

Statement of Services and Compensation for the



This statement provides an overview of the investment and administrative services, fees and other compensation attributed to your workplace retirement plan, including information required by the Department of Labor regulation under section 408(b)(2) of the Employee Retirement Income Security Act of 1974 (ERISA).

The Department of Labor believes that the information required to be disclosed under ERISA section 408(b)(2) will assist plan fiduciaries when selecting and monitoring service providers, in satisfying their fiduciary obligations under ERISA section 404(a)(1) to act prudently and solely in the interest of the plan's participants and for the exclusive purpose of providing benefits and defraying reasonable expenses of administering the plan.

For more information regarding your plan's specific services and fee arrangement, please refer to your trust or service agreement.

This statement is organized as follows:

The Plan Summary section provides an overview of fees and other compensation that may be received by Fidelity and other service providers for the range of services provided to your plan.

The Investment Option-Related Services and Compensation section provides details regarding the fees for investment options offered under the plan, including the fees received by unaffiliated fund providers.

The Administrative and Recordkeeping Services and Compensation section provides details regarding other types of fees that may be incurred for various recordkeeping and administrative services, including fees for certain participant-initiated transactions.

The Payments to Investment Professionals section provides certain details with respect to payments that may be made to the Investment Professional you have designated for your plan. You should confirm this information with your Investment Professional as well.

The Services and Compensation Reported Separately section describes certain services and related compensation that are not included in this statement as well as where information about them may be found.

Plan Summary

This summary provides an overview of fees and other compensation that may be received by Fidelity and other service providers (such as non-Fidelity fund management fees) for the range of services provided to your plan. More detailed information is provided in the following sections.

Client Name: [REDACTED]		Plan Name: [REDACTED]					
Total Plan Assets: \$5,069,698							
Total Plan Participants: 70							
As of 09/30/2018							
		Recordkeeping		Investment Management and Other		Total	
		% Assets	\$	% Assets	\$	% Assets	\$
Investment Option-Related	Asset-based	0.14%	\$6,962	0.41%	\$20,832	0.55%	\$27,796
Administrative and Other	Billable Recordkeeping	0.00%	\$0			0.00%	\$0
	Transaction			0.00%	\$25	0.00%	\$25
	Other billable			0.00%	\$0	0.00%	\$0
	Float ¹	0.00%	\$131			0.00%	\$131
Total Amount		0.14%	\$7,093	0.41%	\$20,857	0.55%	\$27,952

Pricing Information*	% Assets	\$
Total Amount for Recordkeeping	0.14%	\$7,093
Additional Value for Fidelity Products ²	0.02%	\$1,086
Total Considered for Pricing Purposes	0.16%	\$8,179

¹Fidelity maintains general or "omnibus" accounts to facilitate transactions of the employee benefit plans it services. "Float" refers to earnings from overnight investment of amounts in those omnibus accounts awaiting trade settlement or clearing of disbursements. The amount shown on the "Float" line above represents a calculated estimate of the amount of float, net of bank fees and other adjustments, retained by Fidelity that is attributable to your defined contribution plan's activity through these omnibus accounts during the preceding 12 months. The actual amount will be dependent on short-term interest rates and the plan's actual inflows and outflows. The amount reflected on the "Float" line above is exclusive of net float earnings attributable to the processing of Recurring Advisor Payments deducted from Participant accounts, if applicable. Please refer to your trust or service agreement or letter of authorization for additional information.

²Additional amount that Fidelity takes into account based on Fidelity products and/or services utilized as well as other factors.

*Please refer to Footnote 6 of the Investment Option-Related Services and Compensation section to determine if any additional amounts are attributable to recordkeeping and considered for pricing purposes for your plan.

Assumptions: The fees and other compensation set forth in this report are based in part on certain information provided to Fidelity and the assumptions described in your trust or service agreement. Fees may be subject to change as a result of changes to those assumptions or the information upon which the assumptions are based or as otherwise provided in the trust or service agreement. In addition, all fees and other compensation are subject in their entirety to the terms and conditions of the trust or service agreement.

