

Reaching retirement goals starts today

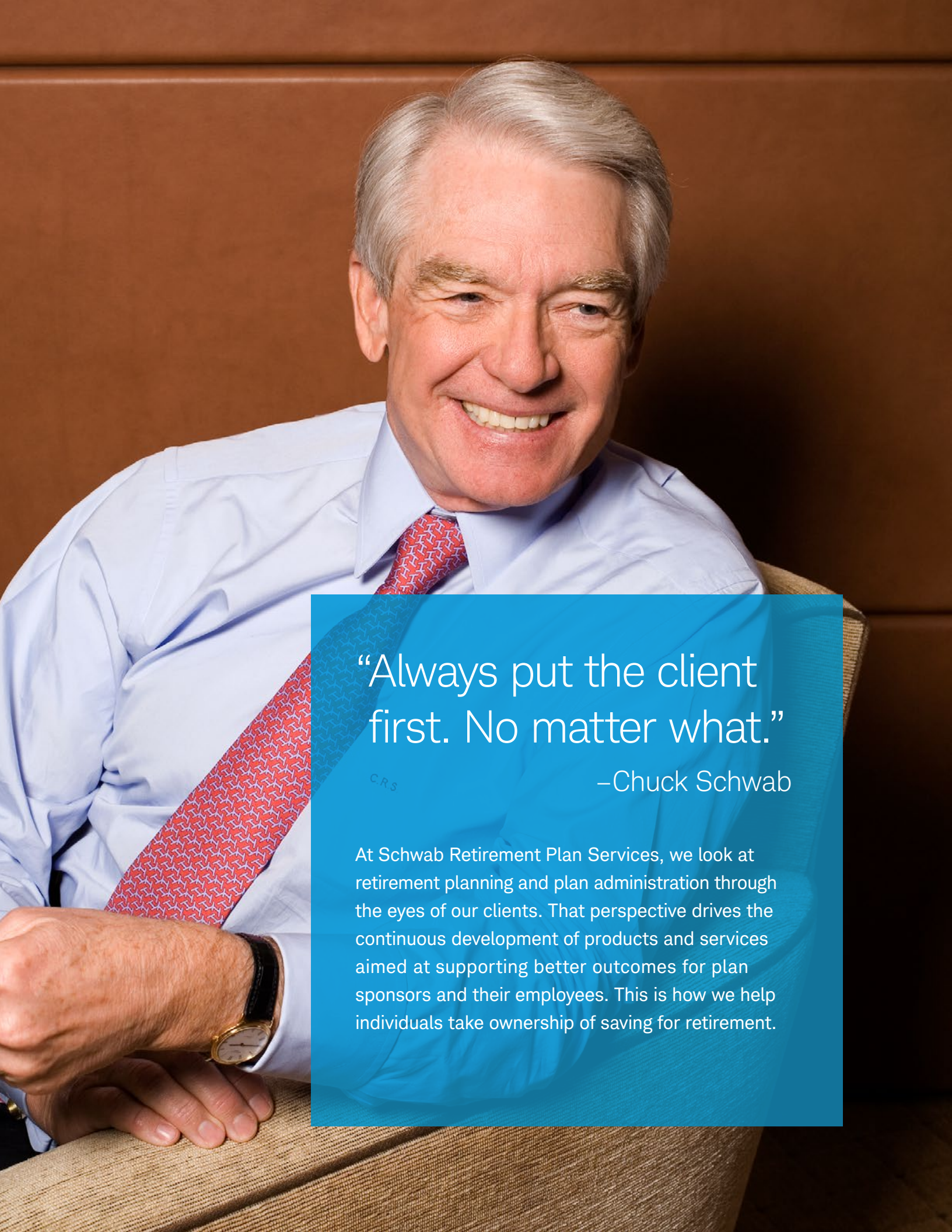
And it begins with flexible solutions that meet employees where they are now



charles
SCHWAB

Schwab Retirement Plan Services

Own your tomorrow.



“Always put the client first. No matter what.”

–Chuck Schwab

At Schwab Retirement Plan Services, we look at retirement planning and plan administration through the eyes of our clients. That perspective drives the continuous development of products and services aimed at supporting better outcomes for plan sponsors and their employees. This is how we help individuals take ownership of saving for retirement.

Work with a champion for participants—and plan sponsors

Schwab Retirement Plan Services is the choice for employers who want more—more service, innovation, and solutions. We earn the trust of clients every day by focusing on the unique needs of each plan and every participant. We're confident that our approach can help employees take ownership of their full financial futures.

Built on the idea of putting the individual first, The Charles Schwab Corporation and its subsidiaries stand out by challenging the status quo on behalf of clients.

This may be why the firm was selected as one of the 2020 FORTUNE Top 50 “World’s Most Admired Companies®.”¹

Backed by the strength and stability of the largest publicly traded investment services firm² and the leading platform for independent advisors,³ Schwab Retirement Plan Services is built on a foundation of experience and industry leadership.

