

**Required Disclosure Information**

**Nutanix, Inc. 401(k) Plan**

**Qualified Default Investment Alternative Notice and Annual Automatic Feature(s) Notice**

**Participant Disclosure Notice**

**IMPORTANT PLAN AND INVESTMENT-RELATED INFORMATION**

The Plan Administrator has directed Fidelity Investments® ("Fidelity"), a Plan service provider, to collect, consolidate, and provide you with this Required Disclosure Information, which consists of separate and distinct regulatory notices listed below.

Inside, you will find the following:

- Qualified Default Investment Alternative Notice and Annual Automatic Feature(s) Notice
- Participant Disclosure Notice

Please review these materials carefully. Please keep this information in mind when managing or monitoring any account you may have in the Plan. For more information about participating in the Plan, or if you already have an account with Fidelity in the Nutanix, Inc. 401(k) Plan and would like to make any changes, log on to [www.netbenefits.com](http://www.netbenefits.com).

**Note:** If this is your first time logging on to [www.netbenefits.com](http://www.netbenefits.com), you will need to register and set up a username and password to access your account. If you already have a username and password for a Fidelity site (including NetBenefits® from a previous employer), you do not need to register again.

## What's Inside

### QUALIFIED DEFAULT INVESTMENT ALTERNATIVE NOTICE AND ANNUAL AUTOMATIC FEATURE(S) NOTICE

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- Learn where your money will be invested if you do not provide investment direction, including
  - Objective, strategy and risk information about the Plan's designated default investment option
  - Fee and expense information
- Learn more about the Plan's Automatic Feature(s)
  - Automatic Enrollment

### PARTICIPANT DISCLOSURE NOTICE

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#### SECTION 1:

Helping You Manage Your Plan Account

- Accessing your Plan account statement
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- Understand the right to direct investments in the Plan
- Learn about restrictions applicable under the Plan
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Evaluating the Plan's Investment Options

- Review information about the Plan's investment options, including historical or stated rates of return, fees and expenses, and restrictions across the available investment options

## Qualified Default Investment Alternative Notice and Annual Automatic Feature(s) Notice

## Qualified Default Investment Alternative Notice and Annual Automatic Feature(s) Notice

This notice is to inform you that any contributions for which you have the right to provide investment direction, but have not done so, will be invested in the Plan's designated default investment option, unless and until you direct otherwise. Provided below is a description of the Plan's designated default investment option(s), as well as certain applicable fee information. Additional fee information is available within the Participant Fee Disclosure document.

In addition, the following will or has taken place subject to the following provisions.

- If you are newly eligible to participate and do not elect otherwise, you will be automatically enrolled in the Plan, and 2.00% of eligible compensation will be deducted from your pay and invested on a pre-tax basis in the Plan's designated default investment option as described above. If you were previously automatically enrolled in the Plan, you can obtain your current contribution rate information online at <https://workplaceservices110.fidelity.com/mybenefits/savings2/navigation/dc/Deductions> or by calling Fidelity® at the toll-free number provided below or logging on to NetBenefits® and selecting "Contributions" and selecting "Contribution Amount". You have the right to change your contribution percentage (i.e., percentage of eligible salary contributed to your retirement account) and investment election, subject to Plan provisions, as well as elect to discontinue contributions to the Plan altogether. We encourage you to review your contribution rate and investment election and update as appropriate.

If you are satisfied with your current investment election(s), no action is required on your part. You always retain the right under the Plan to direct the investment of your existing balances, which includes contributions and any earnings on those contributions, and your future contributions to any of the Plan's available investment options. In the event that you have not made an investment election and the Plan Sponsor has not provided direction for a given contribution, it will be invested in the Plan's default investment option as described below. If your contributions are invested in the default investment option, you have the right to transfer out of this option to another investment option available in the Plan.

To obtain information about your Plan, including your contribution percentage, your current investment options and information (including objective, strategy, risk, performance and expense information) on other Plan investment options available to you, please log on to NetBenefits® at [www.netbenefits.com](http://www.netbenefits.com) or call **800-835-5097** to speak to a representative. If you are a rehire, you should contact Fidelity® to confirm if you already have investment direction on file.

### Plan's Current Designated Default Investment Option

The Target Date Fund used as the Plan's designated default investment option is based on the assumption that the participant will retire at age 65. Please use the chart below, decided by your Plan Sponsor, to determine in which Target Date Fund your future contributions will be directed, based on your date of birth on the Fidelity recordkeeping system.

| Your Birth Date       | Fund Name  | Gross Expense Ratio |
|-----------------------|--|---------------------|
| Before 12/31/1947     | Vanguard Target Retirement Income Fund Investor Shares | 0.120%              |
| 1/1/1948 – 12/31/1952 | Vanguard Target Retirement 2015 Fund Investor Shares   | 0.130%              |
| 1/1/1953 – 12/31/1957 | Vanguard Target Retirement 2020 Fund Investor Shares   | 0.130%              |
| 1/1/1958 – 12/31/1962 | Vanguard Target Retirement 2025 Fund Investor Shares   | 0.130%              |
| 1/1/1963 – 12/31/1967 | Vanguard Target Retirement 2030 Fund Investor Shares   | 0.140%              |
| 1/1/1968 – 12/31/1972 | Vanguard Target Retirement 2035 Fund Investor Shares   | 0.140%              |
| 1/1/1973 – 12/31/1977 | Vanguard Target Retirement 2040 Fund Investor Shares   | 0.140%              |
| 1/1/1978 – 12/31/1982 | Vanguard Target Retirement 2045 Fund Investor Shares   | 0.150%              |
| 1/1/1983 – 12/31/1987 | Vanguard Target Retirement 2050 Fund Investor Shares   | 0.150%              |
| 1/1/1988 – 12/31/1992 | Vanguard Target Retirement 2055 Fund Investor Shares   | 0.150%              |
| 1/1/1993 – 12/31/1997 | Vanguard Target Retirement 2060 Fund Investor Shares   | 0.150%              |
| 1/1/1998 or after     | Vanguard Target Retirement 2065 Fund Investor Shares   | 0.150%              |

Reflects data recordkept as of April 13, 2020

## Vanguard Target Retirement Income Fund Investor Shares

**Objective:** The investment seeks to provide current income and some capital appreciation.

**Strategy:** The fund invests in other Vanguard mutual funds according to an asset allocation strategy designed for investors currently in retirement. Its indirect bond holdings are a diversified mix of short-, intermediate-, and long-term U.S. government, U.S. agency, and investment-grade U.S. corporate bonds; inflation-protected public obligations issued by the U.S. Treasury; mortgage-backed and asset-backed securities; and government, agency, corporate, and securitized investment-grade foreign bonds issued in currencies other than the U.S. dollar.

**Risk:** The fund is subject to the volatility of the financial markets, including that of equity and fixed income investments. Fixed income investments carry issuer default and credit risk, inflation risk, and interest rate risk. (As interest rates rise, bond prices usually fall, and vice versa. This effect is usually more pronounced for longer-term securities.) Principal invested is not guaranteed at any time, including at or after retirement. Additional risk

information for this product may be found in the prospectus or other product materials, if available.

**Short term trading fees:** None

**Footnotes:**

This description is only intended to provide a brief overview of the mutual fund. Read the fund's prospectus for more detailed information about the fund.

