



Schwab Personal Choice Retirement Account® (PCRA)

Plan Application and Agreement Amendment—Custody Add PCRA

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This Addendum, entered into by and between Charles Schwab & Co., Inc. ("Schwab") and the Trustee(s)/Custodian(s) and the Independent Recordkeeper (IR) identified below, amends the **Schwab Personal Choice Retirement Account (PCRA) Plan Application and Agreement—Custody** ("Agreement") previously entered into by the same parties. This Addendum is effective as of _____, 20____, is part of the Agreement, and will be administered in accordance thereto as amended from time to time, except as hereinafter expressly provided.

It is understood that all of the terms, conditions and agreements contained in the previously executed Agreement are in full force and effect, and are incorporated herein by reference. Terms used in this Addendum have the meanings defined in the Agreement.

1. Account Information

Plan Name (as it appears on the account, limit 30 characters)

Plan Account Number

2. Independent Recordkeeper (IR) Information

Name of Recordkeeping Firm

Master Account Number

Primary Contact Name (First)

(Middle)

(Last)

3. PCRA Features

An account shall be established in the name of the Trustee for the interest of the Plan related to each retirement plan participant ("Participant") who executes a **Schwab PCRA Limited Power of Attorney (LPOA)** form under this Addendum. Each Participant must sign an LPOA form, which contains the terms and conditions under which Schwab will act on the instructions of the Participant, Investment Advisor, or Third Party pursuant to each such LPOA. By executing this Addendum, you authorize Schwab to act on instructions received on each such LPOA, subject to the terms and conditions set forth in Section 5.

Is your Plan affiliated with a member firm of an exchange or FINRA, or a municipal securities broker-dealer?

☐ Yes ☐ No

Attach a Rule 3210/407 letter from a Plan Sponsor Compliance Officer if licensed by a securities firm.

A. Duplicate Statements

☐ Duplicate Statements ☐ Confirmations

Please indicate who should receive duplicate statements for all PCRA's related to this Plan. Unless indicated below, Trustee(s)/Custodian(s) will not receive this information.

Statements should be sent to the parties designated below.

Name of Recipient

Mailing Address (no P.O. boxes)

City

State

Zip Code

Name of Recipient

Mailing Address (no P.O. boxes)

City

State

Zip Code

B. Your Consent to Enroll in Schwab's Cash Features Program

The Cash Features Program is a service that offers the Bank Sweep feature (named with respect to retirement plans the "Bank Sweep for Benefit Plans" feature) (a "Cash Feature") to permit uninvested cash (the "Free Credit Balance") in the Plan and/or Participant brokerage accounts under the Plan, as applicable, to earn income while you and/or your Participants, as applicable, decide how those funds should be invested longer term.

You understand that the terms and conditions of the Cash Features Program and of each Cash Feature are set forth in the Cash Features Disclosure Statement. You can always find the most up-to-date version of this document at www.schwab.com/cashfeaturesdisclosure.

You instruct and direct Schwab to include the Free Credit Balance under the Plan in the Cash Features Program, as described in the Cash Features Disclosure Statement.

The Bank Sweep feature (including the Bank Sweep for Benefit Plans feature) is designated as the Cash Feature for brokerage accounts of account holders residing in the U.S. Through the Bank Sweep feature, Schwab automatically makes deposits to and withdrawals from deposit accounts at one or more Sweep Banks that are, subject to the satisfaction of certain conditions, insured by the Federal Deposit Insurance Corporation (FDIC) up to certain prescribed FDIC limits. Charles Schwab & Co., Inc. is not an FDIC-insured bank and deposit insurance covers the failure of an insured bank.

You understand and agree that Schwab may (1) make changes to the terms and conditions of the Cash Features Program; (2) make changes to the terms and conditions of any Cash Feature; (3) change, add, or discontinue any Cash Feature; (4) change the Plan's and/or any Participant's investment from one Cash Feature to another if the Plan and/or any Participant, as applicable, becomes ineligible for the current Cash Feature or the current Cash Feature is discontinued; and (5) make any other changes to the Cash Features Program or Cash Feature as allowed by law. Schwab will notify you in writing of changes to the terms of the Cash Features, changes to the Cash Features we make available, or changes to the Cash Features Program prior to the effective date of the proposed change.

Please note: Participants in 403(b) retirement plans will be placed in the Schwab Government Money Fund™ (SWGXX). If this is a 403(b) plan, you instruct and direct Schwab to include this fund.

