%	0.16%	0.13%	0.00%	0.00%	0.00%	0.13%
2453	Parnassus Core Equity Fund Inst	0.58%	0.00%	0.05%	0.63%	0.00%	0.63%	05/01/2019	0.03%	0.66%	0.03%	0.10%	0.00%	0.00%	0.13%
2473	Vanguard Trgt Retire 2055 Fnd Inv	0.00%	0.00%	0.15%	0.15%	0.00%	0.15%	01/28/2019	0.13%	0.28%	0.13%	0.00%	0.00%	0.00%	0.13%
2573	Vanguard Federal Money Mkt Fnd Inv	0.09%	0.00%	0.02%	0.11%	0.00%	0.11%	12/20/2018	0.13%	0.24%	0.13%	0.00%	0.00%	0.00%	0.13%
2751	DFA Intl Small Comp Portfolio Inst	0.40%	0.00%	0.13%	0.53%	0.00%	0.53%	02/28/2019	0.13%	0.66%	0.13%	0.00%	0.00%	0.00%	0.13%
2926	AMG Yacktman Fund I	0.43%	0.00%	0.32%	0.75%	0.00%	0.75%	05/01/2019	0.00%	0.75%	0.00%	0.08%	0.00%	0.00%	0.08%
3289	Templeton Global Bond VIP Fd 1	0.46%	0.00%	0.19%	0.65%	-0.11%	0.54%	05/01/2019	0.00%	0.54%	0.00%	0.20%	0.00%	0.00%	0.20%
3447	Vanguard Trgt Retire 2060 Fnd Inv	0.00%	0.00%	0.15%	0.15%	0.00%	0.15%	01/28/2019	0.13%	0.28%	0.13%	0.00%	0.00%	0.00%	0.13%
3871	Loomis Sayles Core Plus Bond Fund N	0.32%	0.00%	0.07%	0.39%	0.00%	0.39%	02/01/2019	0.13%	0.52%	0.13%	0.00%	0.00%	0.00%	0.13%
4733	Emerald Growth Fund Inst	0.58%	0.00%	0.15%	0.73%	0.00%	0.73%	08/31/2018	0.00%	0.73%	0.00%	0.05%	0.00%	0.00%	0.05%
566	Vanguard Instit Index Fnd Inst	0.02%	0.00%	0.01%	0.03%	0.00%	0.03%	04/26/2019	0.13%	0.16%	0.13%	0.00%	0.00%	0.00%	0.13%

Plan Name: CITY OF SAN JOSE DEF COMP PLAN
 Plan ID: 666779

		Expenses Paid									Recordkeeping Revenue to Voya				
		Fund Expenses							Voya Contract Charges	Total					
Fund No	Fund Name	(A) Management Fees	(B) 12b-1 Fees	(C) Other Expenses	(D) Gross Fund Expense (A+B+C)	(E) Waivers and Adjustments	(F) Net Fund Expense (D+E)	Prospectus Date	(G) Daily Asset Charge	(H) Total Net Fund Expense (F+G)	(I) Total Daily Asset Charge (From Column G)	(J) Sub TA/Expense Reimbursement	(K) 12b-1 Fee	(L) Service Fee	(M) Total Revenue to Voya (I+J+K+L)
6095	Janus Hndrsn Enterprise Fund N	0.64%	0.00%	0.02%	0.66%	0.00%	0.66%	01/28/2019	0.13%	0.79%	0.13%	0.00%	0.00%	0.00%	0.13%
682	VY Clarion Real Estate Port Inst	0.83%	0.00%	0.04%	0.87%	-0.16%	0.71%	05/01/2019	0.00%	0.71%	0.00%	0.28%	0.00%	0.00%	0.28%
791	Vanguard Trgt Retire 2015 Fnd Inv	0.00%	0.00%	0.13%	0.13%	0.00%	0.13%	01/28/2019	0.13%	0.26%	0.13%	0.00%	0.00%	0.00%	0.13%
7926	Vanguard Equity Income Fund Adm	0.16%	0.00%	0.02%	0.18%	0.00%	0.18%	01/25/2019	0.13%	0.31%	0.13%	0.00%	0.00%	0.00%	0.13%
793	Vanguard Trgt Retire 2035 Fnd Inv	0.00%	0.00%	0.14%	0.14%	0.00%	0.14%	01/28/2019	0.13%	0.27%	0.13%	0.00%	0.00%	0.00%	0.13%
794	Vanguard Trgt Retire 2045 Fnd Inv	0.00%	0.00%	0.15%	0.15%	0.00%	0.15%	01/28/2019	0.13%	0.28%	0.13%	0.00%	0.00%	0.00%	0.13%
795	Vanguard Trgt Retire Income Fnd Inv	0.00%	0.00%	0.12%	0.12%	0.00%	0.12%	01/28/2019	0.13%	0.25%	0.13%	0.00%	0.00%	0.00%	0.13%
803	American Funds Growth Fnd R5	0.27%	0.00%	0.11%	0.38%	0.00%	0.38%	11/01/2018	0.08%	0.46%	0.08%	0.05%	0.00%	0.00%	0.13%
816	JPMorgan Mid Cap Value Fund L	0.65%	0.00%	0.22%	0.87%	-0.12%	0.75%	11/01/2018	0.03%	0.78%	0.03%	0.10%	0.00%	0.00%	0.13%
817	American Funds EuroPacific R5	0.41%	0.00%	0.12%	0.53%	0.00%	0.53%	06/01/2019	0.08%	0.61%	0.08%	0.05%	0.00%	0.00%	0.13%
8995	Vanguard Trgt Retire 2065 Fnd Inv	0.00%	0.00%	0.15%	0.15%	0.00%	0.15%	01/28/2019	0.13%	0.28%	0.13%	0.00%	0.00%	0.00%	0.13%
926	Vanguard Trgt Retire 2025 Fnd Inv	0.00%	0.00%	0.13%	0.13%	0.00%	0.13%	01/28/2019	0.13%	0.26%	0.13%	0.00%	0.00%	0.00%	0.13%
9889	Vanguard Total Intl Stk Index Fd Adm	0.09%	0.00%	0.02%	0.11%	0.00%	0.11%	02/26/2019	0.13%	0.24%	0.13%	0.00%	0.00%	0.00%	0.13%
9905	San Jose Stable Value Option	0.00%	0.00%	0.30%	0.30%	0.00%	0.30%	N/A	0.00%	0.30%	0.00%	0.00%	0.00%	0.00%	