Investment Option-Related Services and Compensation

This section provides details regarding the fees for each plan investment option for which Fidelity provides recordkeeping services. These fees include the management and other expenses charged by managers not affiliated with Fidelity. Typically, investment option related fees are expressed as a percentage of assets and associated with, but not limited to, the management and operation of the plan's investment options. This section also includes the compensation received by Fidelity from unaffiliated fund providers for Fidelity's recordkeeping and administrative services with respect to such investments, which is referred to as "indirect compensation" under the 408(b)(2) regulation.

Client Name: [REDACTED] Plan Name: [REDACTED]

Investment option	Assets as of 09/30/2018 ¹	Ticker	Category ²	Investment Option Fees Attributable to Recordkeeping ³		Investment Option Fees Attributable to Management and Other ⁴		Total Investment Option Fees ⁵		Distribution and/or Service ⁶ (12b-1 Fee)		Other
				% / Per Part (\$)	(\$)	(%)	(\$)	(%)	(\$)	(%)	(\$)	Short-term Trading Fee % / Days ⁷
FID TOT MKT IDX IPR	\$1,052,609	FSKAX	Large Blend	0.00% / \$0	\$0	0.02%	\$158	0.02%	\$158	0.00%	\$0	
TRP BLUE CHIP GRTH R	\$724,122	RRBGX	Large Growth	0.40% / \$0	\$2,896	0.83%	\$6,010	1.23%	\$8,907	0.25%	\$1,810	
FID EXT MKT IDX IPR	\$572,294	FSMAX	Mid-Cap Blend	0.00% / \$0	\$0	0.05%	\$258	0.05%	\$258	0.00%	\$0	
FID 500 INDEX IPR	\$479,557	FXAIX	Large Blend	0.00% / \$0	\$0	0.02%	\$72	0.02%	\$72	0.00%	\$0	
J H TRITON S	\$381,510	JGMIX	Small Growth	0.25% / \$0	\$954	0.92%	\$3,510	1.17%	\$4,464	0.25%	\$954	
FID SM CAP IDX IPR	\$373,200	FSSNX	Small Blend	0.00% / \$0	\$0	0.02%	\$93	0.03%	\$93	0.00%	\$0	
FA NEW INSIGHTS A	\$361,052	FNIAX	Large Growth	0.25% / \$0	\$903	0.69%	\$2,491	0.94%	\$3,394	0.25%	\$903	
FA FREEDOM 2050 M	\$190,074	FFFQX	Target-Date 2050	0.25% / \$0	\$475	1.00%	\$1,901	1.25%	\$2,376	0.50%	\$950	
FA FREEDOM 2020 M	\$168,442	FDTFX	Target-Date 2020	0.25% / \$0	\$421	0.86%	\$1,449	1.11%	\$1,870	0.50%	\$842	