We have a different approach. By seeing things through our clients’ eyes, we have created a culture of service that has led to proven client satisfaction.

Sponsors and participants reflect this in the way they think of us. Charles Schwab was ranked Highest in Retirement Plan Participant Satisfaction in the large plan segment by J.D. Power for the third year in a row.⁴ We were rated a top leader in trust by the National Association of Retirement Plan Participants (NARPP)⁵ and we received the most Best in Class awards among plan providers rated in the 2019 PLANSPONSOR® Defined Contribution (DC) Survey⁶.

Our transparency and accountability deliver the high-touch service that sponsors demand and an unwavering focus on better employee outcomes.

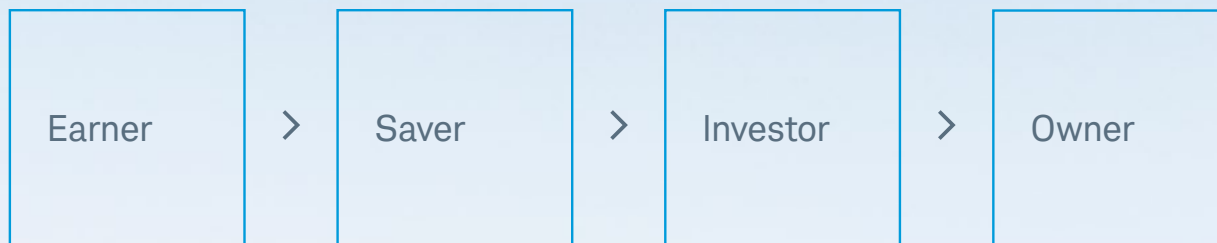
We combine Schwab’s four-plus decades of financial planning and investing experience with the power of personalization. Our products and services are designed to meet the needs of individual plans and their employees.

We give plans the flexibility they need, including broad access to investments and the industry’s leading self-directed brokerage option.

We combine people and technology to help everyone—from financial novices to savvy investors—get education and guidance for their full financial lives.

Put your employees on the path to ownership

We help participants keep moving forward.



Making money, but focused on meeting their month-to-month expenses

Participating in their workplace financial benefits and starting to think about future goals

Invested in their financial plan and actively working toward specific goals, in and beyond their workplace plan

Leading their financial journey: reviewing, refining, and adjusting their plan as life happens



Create a plan suited to your needs

With flexible plan design features, you can build the right 401(k) plan for your business—and your employees.

Schwab Retirement Plan Services works with you so you can tailor a plan to your specific needs. That means we get to know you, your business, and your participants—and we take time to understand your goals. Then, based on our conversations and insights, we'll help you identify the features and services that may be right for your company.

As we work with you to design your plan, we'll take you through the broad range of investments available as well as options that can help you further customize your plan for your employees.

Access to nearly 15,000 investment options in approximately 750 fund families, including:

- Low-cost ETFs⁷
- Third-party mutual funds and Schwab Funds^{®8}
- Target-date funds
- Collective investment trusts
- Schwab Bank Savings capital preservation option⁹

Options for increasing plan personalization:

- Third-party advice and managed account services¹⁰
- Advisor Managed Accounts¹¹
- Schwab Personal Choice Retirement Account[®] (PCRA), an industry-leading self-directed brokerage option for participants who prefer to select investments on their own for their retirement plan account—including stocks, bonds, mutual funds, and fixed income products¹²

Serving additional plan types

If you offer a defined benefit, nonqualified, or cash balance plan, we provide plan administration and services to support your needs.

Expect service with integrity

We provide the support you need from day one.

Your knowledgeable service team:

Director, Strategic Relationships

Accountable for your overall satisfaction

Relationship Manager

Coordinates your team of service professionals to ensure the day-to-day accuracy of operations

Conversion Manager

Develops a project plan and leads a support team to work toward a smooth transition

Client Service Specialist

Delivers expertise, insights, and support to assist you with your plan—at every step