Plan Name: CITY OF SAN JOSE DEF COMP PLAN

Plan ID: 666779

Fund Notes

BlackRock Inflation Protected Bond Portfolio - Institutional Shares: BlackRock has contractually agreed to waive the management fee with respect to any portion of the Fund's assets estimated to be attributable to investments in other equity and fixed-income mutual funds and exchange-traded funds managed by BlackRock or its affiliates that have a contractual management fee, through April 30, 2020. The contractual agreement may be terminated upon 90 days' notice by a majority of the non-interested trustees of BlackRock Funds II (the "Trust") or by a vote of a majority of the outstanding voting securities of the Fund. Other Expenses of Cayman Inflation Protected Bond Portfolio, Ltd. (the "Subsidiary") were less than 0.01% for the most recent fiscal year. BlackRock has contractually agreed to waive and/or reimburse fees or expenses in order to limit Total Annual Fund Operating Expenses After Fee Waivers and/or Expense Reimbursements (excluding Dividend Expense, Interest Expense, Acquired Fund Fees and Expenses and certain other Fund expenses) to 0.34% (for Institutional Shares) of average daily net assets through April 30, 2020. The Fund may have to repay some of these waivers and/or reimbursements to BlackRock in the two years following such waivers and/or reimbursements. The contractual agreement may be terminated upon 90 days' notice by a majority of the non-interested trustees of the Trust or by a vote of a majority of the outstanding voting securities of the Fund.

Janus Capital has contractually agreed to waive its investment advisory fee and/or reimburse operating expenses to the extent that the Fund's total annual fund operating expenses (excluding any performance adjustments to management fees, the fees payable pursuant to a Rule 12b-1 plan, shareholder servicing fees, such as transfer agency fees (including out-of-pocket costs), administrative services fees and any networking/omnibus/administrative fees payable by any share class; brokerage commissions; interest; dividends; taxes; acquired fund fees and expenses; and extraordinary expenses) exceed 0.91% until at least November 1, 2018. The contractual waiver may be terminated or modified prior to this date only at the discretion of the Board of

Parnassus Core Equity FundSM - Institutional Shares: The investment adviser has contractually agreed to reduce its investment advisory fee to the extent necessary to limit total operating expenses to 0.78% of net assets for the Parnassus Core Equity Fund-Institutional Shares. This agreement will not be terminated prior to May 1, 2017, and may be continued indefinitely by the investment adviser on a year-to-year basis.

AMG Yacktman Fund - Class I: Expense information has been restated to reflect current fees. The Total Annual Fund Operating Expenses do not correlate to the ratios of expenses to average net assets in the Financial Highlights section of the Prospectus, which reflect only the operating expenses of the Fund and do not include fees and expenses of any acquired fund.