C. Multiple Account Establishment

Indicate the type and number of accounts you wish to allow in this Plan:

Traditional PCRA ☐ **Maximum number of accounts allowed per Participant:** _____
Roth PCRA ☐ **Maximum number of accounts allowed per Participant:** _____

D. Delegation of Trading Authority to Investment Advisor (IA) or Third Party and Deduction of IA Fees

1. Do you wish to allow the delegation of trading authority to an Investment Advisor?

- ☐ **Yes.** By executing a Schwab PCRA Limited Power of Attorney (LPOA) for an Investment Advisor, Participant may grant trading authority to an Investment Advisor who has a relationship with Schwab Advisor Services.
- ☐ **No.** Not permitted under this Plan.

2. Do you wish to allow the deduction of fees from the Participant's PCRA for an Investment Advisor who has a relationship with Schwab Advisor Services?

- ☐ **Yes.**
- ☐ **No.** IA fees are not to be taken from Participant's PCRA.

3. Do you wish to allow delegation of trading authority to a Third Party?

- ☐ **Yes.** By executing a Schwab PCRA Limited Power of Attorney (LPOA) for a Third Party, Participant may grant authority to any Third Party (e.g., spouse or other relative) to trade in the Participant's PCRA.
- ☐ **No.** Not permitted under this Plan.

4. PCRA Trading Menu Establishment

See the PCRA Plan Trading Menu Establishment attached as Exhibit A. The PCRA Plan Trading Menu, to be elected by the Plan Sponsor, shall be in substantially the form attached hereto as Exhibit A, and by this reference is incorporated herein.

5. Trustee(s)/Custodian(s) Agreement With Schwab

In our capacity as Trustee(s)/Custodian(s) and, if applicable, all Co-Trustee(s)/Custodian(s) (collectively known as "Trustees") of the Trust, Trustees hereby request that Charles Schwab & Co., Inc. ("Schwab") open a Schwab One® Account on behalf of the Plan listed in Section 2, Part B, of this Schwab Personal Choice Retirement Account® Plan Application and Agreement. Trustees agree to read and be bound by the terms of the Schwab One Account Agreement (which includes the Cash Account, Schwab One Services and, if applicable, the Schwab Money Funds™, the Paying Agent Agreement and other written agreements between the Trustees and Schwab), and Trustees agree to be bound by the terms of the Account Agreement that apply to the Schwab One Account as currently in effect and as amended from time to time. If, in the future, Trustees add features to this Account governed by the foregoing agreements (e.g., Money Fund), or if Trustees change to another type of account offered by Schwab, they agree to be bound by the terms and conditions of the features or account. If Trustees do not receive or understand the Account Agreement, Trustees will notify Schwab.

Trustees acknowledge that Schwab does not give legal or tax advice and will not advise the Trustees concerning the nature, potential value or suitability for the Trust of any particular security, transaction or investment strategy. In consideration of Schwab opening and/or maintaining Accounts for the Trust named above (the "Trust"), the undersigned Trustees of the Trust represent, warrant and certify that the representations made in the Agreement are true, complete and accurate; that the Trust is in full force and effect; and that the Trust Agreement (as defined above) has not been revoked, modified or amended in any manner that would cause the representations contained in this Agreement to be inaccurate or incorrect. Schwab will rely on this Agreement and upon the representations made herein unless and until it receives a written Notice of Amendment, written notice of changed Trustees or written notice of any events affecting the Trustees' powers described above. The undersigned Trustees agree to send written notice promptly to Schwab of any change in Trustees, of any amendment or modification to the Trust Agreement that would cause the representations contained in this Agreement to be or become inaccurate or incorrect, or of the occurrence of any event that would affect the Trust's revocability, the Trustees' powers or any representations made in this Agreement.

The Trustees indemnify and hold harmless Schwab and each of its officers, directors, affiliates, employees and agents from, and hold such persons harmless against, any claims, judgments, surcharges, settlement amounts or other liabilities or costs of defense or settlement (including attorneys' fees) arising out of or related to any actual or alleged improper or unsuitable actions taken at such Trustees' instructions in connection with the Schwab One Account established at Schwab for the Trust. This indemnification is made by the undersigned Trustees, both in their capacities as Trustees and in their individual capacities, and shall not be limited by the Trustees' provision to Schwab of independent documentation concerning the representations made herein. The representations and obligations stated herein shall survive termination of the Trustees Agreement and the Account Agreement relating to the Trust's Schwab One Account.

