2333 North Broadway, Suite 350
Santa Ana, California 92706 USA
714 415 6300 fax 714 415 6360

# PARTICIPANT DISCLOSURE IMPLEMENTATION CHANGE NOTICE

This Participant Disclosure Notice is being provided to you [as required by federal law] because you are or will be eligible to participate or have a balance in Veros Software, Inc. 401(k) Plan ("the Plan") and have the right to direct investments.

Inside, you will find:

- Information about managing your Plan account
- Certain Plan information including an explanation of the right to direct investments, any Plan restrictions, and a description of the types of fees and expenses associated with a Plan account
- Various details about the Plan's investment options, including short-term trading fee information.

Please review these materials carefully. Please keep this information in mind when managing or monitoring any account you may have in the Plan.

Starting the week of July 26, 2024 you can go online at www.netbenefits.com or call 1-800-835-5097 to obtain additional information or to sign up for any of these new products and services available in your plan. Please refer back to this Important Plan Information on NetBenefits® when managing or monitoring your account.

Note: The first time you log on to 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.

Sincerely,

Heather Gascon

## PARTICIPANT DISCLOSURE NOTICE
## IMPORTANT PLAN AND INVESTMENT-RELATED INFORMATION

This Participant Disclosure Notice (the "Notice") provides certain information about your Plan. Your rights under the Plan are subject to the terms of the Plan, This Notice describes only your Fidelity account within the Plan.

### 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 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.or call Fidelity at 1-800-835-5097.

### Investment Options

The Plan offers a choice of investment options to allow you to create a diversified portfolio to help you meet your individual needs. Below is a listing of the investment options available under the Plan. Additional information (including risk and performance information) is available on www.netbenefits.com.

| Fund Number | Ticker Symbol | Fund Name |
|---|---|---|
| OSR1 | MVCKX | MFS Mid Cap Value Fund Class R6 |
| OUHB | MAGJX | MFS Growth Allocation Fund Class R4 |
| OUHD | MAMJX | MFS Moderate Allocation Fund Class R4 |
| OU42 | STRKX | Pioneer Strategic Income Fund Class K |
| OK0T | RRCTX | American Funds 2020 Target Date Retirement Fund® Class R-6 |
| OVKH | OTCKX | MFS Mid Cap Growth Fund Class R6 |
| 2944 | FTKFX | Fidelity® Total Bond K6 Fund |
| OUD5 | MAALX | MFS Aggressive Growth Allocation Fund Class R4 |
| OU22 | MGRDX | MFS International Growth Fund Class R6 |
| OL5D | RFVTX | American Funds 2065 Target Date Retirement Fund® Class R-6 |
| OK41 | RFJTX | American Funds 2015 Target Date Retirement Fund® Class R-6 |
| PBFT | | Putnam Stable Value Fund 25 |
| 2957 | FOCSX | Fidelity® Small Cap Growth K6 Fund |
| OK0V | RFGTX | American Funds 2040 Target Date Retirement Fund® Class R-6 |
| OK44 | RFHTX | American Funds 2045 Target Date Retirement Fund® Class R-6 |
| OUFP | RNWGX | American Funds New World Fund® Class R-6 |
| OVP0 | ESPRX | Allspring Special Small Cap Value Fund - Class R6 |
| OUY4 | PHYQX | PGIM High Yield Fund- Class R6 |
| OV6C | RFUTX | American Funds 2060 Target Date Retirement Fund® Class R-6 |
| OK42 | RFDTX | American Funds 2025 Target Date Retirement Fund® Class R-6 |
| OK0S | RFTTX | American Funds 2010 Target Date Retirement Fund® Class R-6 |
| OMAU | PRISX | T. Rowe Price Financial Services Fund |
| 2348 | FSGGX | Fidelity® Global ex U.S. Index Fund |

| | | |
|---|---|---|
| OICK | HAITX | Hartford Core Equity Fund Class R6 |
| 2328 | FXAIX | Fidelity® 500 Index Fund |
| OIU2 | SHSKX | BlackRock Health Sciences Opportunities Portfolio Class K |
| OY0E | MDIZX | MFS International Diversification Fund Class R6 |
| OSI3 | OGMIX | Invesco Gold & Special Minerals Fund Class R6 |
| OU8C | MFEKX | MFS Growth Fund Class R6 |
| OK0W | RFITX | American Funds 2050 Target Date Retirement Fund® Class R-6 |
| OUBG | RNPGX | American Funds New Perspective Fund® Class R-6 |
| OK2J | PEQSX | Putnam Large Cap Value Fund Class R6 |
| OK43 | RFFTX | American Funds 2035 Target Date Retirement Fund® Class R-6 |
| OSQ1 | FUFRX | Franklin Utilities Fund Class R6 |
| 2358 | FSSNX | Fidelity® Small Cap Index Fund |
| OVB5 | CSZIX | Cohen & Steers Real Estate Securities Fund, Inc. Class Z |
| 2352 | FSMDX | Fidelity® Mid Cap Index Fund |
| OK0U | RFETX | American Funds 2030 Target Date Retirement Fund® Class R-6 |
| 2355 | FSRNX | Fidelity® Real Estate Index Fund |
| OK45 | RFKTX | American Funds 2055 Target Date Retirement Fund® Class R-6 |
| OUHA | MACJX | MFS Conservative Allocation Fund Class R4 |
| OUBT | RLBGX | American Funds American Balanced Fund® Class R-6 |

Please note that fund minimums are not applied in all situations to BrokerageLink investors.

## Investment Managers

Fidelity® Personalized Planning & Advice at Work is a service of Fidelty Personal and Workplace Advisiors LLC and Strategic Advisers, LLC. Both are registered investment advisers, are Fidelity Investments companies and have been appointed to provide discretionary management through Fidelity® Personalized Planning & Advice at Work.