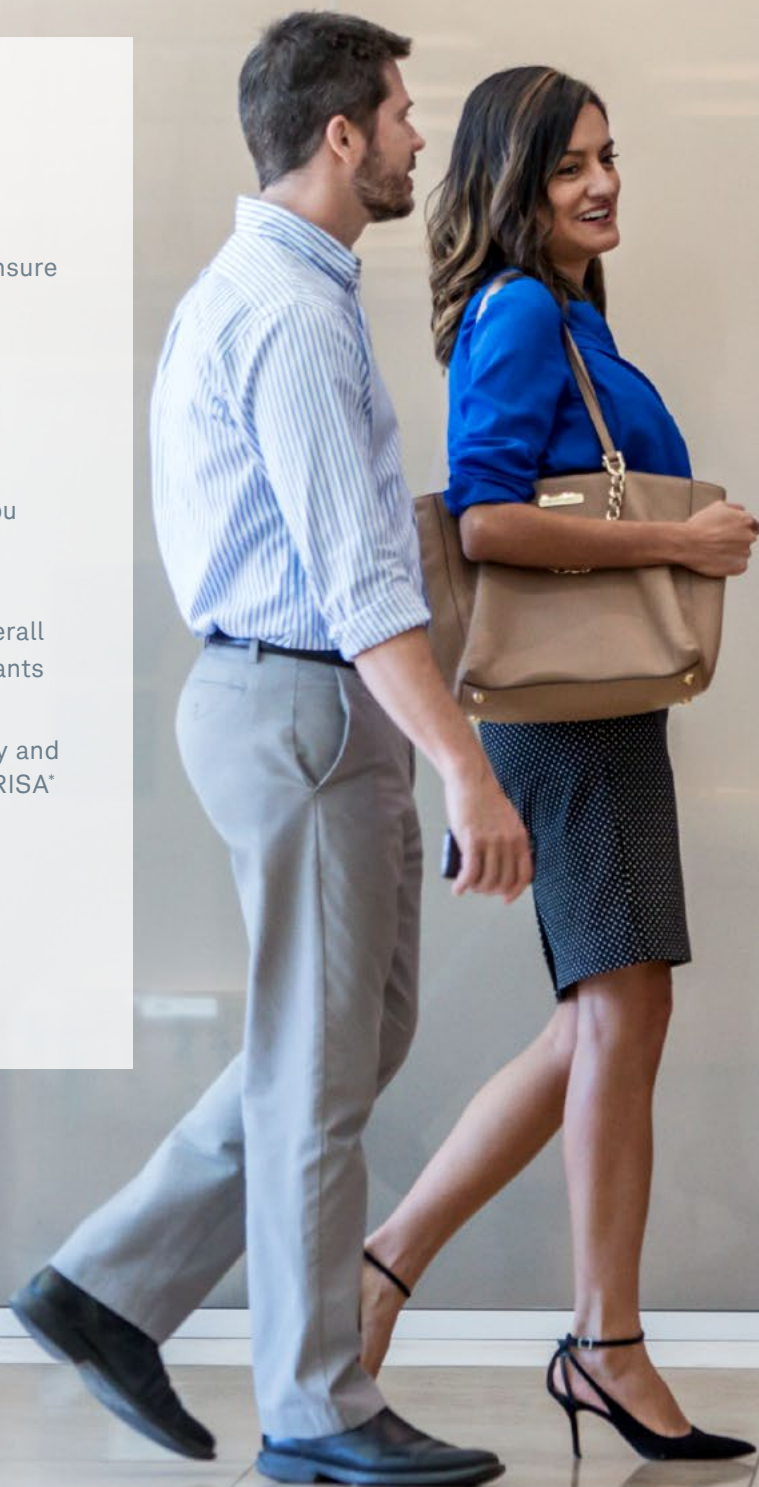
Communication Consultant

Collaborates with you to develop and manage an overall communication and education plan for your participants

Compliance Consultant

Monitors and communicates the impact of regulatory and legislative changes, and serves as your dedicated ERISA* compliance team member

*Employee Retirement Income Security Act of 1974



Evolve your plan as your needs change

Ours is a disciplined approach to developing and refining your plan strategy.

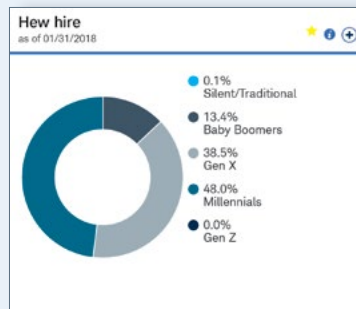
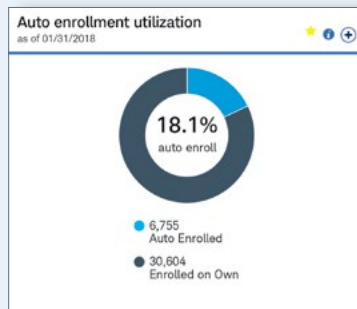
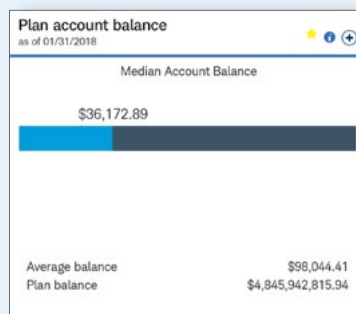
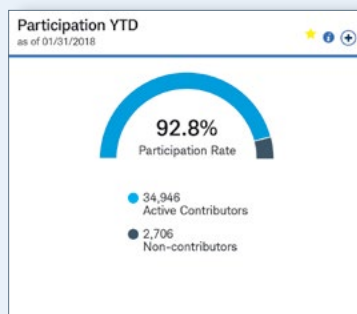
We start by thoroughly assessing your needs to identify how your retirement plan fits your overall business objectives. Then we help you determine key goals to focus on in the coming year.