COL SM CAP IDX A	\$124,628	NMSAX	Small Blend	0.10% / \$0	\$125	0.35%	\$436	0.45%	\$561	0.25%	\$312	
FA FREEDOM 2055 M	\$109,127	FHFTX	Target-Date 2055	0.25% / \$0	\$273	1.00%	\$1,091	1.25%	\$1,364	0.50%	\$546	
FA FREEDOM 2040 M	\$89,232	FTFFX	Target-Date 2040	0.25% / \$0	\$223	1.00%	\$892	1.25%	\$1,115	0.50%	\$446	
FA FREEDOM 2045 M	\$71,230	FFFTX	Target-Date 2045	0.25% / \$0	\$178	1.00%	\$712	1.25%	\$890	0.50%	\$356	
DODGE & COX INTL STK	\$63,199	DODFX	Foreign Large Blend	0.10% / \$0	\$63	0.53%	\$335	0.63%	\$398	0.00%	\$0	
FID INTL INDEX IPR	\$49,645	FSPSX	Foreign Large Blend	0.00% / \$0	\$0	0.04%	\$22	0.05%	\$22	0.00%	\$0	
FID MID CAP IDX IPR	\$46,078	FSMDX	Mid-Cap Blend	0.00% / \$0	\$0	0.03%	\$12	0.03%	\$12	0.00%	\$0	
WASATCH SM CAP GRTH	\$42,225	WAAEX	Small Growth	0.40% / \$0	\$169	0.87%	\$367	1.27%	\$536	0.00%	\$0	2.00% / 60
FID REAL EST IDX INS	\$35,893	FSRNX	Real Estate	0.00% / \$0	\$0	0.07%	\$25	0.07%	\$25	0.00%	\$0	
FA FREEDOM 2035 M	\$28,964	FTTHX	Target-Date 2035	0.25% / \$0	\$72	0.99%	\$287	1.24%	\$359	0.50%	\$145	
METWEST TOT RTN BD M	\$27,144	MWTRX	Intermediate-Term Bond	0.14% / \$0	\$38	0.53%	\$144	0.67%	\$182	0.21%	\$57	
FID GOVT MMKT	\$17,795	SPAXX	Money Market-Taxable	0.10% / \$0	\$18	0.32%	\$57	0.42%	\$75	0.00%	\$0	
FA FREEDOM 2060 M	\$15,278	FDKTX	Target-Date 2060+	0.25% / \$0	\$38	1.00%	\$153	1.25%	\$191	0.50%	\$76	
FA FREEDOM 2015 M	\$13,730	FFVTX	Target-Date 2015	0.25% / \$0	\$34	0.82%	\$113	1.07%	\$147	0.50%	\$69	
VICTORY S ESTB VAL A	\$10,960	VETAX	Mid-Cap Value	0.25% / \$0	\$27	0.65%	\$71	0.90%	\$99	0.25%	\$27	
FA FREEDOM INC M	\$9,696	FTAFX	Target-Date Retirement	0.25% / \$0	\$24	0.72%	\$70	0.97%	\$94	0.50%	\$48	
FA FREEDOM 2010 M	\$5,815	FCFTX	Target-Date 2000-2010	0.25% / \$0	\$15	0.77%	\$45	1.03%	\$60	0.50%	\$29	
FA FREEDOM 2030 M	\$5,490	FTFEX	Target-Date 2030	0.25% / \$0	\$14	0.95%	\$52	1.20%	\$66	0.50%	\$27	
OPPHMR INTL GROWTH A	\$709	OIGAX	Foreign Large Growth	0.25% / \$0	\$2	0.85%	\$6	1.10%	\$8	0.25%	\$2	

