

Participant Information - All Information is Required

Participant Name _____ Email Address _____

Company Name INDUSTRIAL REALTY GROUP LLC Phone Number _____

Date of Birth ____/____/____ Date of Hire ____/____/____ SSN: XXX-XX-_____

Important: Does your rollover contain Roth Contributions? Yes NoIf **no**, skip to Investment Selection Information, then review and sign the remainder of the form.If **yes**, complete all information below. Your Roth rollover cannot be processed without this information.

Establishment Date (date of first Roth deferral) ____/____/____

Contribution Amount \$_____ plus Earnings Amount \$_____ equals Total Check Amount \$_____

*Note: Only plans that permit employees to make Roth 401(k) salary deferrals may accept Roth 401(k) rollovers. Refer to the General Information Sheet/Summary Plan Description or contact your plan administrator to determine if your plan accepts Roth 401(k) rollovers.*Important: Is this a COVID-19 Repayment distribution? Yes NoIf Yes, Is this from your current employer's plan or a previous employer's plan? Current Previous**Investment Selection Information**

- If you have made investment selections in your company's 401(k) retirement plan with Paychex, your rollover funds will be invested according to your current fund allocations.
- If you have **not** made investment selections and are currently eligible to participate in your company's plan, select funds by accessing the Paychex 401(k) participant website at <http://www.paychexflex.com>.
- If you have not made investment selections prior to your rollover being processed, your funds will be invested in the Participant Default Fund within your company's plan.

Important Information Regarding your Rollover

- Receipt of this form by Paychex does not initiate the rollover of prior plan assets. You must contact your prior plan administrator to initiate the transfer of assets to Paychex.
- If you are not yet eligible to participate in your company's plan, you may roll funds into the plan. However, a loan from the rollover balance is not available until you are eligible to participate in the plan.
- Funds rolled into the plan become subject to the terms of the plan.
- Your rollover check must be payable to "Paychex FBO Participant Name/Last 4 digits of Social Security Number".

Authorization

I hereby certify that this rollover represents a distribution from a qualified retirement plan, and that I understand the terms of the plan as they apply to my rollover account. The authorization set forth in this form shall become effective at the earliest time permitted by the terms of the plan. I acknowledge that I have received and reviewed the Fee Disclosure Statement for Participants.

If selected above as a COVID-19 Repayment Distribution as described in the Coronavirus, Aid, Relief and Economic Security (CARES) Act and that this amount is being recontributed within a three-year period beginning on the day after the date that I received the distribution, I understand that it is solely my responsibility for determining my eligibility for this recontribution under the CARES Act and for all related tax consequences.

Participant Signature: _____

Date: ____/____/____

Electronic Signatures are not accepted

Fax this form to:
585-389-7878

Using FedEX, UPS or USPS (Signature of Certified Mail with Tracking):
PNC Bank C/O Paychex Retirement Services
Attn: Lockbox 844815
20 Commerce Way, Suite 800
Woburn, MA 01801 - 1057

Using Regular Mail (No Tracking or Signature Required):
Paychex Retirement Services
PO Box 844815
Boston, MA 02284 - 4815

Note: Failure to send overnight or signature required mail to the appropriate address may result in the delay of processing of your request, as the check will be returned to sender.

Fee Disclosure Statement for Participants of the INDUSTRIAL REALTY GROUP LLC 401(k) Profit Sharing Plan & Trust

Overview

As a participant in the retirement plan sponsored by your employer, you are entitled to know the fees and expenses incurred to operate the plan that are paid by participant assets. The Employee Retirement Income Security Act of 1974, as amended ("ERISA"), requires that the plan administrator provide the disclosures of these fees to you, on or before the date you can first direct your investments, and annually thereafter.

The disclosure of fees is intended to make you aware of the rights and responsibilities associated with the options made available under the plan so that you may make informed decisions regarding the management of your account.

The types of information that must be disclosed are both plan-related and investment-related. Plan-related information includes general operational and identifying information, administrative expenses, and individual expenses. Investment-related information is included on a separate chart which details the fee information of the investment alternatives made available by the plan.

Part One: General Plan Information

Enrollment

Participants and beneficiaries can enroll and make investment changes at any time once eligible to participate in the plan. They can enroll via the internet or by completing an Enrollment/Change Form and either faxing or mailing it to Paychex.

- <http://www.paychexflex.com>

- Fax: 585-389-7252

- Mail correspondence:

Attn: 401(k) Participant Support

1175 John St., West Henrietta, NY 14586

Plan Investment Changes

There are no limitations on the frequency of when investment changes may be made; however, there may be fees associated with such changes. Review the attached Investment Chart or the fund's prospectus for additional information.

Voting of Proxy

The plan administrator shall have responsibility for instructing the trustee as to voting and the tendering of shares relating to assets held by the trust, by proxy or in person, except to the extent such responsibility is delegated to another person, under the terms of the plan or under an agreement between the adopting employer and an investment manager, in which case such persons shall have such responsibility.

