



P&A Retirement Plan Services, Inc. provides to  
Plan Fiduciaries for Fee Disclosure (408(b)(2))



**Service Provider Fee Disclosure Form  
ERISA 408(b)(2) Regulations**

**Homemakers Upstate Group, Inc. Retirement Plan & Trust (“Plan”)**

**I. Identifying Information**

Name of Service Provider (“CSP”): P&A Retirement Plan Services, Inc.

Address: 6400 Main Street, Suite 210, Williamsville, NY 14221

Contact Person: Jennifer Boyne

Telephone No: (716) 852-2611

Email Address: [boynej@padmin.com](mailto:boynej@padmin.com)

**II. Initial Disclosures**

**1. Description.** Describe the services the Covered Service Provider (“CSP”) (or affiliate or subcontractor) will provide to the Plan:

- Third Party administrator
- Recordkeeping
- Consulting

**2. Status.** The CSP, an affiliate or subcontractor, will (or reasonably expects to) perform services pursuant to the contract:

- As a fiduciary to the Plan.
- As a fiduciary to an investment contract, product or entity that holds Plan assets and in which the Plan has a direct equity investments.
- As a registered investment adviser to the Plan (under either the Investment Advisers Act of 1940 or any State Law).

**3. Direct Compensation.** Describe all *direct* compensation the CSP, or an affiliate or subcontractor, reasonably expects to receive for services performed under the contract:

- The service contract, Services Agreement, signed by CSP and the Plan representative describes the direct compensation. Administrative fees that are not paid by the Plan Sponsor will be deducted from the plan assets.
- Other: \_\_\_\_\_

**4. Indirect compensation.** Describe all *indirect* compensation the CSP, or affiliate or subcontractor, reasonably expects to receive for services performed under the contract:

Payer: Matrix Trust Company

Services: Marketing, Promoting and selling of the investment products.

Description of the arrangement between payers and CSP: For the services listed above, P&A Retirement Plan Services, Inc. receives payments that are used to reduce the costs associated with promoting, marketing and administrating the investments available under the plan.

Amount/formula: The amount of the actual payment to P&A Retirement Plan Services generally depends on the amount of the plan assets that are invested. The payments to P&A Retirement Plan Services ranges from 0.00% to 0.50% of assets. The fund prospectuses are available for review at [www.padmin.com](http://www.padmin.com).

**5. Related party compensation.** Describe any compensation that will be paid among the CSP, an affiliate, or a subcontractor (“related party compensation”), in connection with the described services, if it is set on a transaction basis, or charged directly against plan’s investment and reflected in net value of investment:

Payer: Not Applicable

Recipient: \_\_\_\_\_

- Subcontractor
- Affiliate

Services: \_\_\_\_\_

Amount/formula: \_\_\_\_\_

**6. Termination Compensation.** Describe any compensation the CSP, an affiliate or a subcontractor reasonably expects to receive in connection with termination of contract, and how any prepaid amounts will be calculated and refunded upon such termination: The Employer needs to provide 60 days advance written notice to terminate the contract/Services Agreement. Should the Employer cause the Agreement to be terminated without the 60 days advance written notice required, the Employer immediately shall become obligated to pay P&A as liquidated damages an amount equal to seventy-five percent of the fees that would have been due had the Agreement remained in effect for the full plan year. In addition a \$500 plan deconversion fee is always applied. Any of these fees that are not paid by the Plan Sponsor will be deducted from the plan assets.

**7. Manner of receipt of compensation.** Describe the manner in which the compensation described in 3 through 6 will be received:

- The CSP will bill Plan for the services.
- The CSP will deduct the compensation directly from the Plan’s investments.
- The CSP will deduct the compensation directly from Participants’ accounts.
- Other: CSP will receive indirect compensation ( 4 above) from investment companies and recordkeeping vendors under a pre-arranged revenue sharing agreement.



Homemakers Upstate Group, Inc.

August 2023 FEE AND INVESTMENT NOTICE

**INSIDE**

**Your Investment Options**

**Account Management**

**Plan Fees and Expenses**

**Homemakers Upstate Group, Inc.**  
**FEE AND INVESTMENT NOTICE**

<b>CONTACT US:</b> Kenneth Neward Touchstone Retirement Group  716-247-5008 newardk@tsretirement.com www.padmin.com
--

This document is designed to help you understand certain plan provisions, investment information and the costs associated with your plan.

**Your Investment Options**

The comparative chart is displaying investment performance information over time and allows you to compare these to an appropriate benchmark. Remember that past performance does not guarantee future performance. Your investment in these options could lose money.

**Benchmarking**

Appropriate benchmarks are in the comparative chart to allow you to compare your investment performance over time .