Stock markets, especially foreign markets, are volatile and can decline significantly in response to adverse issuer, political, regulatory, market or economic developments.

Target date investments are generally designed for investors expecting to retire around the year indicated in each investment's name. The investments are managed to gradually become more conservative over time. The investment risks of each target date investment change over time as its asset allocation changes. They are subject to the volatility of the financial markets, including equity and fixed income investments in the U.S. and abroad and may be subject to risk associated with investing in high yield, small cap and foreign securities. Principal invested is not guaranteed at any time, including at or after their target dates.

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## Vanguard Target Retirement 2015 Fund Investor Shares

**Objective:** The investment seeks to provide capital appreciation and current income consistent with its current asset allocation.

**Strategy:** The fund invests in other Vanguard mutual funds according to an asset allocation strategy designed for investors planning to retire and leave the workforce in or within a few years of 2015 (the target year). The fund's asset allocation will become more conservative over time, meaning that the percentage of assets allocated to stocks will decrease while the percentage of assets allocated to bonds and other fixed income investments will increase.

**Risk:** The target date funds are designed for investors expecting to retire around the year indicated in each fund's name. The funds are managed to gradually become more conservative over time as they approach their target date. The investment risk of each target date fund changes over time as its asset allocation changes. They are subject to the volatility of the financial markets, including that of equity and fixed income investments in the U.S. and abroad, and may be subject to risks associated with investing in high-yield, small-cap, and foreign securities. Principal invested is not guaranteed at any time, including at or after their target dates. Additional risk information for this product may be found in the prospectus or other product materials, if available.

**Short term trading fees:** None

**Footnotes:**

Same description as Vanguard Target Retirement Income Fund Investor Shares

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## Vanguard Target Retirement 2020 Fund Investor Shares

**Objective:** Same description as Vanguard Target Retirement 2015 Fund Investor Shares

**Strategy:** The fund invests in other Vanguard mutual funds according to an asset allocation strategy designed for investors planning to retire and leave the workforce in or within a few years of 2020 (the target year). The fund's asset allocation will become more conservative over time, meaning that the percentage of assets allocated to stocks will decrease while the percentage of assets allocated to bonds and other fixed income investments will increase.

**Risk:** Same description as Vanguard Target Retirement 2015 Fund Investor Shares

**Short term trading fees:** None

**Footnotes:**

Same description as Vanguard Target Retirement Income Fund Investor Shares

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## Vanguard Target Retirement 2025 Fund Investor Shares

**Objective:** Same description as Vanguard Target Retirement 2015 Fund Investor Shares

**Strategy:** The fund invests in other Vanguard mutual funds according to an asset allocation strategy designed for investors planning to retire and leave the workforce in or within a few years of 2025 (the target year). The fund's asset allocation will become more conservative over time, meaning that the percentage of assets allocated to stocks will decrease while the percentage of assets allocated to bonds and other fixed income investments will increase.

**Risk:** Same description as Vanguard Target Retirement 2015 Fund Investor Shares

**Short term trading fees:** None

**Footnotes:**

Same description as Vanguard Target Retirement Income Fund Investor Shares

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## Vanguard Target Retirement 2030 Fund Investor Shares

**Objective:** Same description as Vanguard Target Retirement 2015 Fund Investor Shares

**Strategy:** The fund invests in other Vanguard mutual funds according to an asset allocation strategy designed for investors planning to retire and leave the workforce in or within a few years of 2030 (the target year). The fund's asset allocation will become more conservative over time, meaning that the percentage of assets allocated to stocks will decrease while the percentage of assets allocated to bonds and other fixed income investments will increase.

**Risk:** Same description as Vanguard Target Retirement 2015 Fund Investor Shares

**Short term trading fees:** None

**Footnotes:**

Same description as Vanguard Target Retirement Income Fund Investor Shares

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## Vanguard Target Retirement 2035 Fund Investor Shares

**Objective:** Same description as Vanguard Target Retirement 2015 Fund Investor Shares

**Strategy:** The fund invests in other Vanguard mutual funds according to an asset allocation strategy designed for investors planning to retire and leave the workforce in or within a few years of 2035 (the target year). The fund's asset allocation will become more conservative over time, meaning that the percentage of assets allocated to stocks will decrease while the percentage of assets allocated to bonds and other fixed income investments will increase.

**Risk:** Same description as Vanguard Target Retirement 2015 Fund Investor Shares

**Short term trading fees:** None

**Footnotes:**

Same description as Vanguard Target Retirement Income Fund Investor Shares

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## Vanguard Target Retirement 2040 Fund Investor Shares

**Objective:** Same description as Vanguard Target Retirement 2015 Fund Investor Shares

**Strategy:** The fund invests in other Vanguard mutual funds according to an asset allocation strategy designed for investors planning to retire and leave the workforce in or within a few years of 2040 (the target year). The fund's asset allocation will become more conservative over time, meaning that the percentage of assets allocated to stocks will decrease while the percentage of assets allocated to bonds and other fixed income investments will increase.

**Risk:** Same description as Vanguard Target Retirement 2015 Fund Investor Shares

**Short term trading fees:** None

**Footnotes:**

Same description as Vanguard Target Retirement Income Fund Investor Shares

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## Vanguard Target Retirement 2045 Fund Investor Shares

**Objective:** Same description as Vanguard Target Retirement 2015 Fund Investor Shares

**Strategy:** The fund invests in other Vanguard mutual funds according to an asset allocation strategy designed for investors planning to retire and leave the workforce in or within a few years of 2045 (the target year). The fund's asset allocation will become more conservative over time, meaning that the percentage of assets allocated to stocks will decrease while the percentage of assets allocated to bonds and other fixed income investments will increase.

**Risk:** Same description as Vanguard Target Retirement 2015 Fund Investor Shares

**Short term trading fees:** None

**Footnotes:**

Same description as Vanguard Target Retirement Income Fund Investor Shares

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### Vanguard Target Retirement 2050 Fund Investor Shares

**Objective:** Same description as Vanguard Target Retirement 2015 Fund Investor Shares

**Strategy:** The fund invests in other Vanguard mutual funds according to an asset allocation strategy designed for investors planning to retire and leave the workforce in or within a few years of 2050 (the target year). The fund's asset allocation will become more conservative over time, meaning that the percentage of assets allocated to stocks will decrease while the percentage of assets allocated to bonds and other fixed income investments will increase.

**Risk:** Same description as Vanguard Target Retirement 2015 Fund Investor Shares

**Short term trading fees:** None

**Footnotes:**

Same description as Vanguard Target Retirement Income Fund Investor Shares

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### Vanguard Target Retirement 2055 Fund Investor Shares

**Objective:** Same description as Vanguard Target Retirement 2015 Fund Investor Shares

**Strategy:** The fund invests in other Vanguard mutual funds according to an asset allocation strategy designed for investors planning to retire and leave the workforce in or within a few years of 2055 (the target year). The fund's asset allocation will become more conservative over time, meaning that the percentage of assets allocated to stocks will decrease while the percentage of assets allocated to bonds and other fixed income investments will increase.