Templeton Global Bond VIP Fund - Class 1: The investment manager has contractually agreed in advance to reduce its fee as a result of the Fund's investment in a Franklin Templeton money fund (acquired fund) for the next 12-month period. Contractual fee waiver and/or expense reimbursement agreements may not be changed or terminated during the time period set forth in the prospectus.

Loomis Sayles Core Plus Bond Fund - Class N: Loomis, Sayles & Company, L.P. ("Loomis Sayles" or the "Adviser") and NGAM Advisors, L.P. ("NGAM Advisors"), the Fund's advisory administrator, have given a binding contractual undertaking to the Fund to limit the amount of the Fund's total annual fund operating expenses to 0.50% of the Fund's average daily net assets exclusive of brokerage expenses, interest expense, taxes, acquired fund fees and expenses, organizational and extraordinary expenses, such as litigation and indemnification expenses. This undertaking is in effect through January 31, 2018 and may be terminated before then only with the consent of the Fund's Board of Trustees. The Adviser will be permitted to recover management fees waived and/or expenses reimbursed to the extent that expenses in later periods fall below the applicable expense limitations. The Fund will not be obligated to repay any such waived/reimbursed fees and expenses more than one year after the end of the fiscal year in which the fees or expenses were waived/reimbursed.

Emerald Growth Fund - Institutional Class: Emerald Mutual Fund Advisers Trust ("Emerald" or the "Adviser") has agreed contractually to waive a portion of its fees and reimburse other expenses until in amounts necessary to limit the Fund's operating expenses (exclusive of Acquired Fund Fees and Expenses, brokerage expenses, interest expenses, taxes and extraordinary expense) to an annual rate (as percentage of the Fund's average daily net assets) of 1.54%. This agreement (the "Expense Agreement") is in effect through August 31, 2016. The Adviser will be permitted to recover, on a class-by-class basis, expenses it has borne through the Expense Agreement to the extent that the Fund's expenses in later periods fall below the expense cap in effect at the time of the waiver or reimbursement. The Fund will not be obligated to pay any such deferred fees and expense more than three years after the year(s) in which the fees and expenses were incurred. The Adviser may not discontinue this waiver, prior to August 31, 2016, without the approval by the Fund's Board of Trustees.

VY Clarion Real Estate Portfolio - Institutional Class: The adviser is contractually obligated to limit expenses to 0.75% for Class I through May 1, 2019. The limitation does not extend to interest, taxes, investment-related costs, leverage expenses, extraordinary expenses, and Acquired Fund Fees and Expenses. This limitation is subject to possible recoupment by the adviser within 36 months of the waiver or reimbursement. The adviser is contractually obligated to waive a portion of the management fee through May 1, 2019. The management fee waiver for the Portfolio is an estimated 0.04%. Termination or modification of these obligations requires approval by the Portfolio's board.

JPMorgan Mid Cap Value Fund - Class L Shares: The Fund's adviser and/or its affiliates have contractually agreed to waive fees and/or reimburse expenses to the extent Total Annual Fund Operating Expenses (excluding Acquired Fund Fees and Expenses other than certain money market fund fees as described below, dividend and interest expenses related to short sales, interest, taxes, expenses related to litigation and potential litigation, expenses related to trustee elections, and extraordinary expenses) exceed 0.75% of the average daily net assets of the Class L Shares. The Fund's adviser, shareholder servicing agent and/or administrator have contractually agreed to waive fees and/or reimburse expenses in an amount sufficient to offset the respective net fees each collects from the

Plan Name: CITY OF SAN JOSE DEF COMP PLAN

Plan ID: 666779

affiliated money market funds on the Fund's investment in such money market funds. These waivers are in effect through 10/31/19, at which time the adviser and/or its affiliates will determine whether to renew or revise them. To the extent that the Fund engages in securities lending, affiliated money market fund fees and expenses resulting from the Fund's investment of cash received from securities lending borrowers are not included in Total Annual Fund Operating Expenses and therefore, the above waivers do not apply to such investments.

Stable Value Option - The entry in the "Other Expenses" column is equal to the Stabilizer contract fee for investment management, book value wrap and recordkeeping. The entry in the "Service Fee" column represents our reasonable and good faith estimate of the cost of the recordkeeping and other administrative services being offset through a reduction in the rates of interest that would otherwise be credited. The Service Fee is equal to the difference between (1) the "Other Expenses" column and (2) the cost for investment management and the book value wrap for your stable value option.