Asset Management

Your employer has selected the following financial professional to assist with the management of plan assets: KRISTOFER GRAY, 800-794-4015.

Part Two: Administrative Expenses

Administrative expenses for such duties as recordkeeping, accounting, tax form preparation, and legal fees may be paid by the employer or by the plan. Your employer also has the option to be reimbursed by the plan for expenses they have paid. Fees paid with plan assets will be deducted pro-rata based on account balances and specified on your quarterly participant benefit statement as a plan administration expense.

Paychex charges administrative fees for the services provided to the plan which may be paid either by your employer or by plan assets. In the event your employer elects to have fees paid by plan assets the fees will be deducted pro-rata based on the account balances and will be specified on your quarterly participant benefit statement as Plan Administration Fee. Paychex administrative expenses include monthly fees, per participant fees, setup fees, and, when an employer selects specific service offerings or other features, an annual account fee which is charged against plan assets.

Certain Paychex administrative fees may be paid from plan assets if elected by the plan administrator. Certain restrictions may apply. You may contact your plan administrator to determine whether administrative fees are paid from plan assets. If this applies, the fees are charged against participant accounts pro-rata based on account balance. Over the previous 12 months, Paychex administrative fees paid from assets totaled \$1,148.06.

Paychex returns any payments which Paychex would have received from the investments in the Plan's lineup pro-rata to the Plan and assesses an annual account fee against the Plan assets. The annual account fee is currently 10.00 bps. Basis points (bps) are a unit of measurement equal to 1/100th of 1% (e.g., 40 bps = .40%=.004).

Quarterly Plan Document Maintenance Fee of \$30 will be paid by the employer or the plan. Quarterly Plan Document Maintenance Fees paid with plan assets will be deducted pro rata based on account balances and specified on your quarterly participant benefit statement.

In the event that the employer decides to transfer plan assets attributable to its eligible employees to a new service provider, there may be a plan transfer fee charged for services associated with the transfer process. The employer could determine to pay the expense with plan assets. If the expense is paid by plan assets, it will be deducted on a pro-rata basis from all account balances, and the portion applied to your account will be reflected on your quarterly participant benefit statement.

A registered investment advisor, KRISTOFER GRAY, 800-794-4015, manages the assets of the plan based on direction from the plan administrator. The annual fee is 0.9996% of plan assets paid on a Monthly basis and charged against participant accounts pro-rata based on account balance.

The actual fee(s) for administrative expenses assessed against your account will be specified on your quarterly participant benefit statement.

Part Three: Individual Expenses

The following expenses may be charged against your account as set forth below. The actual fee(s) for any individual expenses assessed will be listed on your quarterly participant benefit statement.

Type of Fee	Description	Amount
Loan Fee	Fee charged for the initial processing of a loan request including preparation of amortization schedule.	\$175 general purpose loan \$325 primary residence loan
Distribution Fee	Fee charged for processing a distribution of plan assets.	\$75

Type of Fee	Description	Amount
Wire/ACH Fee	Fee charged for sending loans and distributions as an automated clearing house (ACH) transaction or via wire transfer.	\$18
Stale Check Fee	Fees charged to participants who fail to cash their distribution check by Paychex and third-party vendor. The amount of the fee depends on the services that are necessary to locate the participant.	\$75 - Stale Check Processing to remit to Third-party vendor.
Participant Search Fee	Fee charged in event participant fails to request distribution during a plan termination and search is performed to determine current address.	\$65
Check Reissue Fee	Fee charged for requiring a change in the method of distribution from cash to rollover or vice versa.	\$75
Front/Back-End Load Fee	Sales charge or commission to compensate a sales intermediary, such as a broker or financial advisor, for their time and expertise in selecting an appropriate investment option for the investor.	None/waived
Redemption Fee	A fee assessed by an investment company to discourage short-term in and out trading of mutual fund shares. Redemption fees are credited directly to the investments' assets, not to the investment company. They are quoted as a percentage of sale proceeds sold within a specified period of time.	Refer to Section II, Fee and Expense Information of the Investment Chart.
Qualified Domestic Relations Order (QDRO) Processing Fee	Fee charged to the Participant for calculation and division of individual Participants Plan assets pursuant to a QDRO.	\$500 or as set forth on the QDRO determination of status paperwork.

Investment Chart

This chart includes important information to help you compare the investment options under your retirement plan. Additional information about your investment options and hardcopies can be obtained via the investment option's Web site(s) listed in the chart or by contacting John Mase at 11111 SANTA MONICA BLVD STE 800, LOS ANGELES, CA 90025-6395, 562-803-4761.

The investment options available within the plan may include certain trading guidelines, imposed by the Investment Company, that restrict or limit the frequency in which purchase, transfer or withdrawals may be made. Any restrictions or limitations are identified in Section II of the Investment Chart under the Shareholder-Type Fees section. This information may also be found in each investment option's prospectus, where applicable, or on the investment option's website.