Please keep in mind that utilizing this investment manager(s) or service(s) may restrict your ability to direct the investment of all or a portion of your Plan account balance. To enroll, unenroll, or request additional information, please contact Fidelity.

## Exercising Voting, Tender and Similar Rights

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- 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.

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, recordkeeping, 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 at the time this Notice was prepared, the following Plan administrative fees listed below may be deducted from accounts in the Plan. 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 certain circumstances.

| Type of Plan Administrative Fee | Amount |
|---|---|
| Recordkeeping Fee | The annual Plan level fee is 0.16% of the Plan's assets. This amount will be deducted from participant accounts proportionally based upon account balance. For example, if your account balance is $10,000.00 you will have an estimated fee between $11.00 and $21.00 per year deducted quarterly. |
| Investment Advisor Fees | The annual Plan level fee is 0.25% of the Plan's assets. This amount will be deducted from participant accounts proportionally based upon account balance. For example, if your account balance is $10,000.00 you will have an estimated fee between $20.00 and $30.00 per year deducted quarterly. |

**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 certain circumstances.

| Type of Individual Fee | Amount |
|---|---|
| Loan Setup Fee | $ 75 per loan |
| Loan Maintenance Fee | $ 25 per year per loan |
| In-Service Withdrawal Fee | $ 25 per transaction |

| | |
|---|---|
| Qualified Domestic Relations Order (QDRO) Fee | $300 per standard Fidelity web-generated Order<br>$1200 per modified Fidelity web-generated or custom Order<br>$1800 per Multiplan Order |
| Required Minimum Distribution Fee | $ 25 per transaction |
| Overnight Mailing Fee | $ 25 per transaction |
| Fidelity® Personalized Planning & Advice at Work | The net advisory fee is based on a percentage of the average daily balance of eligible assets in your account, per year |
| Full Distribution Fee | $ 25 per transaction |

Also, please note you may incur short-term redemption fees (or shareholder fees), commissions, and similar expenses in connection with transactions associated with your Plan's investment options.

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Fidelity Investments Institutional Operations Company, Inc., 245 Summer Street, Boston, MA 02210

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| OK0T | RRCTX | American Funds 2020 Target Date Retirement Fund® Class R-6 |
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| OU22 | MGRDX | MFS International Growth Fund Class R6 |
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| PBFT | | Putnam Stable Value Fund 25 |
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| Loan Setup Fee | $ 75 per loan |
| Loan Maintenance Fee | $ 25 per year per loan |
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| Qualified Domestic Relations Order (QDRO) Fee | $300 per standard Fidelity web-generated Order<br>$1200 per modified Fidelity web-generated or custom Order<br>$1800 per Multiplan Order |
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| Investment Advisor Fees | The annual Plan level fee is 0.25% of the Plan’s assets. This amount will be deducted from participant accounts proportionally based upon account balance. For example, if your account balance is $10,000.00 you will have an estimated fee between $20.00 and $30.00 per year deducted quarterly. |

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| Loan Setup Fee | $ 75 per loan |
| Loan Maintenance Fee | $ 25 per year per loan |
| In-Service Withdrawal Fee | $ 25 per transaction |

| | |
|---|---|
| Qualified Domestic Relations Order (QDRO) Fee | $300 per standard Fidelity web-generated Order<br>$1200 per modified Fidelity web-generated or custom Order<br>$1800 per Multiplan Order |
| Required Minimum Distribution Fee | $ 25 per transaction |
| Overnight Mailing Fee | $ 25 per transaction |
| Fidelity® Personalized Planning & Advice at Work | The net advisory fee is based on a percentage of the average daily balance of eligible assets in your account, per year |
| Full Distribution Fee | $ 25 per transaction |

Also, please note you may incur short-term redemption fees (or shareholder fees), commissions, and similar expenses in connection with transactions associated with your Plan's investment options.

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

Fidelity Investments Institutional Operations Company, Inc., 245 Summer Street, Boston, MA 02210

2333 North Broadway, Suite 350
Santa Ana, California 92706 USA
714 415 6300 fax 714 415 6360

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Inside, you will find:

- Information about managing your Plan account
- Certain Plan information including an explanation of the right to direct investments, any Plan restrictions, and a description of the types of fees and expenses associated with a Plan account
- Various details about the Plan's investment options, including short-term trading fee information.

Please review these materials carefully. Please keep this information in mind when managing or monitoring any account you may have in the Plan.

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Heather Gascon

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| OUHB | MAGJX | MFS Growth Allocation Fund Class R4 |
| OUHD | MAMJX | MFS Moderate Allocation Fund Class R4 |
| OU42 | STRKX | Pioneer Strategic Income Fund Class K |
| OK0T | RRCTX | American Funds 2020 Target Date Retirement Fund® Class R-6 |
| OVKH | OTCKX | MFS Mid Cap Growth Fund Class R6 |
| 2944 | FTKFX | Fidelity® Total Bond K6 Fund |
| OUD5 | MAALX | MFS Aggressive Growth Allocation Fund Class R4 |
| OU22 | MGRDX | MFS International Growth Fund Class R6 |
| OL5D | RFVTX | American Funds 2065 Target Date Retirement Fund® Class R-6 |
| OK41 | RFJTX | American Funds 2015 Target Date Retirement Fund® Class R-6 |
| PBFT | | Putnam Stable Value Fund 25 |
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| OK0V | RFGTX | American Funds 2040 Target Date Retirement Fund® Class R-6 |
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| OK0U | RFETX | American Funds 2030 Target Date Retirement Fund® Class R-6 |
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## Fees and Expenses

