MidAmerica

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