Certain data provided by Morningstar, Inc. ("Morningstar data"). All Morningstar data is © 2019 Morningstar, Inc. All Rights Reserved. Morningstar data contained herein: (1) is proprietary to Morningstar and/or its content providers; (2) may not be copied or distributed; and (3) is not warranted to be accurate, complete or timely. Neither Morningstar nor its content providers are responsible for any damages or losses arising from any use of the Morningstar data. Past performance is no guarantee of future results.

Plan Name: CITY OF SAN JOSE DEF COMP PLAN
Plan ID: 666779

Other Indirect Compensation

Float

Voya and its affiliated companies (“Voya”) earn income in the form of bank service credits on contributions awaiting investment and on payments awaiting distribution from the bank accounts that Voya maintains (or “float”). The bank service credits are applied against the bank service fees that apply to the bank accounts that Voya maintains and may not be redeemed for cash. Specifically, the bank accounts have been established to receive and hold for a reasonable time:

- contributions or other amounts to be invested in your retirement plan, or
- amounts redeemed to pay a distribution or disbursement from your plan.

Your Voya service provider will receive income in the form of bank service credits (as described below) and offset such credits against bank service fees that are charged to Voya for the use of such bank accounts and for services provided by the banks for processing receipts or disbursements.

Float Generated by Contributions:

Your Voya service provider uses a bank account to receive and hold contributions or other Plan deposit amounts to be invested. Contributions or other deposit amounts are held until Authorized Instructions are received in good order. Income in the form of bank service credits are earned on the bank account during any waiting period for Authorized Instructions. For Authorized Instructions received in good order by the close of the New York Stock Exchange (normally 4:00 p.m. Eastern Time), contributions or other deposit amounts will be invested on that business day. For Authorized Instructions received in good order after the close of the New York Stock Exchange, contributions or other deposit amounts will be processed on the next business day.

Float Generated by Distributions:

Your Voya service provider and/or one or more of its corporate affiliates receives income in the form of bank service credits in connection with distributions or disbursements that Voya pays on the plan’s behalf. The service credits accrue during the period beginning when an amount is redeemed from the Plan’s investment to fund a distribution or disbursement check and ending when the check is presented for payment.

Additionally, from time to time, the corporate affiliate of your Voya service provider may receive money market like rates of return on other deposit or short term investment products in which distributions may be held until such time as the check is presented for payment.

Transaction Processing Errors

Voya processes your Plan’s investment instructions on an “omnibus” or aggregated basis. If Voya’s correction of a Voya processing error results in a loss to your Plan or its Participants, Voya will absorb the loss. If any gain results in connection with the correction of a Voya processing error, Voya will net any such gain against other losses absorbed by Voya and retain any resulting net gain as a component of its compensation for transaction processing services, including its agreement to make Plan and Participant accounts whole for losses resulting from Voya processing errors. For more information on our error correction policy, please refer to Voya Retirement Insurance and Annuity Company’s Policy for Correction of Processing Errors (“VRIAC Policy”). The VRIAC policy is posted in the Sponsor Disclosure section of the Sponsor Web.

Plan Name: CITY OF SAN JOSE DEF COMP PLAN

Plan ID: 666779

Revenue Sharing

In addition, to the extent former or current Affiliates of Voya perform services for the Plan, such Affiliate may share any revenue received with Voya or may credit Voya for such revenue against amounts due from Voya to such Affiliate. Such revenue sharing may include, but it is not limited to, revenue sharing in connection with investment management, brokerage or trustee/custodial services.

Conference Support

Some fund families provide financial support to Voya companies in connection with training and education events attended by Voya employees and representatives. This financial support may include expenses associated with meals. For calendar year 2018 such amount was approximately \$0.32 per plan. This estimate was determined by dividing the total amount received from all fund families by the number of plans for which Voya provides investment services.

Self Directed Brokerage Account

TD Ameritrade pays Voya a quarterly amount equal to the table below. TD AMERITRADE, Division of TD AMERITRADE, Inc., member FINRA/SIPC. TD AMERITRADE is a trademark jointly owned by TD AMERITRADE IP Company, Inc. and The Toronto-Dominion Bank. ©2009 TD AMERITRADE IP Company, Inc. All rights reserved. Used with permission. TD AMERITRADE is an independent entity and not a corporate affiliate of Voya Financial Partners, LLC (member SIPC).