Section I. Performance Information

The Variable Return Investments table focuses on the performance of investment options that do not have a fixed or stated rate of return. This table shows how these options have performed over time and allows you to compare them with an appropriate benchmark for the same time periods. Past performance does not guarantee how the investment option will perform in the future. Your investment in these options could lose money. Information about an option's principal risks is available on the Web site(s).

Variable Return Investments

Name/ Type of Option	Ticker Symbol	Average Annual Total Return as of 12/31/21				Benchmark				
		1yr.	5yr.	10yr.	Since Inception	1yr.	5yr.	10yr.	Since Inception	
Bond Funds										
AMERICAN CENTURY ZERO COUPON 2025 INV/ Long Government	BTTRX	0.53%	4.95%	3.63%	8.41%	(2.28%)	3.07%	2.14%	4.49%	Bloomberg US Government TR USD
DELAWARE CORPORATE BOND INST/ Corporate Bond	DGCIX	(0.66%)	5.90%	5.42%	6.59%	(1.04%)	5.26%	4.70%	5.60%	Bloomberg US Corp Bond TR USD
FEDERATED HERMES INSTITUTIONAL HIGH YIELD BOND INSTL/ High Yield Bond	FIHBX	4.79%	5.86%	6.65%	8.26%	5.36%	6.10%	6.72%	8.53%	ICE BofA US High Yield TR USD
INVESCO INTERNATIONAL BOND Y/ World Bond	OIBYX	(10.00%)	2.35%	2.18%	4.67%	(4.71%)	3.36%	1.77%	3.39%	Bloomberg Global Aggregate TR USD
VANGUARD INFLATION PROTECTED SECURITIES ADM/ Inflation Protected Bond	VAIPX	5.68%	5.18%	2.98%	4.19%	5.96%	5.34%	3.09%	4.33%	Bloomberg US Treasury US TIPS TR USD

Name/ Type of Option	Ticker Symbol	Average Annual Total Return as of 12/31/21				Benchmark				
		1yr.	5yr.	10yr.	Since Inception	1yr.	5yr.	10yr.	Since Inception	
VANGUARD INTERM TERM TREASURY ADML/ Intermediate Government	VFIUX	(2.19%) www.vanguard.com	2.99%	2.19%	4.40%	(2.28%)	3.07%	2.14%	3.97%	Bloomberg US Government TR USD
VANGUARD LONG TERM US TREASURY INV/ Long Government	VUSTX	(4.73%) www.vanguard.com	6.50%	4.40%	7.47%	(4.57%)	6.53%	4.53%	7.65%	Bloomberg US Government Long TR USD
VANGUARD SHORT TERM FEDERAL ADMN/ Short Government	VSGDX	(0.49%) www.vanguard.com	2.05%	1.48%	2.99%	(0.60%)	1.62%	1.10%	2.48%	Bloomberg US Govt 1-3 Yr TR USD
VANGUARD TOTAL BOND MARKET INDEX ADML/ Intermediate - Term Bond	VBTLX	(1.67%) www.vanguard.com	3.58%	2.86%	4.08%	(1.54%)	3.57%	2.90%	4.19%	Bloomberg US Agg Bond TR USD
Equity Funds										
AMERICAN CENTURY GLOBAL GOLD INV/ Equity Precious Metals	BGEIX	(8.86%) www.americancentury.com	8.88%	(3.30%)	2.64%	14.33%	14.55%	2.82%	N/A	MSCI World/Metals & Mining NR USD
AMERICAN CENTURY HERITAGE INV/ Mid - Cap Growth	TWHIX	11.10% www.americancentury.com	19.91%	15.67%	12.35%	12.73%	19.83%	16.63%	12.05%	Russell Mid Cap Growth TR USD
AMG YACKTMAN I/ Large Blend	YACKX	19.63% www.amg.com	14.52%	12.60%	10.89%	25.16%	11.16%	12.97%	10.21%	Russell 1000 Value TR USD
BLACKROCK GLOBAL ALLOCATION INST/ World Allocation	MALOX	6.73% www.blackrock.com	9.84%	7.88%	9.83%	9.31%	10.23%	8.44%	N/A	Morningstar Gbl Allocation TR USD
BLACKROCK LATIN AMERICA INST/ Latin America Stock	MALTX	(15.43%) www.blackrock.com	0.61%	(2.69%)	4.93%	(8.09%)	1.47%	(2.17%)	N/A	MSCI EM Latin America NR USD