**Table 2 - Variable Return Investments**

Investment Name Inception Date Website Benchmark	Average Annual Total return as of 07/31/2023				Benchmark			
	1 Yr	5 Yr	10 Yr	Since Inception	1 Yr	5 Yr	10 Yr	Since Inception
<b>Diversified Emerging Mkts</b>								
<b>American Funds New World R6</b> 05/01/2009 N/A MSCIACWI Ex USA NR USD	14.06%	6.27%	6.34%	8.61%	13.42%	3.85%	4.72%	6.16%
<b>Global Large-Stock Growth</b>								
<b>American Fds New Perspect R6</b> 05/01/2009 N/A MSCIACWI NR USD	13.76%	10.26%	10.99%	12.73%	12.91%	8.24%	8.64%	9.62%
<b>Inflation-Protected Bond</b>								
<b>Vanguard Infltn-Protec SecsAdm</b> 06/10/2005 N/A Bloomberg US Agg Bond TR USD	(5.64%)	2.49%	1.92%	3.21%	(3.37%)	0.75%	1.50%	2.94%
<b>Intermediate Core-Plus Bond</b>								
<b>Dodge &amp; Cox Income</b> 01/03/1989 N/A Bloomberg US Agg Bond TR USD	(0.53%)	1.96%	2.52%	5.95%	(3.37%)	0.75%	1.50%	5.37%
<b>Large Blend</b>								
<b>Vanguard 500 Index Admiral</b> 11/13/2000 N/A S&P 500 TR USD	12.96%	12.16%	12.62%	7.55%	13.02%	12.20%	12.66%	6.88%
<b>Large Growth</b>								
<b>AB Large Cap Growth Fund Class</b> 06/30/2015 N/A S&P 500 TR USD	12.25%	13.91%	15.59%	14.49%	13.02%	12.20%	12.66%	10.69%
<b>Large Value</b>								
<b>American Fds Amer Mutual R6</b> 05/01/2009 N/A S&P 500 TR USD	6.85%	9.11%	10.08%	12.25%	13.02%	12.20%	12.66%	13.64%
<b>Vanguard Value Index Adm</b> 11/13/2000 N/A S&P 500 TR USD	8.96%	9.08%	10.30%	7.18%	13.02%	12.20%	12.66%	6.88%
<b>Vanguard Windsor II Admiral</b> 05/14/2001 N/A S&P 500 TR USD	11.79%	11.02%	10.53%	7.93%	13.02%	12.20%	12.66%	7.40%
<b>Mid-Cap Growth</b>								
<b>Vanguard Mid-Cap Grw Indx Adm</b> 09/27/2011 N/A S&P 500 TR USD	9.36%	9.97%	10.74%	12.41%	13.02%	12.20%	12.66%	13.30%

Investment Name Inception Date Website Benchmark	Average Annual Total return as of 07/31/2023				Benchmark			
	1 Yr	5 Yr	10 Yr	Since Inception	1 Yr	5 Yr	10 Yr	Since Inception
<b>Mid-Cap Value</b>								
<b>T. Rowe Price Mid-Cap Value</b> 06/28/1996 N/A S&P 500 TR USD	14.20%	8.73%	10.07%	11.14%	13.02%	12.20%	12.66%	8.81%
<b>Vanguard Selected Value Inv</b> 02/15/1996 N/A S&P 500 TR USD	17.99%	9.27%	9.34%	9.08%	13.02%	12.20%	12.66%	8.84%
<b>Moderate Allocation</b>								
<b>T. Rowe Price Cap Apprec I</b> 12/17/2015 N/A Morningstar Mod Tgt Risk TR USD	7.91%	10.99%	10.81%	11.05%	5.58%	5.33%	5.97%	5.94%
<b>Moderately Aggressive Allocation</b>								
<b>Vanguard LifeStrat Growth Inv</b> 09/30/1994 N/A Morningstar Mod Tgt Risk TR USD	9.37%	6.95%	7.88%	7.97%	5.58%	5.33%	5.97%	0.00%
<b>Real Estate</b>								
<b>Vanguard Real Estate Indx Adm</b> 11/12/2001 N/A MSCIACWNR USD	(9.77%)	4.66%	6.26%	9.03%	12.91%	8.24%	8.64%	6.67%
<b>Small Growth</b>								
<b>Vanguard Sm Cap Grw Indx Adm</b> 09/27/2011 N/A S&P 500 TR USD	9.62%	6.78%	8.94%	11.66%	13.02%	12.20%	12.66%	13.30%
<b>Small Value</b>								
<b>Vanguard SmCap Val Indx Admiral</b> 09/27/2011 N/A S&P 500 TR USD	8.53%	6.84%	9.15%	12.09%	13.02%	12.20%	12.66%	13.30%
<b>Target-Date 2025</b>								
<b>Vanguard TargetRetire 2025 Inv</b> 10/27/2003 N/A Morningstar Mod Tgt Risk TR USD	5.44%	5.29%	6.50%	6.49%	5.58%	5.33%	5.97%	6.38%
<b>Target-Date 2035</b>								
<b>Vanguard TargetRetire 2035 Inv</b> 10/27/2003 N/A Morningstar Mod Tgt Risk TR USD	7.95%	6.41%	7.63%	7.29%	5.58%	5.33%	5.97%	6.38%
<b>Target-Date 2045</b>								
<b>Vanguard TargetRetire 2045 Inv</b> 10/27/2003 N/A Morningstar Mod Tgt Risk TR USD	10.36%	7.55%	8.53%	7.96%	5.58%	5.33%	5.97%	6.38%