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| Recordkeeping Fee | The annual Plan level fee is 0.16% of the Plan's assets. This amount will be deducted from participant accounts proportionally based upon account balance. For example, if your account balance is $10,000.00 you will have an estimated fee between $11.00 and $21.00 per year deducted quarterly. |
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| Recordkeeping Fee | The annual Plan level fee is 0.16% of the Plan's assets. This amount will be deducted from participant accounts proportionally based upon account balance. For example, if your account balance is $10,000.00 you will have an estimated fee between $11.00 and $21.00 per year deducted quarterly. |
| Investment Advisor Fees | The annual Plan level fee is 0.25% of the Plan's assets. This amount will be deducted from participant accounts proportionally based upon account balance. For example, if your account balance is $10,000.00 you will have an estimated fee between $20.00 and $30.00 per year deducted quarterly. |

**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.

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| Type of Individual Fee | Amount |
|---|---|
| Loan Setup Fee | $ 75 per loan |
| Loan Maintenance Fee | $ 25 per year per loan |
| In-Service Withdrawal Fee | $ 25 per transaction |

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|---|---|
| Qualified Domestic Relations Order (QDRO) Fee | $300 per standard Fidelity web-generated Order<br>$1200 per modified Fidelity web-generated or custom Order<br>$1800 per Multiplan Order |
| Required Minimum Distribution Fee | $ 25 per transaction |
| Overnight Mailing Fee | $ 25 per transaction |
| Fidelity® Personalized Planning & Advice at Work | The net advisory fee is based on a percentage of the average daily balance of eligible assets in your account, per year |
| Full Distribution Fee | $ 25 per transaction |

Also, please note you may incur short-term redemption fees (or shareholder fees), commissions, and similar expenses in connection with transactions associated with your Plan's investment options.

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

Fidelity Investments Institutional Operations Company, Inc., 245 Summer Street, Boston, MA 02210

2333 North Broadway, Suite 350
Santa Ana, California 92706 USA
714 415 6300 fax 714 415 6360

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This Participant Disclosure Notice is being provided to you [as required by federal law] because you are or will be eligible to participate or have a balance in Veros Software, Inc. 401(k) Plan ("the Plan") and have the right to direct investments.

Inside, you will find:

- Information about managing your Plan account
- Certain Plan information including an explanation of the right to direct investments, any Plan restrictions, and a description of the types of fees and expenses associated with a Plan account
- Various details about the Plan's investment options, including short-term trading fee information.

Please review these materials carefully. Please keep this information in mind when managing or monitoring any account you may have in the Plan.

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Heather Gascon

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| OSR1 | MVCKX | MFS Mid Cap Value Fund Class R6 |
| OUHB | MAGJX | MFS Growth Allocation Fund Class R4 |
| OUHD | MAMJX | MFS Moderate Allocation Fund Class R4 |
| OU42 | STRKX | Pioneer Strategic Income Fund Class K |
| OK0T | RRCTX | American Funds 2020 Target Date Retirement Fund® Class R-6 |
| OVKH | OTCKX | MFS Mid Cap Growth Fund Class R6 |
| 2944 | FTKFX | Fidelity® Total Bond K6 Fund |
| OUD5 | MAALX | MFS Aggressive Growth Allocation Fund Class R4 |
| OU22 | MGRDX | MFS International Growth Fund Class R6 |
| OL5D | RFVTX | American Funds 2065 Target Date Retirement Fund® Class R-6 |
| OK41 | RFJTX | American Funds 2015 Target Date Retirement Fund® Class R-6 |
| PBFT | | Putnam Stable Value Fund 25 |
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| OVP0 | ESPRX | Allspring Special Small Cap Value Fund - Class R6 |
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| OICK | HAITX | Hartford Core Equity Fund Class R6 |
| 2328 | FXAIX | Fidelity® 500 Index Fund |
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| 2358 | FSSNX | Fidelity® Small Cap Index Fund |
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- Mutual Funds

## Fees and Expenses

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### Asset-Based Fees

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### 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.

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.

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| Recordkeeping Fee | The annual Plan level fee is 0.16% of the Plan's assets. This amount will be deducted from participant accounts proportionally based upon account balance. For example, if your account balance is $10,000.00 you will have an estimated fee between $11.00 and $21.00 per year deducted quarterly. |
| Investment Advisor Fees | The annual Plan level fee is 0.25% of the Plan's assets. This amount will be deducted from participant accounts proportionally based upon account balance. For example, if your account balance is $10,000.00 you will have an estimated fee between $20.00 and $30.00 per year deducted quarterly. |

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| Loan Setup Fee | $ 75 per loan |
| Loan Maintenance Fee | $ 25 per year per loan |
| In-Service Withdrawal Fee | $ 25 per transaction |

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| Qualified Domestic Relations Order (QDRO) Fee | $300 per standard Fidelity web-generated Order<br>$1200 per modified Fidelity web-generated or custom Order<br>$1800 per Multiplan Order |
| Required Minimum Distribution Fee | $ 25 per transaction |
| Overnight Mailing Fee | $ 25 per transaction |
| Fidelity® Personalized Planning & Advice at Work | The net advisory fee is based on a percentage of the average daily balance of eligible assets in your account, per year |
| Full Distribution Fee | $ 25 per transaction |

Also, please note you may incur short-term redemption fees (or shareholder fees), commissions, and similar expenses in connection with transactions associated with your Plan's investment options.

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- Various details about the Plan’s investment options, including short-term trading fee information.

Please review these materials carefully. Please keep this information in mind when managing or monitoring any account you may have in the Plan.