Name/ Type of Option	Ticker Symbol	Average Annual Total Return as of 12/31/21				Benchmark			
		1yr.	5yr.	10yr.	Since Inception	1yr.	5yr.	10yr.	Since Inception
BNY MELLON TECHNOLOGY GROWTH I/ Technology	DGVRX	12.88%	27.79%	20.12%	8.94%	34.42%	31.62%	23.29%	9.85%
		www.dreyfus.com				Morningstar US Technology TR USD			
DODGE & COX INTERNATIONAL STOCK/ Foreign Large Blend	DODFX	11.03%	7.19%	7.58%	7.14%	10.46%	6.00%	5.29%	5.18%
		www.dodgeandcox.com				MSCI ACWI Ex USA Value NR USD			
FIDELITY DIVIDEND GROWTH/ Large Blend	FDGFX	28.03%	13.42%	13.42%	10.90%	25.16%	11.16%	12.97%	9.97%
		www.fidelity.com				Russell 1000 Value TR USD			
FRANKLIN GROWTH ADVISOR/ Large Growth	FCGAX	22.10%	21.14%	17.31%	10.34%	27.60%	25.32%	19.79%	10.34%
		www.franklintempleton.com				Russell 1000 Growth TR USD			
FRANKLIN NATURAL RESOURCES ADVISOR/ Natural Resources	FNRA	36.26%	(1.91%)	(2.92%)	4.33%	39.94%	1.27%	1.27%	5.72%
		www.franklintempleton.com				S&P North American Natural Resources TR			
JPMORGAN MID CAP VALUE L/ Mid - Cap Value	FLMVX	30.08%	10.68%	13.03%	12.39%	28.34%	11.22%	13.44%	10.10%
		www.jpmorganfunds.com				Russell Mid Cap Value TR USD			
MAINSTAY S&P 500 INDEX I/ Large Blend	MSPIX	28.37%	18.17%	16.21%	10.92%	26.45%	18.43%	16.54%	11.46%
		www.nylim.com				Russell 1000 TR USD			
MFS UTILITIES R4/ Utilities	MMUJX	14.17%	12.05%	10.03%	10.25%	17.95%	11.38%	11.14%	9.71%
		www.mfs.com				S&P 1500 Utilities TR			
NORTHERN EMERGING MARKETS EQUITY INDEX/ Diversified Emerging Markets	NOEMX	(3.35%)	9.43%	5.07%	4.19%	(2.54%)	9.87%	5.49%	4.94%
		www.northernfunds.com				MSCI EM NR USD			
PEAR TREE PANAGORA EMERGING MARKETS INSTL/ Diversified Emerging Markets	QEMAX	(1.74%)	11.32%	5.87%	6.97%	(2.54%)	9.87%	5.49%	N/A
		www.quantfunds.com				MSCI EM NR USD			

Name/ Type of Option	Ticker Symbol	Average Annual Total Return as of 12/31/21				Benchmark			
		1yr.	5yr.	10yr.	Since Inception	1yr.	5yr.	10yr.	Since Inception
ROYCE PENNSYLVANIA MUTUAL INVESTMENT/ Small Blend	PENNX	22.05%	13.10%	12.30%	11.83%	14.82%	12.02%	13.23%	N/A
		www.roycefunds.com				Russell 2000 TR USD			
SCHWAB HEALTH CARE/ Health	SWHFX	23.29%	15.39%	15.71%	10.24%	24.85%	17.70%	17.44%	9.16%
		www.schwab.com				S&P 1500 Health Care TR			
T. ROWE PRICE FINANCIAL SERVICES/ Financial	PRISX	37.81%	15.10%	16.33%	10.44%	34.55%	12.73%	15.97%	8.00%
		www.troweprice.com				S&P 1500 Financials TR			
T. ROWE PRICE MEDIA & TELECOMMUNICAT IONS/ Communications	PRMTX	9.68%	24.13%	20.36%	15.78%	21.33%	11.34%	11.50%	N/A
		www.troweprice.com				S&P 1500 Commun Services TR			
TEMPLETON GLOBAL SMALLER COMPANIES ADV/ World Stock	TGSAX	15.44%	11.13%	10.35%	6.92%	16.24%	12.53%	11.53%	8.25%
		www.franklintempleton.com				MSCI ACWI SMID NR USD			
TIAA-CREF SOCIAL CHOICE EQUITY INST/ Large Blend	TISCX	26.46%	17.98%	15.75%	7.79%	26.45%	18.43%	16.54%	7.94%
		www.tiaa-cref.org				Russell 1000 TR USD			
VANGUARD EQUITY INCOME ADML/ Large Value	VEIRX	25.64%	12.67%	13.23%	8.85%	25.16%	11.16%	12.97%	7.99%
		www.vanguard.com				Russell 1000 Value TR USD			
VANGUARD GLOBAL EQUITY INV/ World Stock	VHGEX	13.13%	15.65%	13.35%	9.69%	18.54%	14.40%	11.85%	N/A
		www.vanguard.com				MSCI ACWI NR USD			
VANGUARD GROWTH INDEX ADML/ Large Growth	VIGAX	27.26%	24.77%	19.29%	9.11%	27.60%	25.32%	19.79%	8.57%
		www.vanguard.com				Russell 1000 Growth TR USD			
VANGUARD LIFESTRATEGY CONSERVATIVE GROWTH INV/ Allocation 30 - 50% Equity	VSCGX	6.05%	8.05%	7.09%	7.07%	6.36%	8.11%	6.85%	N/A
		www.vanguard.com				Morningstar Mod Con Tgt Risk TR USD			