Next, we create an action plan and assemble the tools and resources to implement it. We'll monitor your plan's progress and use what we learn to make appropriate suggestions for refinement.

Moving forward, your team will provide a customized annual review of progress toward your goals, then work with you to adjust or reset them for each coming year.

Our goal is to exceed your expectations. That's why we're transparent in providing updates on the performance of your plan—and your service team. Our Retirement Plan Scorecard is just one of the ways we hold ourselves accountable.

Plan health dashboard: Harness the power of Plan Analytics to access up to 35 key metrics for monitoring progress and exploring next steps.



For illustrative purposes only.

Make informed plan decisions

We help your plan stay current and competitive.

Customized benchmarking and analysis

Schwab Retirement Plan Services creates complimentary benchmarking reports to help you understand how your organization's plan compares with those of your peers. We evaluate data from various internal and external sources to deliver relevant plan insights. And we work with you and your plan consultant to provide best practices as well as actionable strategies designed to help you achieve your plan goals.

Specialized plan design consulting

We provide recommendations aimed at improving your plan's overall design and competitiveness. As you consider making plan changes, we'll help you analyze the benefits and cost impacts.

You also have the support of ERISA Compliance & Consulting, which monitors regulatory and legislative changes. Your ERISA Compliance Consultant proactively analyzes how any changes may affect your plan and works with you to develop strategies for managing plan compliance.



See your plan in action

Use Plan Analytics to monitor and analyze plan trends and engagement.

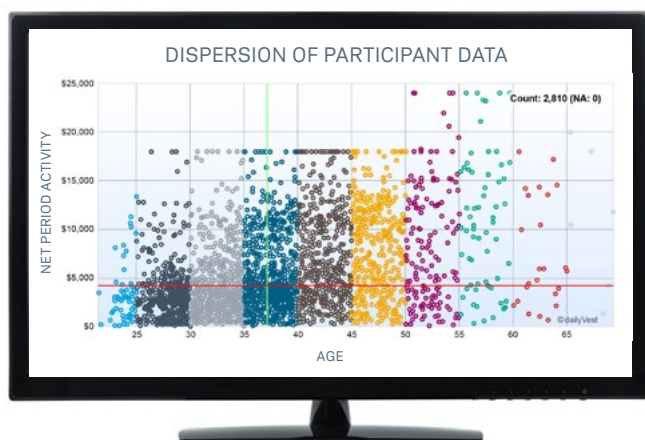
Our highly customizable Plan Analytics tool delivers rich data analysis that can help give you insights into the unique needs of your participants. Data can be viewed at both the participant and plan levels, and for many reports, you can select the chart or graph output style you prefer.

With Plan Analytics, your service team can help you uncover informative trends using a range of data, including:

- Participants' median age, tenure, and savings rate
- Plan participation rates and contributions by participant demographics
- Number of participants not contributing enough to qualify for the employer match
- Retirement progress by participant population segment
- Participant contributions by type and source
- Which participants are taking loans and loan default rates

Plan Analytics allows you to:

- View the state of your plan, including balance, allocation, performance, and activity
- Save favorite views and create customized reports
- Quickly run what-if scenarios using the tool's interactive displays
- Customize your data views using more than 30 information filters
- Export information to Microsoft Excel® for further analysis

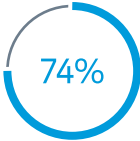


For illustrative purposes only.

Give employees
more guidance
and support



Consider professional advice



When given the choice, **74% of participants chose managed accounts** over advice.¹³



Research suggests that an average 30-year-old participant who uses ongoing professional management with an annual fee of 0.40% could end up with almost **56% more income in retirement**.¹⁴



Satisfaction scores doubled for participants who engaged with an Advice Consultant vs. those who didn't.¹⁵



Only 25% of participants said they felt very comfortable making decisions about their 401(k) on their own. **But 44% of participants would feel very confident with help** from a professional.¹⁶

Help participants find their own roads to retirement

Offering access to personalized advice and a managed account service may help them reach their destination.

Research suggests that an average 30-year-old participant who uses ongoing professional management with an annual fee of 0.40% could end up with almost 56% more income in retirement.¹⁷

Advice

Advice helps to give participants clear answers based on their current financial picture. An independent registered investment advisor¹⁸ uses multiple data points—such as age, gender, and salary—to automatically create a personalized savings and investment strategy, including:

- A target retirement income goal
- How much to save for retirement, when to plan to retire, and when to start drawing Social Security benefits
- The selection of retirement plan investments based on those available within the plan
- Developing a sustainable spending plan for retirement to help savings last
- Access to Advice Consultants¹⁹ who can walk participants through the investment advisor's recommendations and help address their questions

Managed account services

In addition to providing access to a retirement savings and investment strategy, adding a managed account service offers your participants the opportunity to choose, for a fee, the benefit of ongoing professional management of their retirement plan account.

