

**EXPENSE CHANGES TO:
Doane University Defined Contribution Plan**

EXPENSES

See how your expenses are changing – Effective July 1, 2020

Administrative Expenses

Activity Type	Current Fees	New Fees
Managed Accounts Fee:	This is an annual fee equal to 50 basis points (0.50%) deducted on a monthly basis from your participant account if you elect the managed account service from Envestnet Retirement Solutions.	Fee is Removed.
Manage My Retirement Service Fee:	N/A	This is an annual fee equal to 50 basis points (0.50%) on the first \$100,000, 40 basis points (0.40%) on the next \$150,000, and 30 basis points (0.30%) on the remaining balance over \$250,000 in your participant account that is deducted on a monthly basis from your participant account if you elect managed account service (Manage My Retirement Service).

Pro Rata Fees

Plan administration fees/expenses that may be charged pro rata include, but are not limited to, fees/expenses for legal, accounting, audit, compliance, intermediary/advisor, investment, recordkeeping, and trustee services (collectively "Plan Administration Fees").

Per Capita Fees

Plan administration fees/expenses that may be charged on a per capita basis are fees/expenses for recordkeeping services.

Looking for additional information?

In light of these changes, this may be a good time to review your investments. MassMutual offers retirement planning educational tools and information to help you make investment decisions and manage your retirement savings. Visit our participant website at www.retiresmart.com to find the information you need. You may also call our automated phone line at 1-800-743-5274 to access account information anytime. Customer Service Representatives are available via the automated phone line, Monday-Friday 8 a.m. to 8 p.m. ET to answer your questions and guide you through transactions.