**Risk:** Same description as Vanguard Target Retirement 2015 Fund Investor Shares

**Short term trading fees:** None

**Footnotes:**

Same description as Vanguard Target Retirement Income Fund Investor Shares

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### Vanguard Target Retirement 2060 Fund Investor Shares

**Objective:** Same description as Vanguard Target Retirement 2015 Fund Investor Shares

**Strategy:** The fund invests in other Vanguard mutual funds according to an asset allocation strategy designed for investors planning to retire and leave the workforce in or within a few years of 2060 (the target year). The fund's asset allocation will become more conservative over time, meaning that the percentage of assets allocated to stocks will

decrease while the percentage of assets allocated to bonds and other fixed income investments will increase.

**Risk:** Same description as Vanguard Target Retirement 2015 Fund Investor Shares

**Short term trading fees:** None

**Footnotes:**

Same description as Vanguard Target Retirement Income Fund Investor Shares

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### Vanguard Target Retirement 2065 Fund Investor Shares

**Objective:** Same description as Vanguard Target Retirement 2015 Fund Investor Shares

**Strategy:** The fund invests in other Vanguard mutual funds according to an asset allocation strategy designed for investors planning to retire and leave the workforce in or within a few years of 2065 (the target year). The fund's asset allocation will become more conservative over time, meaning that the percentage of assets allocated to stocks will decrease while the percentage of assets allocated to bonds and other fixed income investments will increase.

**Risk:** Same description as Vanguard Target Retirement 2015 Fund Investor Shares

**Short term trading fees:** None

**Footnotes:**

Same description as Vanguard Target Retirement Income Fund Investor Shares

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**Before investing in any investment option, consider the investment objectives, risks, charges, and expenses. Contact Fidelity for a prospectus or, if available, a summary prospectus containing this information. Read it carefully.**

In the event of a discrepancy between this notice and the terms of the Plan, the Plan document will govern.

A mutual fund expense ratio is the total annual fund or class operating expenses (before waivers or reimbursements) paid by the fund and stated as a percent of the fund's total net assets. For other types of investments, the figure in the expense ratio field reflects similar information, but may have been calculated differently than for mutual funds. Mutual fund data comes from the fund's prospectus. For non-mutual fund investment options, the information has been provided by the Plan Sponsor, the investment option's manager or the trustee. When no ratio is shown for these options, it is because none was available. There may be fees and expenses associated with the investment option. Expense information changes periodically. Please consult NetBenefits for updates.

Fidelity provides recordkeeping services for the model portfolios and is not involved in the construction or management of the model portfolios.

In making this service available on the Fidelity platform, Fidelity will not endorse, recommend or otherwise express any opinion regarding, or assume any responsibility for the third party investment manager or the model portfolios.

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## Participant Disclosure Notice

# Participant Disclosure Notice

## SECTION 1:

### Helping You Manage Your Plan Account

This Participant Disclosure Notice (the "Notice") includes important Plan and investment-related information. Additional tools and other resources are available through your Plan's Web site. Your workplace savings plan is an important benefit, and you'll want to monitor your account periodically to help keep your savings plan on track.

#### Accessing Your Plan Account Statement

If you have a Plan account, one way to monitor your retirement savings is to periodically review your account statement. Your statement will also display any Plan administrative or individual fees described in this Notice that have been deducted from your Plan account. Remember, on [www.netbenefits.com](http://www.netbenefits.com), you may do the following:

- Access your online Fidelity statement, which is continuously available, by logging on to the Web site, clicking *Quick Links for your applicable Plan(s)* selecting *Statements from the drop down list*.
- Please check your account information frequently and promptly review correspondence, account statements, and confirmations as they are made available to you. Contact Fidelity immediately if you see or suspect unauthorized activity, errors, discrepancies, or if you have not received your account statements or account documents or information.
- Print your Fidelity statement. Keep in mind that you may obtain a paper version (free of charge) by calling your Plan's toll-free number.
- Change the way Fidelity statements are delivered to you by logging on to your account and visiting *Preferences*.

For additional assistance, log on to [www.netbenefits.com](http://www.netbenefits.com) or call **800-835-5097**.

#### Your Communication Preferences

**Prefer Email?** If you are receiving this Notice in print and would like to receive it electronically, help us to serve you better by providing Fidelity with your email address. Simply visit [www.netbenefits.com](http://www.netbenefits.com) and access the *Profile* link at the top of the page. From there, select the *Personal & Contact Information* tab to provide your email address and the *Preferences* tab to provide consent for Required Disclosures.

Visit [www.netbenefits.com](http://www.netbenefits.com) for information and resources to help you make informed investment decisions, including more detailed information on the Plan's investment options.



## SECTION 2:

### Certain Plan Information for You to Review

This Participant Disclosure Notice provides certain information about your Plan. Your rights under the Plan are subject to the terms of the Plan. Please refer to your Plan's Summary Plan Description.

#### Right to Direct Investments

You have the right to direct your account balance and any future contributions among the Plan's investment options, subject to any restrictions summarized below. To access your Plan account with Fidelity, make any changes to your investment options, direct any future contributions, or seek additional information, log on to [www.netbenefits.com](http://www.netbenefits.com) or call **800-835-5097**.

#### Investment Options

The Plan offers a choice of investment options that allow you to create a diversified portfolio to help you meet your individual needs. The Plan's investment options, along with certain information about each of them, are listed in Section 3 of this Notice.

#### Fidelity BrokerageLink®

The Plan also provides access to Fidelity BrokerageLink®, which allows you to choose from investments beyond those options offered by the Plan. The Plan's fiduciaries do not monitor the investments available in BrokerageLink. This feature is intended for those who are comfortable managing a portfolio of expanded investment choices.

To utilize this feature, you must first open a separate brokerage account within the Plan. To open an account or if you have any questions about Fidelity BrokerageLink, please log on to [www.netbenefits.com](http://www.netbenefits.com) or call **800-835-5097**. Once you have opened an account, you may access, monitor, or change investments in BrokerageLink by contacting Fidelity.

Any Plan-imposed restrictions related to BrokerageLink will be specified in the Restrictions section of this Notice; any individual administration fees associated with BrokerageLink are reflected in the Individual Fees section of this Notice. When you access BrokerageLink, there is additional information regarding available investment choices, which you should read before making any investment decisions. If purchasing a mutual fund through BrokerageLink, mutual fund minimums generally still apply. Prior to initiating a trade in BrokerageLink, you should review any fees associated with your transaction; please refer to the Appendix at the end of this Notice for brokerage fees.

#### Restrictions

There may be certain restrictions on how investment directions may be made in the Plan, summarized as follows:

- Investment elections for Fidelity BrokerageLink® may not exceed 95%.
- The initial exchange into BrokerageLink requires a \$500 minimum.
- Additional exchanges into BrokerageLink require a \$500 minimum.
- Exchanges into BrokerageLink are not allowed if the exchange will result in more than 95% of the total market value of your account being invested in BrokerageLink.

Any frequent trading restrictions imposed by the Plan and/or by the Plan's investment options are listed in Section 3 of this Notice. Keep in mind that restrictions are subject to change.

#### Exercising Voting, Tender, and Similar Rights

You have the right to exercise voting, tender, and similar rights related to the following investments you may have in your Plan account. You will receive information regarding such rights and how to exercise them at the time of a vote, tender, or other event.