Participants enrolled in the managed account service:

- Are automatically invested in a portfolio that allocates a participant's account balance among the investment options available through the plan
- Benefit from ongoing account monitoring and automatic adjustments to their investments to help them stay on track even as major life events occur

Managed accounts tend to work best when a plan's design makes it easy for participants—even those who don't actively engage with their plans—to help reap their benefits. You can help more participants receive the advantages of access to personalized advice by making a managed account service your plan's qualified default investment alternative (QDIA). Or you can provide access to personalized advice and a managed account service as an optional plan feature.



Discover
the difference
financial wellness
can make

Help employees take their next best step

Financial wellness is at the core of everything we do.

We build financial wellness into our products and services, with a combination of high-touch personalization and high-tech tools. Our communications and resources foster understanding and drive action to help all investors make progress toward their goals.



Digital tools and information are always within reach.

We offer access to financial information and tools how and when participants want them. With the My Retirement Progress™ and Peer Comparison tools,²⁰ we give your participants the ability to view a clear analysis of their progress toward their retirement goals.



Financial coaching offers focused one-on-one conversations.

Finances can be complicated to navigate, and many people don't know where to find the answers they need. Our financial coaching conversations address people's specific financial concerns and goals, and help them take their next best step.



Educational resources help empower employees.

Our participant website features educational content for whenever questions arise. We also reach out to participants with curated content—such as webcasts, articles, and calculators—to help them learn how to overcome obstacles on the path to their financial goals.



Flexible solutions encourage participants to reach for better outcomes.

We offer flexible solutions to help make it easier to work towards achieving financial wellness. With automatic plan options, Roth 401(k) accounts, and beyond-the-plan services,²¹ we help your participants address their full financial pictures.

Add value beyond your retirement plan

Take advantage of additional services²² from Schwab—all designed to support your business and participants.

Stock Plan Services

Schwab Stock Plan Services can help your stock plan become a key business tool for talent acquisition and retention—and help you develop a more financially confident workforce. Its simplified approach to plan management creates long-term value for your company and employees by incorporating:

- Strategic planning
- A range of administrative options
- Innovative technology
- Participant education
- Dedicated support

Trade monitoring

Schwab's trade-monitoring service helps protect your company by combining a deep understanding of the individual investor with intelligent, modular technology. Schwab offers a suite of tools that can help automate common compliance tasks, such as:

- Monitoring employee trades
- Tracking gifts and contributions
- Managing affirmations and disclosures

Executive Services

Schwab Executive Services provides personalized advice and financial planning for high earners with more complex financial needs. Through one-on-one relationships, experienced financial consultants offer guidance in areas including:

- Nonqualified retirement plans
- Equity compensation plans
- Alternative investments
- Insurance
- Tax, trust, and estate planning

Part of your community

When your participants want help with needs outside of their retirement plan, they can visit one of more than 360 Schwab branches nationwide. Branch representatives can assist in areas such as saving for college, planning income needs in retirement, and developing an overall financial plan.

A focus on security

We are dedicated to maintaining rigorous cybersecurity and fraud-prevention controls. At the center of this commitment is the Schwab Security Guarantee: Schwab will cover 100% of any losses in participant accounts due to unauthorized activity.²³



“We,” “us,” and “our” refers to Schwab Retirement Plan Services, Inc. unless otherwise noted.

“Schwab” refers to Charles Schwab & Co., Inc.

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2. Charles Schwab data, as measured by client assets, which totaled \$4.11 trillion as of June 30, 2020.

3. Charles Schwab data as of June 30, 2020.

4. Charles Schwab received the highest numerical score in the large plan segment in the J.D. Power 2018-2019 and tied in the 2020 U.S. Retirement Plan Participant Satisfaction Studies of participants’ satisfaction with their retirement plan provider. The 2020 study was based on 10,159 responses from retirement plan participants surveyed in February and March 2020. Your experiences may vary. Visit jdpower.com/awards. “Charles Schwab” is Charles Schwab & Co., Inc. for purposes of this award.

5. A Strategic Analysis: Drivers of Engagement and Loyalty, NARPP 2017 Participant Trust Study, Edition v4.0, 2017; NARPP 2018 Participant Trust Study, Edition v5 2018; NARPP 2019 Participant Trust Study, Edition v6, 2019; NARPP 2020 Participant Trust Study, Edition v7, 2020. The data was collected through digital surveys, representing a nationwide sample. ‘Top leader’, ‘top 3’, ‘top performer’ and ‘top rated’ are all defined as 401(k) providers rated either 1st, 2nd or 3rd on the National Association of Retirement Plan Participants (NARPP) Leaderboard that received the top 3 highest percentage scores rated by participants in the 2017, 2018, 2019 & 2020 NARPP studies. The key categories include: overall satisfaction, trust, confidence, education and participant knowledge. Contact@NARPP.org for a copy of the study.