Client Name: [REDACTED]

Plan Name: [REDACTED]

Investment option	Assets as of 09/30/2018 ¹	Ticker	Category ²	Investment Option Fees Attributable to Recordkeeping ³		Investment Option Fees Attributable to Management and Other ⁴		Total Investment Option Fees ⁵		Distribution and/or Service ⁶ (12b-1 Fee)		Other
				% / Per Part (\$)	(\$)	(%)	(\$)	(%)	(\$)	(%)	(\$)	Short-term Trading Fee % / Days ⁷
ARIEL APPRECIATION	\$0	CAAPX	Mid-Cap Value	0.10% / \$0	\$0	1.02%	\$0	1.12%	\$0	0.25%	\$0	
BLKRK EQUITY DIV A	\$0	MDDVX	Large Value	0.25% / \$0	\$0	0.73%	\$0	0.98%	\$0	0.25%	\$0	
BLKRK GLOBAL ALLOC A	\$0	MDLOX	World Allocation	0.25% / \$0	\$0	0.83%	\$0	1.08%	\$0	0.25%	\$0	
COL LARGE CAP IDX A	\$0	NEIAX	Large Blend	0.10% / \$0	\$0	0.35%	\$0	0.45%	\$0	0.25%	\$0	
COL MID CAP IDX A	\$0	NTIAX	Mid-Cap Blend	0.10% / \$0	\$0	0.35%	\$0	0.45%	\$0	0.25%	\$0	
CRLN E SM CAP GR A	\$0	HRSCX	Small Growth	0.25% / \$0	\$0	0.83%	\$0	1.08%	\$0	0.25%	\$0	
EV ATL CAP SMID-CP A	\$0	EAASX	Mid-Cap Growth	0.25% / \$0	\$0	0.94%	\$0	1.19%	\$0	0.25%	\$0	
FA EMERG MKT INC A	\$0	FMKAX	Emerging Markets Bond	0.10% / \$0	\$0	1.03%	\$0	1.13%	\$0	0.25%	\$0	
FA FREEDOM 2005 M	\$0	FFT VX	Target-Date 2000-2010	0.25% / \$0	\$0	0.74%	\$0	0.99%	\$0	0.50%	\$0	
FA FREEDOM 2025 M	\$0	FTTWX	Target-Date 2025	0.25% / \$0	\$0	0.91%	\$0	1.16%	\$0	0.50%	\$0	
FA LEV CO STOCK A	\$0	FLSAX	Mid-Cap Blend	0.25% / \$0	\$0	0.83%	\$0	1.08%	\$0	0.25%	\$0	
FA STRAT INCOME A	\$0	FSTAX	Multisector Bond	0.10% / \$0	\$0	0.90%	\$0	1.00%	\$0	0.25%	\$0	
FID GLB XUS IDX IPR	\$0	FSGGX	Foreign Large Blend	0.00% / \$0	\$0	0.06%	\$0	0.06%	\$0	0.00%	\$0	
FID INFL PR IDX IPR	\$0	FIPDX	Inflation-Protected Bond	0.00% / \$0	\$0	0.05%	\$0	0.05%	\$0	0.00%	\$0	
FID INT TR IDX IPR	\$0	FUAMX	Intermediate Government	0.00% / \$0	\$0	0.03%	\$0	0.03%	\$0	0.00%	\$0	
FID US BOND IDX IPR	\$0	FXNAX	Intermediate-Term Bond	0.00% / \$0	\$0	0.03%	\$0	0.03%	\$0	0.00%	\$0	
HEARTLAND VAL PLS IV	\$0	HRVIX	Small Value	0.25% / \$0	\$0	0.94%	\$0	1.19%	\$0	0.25%	\$0	
MFS INTL DIVRSN R3	\$0	MDIHX	Foreign Large Blend	0.25% / \$0	\$0	0.91%	\$0	1.16%	\$0	0.25%	\$0	
MFS MA INV TRUST R3	\$0	MITHX	Large Blend	0.25% / \$0	\$0	0.47%	\$0	0.72%	\$0	0.25%	\$0	
MFS VALUE R3	\$0	MEIHX	Large Value	0.25% / \$0	\$0	0.59%	\$0	0.84%	\$0	0.25%	\$0	
PIM REAL RETURN A	\$0	PRTNX	Inflation-Protected Bond	0.20% / \$0	\$0	1.08%	\$0	1.28%	\$0	0.25%	\$0	
PIM TOTAL RETURN A	\$0	PTTAX	Intermediate-Term Bond	0.20% / \$0	\$0	0.69%	\$0	0.89%	\$0	0.25%	\$0	
PIMCO COMM REL RET A	\$0	PCRAX	Commodities Broad Basket	0.20% / \$0	\$0	1.49%	\$0	1.69%	\$0	0.25%	\$0	
TEMPLETON FOREIGN A	\$0	TEMF X	Foreign Large Value	0.25% / \$0	\$0	0.85%	\$0	1.10%	\$0	0.25%	\$0	
TMPL GLOBAL BOND A	\$0	TPINX	World Bond	0.25% / \$0	\$0	0.71%	\$0	0.96%	\$0	0.25%	\$0	
TRP EQUITY INCOME	\$0	PRFDX	Large Value	0.15% / \$0	\$0	0.50%	\$0	0.65%	\$0	0.00%	\$0	
Investment totals	\$5,069,698				\$6,962		\$20,832		\$27,796		\$7,599	

Source of data - Data with respect to Fidelity mutual funds is provided by Fidelity Investments, which obtains certain data from the funds' prospectuses and annual or semi-annual reports. Data with respect to non-Fidelity mutual funds is obtained from Morningstar, Inc., which is not affiliated with Fidelity Investments. Accuracy, completeness and timeliness of Morningstar data cannot be guaranteed. Non-mutual fund investment option data is requested from the investment option's issuer or other service provider. In the event that any information with respect to an investment option was not received and is not shown in the chart above, please contact the issuer or other service provider for the investment option directly to obtain such information.

¹Assets - Assets used in this calculation represent plan balances as of the close of business on the date noted in the Asset column header and do not reflect subsequent adjustments that might have had a retroactive effect on such balances.