- Mutual Funds

#### Fees and Expenses

If you have an account in the Plan, it may be subject to the following types of fees and expenses:

- Asset-based fees
- Plan administrative fees and expenses
- Individual fees and expenses

##### Asset-Based Fees

Asset-based fees reflect an investment option's total annual operating expenses and include management and other fees. They are often the largest component of retirement plan costs and are paid by all shareholders of the investment option. Typically, asset-based fees are reflected as a percentage of assets invested in the option and often are referred to as an "expense ratio." You may multiply the expense ratio by your balance in the investment option to estimate the annual expenses associated with your holdings. Refer to Section 3 of this Notice for information about the Plan's investment options, including their expense ratios (where applicable).

Asset-based fees are deducted from an investment option's assets, thereby reducing its investment return. Fee levels can vary widely among investment options, depending in part on the type of investment option, its management (including whether it is active or passive), and the risks and complexities of the option's strategy. In some instances, a plan's administrative services may be paid for through offsets and/or payments associated with a plan's investment options.

##### Plan Administrative Fees and Expenses

Plan administrative fees may include recordkeeping, legal, accounting, trustee, and other administrative fees and expenses associated with maintaining the Plan. Some plans may deduct these fees and expenses from individual accounts in the Plan.

Based on the information and direction Fidelity had on file at the time this Notice was prepared, the following Plan administrative fee(s) may be deducted from Plan accounts. The Plan's administrative services may also be paid for through offsets and/or payments associated with one or more of the Plan's investment options. As you review this information, please keep in mind that fees are subject to change and that certain Plan administrative fees may not be deducted from accounts in some circumstances.

| Type of Plan Administrative Fee | Amount   |
|---------------------------------|--|
| Recordkeeping Fee               | \$73.00 per year deducted quarterly from non-active participant accounts |

**If any Plan administrative fees are deducted directly from your account, they will be reflected on your Plan account statement.**

**Individual Fees and Expenses**

Individual fees and expenses include those associated with a service or transaction you may select, or an investment option you hold in your account. In some instances, they may be deducted from the accounts of those individuals who utilize the service or engage in the transaction.

If you have an account in the Plan, and you select or execute the following service(s) or transaction(s), the fee(s) outlined below may be deducted from your account based on the information and direction Fidelity had on file at the time this Notice was prepared. As you review this information, please keep in mind that fees are subject to change and that certain individual fees may not be deducted in some circumstances.

| Type of Individual Fee                        | Amount   |
|---|--|
| Loan Setup Fee                                | \$75.00 per loan   |
| Minimum Required Distribution Fee             | \$25.00 per distribution year  |
| Loan Maintenance Fee                          | \$25.00 per year per loan initiated on or after 10/15/2013, deducted quarterly                                       |
| Overnight Mailing Fee                         | \$25.00 per transaction  |
| Qualified Domestic Relations Order (QDRO) Fee | \$300.00 per standard Fidelity web-generated order or \$1,200.00 per modified Fidelity web-generated or custom order |

Also, please note that you may incur short-term redemption fees, commissions, and similar expenses in connection with transactions associated with your Plan's investment options. Please see Section 3 for details regarding the specific fees that may apply to the investment options available under the Plan.

**If any individual fees are deducted directly from your account, they will be reflected on your Plan account statement.**

**SECTION 3:**

## Evaluating the Plan's Investment Options

This section provides information about the investment options in the Plan and reflects data recordkept as of April 13, 2020, except for performance data, which is as of December 31 of the prior year. Additional information about the Plan's investment options, including a glossary of investment terms to help you better understand the Plan's investment options, is available online at

<https://netbenefits.fidelity.com/NBLogin/?option=dcPlandetails>. To request additional investment-related information or a paper copy of certain information available online, free of charge, contact a Fidelity representative at Fidelity Investments, P.O. Box # 770003, Cincinnati, OH 45277-0065 or call 800-835-5097.

As you review this information, you may want to think about whether an investment in a particular option, along with your other investments, will help you achieve your financial goals. Keep in mind that the cumulative effect of fees and expenses can substantially reduce the growth of your retirement savings, but is only one of many factors to consider when you decide to invest in an option. Visit the Department of Labor's Web site at <https://www.dol.gov/agencies/ebsa/about-ebsa/our-activities/resource-center/publications/understanding-your-retirement-plan-fees> for an example of the long-term effect of fees and expenses.

## Variable Return Investments

The chart below lists the Plan's investment options that do not have a fixed or stated rate of return, and underneath each investment option is an applicable benchmark(s) for that option. A benchmark is a standard against which the performance of a security, mutual fund, or investment manager can be measured. This Notice requires that a broad-based market index be listed on the chart for each investment option. Additional benchmarks for an investment option may be available online at

<https://netbenefits.fidelity.com/NBLogin/?option=dcPlandetails> along with benchmark index definitions. Please note that the benchmark to measure and monitor performance may be different from the benchmark displayed in the chart. Keep in mind that you cannot invest in a benchmark index.

**Understanding investment performance:** As you review the following information, please remember that the performance data stated represents past performance, which does not guarantee future results. Investment return and principal value of an investment will fluctuate; therefore, you may have a gain or loss when you sell your shares. Current performance may be higher or lower than the performance stated and is available at [www.netbenefits.com](http://www.netbenefits.com).

| Investment Name<br><i>Benchmark(s)</i>  | Average Annual Total Return<br>as of 12/31/2019 |                 |  |                   |
|---|---|-----------------|--|-------------------|
|   | 1 Year  | 5 Year          | 10 Year (if less,<br>since Inception*) | Inception<br>Date |
| <b>Asset Class: Stocks</b>  |   |                 |  |                   |
| <b>American Century Mid Cap Value<br/>Fund R6 Class</b><br><i>Russell Midcap Value</i>              | 29.31%<br>27.06%                                | 9.00%<br>7.62%  | 12.45%<br>12.41%                       | 03/31/2004        |
| <b>DFA International Core Equity<br/>Portfolio Institutional Class</b><br><i>MSCI Wld ex US (N)</i> | 21.68%<br>22.49%                                | 6.23%<br>5.42%  | 6.07%<br>5.32%                         | 09/15/2005        |
| <b>Dodge &amp; Cox Stock Fund</b><br><i>S&amp;P 500</i>   | 24.83%<br>31.49%                                | 9.72%<br>11.70% | 12.60%<br>13.56%                       | 01/04/1965        |

| Fees and Expenses             |             | Excessive<br>Trading<br>Restrictions | Other<br>Restrictions |
|-------------------------------|-------------|--------------------------------------|-----------------------|
| Annual Gross<br>Expense Ratio |             |                                      |                       |
| As a %                        | Per \$1,000 |                                      |                       |
| 0.630%                        | \$6.30      | Yes <sup>§</sup>                     | N/A                   |
| 0.280%                        | \$2.80      | Yes <sup>§</sup>                     | N/A                   |
| 0.520%                        | \$5.20      | Yes <sup>§</sup>                     | N/A                   |