Name/ Type of Option	Ticker Symbol	Average Annual Total Return as of 12/31/21				Benchmark			
		1yr.	5yr.	10yr.	Since Inception	1yr.	5yr.	10yr.	Since Inception
VANGUARD LIFESTRATEGY GROWTH INV/ Allocation 70 - 85% Equity	VASGX	14.35%	12.53%	11.12%	8.66%	14.04%	12.03%	10.60%	N/A
		www.vanguard.com				Morningstar Mod Agg Tgt Risk TR USD			
VANGUARD LIFESTRATEGY INCOME INV/ Allocation 15 - 30% Equity	VASIX	1.92%	5.70%	4.98%	6.18%	2.26%	5.70%	4.57%	N/A
		www.vanguard.com				Morningstar Con Tgt Risk TR USD			
VANGUARD LIFESTRATEGY MODERATE GROWTH INV/ Allocation 50 - 70% Equity	VSMGX	10.08%	10.30%	9.12%	7.99%	10.19%	10.07%	8.75%	N/A
		www.vanguard.com				Morningstar Mod Tgt Risk TR USD			
VANGUARD MID CAP GROWTH INDEX ADML/ Mid - Cap Growth	VMGMX	20.48%	20.05%	16.45%	16.34%	12.73%	19.83%	16.63%	16.67%
		www.vanguard.com				Russell Mid Cap Growth TR USD			
VANGUARD MID CAP VALUE INDEX ADML/ Mid - Cap Value	VMVAX	28.76%	11.61%	13.57%	14.18%	28.34%	11.22%	13.44%	14.01%
		www.vanguard.com				Russell Mid Cap Value TR USD			
VANGUARD REAL ESTATE INDEX ADML/ Real Estate	VGSLX	40.40%	11.24%	11.51%	11.14%	43.05%	10.57%	11.21%	10.92%
		www.vanguard.com				S&P United States REIT TR USD			
VANGUARD SMALL CAP GROWTH INDEX ADML/ Small Growth	VSGAX	5.70%	16.90%	14.83%	15.28%	2.83%	14.53%	14.14%	14.61%
		www.vanguard.com				Russell 2000 Growth TR USD			
VANGUARD SMALL CAP INDEX ADML/ Small Blend	VSMAX	17.73%	13.49%	14.16%	10.05%	14.82%	12.02%	13.23%	9.05%
		www.vanguard.com				Russell 2000 TR USD			
VANGUARD TARGET RETIREMENT 2020 INV/ Target Date 2020	VTWNX	8.17%	9.26%	8.71%	6.93%	9.04%	9.47%	8.38%	7.06%
		www.vanguard.com				Morningstar Lifetime Mod 2020 TR USD			

Name/ Type of Option	Ticker Symbol	Average Annual Total Return as of 12/31/21				Benchmark			
		1yr.	5yr.	10yr.	Since Inception	1yr.	5yr.	10yr.	Since Inception
VANGUARD TARGET RETIREMENT 2025 INV/ Target Date 2025	VTTVX	9.80%	10.35%	9.60%	7.47%	10.10%	10.22%	9.24%	8.42%
		www.vanguard.com				Morningstar Lifetime Mod 2025 TR USD			
VANGUARD TARGET RETIREMENT 2030 INV/ Target Date 2030	VTHRX	11.38%	11.23%	10.36%	7.64%	11.69%	11.07%	10.13%	7.76%
		www.vanguard.com				Morningstar Lifetime Mod 2030 TR USD			
VANGUARD TARGET RETIREMENT 2035 INV/ Target Date 2035	VTTHX	12.96%	12.06%	11.10%	8.30%	13.63%	11.85%	10.83%	9.17%
		www.vanguard.com				Morningstar Lifetime Mod 2035 TR USD			
VANGUARD TARGET RETIREMENT 2040 INV/ Target Date 2040	VFORX	14.56%	12.88%	11.69%	8.31%	15.35%	12.42%	11.23%	8.30%
		www.vanguard.com				Morningstar Lifetime Mod 2040 TR USD			
VANGUARD TARGET RETIREMENT 2050 INV/ Target Date 2050	VFIFX	16.41%	13.62%	12.07%	8.58%	16.60%	12.75%	11.33%	8.36%
		www.vanguard.com				Morningstar Lifetime Mod 2050 TR USD			
VANGUARD TARGET RETIREMENT INCOME INV/ Target Date Retirement	VTINX	5.25%	6.85%	5.88%	5.62%	7.62%	7.43%	6.08%	6.24%
		www.vanguard.com				Morningstar Lifetime Mod Incm TR USD			
VANGUARD TOTAL STOCK MARKET INDEX ADML/ Large Blend	VTSAX	25.71%	17.98%	16.29%	8.61%	26.45%	18.43%	16.54%	8.40%
		www.vanguard.com				Russell 1000 TR USD			
VANGUARD VALUE INDEX ADML/ Large Value	VVIAX	26.49%	12.52%	13.74%	7.54%	25.16%	11.16%	12.97%	7.78%
		www.vanguard.com				Russell 1000 Value TR USD			