²Category - Fidelity Investments provides the investment-related category for its funds. The investment-related category for other investment options is provided by Morningstar Inc. or in some cases by the investment option manager.

³Investment Option Fees Attributable to Recordkeeping - Generally, these amounts are used to support services described in the Administrative and Recordkeeping Services and Compensation section and set forth in more detail in your trust or service agreement; depending on your plan's fee arrangement, these amounts may offset fees listed in that section. With respect to Fidelity funds, this column (%) shows the rate that would generally be used to calculate payments to a nonaffiliated recordkeeper to support certain services for Fidelity funds. In the case of Fidelity funds that are offered only to Fidelity recordkept plans (other than multi-manager funds), the rate is based on the payments Fidelity receives from comparable funds. In the case of Fidelity multi-manager funds (which may hold Fidelity and nonproprietary funds), the rate is based on the rate that would be used to calculate payments to a nonaffiliated recordkeeper for a Fidelity fund of a similar asset class that does not hold nonproprietary funds although any payments that may be received in connection with any nonproprietary funds held by the fund range from 0 to 40 bps. With respect to nonproprietary funds, this column (%) shows the rate that is used to calculate payments Fidelity receives pursuant to a contract or other arrangement between Fidelity and the fund or fund provider under which Fidelity provides certain services to such fund or fund provider. These payments are used to support Fidelity's services to the plan and are considered indirect compensation under the 408(b)(2) regulation. The dollar amounts shown are calculated by multiplying the percentage by the amount in the corresponding Assets column. Neither the rates nor the calculated dollar amounts represent a separate charge.

⁴Investment Option Fees Attributable to Management and Other - This column reflects the difference (in percentage and dollar terms, respectively) between the Total Investment Option Fees column and the Investment Option Fees Attributable to Recordkeeping column. It does not represent a separate charge in the expense ratio of the investment option.

⁵Total Investment Option Fees - This column reflects the net expense ratio for the investment option as calculated by the investment option issuer or other service provider and obtained from the source(s) described above. In general, the net expense ratio for a mutual fund is its investment management and operating expenses calculated with any applicable waivers, caps, and/or reimbursements deducted. Waivers, caps, and/or reimbursements may be voluntary and terminated at any time unless otherwise disclosed in the applicable fund's prospectus. The fees and expenses for non-mutual fund investment options may be calculated using methodologies different from those used for mutual funds and may include trustee and/or other administrative fees that the plan sponsor has directed be accrued and paid from the option but may not include all the fees that mutual fund expense ratios are required to reflect. The expense ratio or similar expense amount may not take into consideration every expense associated with an investment option. For example, portfolio trading costs may not be reflected in an investment option's expense ratio, but do figure into its overall return. The dollar amounts shown are calculated by multiplying the percentage by the amount in the corresponding Assets column.

Please note the regulation under ERISA section 408(b)(2) requires that the plan's recordkeeper provide certain investment disclosures including the annual operating expenses (e.g., expense ratio) of certain investment options for which the recordkeeper provides services to the extent that information is within the control of or reasonably available to the recordkeeper. The expense ratio required to meet this obligation must be calculated in accordance with the Department of Labor's regulation under ERISA section 404(a) and is commonly referred to as the investment option's "gross expense ratio." Please see the Services and Compensation Reported Separately section for details regarding where gross expense ratios and other investment disclosures may be accessed.

⁶Distribution and/or Service (12b-1 Fee) - The 12b-1 Fee is generally paid by the fund or its distributor or an affiliate to the Investment Professional firm that serves as broker of record for your plan. Consult your Investment Professional to determine the actual amount of 12b-1 Fees received by his or her firm with respect to your plan. Please note that the amounts shown in this column are included (and therefore are not in addition to) the amounts shown in the Total Investment Option Fees column. The percentage amounts shown in this column are obtained from the source(s) described above. The dollar amounts shown in this column are calculated by multiplying the percentage amount by the amount of assets in the corresponding Assets column. All 12b-1 Fees (and any Finder's Fee) payments are subject to the terms and conditions of the applicable fund's prospectus. Each fund's prospectus should be reviewed for the most complete and current information. If expense waivers or reimbursements are in effect for any Fidelity Advisor Fund, this may reduce the 12b-1 Fee that is paid. If you have designated National Financial Services LLC ("National Financial"), a Fidelity affiliate, as broker of record for your plan, it will receive the Distribution and/or Service (12b-1 Fee) payments set forth in this column and any Finder's Fee as described in the Payments to Investment Professionals section. National Financial, in turn, will make payments to the Investment Professional firm you designate through the Investment Professional Designation Form in amounts set forth in your service agreement (the "Investment Professional Payment"). To the extent the amount of Distribution and/or Service (12b-1 Fee) payments and any Finder's Fee payments exceeds the amount of the Investment Professional Payment, the difference is attributable to recordkeeping ("Additional Amount Attributable to Recordkeeping") and considered for pricing purposes for your plan.