| Investment Name<br>Benchmark(s)   | Average Annual Total Return<br>as of 12/31/2019 |        |  |                   |
|---|---|--------|--|-------------------|
|   | 1 Year  | 5 Year | 10 Year (if less,<br>since Inception*) | Inception<br>Date |
| <b>Asset Class: Stocks (cont'd)</b>                                     |   |        |  |                   |
| <b>Fidelity® Contrafund® K6</b>   | 31.00%  | N/A    | 15.60%*                                | 05/25/2017        |
| <i>S&amp;P 500</i>  | 31.49%  | N/A    | 14.06%*                                |                   |
| <b>Janus Henderson Triton Fund<br/>Class N</b>                          | 28.60%  | 11.77% | 15.21%                                 | 02/25/2005        |
| <i>Russell 2500 Growth</i>  | 32.65%  | 10.84% | 14.01%                                 |                   |
| <b>Vanguard 500 Index Fund Admiral<br/>Shares</b>                       | 31.46%  | 11.66% | 13.52%                                 | 08/31/1976        |
| <i>S&amp;P 500</i>  | 31.49%  | 11.70% | 13.56%                                 |                   |
| <b>Vanguard Emerging Markets<br/>Stock Index Fund Admiral Shares</b>    | 20.31%  | 5.01%  | 3.45%                                  | 05/04/1994        |
| <i>FTSE Emerging Index</i>  | 20.56%  | 5.99%  | 4.14%                                  |                   |
| <b>Vanguard Extended Market Index<br/>Fund Admiral Shares</b>           | 28.03%  | 9.01%  | 12.81%                                 | 12/21/1987        |
| <i>S&amp;P Completion (TR)</i>  | 27.95%  | 8.90%  | 12.71%                                 |                   |
| <b>Vanguard International Growth<br/>Fund Admiral Shares</b>            | 31.48%  | 10.76% | 8.84%                                  | 09/30/1981        |
| <i>MSCI AC Wld ex US (G)</i>  | 22.13%  | 6.01%  | 5.45%                                  |                   |
| <b>Vanguard Real Estate Index Fund<br/>Admiral Shares</b>               | 28.94%  | 7.17%  | 11.97%                                 | 05/13/1996        |
| <i>MSCI US REIT (G)</i>   | 25.84%  | 7.03%  | 11.93%                                 |                   |
| <b>Vanguard Total International Stock<br/>Index Fund Admiral Shares</b> | 21.51%  | 5.85%  | 5.10%                                  | 04/29/1996        |
| <i>FTSE Global All Cap x US</i>   | 22.19%  | 6.15%  | 5.68%                                  |                   |
| <b>Asset Class: Blended Investments</b>                                 |   |        |  |                   |
| <b>Vanguard Target Retirement 2015<br/>Fund Investor Shares</b>         | 14.81%  | 5.59%  | 7.25%                                  | 10/27/2003        |
| <i>BBgBarc U.S. Agg Bond</i>  | 8.72%   | 3.05%  | 3.75%                                  |                   |
| <i>MSCI US Broad Mkt (G)</i>  | 31.07%  | 11.26% | 13.48%                                 |                   |

| Fees and Expenses             |             | Excessive<br>Trading<br>Restrictions | Other<br>Restrictions |
|-------------------------------|-------------|--------------------------------------|-----------------------|
| Annual Gross<br>Expense Ratio |             |                                      |                       |
| As a %                        | Per \$1,000 |                                      |                       |
| 0.450%                        | \$4.50      | Yes <sup>§</sup>                     | N/A                   |
| 0.660%                        | \$6.60      | Yes <sup>§</sup>                     | N/A                   |
| 0.040%                        | \$0.40      | Yes <sup>§</sup>                     | N/A                   |
| 0.140%                        | \$1.40      | Yes <sup>§</sup>                     | N/A                   |
| 0.070%                        | \$0.70      | Yes <sup>§</sup>                     | N/A                   |
| 0.320%                        | \$3.20      | Yes <sup>§</sup>                     | N/A                   |
| 0.120%                        | \$1.20      | Yes <sup>§</sup>                     | N/A                   |
| 0.110%                        | \$1.10      | Yes <sup>§</sup>                     | N/A                   |
| 0.130%                        | \$1.30      | Yes <sup>§</sup>                     | N/A                   |

| Investment Name<br><i>Benchmark(s)</i>                          | Average Annual Total Return<br>as of 12/31/2019 |        |  |                   |
|---|---|--------|--|-------------------|
|   | 1 Year  | 5 Year | 10 Year (if less,<br>since Inception*) | Inception<br>Date |
| <b>Asset Class: Blended Investments (cont'd)</b>                |   |        |  |                   |
| <b>Vanguard Target Retirement 2020<br/>Fund Investor Shares</b> | 17.63%  | 6.42%  | 8.03%                                  | 06/07/2006        |
| <i>MSCI US Broad Mkt (G)</i>                                    | 31.07%  | 11.26% | 13.48%                                 |                   |
| <i>BBgBarc U.S. Agg Bond</i>                                    | 8.72%   | 3.05%  | 3.75%                                  |                   |
| <b>Vanguard Target Retirement 2025<br/>Fund Investor Shares</b> | 19.63%  | 6.99%  | 8.59%                                  | 10/27/2003        |
| <i>MSCI US Broad Mkt (G)</i>                                    | 31.07%  | 11.26% | 13.48%                                 |                   |
| <i>BBgBarc U.S. Agg Bond</i>                                    | 8.72%   | 3.05%  | 3.75%                                  |                   |
| <b>Vanguard Target Retirement 2030<br/>Fund Investor Shares</b> | 21.07%  | 7.41%  | 9.07%                                  | 06/07/2006        |
| <i>MSCI US Broad Mkt (G)</i>                                    | 31.07%  | 11.26% | 13.48%                                 |                   |
| <i>BBgBarc U.S. Agg Bond</i>                                    | 8.72%   | 3.05%  | 3.75%                                  |                   |
| <b>Vanguard Target Retirement 2035<br/>Fund Investor Shares</b> | 22.44%  | 7.81%  | 9.54%                                  | 10/27/2003        |
| <i>MSCI US Broad Mkt (G)</i>                                    | 31.07%  | 11.26% | 13.48%                                 |                   |
| <i>BBgBarc U.S. Agg Bond</i>                                    | 8.72%   | 3.05%  | 3.75%                                  |                   |
| <b>Vanguard Target Retirement 2040<br/>Fund Investor Shares</b> | 23.86%  | 8.20%  | 9.87%                                  | 06/07/2006        |
| <i>MSCI US Broad Mkt (G)</i>                                    | 31.07%  | 11.26% | 13.48%                                 |                   |
| <i>BBgBarc U.S. Agg Bond</i>                                    | 8.72%   | 3.05%  | 3.75%                                  |                   |
| <b>Vanguard Target Retirement 2045<br/>Fund Investor Shares</b> | 24.94%  | 8.41%  | 9.98%                                  | 10/27/2003        |
| <i>MSCI US Broad Mkt (G)</i>                                    | 31.07%  | 11.26% | 13.48%                                 |                   |
| <i>BBgBarc U.S. Agg Bond</i>                                    | 8.72%   | 3.05%  | 3.75%                                  |                   |
| <b>Vanguard Target Retirement 2050<br/>Fund Investor Shares</b> | 24.98%  | 8.41%  | 9.98%                                  | 06/07/2006        |
| <i>MSCI US Broad Mkt (G)</i>                                    | 31.07%  | 11.26% | 13.48%                                 |                   |
| <i>BBgBarc U.S. Agg Bond</i>                                    | 8.72%   | 3.05%  | 3.75%                                  |                   |