Opening the Account. If I add features to my Account after it is opened, I agree to be bound by the terms in the agreements relating to these features.

Limited Power of Attorney. If an Independent Recordkeeper is named in Section 2, the provisions of the Limited Power of Attorney (LPOA) described herein apply as follows:

Duplicate Statements. IR is authorized to receive duplicate statements under the Trustees' representations in Section 3. Schwab will convey confirmation of all activity to IR and provide IR with paper statements, and, if applicable, the statements may be transmitted electronically via SchwabLink®.

Relay Trading Instructions (LPOA). If IR is authorized to relay trading instructions under the Trustees' representations in Section 3, IR may direct Schwab as to the investment of the Brokerage Account and to take other actions necessary or incidental to the execution of such instructions. Schwab, and other persons to whom Schwab has given instructions in order to implement IR's instructions, may rely on IR's instructions without obtaining any approval, countersignature or co-signature. IR's authority will include, without limitation:

- the authority to give instructions for transactions in securities and financial instruments, including the buying and selling of stocks, bonds, debentures, notes, subscription warrants, stock purchase warrants, options, mutual fund shares, evidences of indebtedness and any other securities, instruments or contracts relating to securities;

- where necessary to complete any transaction, the authority to transfer, convert, endorse, sell, assign, set over and deliver any assets held in the Brokerage Account (the "Account Assets") and to make, execute and deliver any and all written instruments of assignment and transfer; and
- strategies involving the transmission of intraday orders to buy or sell the same security or securities (a "Day Trading Strategy") are not permitted in this Account. By opening this Account, Trustees express their agreement that they do not intend to use this Account for the purpose of engaging in a Day Trading Strategy.

Disbursement Authorization (Withdrawal Power of Attorney [WPOA]). If IR is authorized to disburse funds to the Plan's account at another institution under the Trustees' representations in Section 3, IR may direct Schwab to disburse funds to pay benefits provided under the Plan or to pay charges authorized by the Trustees. Accordingly, Schwab is authorized to remit checks, wire funds and otherwise make disbursements of funds held in the Brokerage Account to banks and other financial institutions for the Plan's benefit, upon IR's written instructions. Whenever this LPOA (and WPOA, if applicable) is attached to any instrument of assignment and transfer, all persons shall be entitled, without further inquiry or investigation and regardless of the date of the LPOA (and WPOA, if applicable), to act in reliance upon the assumption that the Account Assets named in such instrument were duly and properly transferred, endorsed, sold, assigned, set over and delivered, and that with respect to such Account Assets the authority conferred herein is still in full force and effect.

Payment of IR Fees. If Schwab is authorized to deduct IR fees under the Trustees' representations in Section 3, Trustees agree that the Trustees shall be responsible for all tax withholding and/or tax reporting (including, without limitation, IRS Form 1099-MISC) with respect to any such payments, and Schwab shall have no responsibility for any such tax reporting. The Trustees agree to indemnify and hold Schwab harmless from any penalties that may be assessed by the Internal Revenue Service or any other governmental authority with respect to Schwab's failure to perform any tax reporting with respect to any such fees paid to IR.

Schwab One® Agreement. Trustees further request checks to be issued as indicated on this Agreement. Trustees authorize Schwab to make inquiries for the purpose of verifying Trustees' creditworthiness. Such inquiries may include verifying the information Trustees have given in the Agreement and obtaining credit reports. Trustees further authorize Schwab to disclose information to others about Trustees and their Accounts when it is necessary for completing transactions or administering service that Schwab provides to comply with a subpoena, court order or request from a government agency or law enforcement authority; to verify the existence and condition of the Account for a third party, such as a credit bureau or merchant; and as otherwise authorized by the Schwab One Account Agreement.

Verification. The Trustees authorize Schwab to inquire from any source, including a consumer reporting agency, as to their identity (as required by federal law), creditworthiness and ongoing eligibility for the Account at account opening, at any time throughout the life of the account, and thereafter for debt collection or investigative purposes.

Appointment of Agents by IR. Trustee acknowledges and agrees that IR is authorized to appoint Agents to assist it in the fulfillment of its duties as IR under this Agreement. Trustee authorizes Schwab to accept direction from any such Agent(s) as if that direction came from IR. Furthermore, Schwab is directed to work with such Agent(s) as if Agent(s) were appointed under this Agreement.

