

## Cash Float Compensation

Charles Schwab Trust Bank ("Trust Bank") in its capacity as directed trustee or custodian of employee benefit plan assets may receive, as compensation for its directed trustee or custodial services, any credit, interest or other earnings (collectively "Float") on aggregate cash balances held as a deposit obligation of Trust Bank, any third-party bank or other financial institution.

Under its applicable trust or custody agreement, Trust Bank has the authority to initiate investments on behalf of employee benefit plan trusts for which it serves as directed trustee or custodian only upon receipt of instructions from the applicable plan's named fiduciary or its delegate. Trust Bank calculates its cash Float investment amount each business day by netting all cash activity and adjusting for cash reserved for investment or reinvestment and for cash reserved for distributions. The result is further adjusted by an additional reserve amount determined by Trust Bank to be necessary to satisfy the applicable employee benefit plan trust's cash needs during the following day for settlement of trades and payments.

A trust or custody account at Trust Bank may have uninvested cash balances from time to time due to one or more of the following circumstances:

- A. Incoming Cash Pending Investment ("Incoming Cash"): Cash balances may result from the receipt of (a) plan contributions (or other deposits) from plan sponsors or participants; (b) amounts transferred to Trust Bank from A) another trustee or custodian (such as due to a plan conversion or merger); (c) payments received from other parties (e.g., securities settlement proceeds), or (d) cash resulting from the settlement of securities sale transactions. The Float period begins on the date such cash is received by Trust Bank and ends either on the date of settlement with the issuers of subsequent investment trades initiated by Trust Bank at the direction of an authorized party or on the date.
- B. Outgoing Cash (as described below) is generated at the direction of an authorized party. No Float is earned when the net proceeds of all sales trades in a trust or custody account are offset by the cost of all buy trades in such trust or custody account on any specific date. Outgoing Cash Pending Clearance ("Outgoing Cash"): Cash balances may result from the generation of checks or Automated Clearing House ("ACH") payments attributable to distribution and other payments written from the Trust B) ("Outgoing Cash"). The Float period begins on the date such check or ACH payment is generated and ends on the date (i) the payee presents the check for payment and the check is cleared by Trust Bank's checking account bank, or (ii) the ACH payment is cleared (generally the next business day). Generally, no Float is earned when a distribution is made via wire transfers.

The Incoming Cash and Outgoing Cash are held subject to the earning of Float as non-interest bearing deposits by, and is commingled with the general assets of, Trust Bank. Trust Bank estimates the value of Float on uninvested cash deposit balances to equal the Trust Bank's average investment portfolio yield for a given period less the cost of FDIC insurance premiums Trust Bank is required to pay on such deposits. Applicable rates and calculations of Float earned for representative periods are available upon request