| Fees and Expenses             |             | Excessive<br>Trading<br>Restrictions | Other<br>Restrictions |
|-------------------------------|-------------|--------------------------------------|-----------------------|
| Annual Gross<br>Expense Ratio |             |                                      |                       |
| As a %                        | Per \$1,000 |                                      |                       |
| 0.130%                        | \$1.30      | Yes <sup>§</sup>                     | N/A                   |
| 0.130%                        | \$1.30      | Yes <sup>§</sup>                     | N/A                   |
| 0.140%                        | \$1.40      | Yes <sup>§</sup>                     | N/A                   |
| 0.140%                        | \$1.40      | Yes <sup>§</sup>                     | N/A                   |
| 0.140%                        | \$1.40      | Yes <sup>§</sup>                     | N/A                   |
| 0.150%                        | \$1.50      | Yes <sup>§</sup>                     | N/A                   |
| 0.150%                        | \$1.50      | Yes <sup>§</sup>                     | N/A                   |

| Investment Name<br><i>Benchmark(s)</i>                            | Average Annual Total Return<br>as of 12/31/2019 |        |  |                   |
|---|---|--------|--|-------------------|
|   | 1 Year  | 5 Year | 10 Year (if less,<br>since Inception*) | Inception<br>Date |
| <b>Asset Class: Blended Investments (cont'd)</b>                  |   |        |  |                   |
| <b>Vanguard Target Retirement 2055<br/>Fund Investor Shares</b>   | 24.98%  | 8.38%  | 10.69%*                                | 08/18/2010        |
| <i>MSCI US Broad Mkt (G)</i>                                      | 31.07%  | 11.26% | 14.46%*                                |                   |
| <i>BBgBarc U.S. Agg Bond</i>                                      | 8.72%   | 3.05%  | 3.23%*                                 |                   |
| <b>Vanguard Target Retirement 2060<br/>Fund Investor Shares</b>   | 24.96%  | 8.38%  | 10.46%*                                | 01/19/2012        |
| <i>MSCI US Broad Mkt (G)</i>                                      | 31.07%  | 11.26% | 14.06%*                                |                   |
| <i>BBgBarc U.S. Agg Bond</i>                                      | 8.72%   | 3.05%  | 2.91%*                                 |                   |
| <b>Vanguard Target Retirement 2065<br/>Fund Investor Shares</b>   | 24.96%  | N/A    | 9.74%*                                 | 07/12/2017        |
| <i>MSCI US Broad Mkt (G)</i>                                      | 31.07%  | N/A    | 13.54%*                                |                   |
| <i>BBgBarc U.S. Agg Bond</i>                                      | 8.72%   | N/A    | 3.94%*                                 |                   |
| <b>Vanguard Target Retirement<br/>Income Fund Investor Shares</b> | 13.16%  | 4.80%  | 5.82%                                  | 10/27/2003        |
| <i>BBgBarc U.S. Agg Bond</i>                                      | 8.72%   | 3.05%  | 3.75%                                  |                   |
| <i>MSCI US Broad Mkt (G)</i>                                      | 31.07%  | 11.26% | 13.48%                                 |                   |
| <b>Asset Class: Bonds</b>   |   |        |  |                   |
| <b>Metropolitan West Total Return<br/>Bond Fund Plan Class</b>    | 9.23%   | 3.11%  | 4.96%                                  | 03/31/1997        |
| <i>BBgBarc U.S. Agg Bond</i>                                      | 8.72%   | 3.05%  | 3.75%                                  |                   |
| <b>Morley Stable Value Fund Class<br/>25 - I</b>                  | 2.18%   | 1.70%  | 1.63%                                  | 12/03/1993        |
| <i>IM All Taxable Money Mkt</i>                                   | 1.85%   | 0.81%  | 0.42%                                  |                   |
| <b>Vanguard Total Bond Market<br/>Index Fund Admiral Shares</b>   | 8.71%   | 3.00%  | 3.68%                                  | 12/11/1986        |
| <i>BBgBarc Agg Float Adj</i>                                      | 8.87%   | 3.07%  | 3.78%                                  |                   |

N/A = Not Applicable/None

-- = Not Available

| Fees and Expenses                                |             | Excessive<br>Trading<br>Restrictions | Other<br>Restrictions |
|--|-------------|--------------------------------------|-----------------------|
| Annual Gross<br>Expense Ratio                    |             |                                      |                       |
| As a %   | Per \$1,000 |                                      |                       |
| <b>Asset Class: Blended Investments (cont'd)</b> |             |                                      |                       |
| 0.150%   | \$1.50      | Yes <sup>§</sup>                     | N/A                   |
| 0.150%   | \$1.50      | Yes <sup>§</sup>                     | N/A                   |
| 0.150%   | \$1.50      | Yes <sup>§</sup>                     | N/A                   |
| 0.120%   | \$1.20      | Yes <sup>§</sup>                     | N/A                   |
| <b>Asset Class: Bonds</b>                        |             |                                      |                       |
| 0.370%   | \$3.70      | Yes <sup>§</sup>                     | N/A                   |
| 0.500%   | \$5.00      | N/A                                  | ‡‡                    |
| 0.050%   | \$0.50      | Yes <sup>§</sup>                     | N/A                   |

system does not have a shareholder fee(s) on file. Nevertheless, there may be shareholder fees associated with the investment option. If a shareholder fee is shown, please keep in mind there may be other fees associated with the investment that our recordkeeping system does not have on file. More information may be found in the prospectus and/or other investment-related information, as well as by contacting the outside investment manager or vendor directly.

#### Investment Restrictions

‡ You are not permitted to make a direct exchange from Morley Stable Value Fund Class 25 - I into the following fund(s), which are considered "competing fund(s)":

- Fidelity BrokerageLink®
- Fidelity® Government Money Market Fund

Before exchanging from Morley Stable Value Fund Class 25 - I into the competing fund(s), you must first exchange to a non-competing fund for 90 days. These requirements are typically imposed by issuers such as insurance companies, banks, or other approved financial institutions as a condition for issuing investment contracts to retirement plans.

§ Excessive trading in this investment option and/or other investment options subject to such restrictions will result in the limitation or prohibition of additional purchases (other than contributions and loan repayments) for 85 calendar days; additional excessive trading will result in a limitation of one exchange day per calendar quarter for a 12-month period.

#### Additional Investment Information

\* Performance provided is Life of Fund, which is since the inception date noted, when the investment option has been in existence for less than 10 years. Life of fund figures are from the inception date to the period shown. For unitized funds, the inception date shown may be that of the fund's underlying investment option. For non-mutual fund pools and trusts whose strategies may be offered to multiple clients and whose returns may be based on a composite, the inception date shown may be the beginning date of the composite's returns.

Total returns are historical and include change in share price and reinvestment of dividends and capital gains, if any. These figures do not include the effect of sales charges, if any, as these fees are waived for contributions made through your retirement plan. If sales charges were included, returns would have been lower.

Please see the Additional Disclosure Information section at the back of this Notice for additional information, including performance and index disclosures.