Name/ Type of Option	Ticker Symbol	Average Annual Total Return as of 12/31/21				Benchmark			
		1yr.	5yr.	10yr.	Since Inception	1yr.	5yr.	10yr.	Since Inception
VANGUARD WELLESLEY INCOME ADML/ Allocation 30 - 50% Equity	VWIAX	8.57%	8.09%	7.73%	7.20%	6.36%	8.11%	6.85%	6.16%
		www.vanguard.com				Morningstar Mod Con Tgt Risk TR USD			
Money Market Funds									
FIDELITY GOVERNMENT MONEY MARKET/ Money Market	SPAXX	0.01%	0.82%	0.42%	2.58%	0.17%	1.40%	0.89%	N/A
		www.fidelity.com				ICE BofA USD 3M Dep OR CM TR USD			

N/A- Please refer to the fact sheets on <http://www.paychexflex.com> by selecting Research Funds from your Home Page and clicking on the name of the investment option.

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Section II. Fee and Expense Information

The Fees and Expenses table shows fee and expense information for the investment options listed in the Variable Return Investments table. It lists the Total Annual Operating Expenses of the options in the Variable Return Investments table. Total Annual Operating Expenses are expenses that reduce the rate of return of the investment option. This table also shows Shareholder-Type Fees. These fees are in addition to Total Annual Operating Expenses. A portion of the expense ratio may be returned to Paychex or its subsidiaries in the form of revenue sharing. If an employer has elected the return of concessions feature for its plan the revenue share that would be returned to Paychex or its subsidiaries is returned directly to the participant who incurred the fee charged by the investment and an annual account fee is charged against plan assets. Administrative fees including annual account fees, may be paid directly by your employer or by the Plan as described in Part Two.

Fees and Expenses

Name/ Type of Option	Ticker Symbol	Total Annual Operating Expenses As a %*	Per \$1000	Shareholder- Type Fees	Round Trip Period **	Restriction Frequency ***	Restricted Trading Period ****
Bond Funds							
AMERICAN CENTURY ZERO COUPON 2025 INV/ Long Government	BTTRX	0.54%	\$ 5.40	N/A	7 Days	1 in 1 Years	N/A
Additional Description: None							
DELAWARE CORPORATE BOND INST/ Corporate Bond	DGCIX	0.57%	\$ 5.70	N/A	20 Days	1 in 90 Days	N/A
Additional Description: None							
FEDERATED HERMES INSTITUTIONAL HIGH YIELD BOND INSTL/ High Yield Bond	FIHBX	0.50%	\$ 5.00	N/A	30 Days	2 in 12 Months	N/A
Additional Description: None							
INVESCO INTERNATIONAL BOND Y/ World Bond	OIBYX	0.76%	\$ 7.60	N/A	N/A	N/A	N/A
Additional Description: None							

Name/ Type of Option	Ticker Symbol	Total Annual Operating Expenses As a %*	Per \$1000	Shareholder- Type Fees	Round Trip Period **	Restriction Frequency ***	Restricted Trading Period ****
VANGUARD INFLATION PROTECTED SECURITIES ADM/ Inflation Protected Bond	VAIPX	0.10%	\$ 1.00	N/A	30 Days	1 in 30 Days	30 Days
Additional Description: None							
VANGUARD INTERM TERM TREASURY ADML/ Intermediate Government	VFIUX	0.10%	\$ 1.00	N/A	30 Days	1 in 30 Days	30 Days
Additional Description: None							
VANGUARD LONG TERM US TREASURY INV/ Long Government	VUSTX	0.20%	\$ 2.00	N/A	30 Days	1 in 30 Days	30 Days
Additional Description: None							
VANGUARD SHORT TERM FEDERAL ADMN/ Short Government	VSGDX	0.10%	\$ 1.00	N/A	30 Days	1 in 30 Days	30 Days
Additional Description: None							
VANGUARD TOTAL BOND MARKET INDEX ADML/ Intermediate - Term Bond	VBTLX	0.05%	\$ 0.50	N/A	30 Days	1 in 30 Days	30 Days
Additional Description: None							
Equity Funds							
AMERICAN CENTURY GLOBAL GOLD INV/ Equity Precious Metals	BGEIX	0.67%	\$ 6.70	N/A	7 Days	1 in 1 Years	N/A
Additional Description: None							