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Heather Gascon

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| OUHB | MAGJX | MFS Growth Allocation Fund Class R4 |
| OUHD | MAMJX | MFS Moderate Allocation Fund Class R4 |
| OU42 | STRKX | Pioneer Strategic Income Fund Class K |
| OK0T | RRCTX | American Funds 2020 Target Date Retirement Fund® Class R-6 |
| OVKH | OTCKX | MFS Mid Cap Growth Fund Class R6 |
| 2944 | FTKFX | Fidelity® Total Bond K6 Fund |
| OUD5 | MAALX | MFS Aggressive Growth Allocation Fund Class R4 |
| OU22 | MGRDX | MFS International Growth Fund Class R6 |
| OL5D | RFVTX | American Funds 2065 Target Date Retirement Fund® Class R-6 |
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| 2358 | FSSNX | Fidelity® Small Cap Index Fund |
| OVB5 | CSZIX | Cohen & Steers Real Estate Securities Fund, Inc. Class Z |
| 2352 | FSMDX | Fidelity® Mid Cap Index Fund |
| OK0U | RFETX | American Funds 2030 Target Date Retirement Fund® Class R-6 |
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## Fees and Expenses

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Fidelity® Personalized Planning & Advice at Work is a service of Fidelty Personal and Workplace Advisiors LLC and Strategic Advisers, LLC. Both are registered investment advisers, are Fidelity Investments companies and have been appointed to provide discretionary management through Fidelity® Personalized Planning & Advice at Work.

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- 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.

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

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| Type of Plan Administrative Fee | Amount |
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| Recordkeeping Fee | The annual Plan level fee is 0.16% of the Plan's assets. This amount will be deducted from participant accounts proportionally based upon account balance. For example, if your account balance is $10,000.00 you will have an estimated fee between $11.00 and $21.00 per year deducted quarterly. |
| Investment Advisor Fees | The annual Plan level fee is 0.25% of the Plan's assets. This amount will be deducted from participant accounts proportionally based upon account balance. For example, if your account balance is $10,000.00 you will have an estimated fee between $20.00 and $30.00 per year deducted quarterly. |

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| Loan Setup Fee | $ 75 per loan |
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| In-Service Withdrawal Fee | $ 25 per transaction |

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| Qualified Domestic Relations Order (QDRO) Fee | $300 per standard Fidelity web-generated Order<br>$1200 per modified Fidelity web-generated or custom Order<br>$1800 per Multiplan Order |
| Required Minimum Distribution Fee | $ 25 per transaction |
| Overnight Mailing Fee | $ 25 per transaction |
| Fidelity® Personalized Planning & Advice at Work | The net advisory fee is based on a percentage of the average daily balance of eligible assets in your account, per year |
| Full Distribution Fee | $ 25 per transaction |

Also, please note you may incur short-term redemption fees (or shareholder fees), commissions, and similar expenses in connection with transactions associated with your Plan's investment options.

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Fidelity Investments Institutional Operations Company, Inc., 245 Summer Street, Boston, MA 02210

2333 North Broadway, Suite 350
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714 415 6300 fax 714 415 6360

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Inside, you will find:

- Information about managing your Plan account
- Certain Plan information including an explanation of the right to direct investments, any Plan restrictions, and a description of the types of fees and expenses associated with a Plan account
- Various details about the Plan's investment options, including short-term trading fee information.

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Heather Gascon

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| OUHB | MAGJX | MFS Growth Allocation Fund Class R4 |
| OUHD | MAMJX | MFS Moderate Allocation Fund Class R4 |
| OU42 | STRKX | Pioneer Strategic Income Fund Class K |
| OK0T | RRCTX | American Funds 2020 Target Date Retirement Fund® Class R-6 |
| OVKH | OTCKX | MFS Mid Cap Growth Fund Class R6 |
| 2944 | FTKFX | Fidelity® Total Bond K6 Fund |
| OUD5 | MAALX | MFS Aggressive Growth Allocation Fund Class R4 |
| OU22 | MGRDX | MFS International Growth Fund Class R6 |
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| OU42 | STRKX | Pioneer Strategic Income Fund Class K |
| OK0T | RRCTX | American Funds 2020 Target Date Retirement Fund® Class R-6 |
| OVKH | OTCKX | MFS Mid Cap Growth Fund Class R6 |
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| OK0W | RFITX | American Funds 2050 Target Date Retirement Fund® Class R-6 |
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| OSQ1 | FUFRX | Franklin Utilities Fund Class R6 |
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| 2355 | FSRNX | Fidelity® Real Estate Index Fund |
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- Mutual Funds

## Fees and Expenses

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- 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.

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

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| Recordkeeping Fee | The annual Plan level fee is 0.16% of the Plan’s assets. This amount will be deducted from participant accounts proportionally based upon account balance. For example, if your account balance is $10,000.00 you will have an estimated fee between $11.00 and $21.00 per year deducted quarterly. |
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| Qualified Domestic Relations Order (QDRO) Fee | $300 per standard Fidelity web-generated Order<br>$1200 per modified Fidelity web-generated or custom Order<br>$1800 per Multiplan Order |
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| Fidelity® Personalized Planning & Advice at Work | The net advisory fee is based on a percentage of the average daily balance of eligible assets in your account, per year |
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| OUHD | MAMJX | MFS Moderate Allocation Fund Class R4 |
| OU42 | STRKX | Pioneer Strategic Income Fund Class K |
| OK0T | RRCTX | American Funds 2020 Target Date Retirement Fund® Class R-6 |
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| OK0T | RRCTX | American Funds 2020 Target Date Retirement Fund® Class R-6 |
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| OK42 | RFDTX | American Funds 2025 Target Date Retirement Fund® Class R-6 |
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| OMAU | PRISX | T. Rowe Price Financial Services Fund |
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| 2328 | FXAIX | Fidelity® 500 Index Fund |
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| OY0E | MDIZX | MFS International Diversification Fund Class R6 |
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| OSQ1 | FUFRX | Franklin Utilities Fund Class R6 |
| 2358 | FSSNX | Fidelity® Small Cap Index Fund |
| OVB5 | CSZIX | Cohen & Steers Real Estate Securities Fund, Inc. Class Z |
| 2352 | FSMDX | Fidelity® Mid Cap Index Fund |
| OK0U | RFETX | American Funds 2030 Target Date Retirement Fund® Class R-6 |
| 2355 | FSRNX | Fidelity® Real Estate Index Fund |
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- Asset-based fees
- Plan administrative fees and expenses
- Individual fees and expenses