#### Expense Ratio

Expense ratio is a measure of what it costs to operate an investment, expressed as a percentage of its assets, as a dollar amount, or in basis points. These are costs the investor pays through a reduction in the investment's rate of return, and are required to be disclosed on the chart as a gross amount. For a mutual fund, the gross expense ratio is the total annual fund or class operating expenses (before waivers or reimbursements) paid by the fund. Where the investment option is not a mutual fund, the figure displayed in the expense ratio field is intended to reflect similar information, but may have been calculated using methodologies that differ from those used for mutual funds. Mutual fund data has been drawn from the most recent prospectus and has been provided by FMR LLC for Fidelity mutual funds and Morningstar, LLC for non-Fidelity mutual funds. For non-mutual fund investment options, the information has been provided by Morningstar, LLC, the product's investment manager or trustee, the plan sponsor or other third party.

In certain instances, there may be fee waivers and/or expense reimbursements, which could result in a temporary reduction to the gross expense ratios listed in the chart. More information is available online at

<https://netbenefits.fidelity.com/NBLogin/?option=dcPlandetails>.

#### Investment Risk

Additional information regarding an investment option's risks, as well as its strategy and objectives, including a prospectus or fact sheet if available, can be obtained at [www.netbenefits.com](http://www.netbenefits.com). Please consider all investment information prior to directing your Plan account.

Investments in mid-sized companies may involve greater risk than those of larger, more well known companies, but may be less volatile than investments in smaller companies.

Stock markets, especially foreign markets, are volatile and can decline significantly in response to adverse issuer, political, regulatory, market or economic developments.

Foreign investments, especially those in emerging markets, involve greater risk and may offer greater potential returns than U.S. investments. This risk includes political and economic uncertainties of foreign countries, as well as the risk of currency fluctuation.

Investments in smaller companies may involve greater risk than those in larger, more well known companies.

In general the bond market is volatile and bonds entail interest rate risk (as interest rates rise bond prices usually fall and vice versa). This effect is usually pronounced for longer-term securities. Bonds also entail the risk of issuer default, issuer credit risk and inflation risk.

Because of their narrow focus, sector funds may be more volatile than funds that diversify across many sectors.

Changes in real estate values or economic downturns can have a significant negative effect on issuers in the real estate industry.

Target date investments are generally designed for investors expecting to retire around the year indicated in each investment's name. The investments are managed to gradually become more conservative over time. The investment risks of each target date investment change over time as its asset allocation changes. They are subject to the volatility of the financial markets, including equity and fixed income investments in the U.S. and abroad and may be subject to risk associated with investing in high yield, small cap and foreign securities. Principal invested is not guaranteed at any time, including at or after their target dates.

## Additional Disclosure Information

Generally, data on Fidelity mutual funds is provided by FMR LLC, data on non-Fidelity mutual funds is provided by Morningstar, LLC, and data on non-mutual fund products is provided by Morningstar, LLC, the product's investment manager or trustee, the plan sponsor whose plan is offering the product to participants, or other third party. Although Fidelity believes data gathered from these third-party sources is reliable, it does not review such information and cannot warrant it to be accurate, complete, or timely. Fidelity is not responsible for any damages or losses arising from any use of this third-party information.

**American Century Mid Cap Value Fund R6 Class :** The analysis on these pages may be based, in part, on adjusted historical returns for periods prior to the class's actual inception of 07/26/2013. These calculated returns reflect the historical performance of the oldest share class of the fund, with an inception date of 03/31/2004, adjusted to reflect the fees and expenses of this share class (when this share class's fees and expenses are higher.) Please refer to a fund's prospectus for information regarding fees and expenses. These adjusted historical returns are not actual returns. Calculation methodologies utilized by Morningstar may differ from those applied by other entities, including the fund itself.

**Janus Henderson Triton Fund Class N :** The analysis on these pages may be based, in part, on adjusted historical returns for periods prior to the class's actual inception of 05/31/2012. These calculated returns reflect the historical performance of the oldest share class of the fund, with an inception date of 02/25/2005, adjusted to reflect the fees and expenses of this share class (when this share class's fees and expenses are higher.) Please refer to a fund's prospectus for information regarding fees and expenses. These adjusted historical returns are not actual returns. Calculation methodologies utilized by Morningstar may differ from those applied by other entities, including the fund itself.

**Vanguard 500 Index Fund Admiral Shares :** The analysis on these pages may be based, in part, on adjusted historical returns for periods prior to the class's actual inception of 11/13/2000. These calculated returns reflect the historical performance of the oldest share class of the fund, with an inception date of 08/31/1976, adjusted to reflect the fees and expenses of this share class (when this share class's fees and expenses are higher.) Please refer to a fund's prospectus for information regarding fees and expenses. These adjusted historical returns are not actual returns. Calculation methodologies utilized by Morningstar may differ from those applied by other entities, including the fund itself.

**Vanguard Emerging Markets Stock Index Fund Admiral Shares :** The analysis on these pages may be based, in part, on adjusted historical returns for periods prior to the class's actual inception of 06/23/2006. These calculated returns reflect the historical performance of the oldest share class of the fund, with an inception date of 05/04/1994, adjusted to reflect the fees and expenses of this share class (when this share class's fees and expenses are higher.) Please refer to a fund's prospectus for information regarding fees and expenses. These adjusted historical returns are not actual returns. Calculation methodologies utilized by Morningstar may differ from those applied by other entities, including the fund itself.

**Vanguard Extended Market Index Fund Admiral Shares :** The analysis on these pages may be based, in part, on adjusted historical returns for periods prior to the class's actual inception of 11/13/2000. These calculated returns reflect the historical performance of the oldest share class of the fund, with an inception date of 12/21/1987, adjusted to reflect the fees and expenses of this share class (when this share class's fees and expenses are higher.) Please refer to a fund's prospectus for information regarding fees and expenses. These adjusted historical returns are not actual returns. Calculation methodologies utilized by Morningstar may differ from those applied by other entities, including the fund itself.

**Vanguard International Growth Fund Admiral Shares :** The analysis on these pages may be based, in part, on adjusted historical returns for periods prior to the class's actual inception of 08/13/2001. These calculated returns reflect the historical performance of the oldest share class of the fund, with an inception date of 09/30/1981, adjusted to reflect the fees and expenses of this share class

(when this share class's fees and expenses are higher.) Please refer to a fund's prospectus for information regarding fees and expenses. These adjusted historical returns are not actual returns. Calculation methodologies utilized by Morningstar may differ from those applied by other entities, including the fund itself.

**Vanguard Real Estate Index Fund Admiral Shares :** The analysis on these pages may be based, in part, on adjusted historical returns for periods prior to the class's actual inception of 11/12/2001. These calculated returns reflect the historical performance of the oldest share class of the fund, with an inception date of 05/13/1996, adjusted to reflect the fees and expenses of this share class (when this share class's fees and expenses are higher.) Please refer to a fund's prospectus for information regarding fees and expenses. These adjusted historical returns are not actual returns. Calculation methodologies utilized by Morningstar may differ from those applied by other entities, including the fund itself.

**Vanguard Total International Stock Index Fund Admiral Shares :** The analysis on these pages may be based, in part, on adjusted historical returns for periods prior to the class's actual inception of 11/29/2010. These calculated returns reflect the historical performance of the oldest share class of the fund, with an inception date of 04/29/1996, adjusted to reflect the fees and expenses of this share class (when this share class's fees and expenses are higher.) Please refer to a fund's prospectus for information regarding fees and expenses. These adjusted historical returns are not actual returns. Calculation methodologies utilized by Morningstar may differ from those applied by other entities, including the fund itself.