Role of Charles Schwab & Co., Inc. Trustees acknowledge and agree that:

- Schwab will merely effect trades as directed by IR;
- Trustees are responsible for determining the nature, potential value and suitability for the Trust of any particular security, transaction or investment strategy; Schwab does not give

legal or tax advice regarding particular stocks, including advice involving suitability of and investment strategies for particular stocks;

- In accordance with the Schwab One® Account Agreement, Trustees agree that all debts and other obligations owed to Schwab by any party will be secured by a lien on all Securities and Other Property now or hereafter held, carried or maintained in any of Trustee's present or future brokerage accounts with Schwab;
- Schwab will not give investment advice to IR, or legal or tax advice or advice regarding particular stocks, including advice involving suitability of and investment strategies for particular stocks, to the Trustees or the Plan Sponsor;
- Schwab is not acting as a fiduciary;
- The Trustees (and not Schwab) are responsible for investigating and selecting IR;
- IR is not affiliated with or controlled or employed by Schwab, and Schwab has not approved, recommended or endorsed IR;
- Schwab has no duty to supervise or monitor trading by IR in the Schwab One Account unless there is activity that appears to violate our Account Agreement;
- Schwab has no duty to review the documents under which the Plan is maintained, to update these documents or to request a determination letter from the Internal Revenue Service concerning the Plan documents;
- Schwab has no duty to determine or review allocations of contributions among Participants, or to perform any recordkeeping functions for the Plan;
- Schwab has no duty to review Plan investments for compliance with ERISA (the Employee Retirement Income Security Act of 1974, as amended) (including determining whether any investments constitute

prohibited transactions under ERISA) or to determine whether Plan investments will result in exposure to the tax on unrelated business taxable income, or to review the Plan documents to determine whether any investment instructions are in accordance with the terms of the Plan;

- Schwab has no duty to assist in complying with any obligations that may be imposed under ERISA, including, without limitation, the reporting, participant disclosure or bonding requirements of ERISA;
- Schwab has no duty to determine the valuation of any assets in the Account that are not traded on a recognized exchange; and
- Schwab has no duty to assist in complying with any legal obligations that may apply to distributions from the Plan, to determine whether any distributions are required under the "required minimum distribution" rules of the Internal Revenue Code, to determine whether any distributions that Schwab may be instructed to make are properly authorized under the terms of the Plan, or to review any beneficiary designations that may be made by Plan Participants.

Charles Schwab Bank, SSB is a wholly owned subsidiary of The Charles Schwab Corporation and is an affiliate of Charles Schwab & Co., Inc.

Impartial Lottery for Securities Subject to Partial Call or Partial Redemption. If Schwab holds securities for you in street name, in Schwab's name, or in bearer form that are subject to partial call or partial redemption, then in the case of a partial call or partial redemption, Schwab will use an impartial lottery system to select the securities to be called or redeemed from among accounts holding those securities. For a description of Schwab's lottery system, please visit www.schwab.com/PartialCalls. If you would like a printed description of Schwab's lottery system mailed to you, please contact a Schwab representative at 1-888-393-7272.

6. Required Arbitration Disclosures

Regulatory authorities require that any brokerage agreement containing a predispute arbitration agreement must disclose that this agreement contains a predispute arbitration clause. This Agreement contains a predispute arbitration clause. By signing an arbitration agreement, the parties agree as follows:

- All parties to this Agreement are giving up the right to sue each other in court, including the right to a trial by jury, except as provided

by the rules of the arbitration forum in which a claim is filed.

- Arbitration awards are generally final and binding; a party's ability to have a court reverse or modify an arbitration award is very limited.
- The ability of the parties to obtain documents, witness statements and other discovery is generally more limited in arbitration than in court proceedings.

- The arbitrators do not have to explain the reason(s) for their award unless, in an eligible case, a joint request for an explained decision has been submitted by all parties to the panel at least 20 days prior to the first scheduled hearing date.
- The panel of arbitrators will typically include a minority of arbitrators who were or are affiliated with the securities industry.

- The rules of some arbitration forums may impose time limits for bringing a claim in arbitration. In some cases, a claim that is ineligible for arbitration may be brought in court.
- The rules of the arbitration forum in which the claim is filed, and any amendments thereto, shall be incorporated into this Agreement.