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| Fidelity® Personalized Planning & Advice at Work | The net advisory fee is based on a percentage of the average daily balance of eligible assets in your account, per year |
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| OU42 | STRKX | Pioneer Strategic Income Fund Class K |
| OK0T | RRCTX | American Funds 2020 Target Date Retirement Fund® Class R-6 |
| OVKH | OTCKX | MFS Mid Cap Growth Fund Class R6 |
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| Fund Number | Ticker Symbol | Fund Name |
|---|---|---|
| OSR1 | MVCKX | MFS Mid Cap Value Fund Class R6 |
| OUHB | MAGJX | MFS Growth Allocation Fund Class R4 |
| OUHD | MAMJX | MFS Moderate Allocation Fund Class R4 |
| OU42 | STRKX | Pioneer Strategic Income Fund Class K |
| OK0T | RRCTX | American Funds 2020 Target Date Retirement Fund® Class R-6 |
| OVKH | OTCKX | MFS Mid Cap Growth Fund Class R6 |
| 2944 | FTKFX | Fidelity® Total Bond K6 Fund |
| OUD5 | MAALX | MFS Aggressive Growth Allocation Fund Class R4 |
| OU22 | MGRDX | MFS International Growth Fund Class R6 |
| OL5D | RFVTX | American Funds 2065 Target Date Retirement Fund® Class R-6 |
| OK41 | RFJTX | American Funds 2015 Target Date Retirement Fund® Class R-6 |
| PBFT | | Putnam Stable Value Fund 25 |
| 2957 | FOCSX | Fidelity® Small Cap Growth K6 Fund |
| OK0V | RFGTX | American Funds 2040 Target Date Retirement Fund® Class R-6 |
| OK44 | RFHTX | American Funds 2045 Target Date Retirement Fund® Class R-6 |
| OUFP | RNWGX | American Funds New World Fund® Class R-6 |
| OVP0 | ESPRX | Allspring Special Small Cap Value Fund - Class R6 |
| OUY4 | PHYQX | PGIM High Yield Fund- Class R6 |
| OV6C | RFUTX | American Funds 2060 Target Date Retirement Fund® Class R-6 |
| OK42 | RFDTX | American Funds 2025 Target Date Retirement Fund® Class R-6 |
| OK0S | RFTTX | American Funds 2010 Target Date Retirement Fund® Class R-6 |
| OMAU | PRISX | T. Rowe Price Financial Services Fund |
| 2348 | FSGGX | Fidelity® Global ex U.S. Index Fund |

| | | |
|---|---|---|
| OICK | HAITX | Hartford Core Equity Fund Class R6 |
| 2328 | FXAIX | Fidelity® 500 Index Fund |
| OIU2 | SHSKX | BlackRock Health Sciences Opportunities Portfolio Class K |
| OY0E | MDIZX | MFS International Diversification Fund Class R6 |
| OSI3 | OGMIX | Invesco Gold & Special Minerals Fund Class R6 |
| OU8C | MFEKX | MFS Growth Fund Class R6 |
| OK0W | RFITX | American Funds 2050 Target Date Retirement Fund® Class R-6 |
| OUBG | RNPGX | American Funds New Perspective Fund® Class R-6 |
| OK2J | PEQSX | Putnam Large Cap Value Fund Class R6 |
| OK43 | RFFTX | American Funds 2035 Target Date Retirement Fund® Class R-6 |
| OSQ1 | FUFRX | Franklin Utilities Fund Class R6 |
| 2358 | FSSNX | Fidelity® Small Cap Index Fund |
| OVB5 | CSZIX | Cohen & Steers Real Estate Securities Fund, Inc. Class Z |
| 2352 | FSMDX | Fidelity® Mid Cap Index Fund |
| OK0U | RFETX | American Funds 2030 Target Date Retirement Fund® Class R-6 |
| 2355 | FSRNX | Fidelity® Real Estate Index Fund |
| OK45 | RFKTX | American Funds 2055 Target Date Retirement Fund® Class R-6 |
| OUHA | MACJX | MFS Conservative Allocation Fund Class R4 |
| OUBT | RLBGX | American Funds American Balanced Fund® Class R-6 |

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## Investment Managers

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Please keep in mind that utilizing this investment manager(s) or service(s) may restrict your ability to direct the investment of all or a portion of your Plan account balance. To enroll, unenroll, or request additional information, please contact Fidelity.

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- 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.

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

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| Type of Plan Administrative Fee | Amount |
|---|---|
| Recordkeeping Fee | The annual Plan level fee is 0.16% of the Plan's assets. This amount will be deducted from participant accounts proportionally based upon account balance. For example, if your account balance is $10,000.00 you will have an estimated fee between $11.00 and $21.00 per year deducted quarterly. |
| Investment Advisor Fees | The annual Plan level fee is 0.25% of the Plan's assets. This amount will be deducted from participant accounts proportionally based upon account balance. For example, if your account balance is $10,000.00 you will have an estimated fee between $20.00 and $30.00 per year deducted quarterly. |

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

### Individual Fees and Expenses

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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 certain circumstances.

| Type of Individual Fee | Amount |
|---|---|
| Loan Setup Fee | $ 75 per loan |
| Loan Maintenance Fee | $ 25 per year per loan |
| In-Service Withdrawal Fee | $ 25 per transaction |

| | |
|---|---|
| Qualified Domestic Relations Order (QDRO) Fee | $300 per standard Fidelity web-generated Order<br>$1200 per modified Fidelity web-generated or custom Order<br>$1800 per Multiplan Order |
| Required Minimum Distribution Fee | $ 25 per transaction |
| Overnight Mailing Fee | $ 25 per transaction |
| Fidelity® Personalized Planning & Advice at Work | The net advisory fee is based on a percentage of the average daily balance of eligible assets in your account, per year |
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- Information about managing your Plan account
- Certain Plan information including an explanation of the right to direct investments, any Plan restrictions, and a description of the types of fees and expenses associated with a Plan account
- Various details about the Plan's investment options, including short-term trading fee information.