Investment Name Inception Date Website Benchmark	Average Annual Total return as of 07/31/2023				Benchmark			
	1 Yr	5 Yr	10 Yr	Since Inception	1 Yr	5 Yr	10 Yr	Since Inception
<b>Target-Date 2055</b>								
<b>Vanguard TargetRetire 2055 Inv</b> 08/18/2010 N/A Morningstar Mod Tgt Risk TR USD	11.09%	7.71%	8.60%	9.81%	5.58%	5.33%	5.97%	6.53%
<b>Target-Date 2065+</b>								
<b>Vanguard TargetRetire 2065 Inv</b> 07/12/2017 N/A Morningstar Mod Tgt Risk TR USD	11.09%	7.69%	0.00%	8.43%	5.58%	5.33%	5.97%	4.63%
<b>Target-Date Retirement</b>								
<b>Vanguard TargetRetire Incm Inv</b> 10/27/2003 N/A Morningstar Mod Tgt Risk TR USD	1.87%	3.52%	4.06%	4.79%	5.58%	5.33%	5.97%	6.38%

### Morningstar

© 2022 Morningstar, Inc. All Rights Reserved. The information 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 this information. Past performance is no guarantee of future results.

### Investment Fees and Expenses

This shows fee and expense information for the investment options listed under your plan. This table shows the total Annual Operating Expense 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.



Fees and Expenses				
Investment Name	Operating Expense as a Percent*	Operating Expense per \$1000*	Restrictions	Fees
American Funds New World R6	0.57 %	\$ 5.70		
American Fds New Perspect R6	0.41 %	\$ 4.10		
Vanguard Infltn-Protec SecsAdm	0.10 %	\$ 1.00		
Dodge & Cox Income	0.41 %	\$ 4.10		
Vanguard 500 Index Admiral	0.04 %	\$ 0.40		
AB Large Cap Growth Fund Class	0.52 %	\$ 5.20		
American Fds Amer Mutual R6	0.27 %	\$ 2.70		
Vanguard Value Index Adm	0.05 %	\$ 0.50		
Vanguard Windsor II Admiral	0.26 %	\$ 2.60		
Vanguard Mid-Cap Grw Indx Adm	0.07 %	\$ 0.70		
T. Rowe Price Mid-Cap Value	0.83 %	\$ 8.30		1.00% redemption fee on shares held for 30-days or less
Vanguard Selected Value Inv	0.38 %	\$ 3.80		
T. Rowe Price Cap Apprec I	0.61 %	\$ 6.10		
Vanguard LifeStrat Growth Inv	0.14 %	\$ 1.40		
Vanguard Real Estate Indx Adm	0.12 %	\$ 1.20		
Vanguard Sm Cap Grw Indx Adm	0.07 %	\$ 0.70		
Vanguard SmCp Val Indx Admiral	0.07 %	\$ 0.70		
Vanguard TargetRetire 2025 Inv	0.08 %	\$ 0.80		
Vanguard TargetRetire 2035 Inv	0.08 %	\$ 0.80		
Vanguard TargetRetire 2045 Inv	0.08 %	\$ 0.80		
Vanguard TargetRetire 2055 Inv	0.08 %	\$ 0.80		
Vanguard TargetRetire 2065 Inv	0.08 %	\$ 0.80		
Vanguard TargetRetire Incm Inv	0.08 %	\$ 0.80		

## **Plan Fees and Expenses**

Recordkeeping cost is based on plan assets and decreases as plan assets increase . Paid by the Employer.

- \$0 to \$1,000,000- 0.35% annually
- to \$1,500,000- 0.25%
- to \$3,000,000- 0.23%
- to \$5,000,000- 0.20%
- to \$10,000,000- 0.15%
- to \$25,000,000- 0.11%
- above \$25,000,000- 0.09%

QDRO related expense is \$150.00

Stop Payment/Reissue of Check or ACH is \$25.00

Deconversion Fee is \$500.00

Missing Participant Search Service is \$35.00

**Plan Fee Section**

Fee Description	Basis
Recordkeeping Cost (Paid by Employer) (Graduated Tier)	Fee is applied on a pro rata basis across all participant accounts.

**Individual Fee Section**

Fee Description	Fee Amount
General Loan Origination	\$150.00
Residential Loan Origination	\$150.00
Hardship Withdrawal If Allowed	\$82.00
In-service Withdrawal	\$82.00
Separation from Service	\$82.00

**Notes and FAQs**

**Additional Information**

Any fees not paid in a timely manner by the Employer may be deducted from plan assets as necessary .