No person shall bring a putative or certified class action to arbitration, nor seek to enforce any predispute arbitration agreement against any person who has initiated in court a putative class action; or who is a member of a putative class who has not opted out of the class with respect to any claims encompassed by the putative class action until:

1. the class certification is denied;
2. the class is decertified; or
3. the customer is excluded from the class by the court.

Such forbearance to enforce an agreement to arbitrate shall not constitute a waiver of any rights under this Agreement except to the extent stated herein.

Arbitration Agreement. Any controversy or claim arising out of or relating to (i) this Agreement, any other agreement with Schwab, an instruction or authorization provided to Schwab or the breach of any such agreements, instructions, or authorizations; (ii) the Account, any other Schwab account or Services; (iii) transactions in the Account or any other Schwab account; (iv) or in any way arising from the relationship with Schwab, its parent, subsidiaries, affiliates, officers, directors, employees, agents or service providers ("Related Third Parties"), including any controversy over the arbitrability of a dispute, will be settled by arbitration.

This arbitration agreement will be binding upon and inure to the benefit of the parties hereto and their respective representatives, attorneys-in-fact, heirs, successors, assigns and any other persons having or claiming to have a legal or beneficial interest in the Account, including court-appointed trustees and receivers. This arbitration agreement will also inure to the benefit of third-party service providers that assist Schwab in providing Services ("Third-Party Service Providers") and such Third-Party Service Providers are deemed to be third-party beneficiaries of this arbitration agreement.

The parties agree that this arbitration agreement will apply even if the application to open the Account is denied and will survive the closure of your Account and/or the termination of services rendered under this Agreement.

Such arbitration will be conducted by, and according to the securities arbitration rules and regulations then in effect of, the Financial Industry Regulatory Authority (FINRA) or any national securities exchange that provides a forum for the arbitration of disputes, provided that Schwab is a member of such national securities exchange at the time the arbitration is initiated. Any party may initiate arbitration by filing a written claim with FINRA or such eligible national securities exchange. If arbitration before FINRA or an eligible national securities exchange is unavailable or impossible for any reason, then such arbitration will be conducted by, and according to the rules and regulations then in effect of, the American Arbitration Association (AAA). If arbitration before the AAA is unavailable or impossible for any reason, the parties agree to have a court of competent jurisdiction appoint three (3) arbitrators to resolve any and all disputes or controversies between or among the parties. Each party shall bear its own initial arbitration costs, which are determined by the rules and regulations of the arbitration forum. In the event of financial hardship, the arbitration forum may waive certain costs in accordance with such rules. At the conclusion of the hearing, the arbitrators will decide how to assess the costs of the arbitration among the parties.

Any award the arbitrator makes shall be final and binding, and judgment on it may be entered in any court having jurisdiction. This arbitration agreement shall be enforced and interpreted exclusively in accordance with applicable federal laws of the United States, including the Federal Arbitration Act. Any costs, fees or taxes involved in enforcing the award shall be fully assessed against and paid by the party resisting enforcement of said award.

For FINRA arbitrations, FINRA will appoint a single public arbitrator in customer cases decided by one arbitrator. In customer cases decided by three arbitrators, investors have the option of choosing an arbitration panel with two public arbitrators and one non-public arbitrator (Majority-Public Panel Rule)

or a panel of all public arbitrators (Optional All-Public Panel Rule). If the customer declines to elect a panel selection method in writing by the applicable deadline, the Majority-Public Panel Rule for selecting arbitrators will apply.

All notices from one party to the other involving arbitration shall be considered to have been fully given when so served, mailed by first-class, certified or registered mail, or otherwise given by other commercially accepted medium of written notification.

In addition to the above provisions, if a party to this Agreement is or becomes a non-U.S. resident at the time of any controversy subject to this arbitration agreement, such party acknowledges and agrees to the following additional provisions:

- (1) The rules of the organization administering the arbitration specifically provide for the formal designation of the place at which the arbitration is to be held.
- (2) Entering into this Agreement constitutes consent to submit to the personal jurisdiction of the courts of the state of California, U.S.A., to interpret or enforce any or all of these arbitration provisions. Judgment on any arbitration award may be entered in any court having jurisdiction, or application may be made to such court for judicial acceptance of the award and an order of enforcement, as the case may be.
- (3) The exclusive language to be used by the parties and the arbitrators in the arbitration proceedings shall be English. Any party wishing an interpreter shall make all arrangements directly with the interpreter and shall assume all costs of the service.
- (4) If a party is a foreign government or state, state-owned or state-operated enterprise or other instrumentality of a foreign government or state, such party waives all rights of sovereign immunity and neither the Federal Act of State doctrine nor the doctrine of sovereign immunity shall apply insofar as any enforcement in courts located in the U.S.A. is concerned.