Please review these materials carefully. Please keep this information in mind when managing or monitoring any account you may have in the Plan.

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| Qualified Domestic Relations Order (QDRO) Fee | $300 per standard Fidelity web-generated Order<br>$1200 per modified Fidelity web-generated or custom Order<br>$1800 per Multiplan Order |
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Please review these materials carefully. Please keep this information in mind when managing or monitoring any account you may have in the Plan.

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Sincerely,

Heather Gascon

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**IMPORTANT PLAN AND INVESTMENT-RELATED INFORMATION**

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| Fund Number | Ticker Symbol | Fund Name |
|---|---|---|
| OSR1 | MVCKX | MFS Mid Cap Value Fund Class R6 |
| OUHB | MAGJX | MFS Growth Allocation Fund Class R4 |
| OUHD | MAMJX | MFS Moderate Allocation Fund Class R4 |
| OU42 | STRKX | Pioneer Strategic Income Fund Class K |
| OK0T | RRCTX | American Funds 2020 Target Date Retirement Fund® Class R-6 |
| OVKH | OTCKX | MFS Mid Cap Growth Fund Class R6 |
| 2944 | FTKFX | Fidelity® Total Bond K6 Fund |
| OUD5 | MAALX | MFS Aggressive Growth Allocation Fund Class R4 |
| OU22 | MGRDX | MFS International Growth Fund Class R6 |
| OL5D | RFVTX | American Funds 2065 Target Date Retirement Fund® Class R-6 |
| OK41 | RFJTX | American Funds 2015 Target Date Retirement Fund® Class R-6 |
| PBFT | | Putnam Stable Value Fund 25 |
| 2957 | FOCSX | Fidelity® Small Cap Growth K6 Fund |
| OK0V | RFGTX | American Funds 2040 Target Date Retirement Fund® Class R-6 |
| OK44 | RFHTX | American Funds 2045 Target Date Retirement Fund® Class R-6 |
| OUFP | RNWGX | American Funds New World Fund® Class R-6 |
| OVP0 | ESPRX | Allspring Special Small Cap Value Fund - Class R6 |
| OUY4 | PHYQX | PGIM High Yield Fund- Class R6 |
| OV6C | RFUTX | American Funds 2060 Target Date Retirement Fund® Class R-6 |
| OK42 | RFDTX | American Funds 2025 Target Date Retirement Fund® Class R-6 |
| OK0S | RFTTX | American Funds 2010 Target Date Retirement Fund® Class R-6 |
| OMAU | PRISX | T. Rowe Price Financial Services Fund |
| 2348 | FSGGX | Fidelity® Global ex U.S. Index Fund |

| | | |
|---|---|---|
| OICK | HAITX | Hartford Core Equity Fund Class R6 |
| 2328 | FXAIX | Fidelity® 500 Index Fund |
| OIU2 | SHSKX | BlackRock Health Sciences Opportunities Portfolio Class K |
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| OK2J | PEQSX | Putnam Large Cap Value Fund Class R6 |
| OK43 | RFFTX | American Funds 2035 Target Date Retirement Fund® Class R-6 |
| OSQ1 | FUFRX | Franklin Utilities Fund Class R6 |
| 2358 | FSSNX | Fidelity® Small Cap Index Fund |
| OVB5 | CSZIX | Cohen & Steers Real Estate Securities Fund, Inc. Class Z |
| 2352 | FSMDX | Fidelity® Mid Cap Index Fund |
| OK0U | RFETX | American Funds 2030 Target Date Retirement Fund® Class R-6 |
| 2355 | FSRNX | Fidelity® Real Estate Index Fund |
| OK45 | RFKTX | American Funds 2055 Target Date Retirement Fund® Class R-6 |
| OUHA | MACJX | MFS Conservative Allocation Fund Class R4 |
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## Investment Managers

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## Exercising Voting, Tender and Similar Rights

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- 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.

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, recordkeeping, 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 at the time this Notice was prepared, the following Plan administrative fees listed below may be deducted from accounts in the Plan. 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 certain circumstances.

| Type of Plan Administrative Fee | Amount |
|---|---|
| Recordkeeping Fee | The annual Plan level fee is 0.16% of the Plan's assets. This amount will be deducted from participant accounts proportionally based upon account balance. For example, if your account balance is $10,000.00 you will have an estimated fee between $11.00 and $21.00 per year deducted quarterly. |
| Investment Advisor Fees | The annual Plan level fee is 0.25% of the Plan's assets. This amount will be deducted from participant accounts proportionally based upon account balance. For example, if your account balance is $10,000.00 you will have an estimated fee between $20.00 and $30.00 per year deducted quarterly. |