6. In the PLANSPONSOR® 2019 Defined Contribution (DC) Survey, Schwab Retirement Plan Services received 88 Best in Class awards. A total of 23 providers qualified for inclusion in the published results. The study covered six asset-based markets and five broad categories. More information regarding survey results and methodology can be found at plansponsor.com/research/2019-plansponsor-best-class-providers/5/#Methodology.

7. Fund operating expenses represent the total of all of a fund’s annual fund operating expenses. Management fees are one component of the fund operating expenses. Exchange traded funds generally have low management fees because they don’t have to pay investment managers to actively manage underlying investments.

8. Charles Schwab Investment Management, Inc. (CSIM), the investment advisor for Schwab Funds®, and Charles Schwab & Co., Inc. (“Schwab”), Member SIPC, the distributor for Schwab Funds, are separate but affiliated companies and subsidiaries of The Charles Schwab Corporation.

9. Schwab Bank Savings (SBS) is a money market deposit account (MMDA) established by your Plan at Charles Schwab Trust Bank (CSTB). The portion of Participant accounts allocated to SBS is eligible for Federal Deposit Insurance Corporation (FDIC) insurance up to \$250,000, subject to FDIC rules concerning aggregation of deposit accounts Participants hold in the same capacity with Charles Schwab Trust Bank. Participants are responsible for monitoring the total amount of deposits that they hold with Charles Schwab Trust Bank in self- directed retirement accounts, either directly or through an intermediary such as Charles Schwab & Co., Inc., in order to determine the extent of deposit insurance coverage available to them.

10. At the direction of the Plan Sponsor or Plan Administrator, Participants may have access to advice services that can provide Participants with a retirement savings and investment strategy for their Plan account, furnished by an independent registered investment advisor (“Advisor”). Recommendations are formulated and provided by the Advisor through an advice and managed accounts program, and can be accessed through workplace.schwab.com. The Advisor will select investment options appropriate for each Participant’s strategy from the investment options available under the Plan as selected by the Plan Sponsor, Plan Administrator, or other Plan fiduciary. The Advisor is not affiliated with or an agent of Schwab Retirement Plan Services, Inc. (SRPS); Charles Schwab & Co., Inc. (CS&Co.), a federally registered investment advisor; or their affiliates. Neither SRPS, CS&Co., nor their affiliates supervise, make recommendations with respect to, or take responsibility for monitoring the advice services provided to the Participants by the Advisor. Advice Consultants are registered representatives of CS&Co.; not employees of the Advisor, who may facilitate Participant access to the Advisor’s service, but do not provide investment advice or recommendations regarding the Advisor’s services. The term “personalized advice” refers to personal participant data such as age, salary, and Plan account balance, which will form the basis by which the Advisor will establish the Participant’s savings and investment recommendations. For plans that do not include a salary deferral feature, this service does not include a savings recommendation within the plan; references to savings strategy, savings recommendation, and annual savings adjustments are not applicable to these plans. Diversification and asset allocation strategies do not ensure a profit and cannot protect against losses in a declining market. **There is no guarantee a Participant’s savings and investment strategy will provide adequate income at or through their retirement. Projections and other information regarding the likelihood of various retirement income and/or investment outcomes are hypothetical in nature, do not reflect actual results, and are not guarantees of future results. Results may vary with each use and over time.** Advice services may include non-discretionary investment advice or discretionary investment advice and asset management through a managed account service. There is no additional cost for the non-discretionary investment advice provided, beyond the expenses imposed by the underlying investments and the standard fees paid to SRPS, CS&Co. and their affiliates for recordkeeping and related services. However, for Participants using the managed account service, an additional asset-based fee may be charged based on the Participant’s account balance for the discretionary management of their Plan account. For a complete list of investment options available under the Plan, as well as information pertaining to fees and expenses applicable to the Plan account, log in to workplace.schwab.com to find the most recent annual Fee and Investment Notice and any subsequent Change Notices under “History & Statements.” More information about fees and compensation that SRPS, CS&Co. and their affiliates receive are detailed in the Charles Schwab & Co., Inc. Advice Services Disclosure Brochures (Form ADV Part 2A). Participants should carefully consider information contained in the materials furnished at their employer’s direction regarding the services provided by SRPS and its affiliates and the Advisor, including information regarding compensation, affiliations, and potential conflicts.