⁷Short-term Trading Fee - Fee charged by an investment option to investors who hold their shares for less than a predetermined period of time (such as 90 days or 120 days). This fee (e.g., 0.75%, 1.5%, etc.) varies and is paid to the investment option.

If Fidelity Management Trust Company (FMTC) or Fidelity Institutional Asset Management Trust Company (FIAM TC) is the investment manager of an investment option listed above, it serves in a fiduciary capacity under ERISA. For more information regarding such services, please consult the trust or investment management documents. Certain contributions to, and redemptions from, the FMTC and FIAM TC commingled pools may be subject to a fee pursuant to significant cash flow policies. The fees vary by pool, and are payable to the commingled pool and intended to cover the costs of

investing in or selling securities in the pool.

Fidelity may receive a payment from American Fund Distributors (AFD) for among other things, to compensate Fidelity for providing them access to financial intermediaries and investors in certain Fidelity channels, a platform to support the provision of investment guidance and service to such financial intermediaries and investors, when applicable, and to promote operational efficiencies. As described in American Fund prospectuses, AFD has discretion as to the amount of the payment, if any; the criteria to determine any payment includes sales, assets, and cash flows as well as qualitative factors. It is anticipated that the payment would not exceed .08% annually of American Fund assets in all retail, workplace and intermediary channels maintained by Fidelity, subject to certain exclusions.

Fidelity may receive an annual product fee of up to \$2,000 if aggregate assets held in that product across all retail, workplace and intermediary channels maintained by Fidelity are less than \$1.5 million.

Fidelity may receive a fee from unaffiliated product providers to compensate Fidelity for maintaining the infrastructure to accommodate unaffiliated products. The fee is a fixed amount that typically equates to less than 0.05% of a product provider's assets in all retail, workplace, and intermediary channels maintained by Fidelity and does not vary based on a plan's offering of an unaffiliated product supported by Fidelity. In addition, such unaffiliated product providers may pay Fidelity initial start-up fees, product add, and maintenance fees as well as a provider minimum monthly fees. These fees are not in connection with Fidelity's services to the plan and are not considered indirect compensation under the 408(b)(2) regulations.

Additional Disclosure:

Good Faith Estimate of the Cost of Recordkeeping - The regulation under ERISA section 408(b)(2) provides a special rule if the plan recordkeeper does not charge an explicit recordkeeping fee or its compensation is offset by other amounts received by the recordkeeper or an affiliate. In such cases, the regulation requires a "good faith estimate" of the cost of such services to the plan. Accordingly, the good faith estimate for your plan can be determined by adding the Investment Option Fees Attributable to Recordkeeping column total to any billable recordkeeping fees and any Additional Amount Attributable to Recordkeeping as defined in Footnote 6 above and reducing that by any credits granted under your contract.

The following fees may apply if your plan offers company stock as an investment option.

Stock fund commissions:

Real-time traded - No more than \$0.029 per share

Share Accounted - \$0.034 to \$0.05 per share

Unitized - No more than \$0.02 per share

Based on plan fiduciary direction, brokerage services may be provided by non-Fidelity entities, in which case Fidelity is not receiving listed compensation and commissions may vary. If special trading requested, commissions may vary.

Administrative and Recordkeeping Services and Compensation

This section provides details regarding various administrative and recordkeeping services provided to the plan and the related billable fees including those for certain participant-initiated transactions. If these fees are paid by the plan, such payments would be considered "direct compensation" under the 408(b)(2) regulation. In most instances, the amounts listed in the Investment Option Fees Attributable to Recordkeeping column in the Investment Option-Related Services and Compensation section are in addition to the fees listed below.