**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 certain circumstances.

| Type of Individual Fee | Amount |
|---|---|
| Loan Setup Fee | $ 75 per loan |
| Loan Maintenance Fee | $ 25 per year per loan |
| In-Service Withdrawal Fee | $ 25 per transaction |

| | |
|---|---|
| Qualified Domestic Relations Order (QDRO) Fee | $300 per standard Fidelity web-generated Order<br>$1200 per modified Fidelity web-generated or custom Order<br>$1800 per Multiplan Order |
| Required Minimum Distribution Fee | $ 25 per transaction |
| Overnight Mailing Fee | $ 25 per transaction |
| Fidelity® Personalized Planning & Advice at Work | The net advisory fee is based on a percentage of the average daily balance of eligible assets in your account, per year |
| Full Distribution Fee | $ 25 per transaction |

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Fidelity Investments Institutional Operations Company, Inc., 245 Summer Street, Boston, MA 02210

2333 North Broadway, Suite 350
Santa Ana, California 92706 USA
714 415 6300 fax 714 415 6360

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Inside, you will find:

- Information about managing your Plan account
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| OK0T | RRCTX | American Funds 2020 Target Date Retirement Fund® Class R-6 |
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| OL5D | RFVTX | American Funds 2065 Target Date Retirement Fund® Class R-6 |
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| | | |
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| OICK | HAITX | Hartford Core Equity Fund Class R6 |
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| | |
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| Qualified Domestic Relations Order (QDRO) Fee | $300 per standard Fidelity web-generated Order<br>$1200 per modified Fidelity web-generated or custom Order<br>$1800 per Multiplan Order |
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| Recordkeeping Fee | The annual Plan level fee is 0.16% of the Plan's assets. This amount will be deducted from participant accounts proportionally based upon account balance. For example, if your account balance is $10,000.00 you will have an estimated fee between $11.00 and $21.00 per year deducted quarterly. |
| Investment Advisor Fees | The annual Plan level fee is 0.25% of the Plan's assets. This amount will be deducted from participant accounts proportionally based upon account balance. For example, if your account balance is $10,000.00 you will have an estimated fee between $20.00 and $30.00 per year deducted quarterly. |

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|---|---|
| Loan Setup Fee | $ 75 per loan |
| Loan Maintenance Fee | $ 25 per year per loan |
| In-Service Withdrawal Fee | $ 25 per transaction |

| | |
|---|---|
| Qualified Domestic Relations Order (QDRO) Fee | $300 per standard Fidelity web-generated Order<br>$1200 per modified Fidelity web-generated or custom Order<br>$1800 per Multiplan Order |
| Required Minimum Distribution Fee | $ 25 per transaction |
| Overnight Mailing Fee | $ 25 per transaction |
| Fidelity® Personalized Planning & Advice at Work | The net advisory fee is based on a percentage of the average daily balance of eligible assets in your account, per year |
| Full Distribution Fee | $ 25 per transaction |

Also, please note you may incur short-term redemption fees (or shareholder fees), commissions, and similar expenses in connection with transactions associated with your Plan's investment options.

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

Fidelity Investments Institutional Operations Company, Inc., 245 Summer Street, Boston, MA 02210

2333 North Broadway, Suite 350
Santa Ana, California 92706 USA
714 415 6300 fax 714 415 6360

# PARTICIPANT DISCLOSURE IMPLEMENTATION CHANGE NOTICE

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This Participant Disclosure Notice is being provided to you [as required by federal law] because you are or will be eligible to participate or have a balance in Veros Software, Inc. 401(k) Plan ("the Plan") and have the right to direct investments.

Inside, you will find:

- Information about managing your Plan account
- Certain Plan information including an explanation of the right to direct investments, any Plan restrictions, and a description of the types of fees and expenses associated with a Plan account
- Various details about the Plan's investment options, including short-term trading fee information.

Please review these materials carefully. Please keep this information in mind when managing or monitoring any account you may have in the Plan.

Starting the week of July 26, 2024 you can go online at www.netbenefits.com or call 1-800-835-5097 to obtain additional information or to sign up for any of these new products and services available in your plan. Please refer back to this Important Plan Information on NetBenefits® when managing or monitoring your account.

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Sincerely,

Heather Gascon

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## Right to Direct Investments

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## Investment Options

The Plan offers a choice of investment options to allow you to create a diversified portfolio to help you meet your individual needs. Below is a listing of the investment options available under the Plan. Additional information (including risk and performance information) is available on www.netbenefits.com.

| Fund Number | Ticker Symbol | Fund Name |
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| OSR1 | MVCKX | MFS Mid Cap Value Fund Class R6 |
| OUHB | MAGJX | MFS Growth Allocation Fund Class R4 |
| OUHD | MAMJX | MFS Moderate Allocation Fund Class R4 |
| OU42 | STRKX | Pioneer Strategic Income Fund Class K |
| OK0T | RRCTX | American Funds 2020 Target Date Retirement Fund® Class R-6 |
| OVKH | OTCKX | MFS Mid Cap Growth Fund Class R6 |
| 2944 | FTKFX | Fidelity® Total Bond K6 Fund |
| OUD5 | MAALX | MFS Aggressive Growth Allocation Fund Class R4 |
| OU22 | MGRDX | MFS International Growth Fund Class R6 |
| OL5D | RFVTX | American Funds 2065 Target Date Retirement Fund® Class R-6 |
| OK41 | RFJTX | American Funds 2015 Target Date Retirement Fund® Class R-6 |
| PBFT | | Putnam Stable Value Fund 25 |
| 2957 | FOCSX | Fidelity® Small Cap Growth K6 Fund |
| OK0V | RFGTX | American Funds 2040 Target Date Retirement Fund® Class R-6 |
| OK44 | RFHTX | American Funds 2045 Target Date Retirement Fund® Class R-6 |
| OUFP | RNWGX | American Funds New World Fund® Class R-6 |
| OVP0 | ESPRX | Allspring Special Small Cap Value Fund - Class R6 |
| OUY4 | PHYQX | PGIM High Yield Fund- Class R6 |
| OV6C | RFUTX | American Funds 2060 Target Date Retirement Fund® Class R-6 |
| OK42 | RFDTX | American Funds 2025 Target Date Retirement Fund® Class R-6 |
| OK0S | RFTTX | American Funds 2010 Target Date Retirement Fund® Class R-6 |
| OMAU | PRISX | T. Rowe Price Financial Services Fund |
| 2348 | FSGGX | Fidelity® Global ex U.S. Index Fund |

