

**ANNUAL PARTICIPANT FEES  
DISCLOSURE STATEMENT  
UMATILLA-MORROW HEAD START, INC. 403(B) PLAN ONE (“Plan”)**

To: Plan Participants and Beneficiaries  
From: Umatilla-Morrow Head Start, Inc, Plan Administrator  
Date: January 1, 2019

This disclosure statement advises you of information regarding fees associated with your participation in the Plan. Part I provides general information regarding the operation of the Plan. Part II provides information regarding charges for administrative expenses the plan may incur. Part III provides information regarding individual expenses you may incur as a Plan Participant or Beneficiary. The Plan has also distributed, or will distribute when available, a Comparative Chart of Plan Investment Options (“Comparative Chart”), which will inform you about the Plan’s investment alternatives.

**I. General Plan Information**

1. **Giving investment instructions.** If not already completed, you should complete an investment direction form or use the investment company’s website, if available. You may direct the investment of all funds held in your plan account.
2. **Limitations on instructions.** You may give investment instructions on any day the New York Stock Exchange is open for business unless limited by the investment company policies.
3. **Voting and other rights.** The trustee will exercise any voting or other rights associated with ownership of your investments held in your plan account.
4. **Designated investment alternatives.** The Plan provides designated investment alternatives into which you can direct the investment of your plan funds. The Comparative Chart lists these designated investment alternatives and provides information regarding the alternatives.
5. **Self-directed brokerage account option.** In addition to the investment alternatives listed on the Comparative Chart, The Plan offers you the option of making your own investments through a brokerage account option established with \_\_\_\_\_. To establish a brokerage account, you should contact your Plan Administrator. With \_\_\_\_\_ you may choose from a variety of stocks, bonds and mutual funds. Each investment selection may have a shareholder-type fee or commission associated with the purchase or sale of a fund that varies among available investment options. To determine the fee or commission that will apply to a specific fund, contact \_\_\_\_\_.

The following self-directed brokerage account fees apply when electing this option and will be deducted directly from your plan account:

- \$ \_\_\_\_\_ New Account Fee
- \$ \_\_\_\_\_ Annual Brokerage Maintenance Fee
- \$ \_\_\_\_\_ Per Executed Brokerage Trade
- \$ \_\_\_\_\_ Account Termination Fee
- \$ \_\_\_\_\_ Minimum Balance Fee
- \$ \_\_\_\_\_ Commissions/front or back-end sales loads
- \$ \_\_\_\_\_ Other (Describe)

**II. Administrative Expenses.** The Plan pays outside service providers for Plan administrative services, such as legal, accounting and recordkeeping services, unless the plan sponsor elects, at its own discretion, to pay some or all of the Plan administrative expenses. The cost for these services fluctuates each year based on a variety of factors. To the extent these expenses are not charged against forfeitures or paid by the employer, or reimbursed by a third party, the Plan charges these expenses as follows:

**Pro-rata allocation.** A plan expense allocated on a pro rata basis allocates the expense proportionately to the total of all account balances. For example, if the expense is \$2,500, the plan’s assets total \$1,000,000 and your account balance is \$10,000, you would pay \$25 of the expense.

**III. Individual Expenses.** The Plan imposes certain charges against individual participants' accounts, rather than against the Plan as a whole, when individual participants incur the charges. For example, buying or selling some investments may result in charges to your individual account, such as commissions or redemption fees. The Comparative Chart provides information regarding these expenses. These charges may also arise based on your use of a feature available under the Plan (*e.g.*, participant loans), or based on the application of applicable law (*e.g.*, processing a domestic relations order in case of a divorce). The Plan imposes the following charges:

<i>Reason</i>	<i>Amount</i>
<i>Distribution fee</i>	\$50
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