Client Name: [REDACTED] Plan Name: [REDACTED]

As of 09/30/2018

Fee type	Rate / Value	Description	Payment Method	Fees billed (Historical bills as of 06/30/2018) ¹
Recordkeeping				
Recordkeeping		-- Includes recordkeeping and related administrative services, online and phone channels, customer support; may also include trustee services, testing services and communications.	--	\$0
Subtotal				\$0
Transaction				
Minimum Required Distribution	\$25.00	Per-transaction fee for the calculation and payment processing of participants' annual Minimum Required Distribution.	Paid by Participant	\$25
Overnight Mailing Fee	\$25.00	Fee for sending checks and/or documents to participants via overnight mail; please note, zero is displayed in the fees billed column as these fees are paid by the participant and are not invoiced.	Paid by Participant	\$0
Subtotal				\$25

¹This column shows an amount that is intended to be representative of the amount billed to the plan sponsor or deducted from participant accounts for the corresponding fee type during a 12-month period in the past. Please note that such 12-month period may be based on calendar quarters, billing cycle quarters or certain other periods depending upon the fee type. Also, please note that amounts shown for fee types added during the applicable period are not annualized. Similarly, amounts for fee types eliminated during the applicable period may not be shown. For more detailed information about the amount of any fee type billed or deducted, please consult the applicable invoices or contact your Fidelity representative.

Columns containing dollar amounts in this document show whole numbers, with the exception of the Rate/Value columns in the Administrative and Recordkeeping Services and Compensation section. Where FMTC serves as trustee or custodian for the plan, there may not be a separate charge for its services. In such cases, the cost of such services is supported by the compensation received by other Fidelity affiliates with respect to the plan and its investment options. As a directed trustee, FMTC may serve in a fiduciary capacity under ERISA to the extent provided by existing guidance. To the extent Fidelity entity provides investment advice within the meaning of ERISA to plan participants and/or a plan fiduciary, the Fidelity entity serves in a fiduciary capacity under ERISA for the provision of such advice.

To compensate Fidelity for allowing Financial Engines to offer its advisory services on Fidelity's recordkeeping platform, Fidelity may receive from Financial Engines, Inc., or an affiliate a fee not to exceed .0005% (5/100ths of a basis point) of the combined assets of those plans to whom Financial Engines may offer its advisory services.

Payments to Investment Professionals

Client Name: [REDACTED]

Plan Name: [REDACTED]

As of 09/30/2018

Additional Payment Information

As your designated broker of record, National Financial Services LLC ("National Financial") will receive the Distribution and/or Service (12b-1 Fee) payments set forth in the Investment Option-Related Services and Compensation section above. National Financial may also receive finder's fee payments with respect to your plan's investment in certain funds as summarized below (please consult the applicable fund prospectus for complete information). These payments are received pursuant to a contract or other arrangement between Fidelity and the fund or fund provider and are considered indirect compensation under the 408(b)(2) regulation. National Financial, in turn, will make payments to the Investment Professional firm you designate through the Investment Professional Designation Form, as set forth under the terms of your service agreement. Please refer to your service agreement and footnote 6 of the Investment Option-Related Services and Compensation section for further details.

Fidelity Advisor Finder's Fee Schedule Paid to National Financial

Class A Finder's Fee	Equity and High Income Funds ¹	Long and Intermediate Term Bond Funds	Short-Term Bond Funds ²
Tier 1-Applies at \$1M up to 4M	1%	.75%	.75%
Tier 2-Applies at \$4M up to 25M	.50%	.50%	.50%
Tier 3-Applies at 25M+	.25%	.25%	.25%

Class T Finder's Fee	Equity Funds	Income Funds	Short-Term Bond Funds ²
Applies at \$1M or more for eligible trades.	.25%	.25%	.25%

Note that for all eligible share classes of the Fidelity Advisor funds, Finder's Fees are paid weekly. Finder's Fees on Fidelity Advisor Funds will not be paid on transfers-in-kind from existing Fidelity Advisor fund business or purchases of Class A or T shares made with the proceeds from the redemption of shares of any Fidelity or Fidelity Advisor fund. Finder's Fee payments on Fidelity Advisor Funds' A and T share classes, with respect to plans under the Fidelity Advisor 401(k) Program, will be paid only on plan conversion assets. If a Finder's Fee is paid on Class A shares, the 12b-1 fee payment on such converted assets will not start until month 13. Calculation of 12b-1 fee payments will begin as of the date of purchase for purchases of Class A shares for which Finder's Fees are not payable. Please see the Fidelity Advisor funds' prospectuses for complete details.