7. Signature(s)

By signing this form, the Trustee(s)/Custodian(s) acknowledge(s) that if the Plan offers PCRA, the IR will have the ability to allocate money to/from a Plan-Level account to/from a Participant account (PCRA), as well as to instruct Schwab with respect to the establishment and maintenance of Participant accounts, including processing address changes.

THE AGREEMENT WITH SCHWAB INCLUDES A PREDISPUTE ARBITRATION CLAUSE. YOU ACKNOWLEDGE RECEIPT OF THE PREDISPUTE ARBITRATION CLAUSE CONTAINED IN SECTION 6, PAGE 4.

THE INTERNAL REVENUE SERVICE DOES NOT REQUIRE YOUR CONSENT TO ANY PROVISION OF THIS DOCUMENT OTHER THAN THE CERTIFICATIONS REQUIRED TO AVOID BACKUP WITHHOLDING.

I certify under penalties of perjury that: (1) the Taxpayer Identification Number shown on this application is correct, (2) the Plan is not subject to backup withholding due to failure to report interest and dividend income, (3) the Plan is a U.S. person, and (4) the Plan is exempt from FATCA reporting. I understand that if I have been notified by the IRS that the Plan is subject to backup withholding as a result of dividend or interest underreporting and I have not received a notice from the IRS advising me that backup withholding is terminated, I must cross out item 2 above.

Signature(s) and Date(s) Required**X****Signature: Trustee/Custodian****Print Name****Today's Date** (mm/dd/yyyy)**X****Signature: Co-Trustee****Print Name****Today's Date** (mm/dd/yyyy)**X****Signature: Co-Trustee****Print Name****Today's Date** (mm/dd/yyyy)**X****Signature: Co-Trustee****Print Name****Today's Date** (mm/dd/yyyy)

Please return the completed form, with original signatures, to:

Charles Schwab & Co., Inc.
CBRS Operations
P.O. Box 982604
El Paso, TX 79998-2604

Please keep a copy for your records.

Exhibit A:**Schwab Personal Choice Retirement Account® (PCRA) Plan Trading Menu Establishment**

A Schwab Personal Choice Retirement Account (PCRA) is a participant-directed brokerage window in which Participants may be able to choose among the full range of investment options available in the investment marketplace. As a plan fiduciary, you may choose to restrict the investment options available to Participants by selecting from the below options.

Global Product Trading restrictions: PCRA's may not include trading on collectibles, currencies, precious metals, real estate, futures, commodities, private placements, alternative investments, structured products, Charles Schwab Corporate debt, margin accounts or short sales. If options are allowed by the Participant's retirement plan and not otherwise restricted in Section 1(b) below, Participants may be able to write covered calls, buy protective puts and write cash-secured equity puts. Participant must complete a Schwab Personal Choice Retirement Account (PCRA) Options Application—Participant and Third-Party form to be approved to trade options.

If you do not make any selections below, this plan will be set up with no additional restrictions to securities that are able to be held and traded on the Schwab broker-dealer platform.

- Section 1—Select a predefined restriction package AND/OR customize asset group restrictions
- Section 2—Define individual and company securities exceptions
- Section 3—Read and understand the Options Agreement if Options are allowed by the Plan. Unless you execute the Options Agreement, Options will not be allowed. All parties with trading authority must complete a separate Schwab options agreement. This may include corporate trustees/custodians and individual trustees.

Note: From time to time, securities may change characteristics, which could change the availability of the asset within your Plan. Schwab has no obligation to review or monitor securities' classification. Purchase restrictions only apply to opening trades and do not apply to transfers, corporate actions, dividend reinvestment, etc.