11. At the direction of the Plan Sponsor or Plan Administrator, Participants may have access to Advisory Services offered by Morningstar Investment Management LLC, a registered investment adviser and subsidiary of Morningstar, Inc., that are intended for citizens or legal residents of the United States or its territories. Advisory Services include retirement savings and investment recommendations (“Recommendations”) offered as a point-in-time nondiscretionary service (“Advice”) and/or an ongoing discretionary asset management service (“Managed Accounts”). The Advisor Firm (“the Advisor”), an independent registered investment adviser chosen by the Plan Sponsor or Plan

Administrator, is solely responsible for the creation of the investment portfolios available to Participants through the Advisory Services. Morningstar Investment Management LLC is solely responsible for assigning Participants to an investment portfolio from those created by the Advisor and for other Recommendations provided through the Advisory Services. The Advisor and Morningstar Investment Management are not affiliated. The term "personalized advice" refers to personal participant data such as age, salary, and Plan account balance, which will form the basis by which the Advisor and Morningstar Investment Management will establish the Participant's retirement Plan account Recommendations. Morningstar Investment Management's Recommendations are formulated based on information provided and are limited to the investment options available under the Plan as selected by the Plan Sponsor, Plan Administrator, or other Plan Fiduciary. For plans that do not include a salary deferral feature, a savings rate recommendation will not be included. **Projections and other information regarding the likelihood of various retirement income and/or investment outcomes are hypothetical in nature, do not reflect actual results, and are not guarantees of future results. Results may vary with each use and over time. All investments involve risk, including the loss of principal. There can be no assurance that any financial strategy will be successful. Diversification and asset allocation strategies do not ensure a profit and cannot protect against losses in a declining market. There is no guarantee that a Participant's savings and investment strategy will provide adequate income at or through their retirement. Morningstar Investment Management does not guarantee that the results or objectives of their Recommendations will be achieved.** Neither the Advisor nor Morningstar Investment Management is affiliated with or an agent of Schwab Retirement Plan Services, Inc. (SRPS); Charles Schwab & Co., Inc. (CS&Co.), a federally registered investment advisor; or their affiliates. Neither SRPS, CS&Co., nor their affiliates supervise, make recommendations with respect to, or take responsibility for monitoring the Advisory Services. SRPS and CS&Co. are not fiduciaries or investment advisers with respect to the Advisory Services under ERISA, as amended, the Investment Advisers Act of 1940, or other law, rule, or regulation. Advice Consultants are registered representatives of CS&Co., not employees of the Advisor or Morningstar Investment Management. Advice Consultants may facilitate Participant access to the Advisory Services, but they do not provide investment advice or recommendations with respect to the Advisory Services. There is no additional cost for the Advice service beyond the expenses imposed by the underlying investments and the standard fees paid to SRPS, CS&Co., and their affiliates for recordkeeping and related services. However, there is a cost for the Managed Accounts service, an asset-based fee that may be charged to the Participant Plan account based on the Participant's account balance subject to the service. For a complete list of the investments available under the Plan, and any associated fees, visit workplace.schwab.com and click on "History & Statements," then "Statements & Reports," to view the latest annual Fee and Investment Notice and any subsequent Change Notices. Participants should carefully consider information contained in the materials furnished at their Plan Sponsor's or Plan Administrator's direction regarding the recordkeeping services provided by SRPS and its affiliates and the Advisory Services provided by Morningstar Investment Management and the Advisor, including information regarding compensation, affiliations, and potential conflicts. The Morningstar name and logo are registered marks of Morningstar, Inc.

12. Schwab Personal Choice Retirement Account® (PCRA) is offered through Charles Schwab & Co., Inc. (Member SIPC, sipc.org), a registered broker-dealer, as part of the Plan, with Plan recordkeeping services provided by Schwab Retirement Plan Services, Inc.

13. Data based on Schwab Retirement Plan Services internal reporting as of October 2018.

14. *The Impact of Managed Accounts on Participant Savings and Investment Decisions*, Morningstar Investment Management LLC, 2019. A total of 60,825 retirement plan participants were included in Morningstar Investment Management's study, "The Impact of Managed Accounts on Participant Savings and Investment Decisions". Participants were selected for use based on available information and various filters and include those participants that used the Morningstar Retirement Manager Managed Accounts service between the dates of January 5, 2007 and June 4, 2018.

Morningstar® Retirement ManagerSM is offered by Morningstar Investment Management LLC, a registered investment adviser and subsidiary of Morningstar, Inc., and is intended for citizens or legal residents of the United States or its territories. The Morningstar name and logo are registered marks of Morningstar, Inc. Investment advice generated by Morningstar Retirement Manager is based on information provided and limited to the investment options available in the defined contribution plan. Projections and other information regarding the likelihood of various retirement income and/or investment outcomes are hypothetical in nature, do not reflect actual results, and are not guarantees of future results. Results may vary with each use and over time.

In no way should any performance shown be considered indicative or a guarantee of the future performance of an actual defined contribution plan participant's portfolio with the same investment option or viewed as a substitute for an investment option recommended to an individual participant. Actual results of an individual participant may differ substantially from the historical performance shown for an investment option and may include an individual participant incurring a loss. Past performance is no guarantee of future results.

Performance returns were calculated using a time-weighted, geometrically linked rate of return formula. Returns for periods over one year are annualized.

Morningstar Investment Management does not guarantee that the results of their advice, recommendations, or the objectives of an investment option will be achieved.