Name/ Type of Option	Ticker Symbol	Total Annual Operating Expenses As a %*	Per \$1000	Shareholder- Type Fees	Round Trip Period **	Restriction Frequency ***	Restricted Trading Period ****
AMERICAN CENTURY HERITAGE INV/ Mid - Cap Growth	TWHIX	1.00%	\$ 10.00	N/A	7 Days	1 in 1 Years	N/A
Additional Description: None							
AMG YACHTMAN I/ Large Blend	YACKX	0.74%	\$ 7.40	N/A	N/A	N/A	N/A
Additional Description: None							
BLACKROCK GLOBAL ALLOCATION INST/ World Allocation	MALOX	0.82%	\$ 8.20	N/A	N/A	N/A	N/A
Additional Description: None							
BLACKROCK LATIN AMERICA INST/ Latin America Stock	MALTX	1.44%	\$ 14.40	N/A	N/A	N/A	N/A
Additional Description: None							
BNY MELLON TECHNOLOGY GROWTH I/ Technology	DGVRX	0.93%	\$ 9.30	N/A	60 Days	4 in 12 Months	N/A
Additional Description: None							
DODGE & COX INTERNATIONAL STOCK/ Foreign Large Blend	DODFX	0.63%	\$ 6.30	N/A	N/A	N/A	N/A
Additional Description: None							
FIDELITY DIVIDEND GROWTH/ Large Blend	FDGFX	0.49%	\$ 4.90	N/A	30 Days	3 in 12 Months	85 Days
Additional Description: None							
FRANKLIN GROWTH ADVISOR/ Large Growth	FCGAX	0.54%	\$ 5.40	N/A	N/A	N/A	N/A
Additional Description: None							

Name/ Type of Option	Ticker Symbol	Total Annual Operating Expenses As a %*	Per \$1000	Shareholder- Type Fees	Round Trip Period **	Restriction Frequency ***	Restricted Trading Period ****
FRANKLIN NATURAL RESOURCES ADVISOR/ Natural Resources	FNRAX	1.00%	\$ 10.00	N/A	N/A	N/A	N/A
Additional Description: None							
JPMORGAN MID CAP VALUE L/ Mid - Cap Value	FLMVX	0.75%	\$ 7.50	N/A	N/A	1 in 60 Days	90 Days
Additional Description: None							
MAINSTAY S&P 500 INDEX I/ Large Blend	MSPIX	0.25%	\$ 2.50	N/A	N/A	N/A	N/A
Additional Description: None							
MFS UTILITIES R4/ Utilities	MMUJX	0.74%	\$ 7.40	N/A	N/A	2 in 3 Months	N/A
Additional Description: None							
NORTHERN EMERGING MARKETS EQUITY INDEX/ Diversified Emerging Markets	NOEMX	0.30%	\$ 3.00	N/A	N/A	2 in 3 Months	N/A
Additional Description: None							
PEAR TREE PANAGORA EMERGING MARKETS INSTL/ Diversified Emerging Markets	QEMAX	1.10%	\$ 11.00	N/A	N/A	N/A	N/A
Additional Description: None							
ROYCE PENNSYLVANIA MUTUAL INVESTMENT/ Small Blend	PENNXX	0.95%	\$ 9.50	N/A	30 Days	N/A	N/A
Additional Description: None							

Name/ Type of Option	Ticker Symbol	Total Annual Operating Expenses As a %*	Per \$1000	Shareholder- Type Fees	Round Trip Period **	Restriction Frequency ***	Restricted Trading Period ****
SCHWAB HEALTH CARE/ Health	SWHFX	0.80%	\$ 8.00	N/A	N/A	N/A	N/A
Additional Description: None							
T. ROWE PRICE FINANCIAL SERVICES/ Financial	PRISX	0.89%	\$ 8.90	N/A	N/A	N/A	N/A
Additional Description: None							
T. ROWE PRICE MEDIA & TELECOMMUNICAT IONS/ Communications	PRMTX	0.75%	\$ 7.50	N/A	N/A	N/A	N/A
Additional Description: None							
TEMPLETON GLOBAL SMALLER COMPANIES ADV/ World Stock	TGSAX	1.06%	\$ 10.60	N/A	N/A	N/A	N/A
Additional Description: None							
TIAA-CREF SOCIAL CHOICE EQUITY INST/ Large Blend	TISCX	0.18%	\$ 1.80	N/A	60 Days	N/A	N/A
Additional Description: None							
VANGUARD EQUITY INCOME ADML/ Large Value	VEIRX	0.19%	\$ 1.90	N/A	30 Days	1 in 30 Days	30 Days
Additional Description: None							
VANGUARD GLOBAL EQUITY INV/ World Stock	VHGEX	0.45%	\$ 4.50	N/A	30 Days	1 in 30 Days	30 Days
Additional Description: None							
VANGUARD GROWTH INDEX ADML/ Large Growth	VIGAX	0.05%	\$ 0.50	N/A	30 Days	1 in 30 Days	30 Days
Additional Description: None							

