Permanent Endowment Funds:

- Agency, Designated & Donor Advised
  - Fee: 1%
  - Fund Value: First $0 to $499,999
  - .5%
  - From $500,000 to $999,999
  - .25%
  - From $1 million to $2,499,999
  - .10%
  - From $2.5 million and above

- Field of Interest, Scholarship and Unrestricted
  - Fee: 2%
  - Fund Value: First $0 to $499,999
  - 1%
  - From $500,000 to $999,999
  - .5%
  - From $1 million to $2,499,999
  - .25%
  - From $2.5 million to $4,999,999
  - .10%
  - From $5 million and above

Permanent Fund Fee Calculations:
Fees will be calculated using the market values on September 30, December 31, March 31, and June 30.

Fees for new funds will be pro-rated for their first quarter in the Foundation. If funds are held for less than 20 days no fee will be assessed for the current quarter.

Non-Permanent Funds: 2%

Non-Permanent Fund Fee Calculations:
Fees will be charged on the beginning balance plus all new deposits. The final quarter for the year will be used as an adjustment period to bring the fees collected year to date up to the actual amount for the year.

However, a tiered fee will apply to Non-Permanent - Donor Advised Funds

<table>
<thead>
<tr>
<th>Fee</th>
<th>Fund Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>2%</td>
<td>First $0 to $149,999</td>
</tr>
<tr>
<td>1%</td>
<td>From $150,000 to $299,999</td>
</tr>
<tr>
<td>.5%</td>
<td>From $300,000 to $449,999</td>
</tr>
<tr>
<td>.25%</td>
<td>From $450,000 and above</td>
</tr>
</tbody>
</table>

Any Non-Permanent fund held for less than 12 months will be assessed the full 2% fee.

All Funds:

Labor Intensive Funds:
Special conditions will apply to labor intensive funds. Higher percentages may be charged, or flat fees for services may be assessed.

Examples of labor intensive funds may include, but are not limited to funds: making over 25 grants per year, receiving over 25 donations per year, requiring an application, or a committee selection process.

NOTE: Funds holding Real Estate will be charged as labor intensive funds.

Jane Wear, Secretary
Date: May 9, 2022
Adopted by the Executive Committee on April 11, 2022 and the Board of Directors on May 9, 2022