In no way should the results of this analysis be considered indicative or a guarantee of the future performance of an actual participant using Morningstar Retirement Manager or considered indicative of the actual performance achieved by an individual participant using Morningstar Retirement Manager.

To download the full research paper, please go to: <https://www.morningstar.com/lp/impact-of-managed-accounts>.

The amount of annual income a participant could receive in retirement was determined by calculating the expected geometric return for each participant's portfolio prior to and after using the Morningstar Retirement Manager managed accounts service using the portfolio's asset class exposures. The difference between these results was then projected forward to the participant's assumed retirement at age 65. Participants are grouped by (i) age, (ii) Self-Directors versus Allocation-Fund Users, (iii) whether they are "on track" or "off track" for meeting the retirement goal, and (iv) annual managed account investment management fee. Each portfolio's fund allocation and the participant's savings rate is assumed to remain constant over time and a retirement age of 65 is assumed. In reality, these would likely change over time and would differ by individual participants.

For this calculation, forty (40) basis points was used as a proxy for the average fee assessed by a managed account provider. This analysis does not account for all portfolio costs such as fees, taxes, or expenses other than the annual investment management fee. If included, these fees would lower the potential amount of additional wealth at retirement shown in this analysis.

Overall, an average 25- to 34-year-old participant in this scenario could potentially realize an additional \$5,548 in annual retirement income. (In this age group, Not-on-Track Self-Directors could realize an additional \$8,212 by enrolling in managed accounts; Not-on-Track Allocation-Fund Users could realize an additional \$3,279, and On-Track Self-Directors could realize an additional \$3,418. On-Track Allocation-Fund Users were found to potentially realize \$496 less by using managed accounts than by using an Allocation Fund.)

The average amount a participant could realize in annual retirement income by enrolling in managed accounts with an annual 40 basis point investment management fee varies across age groups, with an average 35- to 44-year-old having the potential to realize an additional \$2,566 and an average 45- to 54-year-old has the potential to realize an additional \$690. A 55- to 65-year-old could potentially realize \$66 less by using managed accounts.

15. See note 13 above.

16. Schwab Retirement Plan Services' 2019 401(k) Participant Study, March 2019. This online survey of U.S. 401(k) participants was conducted by Logica Research for Schwab Retirement Plan Services, Inc. Logica Research is neither affiliated with, nor employed by, Schwab Retirement Plan Services, Inc. The survey is based on 1,000 interviews and has a 3% margin of error at the 95% confidence level. Survey respondents worked for companies with at least 25 employees, were current contributors to their 401(k) plans and were 25-70 years old. Survey respondents were not asked to indicate whether they had 401(k) accounts with Schwab Retirement Plan Services, Inc. All data is self-reported by study participants and is not verified or validated. Respondents participated in the study between March 19 and March 29, 2019.

17. See note 14 above.

18. See note 10 above.

19. See note 10 above.

20. The My Retirement Progress™ percentage is calculated by Schwab Retirement Plan Services, Inc. (SRPS), based on estimated monthly income projections in retirement using contributions and investment data and assumptions which include, but are not limited to, current retirement plan balance and contribution rate, planned retirement age and estimated years in retirement, and an estimated retirement income goal which is based on 100% of annual before-tax salary less retirement plan contributions. SRPS then expresses the potential gap a participant may have between the estimated monthly income projections versus the income a participant may need in retirement as a percentage of income replacement. These projections are made available to the participant as part of the retirement plan recordkeeping and related services provided to the Plan by SRPS. **Projections and other information regarding the likelihood of various retirement income and/or investment outcomes are hypothetical in nature, do not reflect actual results, and are not guarantees of future results. Results may vary with each use and over time.** The Peer Comparisons are calculated and based on data from SRPS's record-kept corporate defined contribution and defined benefit plans. Not all plans may offer Peer Comparison. To obtain more information about how the percentage is calculated or to provide additional information that can impact My Retirement Progress calculations visit workplace.schwab.com or call 800-724-7526.

21. Please be aware that brokerage products and services provided by Charles Schwab & Co., Inc. (CS&Co., "Schwab") (Member SIPC, sipc.org) through Schwab branches are separate and distinct from the services offered through your retirement plan serviced by Schwab Retirement Plan Services, Inc. (SRPS). Any fees incurred for non-plan-related CS&Co. products or services provided by the Schwab branches will be incurred by the individual investor and not be paid by your retirement plan or Plan Sponsor. SRPS and CS&Co. are separate but affiliated companies and subsidiaries of The Charles Schwab Corporation.

22. See note 21 above.

23. "Schwab" refers to Charles Schwab & Co., Inc. To learn more, please read the full Security Guarantee at schwab.com/guarantee and visit workplace.schwab.com/public/workplace/nn/legal-compliance/schwabsafe.

Brokerage Products: Not FDIC-Insured • No Bank Guarantee • May Lose Value

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Outcomes not guaranteed.

Our commitment to you

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