Name/ Type of Option	Ticker Symbol	Total Annual Operating Expenses As a %*	Per \$1000	Shareholder- Type Fees	Round Trip Period **	Restriction Frequency ***	Restricted Trading Period ****
VANGUARD LIFESTRATEGY CONSERVATIVE GROWTH INV/ Allocation 30 - 50% Equity	VSCGX	0.12%	\$ 1.20	N/A	30 Days	1 in 30 Days	30 Days
Additional Description: None							
VANGUARD LIFESTRATEGY GROWTH INV/ Allocation 70 - 85% Equity	VASGX	0.14%	\$ 1.40	N/A	30 Days	1 in 30 Days	30 Days
Additional Description: None							
VANGUARD LIFESTRATEGY INCOME INV/ Allocation 15 - 30% Equity	VASIX	0.11%	\$ 1.10	N/A	30 Days	1 in 30 Days	30 Days
Additional Description: None							
VANGUARD LIFESTRATEGY MODERATE GROWTH INV/ Allocation 50 - 70% Equity	VSMGX	0.13%	\$ 1.30	N/A	30 Days	1 in 30 Days	30 Days
Additional Description: None							
VANGUARD MID CAP GROWTH INDEX ADML/ Mid - Cap Growth	VMGMX	0.07%	\$ 0.70	N/A	30 Days	1 in 30 Days	30 Days
Additional Description: None							
VANGUARD MID CAP VALUE INDEX ADML/ Mid - Cap Value	VMVAX	0.07%	\$ 0.70	N/A	30 Days	1 in 30 Days	30 Days
Additional Description: None							
VANGUARD REAL ESTATE INDEX ADML/ Real Estate	VGSLX	0.12%	\$ 1.20	N/A	30 Days	1 in 30 Days	30 Days
Additional Description: None							

Name/ Type of Option	Ticker Symbol	Total Annual Operating Expenses As a %*	Per \$1000	Shareholder- Type Fees	Round Trip Period **	Restriction Frequency ***	Restricted Trading Period ****
VANGUARD SMALL CAP GROWTH INDEX ADML/ Small Growth	VSGAX	0.07%	\$ 0.70	N/A	30 Days	1 in 30 Days	30 Days
Additional Description: None							
VANGUARD SMALL CAP INDEX ADML/ Small Blend	VSMAX	0.05%	\$ 0.50	N/A	30 Days	1 in 30 Days	30 Days
Additional Description: None							
VANGUARD TARGET RETIREMENT 2020 INV/ Target Date 2020	VTWNX	0.08%	\$ 0.80	N/A	30 Days	1 in 30 Days	30 Days
Additional Description: None							
VANGUARD TARGET RETIREMENT 2025 INV/ Target Date 2025	VTTVX	0.08%	\$ 0.80	N/A	30 Days	1 in 30 Days	30 Days
Additional Description: None							
VANGUARD TARGET RETIREMENT 2030 INV/ Target Date 2030	VTHRX	0.08%	\$ 0.80	N/A	30 Days	1 in 30 Days	30 Days
Additional Description: None							
VANGUARD TARGET RETIREMENT 2035 INV/ Target Date 2035	VTTHX	0.08%	\$ 0.80	N/A	30 Days	1 in 30 Days	30 Days
Additional Description: None							
VANGUARD TARGET RETIREMENT 2040 INV/ Target Date 2040	VFORX	0.08%	\$ 0.80	N/A	30 Days	1 in 30 Days	30 Days
Additional Description: None							

Name/ Type of Option	Ticker Symbol	Total Annual Operating Expenses As a %*	Per \$1000	Shareholder- Type Fees	Round Trip Period **	Restriction Frequency ***	Restricted Trading Period ****
VANGUARD TARGET RETIREMENT 2050 INV/ Target Date 2050	VFIFX	0.08%	\$ 0.80	N/A	30 Days	1 in 30 Days	30 Days
Additional Description: None							
VANGUARD TARGET RETIREMENT INCOME INV/ Target Date Retirement	VTINX	0.08%	\$ 0.80	N/A	30 Days	1 in 30 Days	30 Days
Additional Description: None							
VANGUARD TOTAL STOCK MARKET INDEX ADML/ Large Blend	VTSAX	0.04%	\$ 0.40	N/A	30 Days	1 in 30 Days	30 Days
Additional Description: None							
VANGUARD VALUE INDEX ADML/ Large Value	VVIAX	0.05%	\$ 0.50	N/A	30 Days	1 in 30 Days	30 Days
Additional Description: None							
VANGUARD WELLESLEY INCOME ADML/ Allocation 30 - 50% Equity	VWIAX	0.16%	\$ 1.60	N/A	30 Days	1 in 30 Days	30 Days
Additional Description: None							
Money Market Funds							
FIDELITY GOVERNMENT MONEY MARKET/ Money Market	SPAXX	0.42%	\$ 4.20	N/A	N/A	N/A	N/A
Additional Description: None							

* = Total Operating Expense before waivers/reimbursements as taken from the Operating Fees & Expenses table of the prospectus

** = period of time between purchase and redemption of shares of the same investment that qualifies it as a round trip transaction

*** = number of round trips permitted

**** = amount of time blocked from trading if policy is violated

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

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