**Metropolitan West Total Return Bond Fund Plan Class :** The analysis on these pages may be based, in part, on adjusted historical returns for periods prior to the class's actual inception of 07/29/2011. These calculated returns reflect the historical performance of the oldest share class of the fund, with an inception date of 03/31/1997, adjusted to reflect the fees and expenses of this share class (when this share class's fees and expenses are higher.) Please refer to a fund's prospectus for information regarding fees and expenses. These adjusted historical returns are not actual returns. Calculation methodologies utilized by Morningstar may differ from those applied by other entities, including the fund itself.

**Morley Stable Value Fund Class 25 - I :** This investment option is not a mutual fund.

**Morley Stable Value Fund Class 25 - I :** The analysis on these pages may be based, in part, on adjusted historical returns for periods prior to the class's actual inception of 03/01/2006. The returns are provided by Morningstar and reflect the historical performance of the oldest, eligible share class of the Pool with reported expenses and an inception date of 12/03/1993, adjusted to reflect the fees and expenses of this share class (when this share class's fees and expenses are higher.) The adjusted historical returns are not actual returns. Calculation methodologies utilized by Morningstar may differ from those applied by other entities, including the Pool itself. Please refer to a Pool's offering materials for information regarding its' fees and expenses.

**Vanguard Total Bond Market Index Fund Admiral Shares :** The analysis on these pages may be based, in part, on adjusted historical returns for periods prior to the class's actual inception of 11/12/2001. These calculated returns reflect the historical performance of the oldest share class of the fund, with an inception date of 12/11/1986, adjusted to reflect the fees and expenses of this share class (when this share class's fees and expenses are higher.) Please refer to a fund's prospectus for information regarding fees and expenses. These adjusted historical returns are not actual returns. Calculation methodologies utilized by Morningstar may differ from those applied by other entities, including the fund itself.

### Benchmarks

Benchmark indices are unmanaged, and you cannot invest directly in an index. More information on benchmarks for the investment options through Fidelity is available online at [www.netbenefits.com](http://www.netbenefits.com).



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## Appendix Fidelity BrokerageLink® Fees

Below are certain fees that may be deducted from your Plan's Fidelity BrokerageLink® account in connection with various trades. More detailed fee information is available in the Fidelity BrokerageLink Commission Schedule, which can be obtained, along with additional BrokerageLink and Plan information, on your Plan's website or by calling the Plan's toll-free number. Your Plan may limit the trades and the available investments within BrokerageLink. Before directing transactions within BrokerageLink, remember to review the prospectus or other offering document of that

| Mutual Fund Transactions & Expanded Investment Options   |
|--|
| Mutual Funds   |
| FundsNetwork® No Transaction Fee (NTF) Funds: Purchases  |
| FundsNetwork® NTF Funds: Short-Term Trading Fee for Shares Held Less Than 60 Days <sup>1</sup> |
| FundsNetwork® Transaction Fee Funds: Purchases   |
| FundsNetwork® Load Funds   |
| Stocks / ETFs  |
| Commission per trade   |
| "Additional Assessment"  |
| Options  |
| Commission per trade   |
| Exercises and Assignments  |
| Buy-to-Close Trades  |
| Multi-leg Orders   |
| Options Regulatory Fee ("ORF")   |
| "Additional Assessment"  |
| Other Investments  |
| Bonds: U.S. Treasury Auctions, Including TIPS Auctions   |
| Bonds: All Other, Secondary Market   |
| CDs  |
| Foreign Stocks: Ordinary Share Trading   |
| Foreign Stocks: Depository Trust Company (DTC) Fee   |
| Commercial Paper   |
| Unit Investment Trusts   |
| Foreign Dividends / Reorganizations  |

<sup>1</sup>Certain FundsNetwork® funds may be subject to a separate and additional redemption fee imposed by the particular fund. Please check the fund's prospectus for details.

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investment, and consider the charges associated with that transaction. If any fees are deducted as a result of a BrokerageLink transaction, they will be reflected on your transaction confirmation and/or the BrokerageLink statement. Note that if you have granted trading authority to a Fidelity-approved advisor, the advisor's fee schedule will apply and fees may differ from those listed below; please refer to the advisor's fee schedule for more information.

| Fee (up to amount listed)  |
|--|
| Fee (up to amount listed)  |
| <b>\$0</b> (standard load applies)   |
| <b>\$49.95</b> flat fee if executed online; <b>\$187.50</b> max. via FAST®; <b>\$250</b> max. if representative-assisted   |
| <b>\$49.95</b> or <b>\$75</b> per purchase if executed online. To identify any applicable transaction fees associated with the purchase of a given fund, please refer to the "Fees and Distributions" tab on the individual fund page on Fidelity.com. <b>\$187.50</b> max. via FAST®; <b>\$250</b> max. if rep-assisted standard load applies   |
| Fee (up to amount listed)  |
| <b>\$0</b> if executed online; <b>\$12.95</b> via FAST®; <b>\$32.95</b> if representative-assisted   |
| The Additional Assessment, which typically ranges from \$0.01 to \$0.03 per \$1,000 of principal, is charged by Fidelity on all sell orders. Fidelity uses the Additional Assessment to pay certain charges imposed by national securities associations, clearing agencies, national securities exchanges, and other self-regulatory organizations ("SROs"). The SROs in turn pay the SEC using the money they collect from Fidelity and other broker dealers.   |
| Fee (up to amount listed)  |
| <b>\$0</b> if executed online; <b>\$12.95</b> via FAST®; <b>\$32.95</b> if rep-assisted. Add 65¢ per contract.   |
| Commission-free and are not charged a per contract fee.  |
| For options priced 0¢ to 65¢: commission-free and not subject to per contract option fees if placed online. For trades placed on other channels, no per contract fee when the contract price is 65¢ or less. Regular option rates apply when the contract price exceeds 65¢.   |
| A per contract Options Fee is charged for the total number of contracts executed in the trade if placed online. For orders placed through other channels, a commission and the 65¢ per contract fee is charged.  |
| The ORF applies to any transaction to buy or sell options contracts and represents the cumulative charges imposed by all the participating options exchanges. The ORF has ranged from \$0.03 - \$0.05 per contract but is subject to change at any time. Fidelity determines the amount of the Options Fee in its sole and exclusive discretion, and the Options Fee amount collected from you by Fidelity may differ from or exceed the ORF that Fidelity pays to OCC. This Options Fee is included as a part of the Activity Assessment Fee. |
| An Additional Assessment is also charged on any order to sell options contracts.   |
| Fee (up to amount listed)  |
| <b>\$0</b> if executed online; <b>\$19.95</b> minimum if representative-assisted   |
| <b>\$1</b> per bond; <b>\$19.95</b> minimum if representative-assisted   |
| <b>\$0</b> - primary market; <b>\$1</b> per bond - secondary market  |
| <b>\$50</b> additional fee assessed on any foreign stock traded that is not DTC eligible   |
| Additional foreign exchange fees up to 0.30% (0.01% for orders routed to Canadian broker) of execution price are included; local broker fees may also apply  |
| <b>\$50</b> per transaction  |
| <b>\$0</b> per purchase; <b>\$35</b> minimum fee per redemption  |
| 1% of principal charged when dividend is paid or reorganization event occurs on foreign assets held in USD   |

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