

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					Total	Prospectus Date	(G) Sub TA/Expense Reimbursement	(H) 12b-1 Fee	(I) Service Fee	(J) Total Revenue to Voya (G+H+I)	
		(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)						
1197	Vanguard Mid-Cap Index Fund Inst	0.04%	0.00%	0.00%	0.04%	0.00%	0.04%	0.04%	04/28/2023	0.00%	0.00%	0.00%	0.00%
1198	Vanguard Small-Cap Index Fund Inst	0.04%	0.00%	0.00%	0.04%	0.00%	0.04%	0.04%	04/28/2023	0.00%	0.00%	0.00%	0.00%
1215	Vanguard FTSE Social Index Fund Inst	0.11%	0.00%	0.01%	0.12%	0.00%	0.12%	0.12%	12/22/2023	0.00%	0.00%	0.00%	0.00%
1228	Vanguard Instit Index Fnd Inst P	0.02%	0.00%	0.00%	0.02%	0.00%	0.02%	0.02%	04/28/2023	0.00%	0.00%	0.00%	0.00%
1723	American Funds EuroPacific Grw R6	0.42%	0.00%	0.05%	0.47%	0.00%	0.47%	0.47%	06/01/2023	0.00%	0.00%	0.00%	0.00%
2566	DFA U.S. Targeted Value Port Inst	0.27%	0.00%	0.02%	0.29%	0.00%	0.29%	0.29%	02/28/2023	0.00%	0.00%	0.00%	0.00%
3871	Loomis Sayles Core Plus Bond Fund N	0.32%	0.00%	0.06%	0.38%	0.00%	0.38%	0.38%	02/01/2023	0.00%	0.00%	0.00%	0.00%
6095	Janus Hndrsn Enterprise Fund N	0.64%	0.00%	0.02%	0.66%	0.00%	0.66%	0.66%	01/26/2024	0.00%	0.00%	0.00%	0.00%
6829	Vanguard Target Retire 2020 Trust II	0.08%	0.00%	0.00%	0.08%	0.00%	0.08%	0.08%	N/A	0.00%	0.00%	0.00%	0.00%
6830	Vanguard Target Retire 2025 Trust II	0.08%	0.00%	0.00%	0.08%	0.00%	0.08%	0.08%	N/A	0.00%	0.00%	0.00%	0.00%
6831	Vanguard Target Retire 2030 Trust II	0.08%	0.00%	0.00%	0.08%	0.00%	0.08%	0.08%	N/A	0.00%	0.00%	0.00%	0.00%
6832	Vanguard Target Retire 2035 Trust II	0.08%	0.00%	0.00%	0.08%	0.00%	0.08%	0.08%	N/A	0.00%	0.00%	0.00%	0.00%
6833	Vanguard Target Retire 2040 Trust II	0.08%	0.00%	0.00%	0.08%	0.00%	0.08%	0.08%	N/A	0.00%	0.00%	0.00%	0.00%
6834	Vanguard Target Retire 2045 Trust II	0.08%	0.00%	0.00%	0.08%	0.00%	0.08%	0.08%	N/A	0.00%	0.00%	0.00%	0.00%
6835	Vanguard Target Retire 2050 Trust II	0.08%	0.00%	0.00%	0.08%	0.00%	0.08%	0.08%	N/A	0.00%	0.00%	0.00%	0.00%
6836	Vanguard Target Retire 2055 Trust II	0.08%	0.00%	0.00%	0.08%	0.00%	0.08%	0.08%	N/A	0.00%	0.00%	0.00%	0.00%
6837	Vanguard Target Retire 2060 Trust II	0.08%	0.00%	0.00%	0.08%	0.00%	0.08%	0.08%	N/A	0.00%	0.00%	0.00%	0.00%
6838	Vanguard Target Retire Inc Trust II	0.08%	0.00%	0.00%	0.08%	0.00%	0.08%	0.08%	N/A	0.00%	0.00%	0.00%	0.00%
6912	MFS Mid Cap Value Fund R6	0.61%	0.00%	0.02%	0.63%	-0.01%	0.62%	0.62%	01/26/2024	0.00%	0.00%	0.00%	0.00%
7926	Vanguard Equity Income Fund Adm	0.18%	0.00%	0.01%	0.19%	0.00%	0.19%	0.19%	01/31/2023	0.00%	0.00%	0.00%	0.00%
8633	Vanguard International Value Fd Inv	0.36%	0.00%	0.02%	0.38%	0.00%	0.38%	0.38%	02/27/2023	0.00%	0.00%	0.00%	0.00%
9772	Vanguard Tot Intl Stk Ind Fd Inst	0.07%	0.00%	0.01%	0.08%	0.00%	0.08%	0.08%	02/27/2023	0.00%	0.00%	0.00%	0.00%
9905	San Jose Stable Value Option	0.00%	0.00%	0.30%	0.30%	0.00%	0.30%	0.30%	N/A	0.00%	0.00%	0.00%	0.00%
C325	Vanguard Target Retire 2065 Trust II	0.08%	0.00%	0.00%	0.08%	0.00%	0.08%	0.08%	N/A	0.00%	0.00%	0.00%	0.00%
D110	Fidelity US Bd Idx Fund	0.03%	0.00%	0.00%	0.03%	0.00%	0.03%	0.03%	10/30/2023	0.00%	0.00%	0.00%	0.00%
D652	T. Rowe Prc Large Cap Growth Trust D	0.00%	0.00%	0.40%	0.40%	0.00%	0.40%	0.40%	N/A	0.00%	0.00%	0.00%	0.00%
D809	Hood River Small Cap Growth Retire	0.90%	0.00%	0.09%	0.99%	0.00%	0.99%	0.99%	10/31/2023	0.00%	0.00%	0.00%	0.00%

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		Expenses Paid							Recordkeeping Revenue to Voya			
		Fund Expenses					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) Sub TA/Expense Reimbursement	(H) 12b-1 Fee	(I) Service Fee	(J) Total Revenue to Voya (G+H+I)
F692	Vanguard Target Retire 2070 Trust II	0.08%	0.00%	0.00%	0.08%	0.00%	0.08%	N/A	0.00%	0.00%	0.00%	0.00%
QD82	Charles Schwab SDBA	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

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Fund Notes

MFS Mid Cap Value Fund - Class R6: Massachusetts Financial Services Company (MFS) has agreed in writing to waive at least 0.01% of the fund's management fee as part of an agreement pursuant to which MFS has agreed to reduce its management fee by aspecified amount if certain MFS mutual fund assets exceed thresholds agreed to by MFS and the fund's Board of Trustees. The agreement to waive at least 0.01% of the management fee will continue until modified by the fund's Board of Trustees, but suchagreement will continue until at least January 31, 2024.

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.

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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.

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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 2023 such amount was approximately \$0.76 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

Charles Schwab pays Voya a quarterly amount equal to the table below. Schwab Personal Choice Retirement Account® (PCRA) is offered through Charles Schwab & Co., Inc. (Member SIPC), a registered broker-dealer which also provides other brokerage and custody services to its customers.

Brokerage Products: Not FDIC Insured • No Bank Guarantee • May Lose Value

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Indirect Fees for SDBA Services	Basis Points Paid
Eligible Plan assets with Charles Schwab & Co., Inc.	1.00

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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.

Plan assets accrued for purposes of paying compensation to the Plan's advisor that are not distributed to the advisor in any month shall be retained by Voya and considered additional revenue.

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.

REVENUE TO VOYA

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- **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 amounts received by Voya from the Fund or fund custodian for Sub TA Expense Reimbursement, 12b-1 Fees and other services.