Additional Fund Options Finder's Fee Schedule Paid to National Financial

Fund Company	Finder's Fee	Finder's Fee Payment Cycle
Columbia	Less than \$3 million = 1.00% \$3 million to less than \$50 million = 0.50% \$50 million or more = 0.25%	Monthly
JPMorgan	Equity & Asset Allocation Funds (excludes Equity Index & Market Expansion Index Funds): Up to \$4 million = 1.00%; \$4 million-\$10 million = 0.75%; \$10 million-\$50 million = 0.50%; \$50 million+ = 0.25% Market Expansion Index A = 0.25% Bond/Income & Strategic Preservation Funds (excludes Short Term Bond Funds): Up to \$4 million = 0.75%; \$4 million-\$50 million is 0.50%; \$50 million+ is 0.25% Short Term Bond Funds: Up to \$10 million = 0.50%; \$10 million+ = 0.25%	Monthly
Oppenheimer	.25% paid for first 6 months for plan assets over \$5 million	Quarterly
Putnam	1.00% on first \$1 million 0.75% on next \$1 million 0.50% over \$2 million	Monthly

¹ For finder's fee rate purposes, the following Fidelity Advisor high income funds qualify: FA Emerging Markets Income, FA Floating Rate High Income, FA High Income, FA High Income Advantage, FA Strategic Income, FA Strategic Real Return.

² Fidelity Advisor Short Fixed-Income Fund and Fidelity Advisor Ultra-Short Bond Fund.

Services and Compensation Reported Separately

Contract Termination

Please refer to the fee schedule included with your trust or service agreement to determine whether the terminating party may be responsible for a payment to the other party in the event of a termination for convenience or otherwise.

Advisory Services

If the plan offers discretionary or nondiscretionary investment advisory service for your participants, please refer to your contract with the advisor for the fees charged for such advisory services. For more information, please refer to your investment management agreement.

Brokerage Services

If the plan offers BrokerageLink®, you will receive separately a schedule of brokerage commissions and other fees related to that service as well as disclosure related to compensation that Fidelity may receive from the mutual funds available through the service.

Investment Disclosures

Under the 408(b)(2) regulation, recordkeepers are required to provide certain information or data that is required for the plan administrator to comply with its disclosure obligations under the ERISA 404(a) regulation to the extent such information or data is within the control of or reasonably available to the recordkeeper. To the extent Fidelity has this information or data, it will be populated on the Fidelity website for your plan (netbenefits.fidelity.com) and may also be accessed via PSW (psw.fidelity.com). If you have questions, please contact your Fidelity representative.

Information or data with respect to non-Fidelity mutual funds have been obtained from Morningstar, Inc. and may be drawn from the fund's prospectus and/or annual and semi-annual reports. Information and data with respect to non-mutual fund investment options have been obtained from the issuer or other service provider. Fidelity makes no representations as to the completeness or accuracy of such information or data.

Float Compensation

Fidelity maintains general or "omnibus" accounts at unaffiliated banks to facilitate transactions of the employee benefit plans it services. If markets permit, amounts in these omnibus accounts awaiting trade settlement or clearing of disbursements are invested in short-term investments that generally earn a rate approximating the Target Federal Funds Rate and/or money market rates. These earnings are referred to as "float" and are considered indirect compensation within the meaning of the 408(b)(2) regulation. Please refer to your trust or service agreement or letter of authorization for additional information.

For plan sponsor and investment professional use only.

This statement is being provided by Fidelity Investments Institutional Operations Company on behalf of the Fidelity entity who is or will be the contracting party in your trust or service agreement and may include additional disclosures on behalf of other Fidelity affiliates.

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