Indirect Fees for SDBA Services	
Total Voya Assets with TD AmeriTrade	Basis Points Paid
\$0 to 100 Million	0.00
\$100 to \$500 Million	1.75
Over \$500 Million	2.00

Plan Name: CITY OF SAN JOSE DEF COMP PLAN
Plan ID: 666779

Appendix: Definitions for Indirect Fees

- **Fund No:** The fund number assigned by Voya
- **Fund Name:** The name of the Fund

Please note that some of the funds available under your plan may include Voya proprietary funds. Proprietary funds are funds which are owned by Voya companies. The mutual funds listed for your plan which start with Voya's name are Voya proprietary funds.

FUND EXPENSES

- **Management Fees:** Fees paid to the Fund for investment advisory activities related to the selection and management of fund investments. These fees may include fees paid to the trustee of a collective investment trust.
- **12b-1 Fees:** Fees paid to the Fund for distribution services provided on behalf of a fund. If the fund imposes 12b-1 fees, such payments are made out of fund assets.
- **Other Expenses:** Fees paid to the Fund for other expenses associated with maintenance of a fund, such as: accounting, audit, recordkeeping, prospectus delivery, proxy support, periodic fund reports printing and/or mailing, etc.
- **Gross Fund Expense:** The sum of the management fees, 12b-1 fees and other expenses paid by the Fund.
- **Waivers and Adjustments:** An adjustment to a portion of the mutual fund fees as stated in the fund's most current prospectus. For certain funds, the investment adviser or other service provider to the fund may waive a portion of its fees or reimburse certain fund expenses, which will reduce the expense ratio of the fund for the period of the waiver or adjustment. These waivers and adjustments may not necessarily continue in the future. Please refer to the footnotes at the end of this report for further information regarding any Waivers and Adjustments shown.
- **Net Fund Expense:** The Gross Fund Expense reduced by any waiver or adjustment in effect.
- **Prospectus Date:** The date of the fund prospectus from which the fund fees have been provided.

VOYA CONTRACT CHARGES

- **Daily Asset Charge:** A Voya contract charge assessed against the variable funds for marketing and sales expenses as well as the costs of various services (e.g., call centers, websites, daily valuation systems, regulatory information, transaction processing, communication, education and enrollment support) in

Plan Name: CITY OF SAN JOSE DEF COMP PLAN

Plan ID: 666779

support of your program. This fee paid to Voya may be comprised of a base contract charge as well as additional charges for optional services selected by the plan.

- **Total Investment Expense:** The Net Fund Expense plus the Daily Asset Charge.

REVENUE TO VOYA

- **Total Daily Asset Charge:** The Daily Asset charge.
- **Sub Transfer Agent (Sub TA) Expense Reimbursement:** The amount paid to Voya Retirement Insurance and Annuity Company ("VRIAC") or its affiliates by the Fund Family or Fund Transfer Agent for plan and participant level recordkeeping services.
- **12b-1 Fees:** The amount paid to VRIAC or its affiliates by the fund family from the fund's 12b-1 fees for distribution services.
- **Service Fee:** The amount paid to VRIAC or its affiliates by the Fund Family or Fund Transfer Agent for other services provided in connection with the investment option. If your plan uses the Voya Fixed Account or Voya Guaranteed Accumulation Account (GAA), the amount shown in the "Service Fee" column represents our reasonable and good faith estimate of the cost of the recordkeeping and other administrative services being offset through a reduction in the rates of interest that would otherwise be credited. In developing our estimate, we applied guidance issued by the Department of Labor in connection with Form 5500 Schedule C reporting. Under that guidance, if the rate of return on a fixed rate investment contract is net of the expense of recordkeeping and similar administrative services, then the amount so "netted" should be reported as a fee charged against the Plan's investment in order to avoid the inference that the Plan services were being provided free of charge. Estimates of those amounts are permitted so long as the estimate is reasonable, and the methodology and assumptions used to prepare the estimate are disclosed.

The rate credited to your Plan's Fixed Account and/or GAA ("fixed accounts") balance is a "net" rate that reflects the costs of the recordkeeping and other administrative services we provide. We have estimated the amount of that rate reduction and reported it in the "Service Fee" column of our indirect compensation report in order to inform your understanding of the costs of our recordkeeping and administrative services. Set forth below is a description of the method we used in developing our estimate:

First, we determined the ratio of (1) our estimated internal costs for providing plan recordkeeping, trusteeship and similar services to all of our Plan customers as of the prior calendar year end, to (2) our average total assets during the same calendar year. We applied that ratio to your Plan's fixed account(s) to arrive at an estimate of the dollar amount of reportable compensation attributable to netting the costs of providing such services against the Fixed Account/GAA rate.

- **Total Revenue to Voya:** The sum of the Total Daily Asset Charge plus amounts received by Voya from the Fund or fund custodian for Sub TA Expense Reimbursement, 12b-1 Fees and other services.