| | | |
|---|---|---|
| OICK | HAITX | Hartford Core Equity Fund Class R6 |
| 2328 | FXAIX | Fidelity® 500 Index Fund |
| OIU2 | SHSKX | BlackRock Health Sciences Opportunities Portfolio Class K |
| OY0E | MDIZX | MFS International Diversification Fund Class R6 |
| OSI3 | OGMIX | Invesco Gold & Special Minerals Fund Class R6 |
| OU8C | MFEKX | MFS Growth Fund Class R6 |
| OK0W | RFITX | American Funds 2050 Target Date Retirement Fund® Class R-6 |
| OUBG | RNPGX | American Funds New Perspective Fund® Class R-6 |
| OK2J | PEQSX | Putnam Large Cap Value Fund Class R6 |
| OK43 | RFFTX | American Funds 2035 Target Date Retirement Fund® Class R-6 |
| OSQ1 | FUFRX | Franklin Utilities Fund Class R6 |
| 2358 | FSSNX | Fidelity® Small Cap Index Fund |
| OVB5 | CSZIX | Cohen & Steers Real Estate Securities Fund, Inc. Class Z |
| 2352 | FSMDX | Fidelity® Mid Cap Index Fund |
| OK0U | RFETX | American Funds 2030 Target Date Retirement Fund® Class R-6 |
| 2355 | FSRNX | Fidelity® Real Estate Index Fund |
| OK45 | RFKTX | American Funds 2055 Target Date Retirement Fund® Class R-6 |
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## Exercising Voting, Tender and Similar Rights

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- 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.

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, recordkeeping, 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 at the time this Notice was prepared, the following Plan administrative fees listed below may be deducted from accounts in the Plan. 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 certain circumstances.

| Type of Plan Administrative Fee | Amount |
|---|---|
| Recordkeeping Fee | The annual Plan level fee is 0.16% of the Plan's assets. This amount will be deducted from participant accounts proportionally based upon account balance. For example, if your account balance is $10,000.00 you will have an estimated fee between $11.00 and $21.00 per year deducted quarterly. |
| Investment Advisor Fees | The annual Plan level fee is 0.25% of the Plan's assets. This amount will be deducted from participant accounts proportionally based upon account balance. For example, if your account balance is $10,000.00 you will have an estimated fee between $20.00 and $30.00 per year deducted quarterly. |

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### Individual Fees and Expenses
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| Type of Individual Fee | Amount |
|---|---|
| Loan Setup Fee | $ 75 per loan |
| Loan Maintenance Fee | $ 25 per year per loan |
| In-Service Withdrawal Fee | $ 25 per transaction |

| | |
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| Qualified Domestic Relations Order (QDRO) Fee | $300 per standard Fidelity web-generated Order<br>$1200 per modified Fidelity web-generated or custom Order<br>$1800 per Multiplan Order |
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| OK0T | RRCTX | American Funds 2020 Target Date Retirement Fund® Class R-6 |
| OVKH | OTCKX | MFS Mid Cap Growth Fund Class R6 |
| 2944 | FTKFX | Fidelity® Total Bond K6 Fund |
| OUD5 | MAALX | MFS Aggressive Growth Allocation Fund Class R4 |
| OU22 | MGRDX | MFS International Growth Fund Class R6 |
| OL5D | RFVTX | American Funds 2065 Target Date Retirement Fund® Class R-6 |
| OK41 | RFJTX | American Funds 2015 Target Date Retirement Fund® Class R-6 |
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| Qualified Domestic Relations Order (QDRO) Fee | $300 per standard Fidelity web-generated Order<br>$1200 per modified Fidelity web-generated or custom Order<br>$1800 per Multiplan Order |
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|---|---|
| Recordkeeping Fee | The annual Plan level fee is 0.16% of the Plan's assets. This amount will be deducted from participant accounts proportionally based upon account balance. For example, if your account balance is $10,000.00 you will have an estimated fee between $11.00 and $21.00 per year deducted quarterly. |
| Investment Advisor Fees | The annual Plan level fee is 0.25% of the Plan's assets. This amount will be deducted from participant accounts proportionally based upon account balance. For example, if your account balance is $10,000.00 you will have an estimated fee between $20.00 and $30.00 per year deducted quarterly. |

**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 certain circumstances.

| Type of Individual Fee | Amount |
|---|---|
| Loan Setup Fee | $ 75 per loan |
| Loan Maintenance Fee | $ 25 per year per loan |
| In-Service Withdrawal Fee | $ 25 per transaction |

| | |
|---|---|
| Qualified Domestic Relations Order (QDRO) Fee | $300 per standard Fidelity web-generated Order<br>$1200 per modified Fidelity web-generated or custom Order<br>$1800 per Multiplan Order |
| Required Minimum Distribution Fee | $ 25 per transaction |
| Overnight Mailing Fee | $ 25 per transaction |
| Fidelity® Personalized Planning & Advice at Work | The net advisory fee is based on a percentage of the average daily balance of eligible assets in your account, per year |
| Full Distribution Fee | $ 25 per transaction |

Also, please note you may incur short-term redemption fees (or shareholder fees), commissions, and similar expenses in connection with transactions associated with your Plan's investment options.

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

Fidelity Investments Institutional Operations Company, Inc., 245 Summer Street, Boston, MA 02210