Section 1—Choose a predefined purchase restriction menu AND/OR customize asset group purchase restrictions^{1, 2}**Section 1(a)—You may select one of the following four predefined purchase restriction menus**

- ☐ Open Brokerage | Restrict Limited Partnerships¹³; Restrict All K-1-Issuing Securities^{4,12}; Restrict Over-the-Counter (OTC) Securities⁵ and Foreign Securities⁶
- ☐ Open Brokerage | Restrict Over-the-Counter (OTC) Securities⁵ and Foreign Securities⁶
- ☐ Mutual Funds Only | Restrict Equities; Restrict Fixed Income; Restrict ETF¹⁰ and Closed-End Mutual Funds; Restrict Options
- ☐ Open Brokerage

Section 1(b)—Customize asset group purchase restrictions^{1, 2}

You may select the asset groups and security attributes in A–G for which you would like to *restrict* purchases for plan participants. You can limit the asset group by selecting the group attributes or restrict the entire asset group by checking the "Restrict all" box. Choosing to restrict an asset group includes underlying options.

A. Mutual Funds:

- ☐ Tax Exempt Funds
- ☐ Transaction Fee Funds³ (allows OneSource Funds)
- ☐ Redemption Fee Funds
- ☐ Restrict all Mutual Funds

B. Equities:

- ☐ Limited Partnerships¹³
- ☐ Equity Issuing K-1¹⁴
- ☐ Over the Counter⁵
- ☐ Foreign Stocks⁶
- ☐ Restrict all Equities

C. Tax Exempt Debt Securities (Fixed Income):⁷

- ☐ Munis and other Non Treasuries⁸ (allows Treasuries)
- ☐ Restrict all Tax Exempt Debt Securities
- D. Taxable Debt Securities (Fixed Income):⁷**
- ☐ Bonds and other Non CDs⁹ (allows CDs)
- ☐ Restrict all Taxable Debt Securities

E. Exchange-Traded Funds:¹⁰

- ☐ Leveraged/Inverse¹¹
- ☐ ETF Issuing K-1¹²
- ☐ Restrict all Exchange-Traded Funds

F. Closed-End Mutual Funds:

- ☐ Restrict all Closed-End Mutual Funds

G. Options:

- ☐ Restrict all Options

Note: If box is checked and the Options Agreement is signed, Options will still not be allowed.

The Trustee(s)/Custodian(s) and/or Plan Sponsor authorize(s) Schwab to allow any Participant who completes a **Schwab PCRA Limited Power of Attorney (LPOA) for Participant** form to make trades in the Participant's respective PCRA. A Participant will never be restricted from selling a position unless Schwab is instructed to restrict the sale by the Trustee(s)/Custodian(s) and/or Plan Sponsor. The Trustee(s)/Custodian(s) and/or Plan Sponsor acknowledge(s) that they are responsible for determining whether any of the investments selected below (including any employer securities) are permissible under the terms of the Plan, the Internal Revenue Code (the "Code"), or the Employee Retirement Income Security Act of 1974, as amended ("ERISA"), and that Schwab shall have no responsibility or liability with respect to such determination. Please note that, generally, 403(b) contributions can only be invested in SEC-registered fund shares.

Section 2—Define individual and company securities exceptions^{1,2}

- The exceptions listed in this section will override the selection(s) made in Section 1.
- Please list all exceptions below. If no action box is checked, buys for the adjacent Symbol will be restricted. If you have more than four exceptions, please attach an additional sheet including direction on buys and/or sells.
- Choosing to restrict company stock includes underlying options.

Fund/Security Description	CUSIP Number	Symbol	Restrict Buys and Sells	Restrict Buys Only	Allow Buys and Sells
			<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
			<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
			<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
			<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

- ¹ Schwab does not monitor Participant trading of company stock in PCRA.
- ² Section 2 applies to publicly traded securities issued by the Plan Sponsor or its affiliates and which are Qualifying Employer Securities within the meaning of Section 407(d)(5) of ERISA (collectively, "Company Stock"). If you provide the CUSIP or ticker symbol for company stock, the corresponding underlying options are also restricted. Other securities issued by the company need to be listed and are not automatically restricted from purchase (example: corporate debt, preferred stock and other securities). Please note that if investment in a broad category of securities, such as equities, is permitted elsewhere on this Trading Menu, and Company Stock is not restricted in Section 2, then Plan Participants will be able to invest in Company Stock.
- ³ By selecting to restrict Transaction Fee Mutual Funds, you are restricting all transaction-based mutual funds from purchase. OneSource Mutual Funds will be allowed.
- ⁴ Equity Securities that report income via a Schedule K-1 Form and, as a result, could generate Unrelated Business Taxable Income (UBTI). Equity securities may change characteristics and begin issuing K-1s without advance notice. As a result, Plan Participants might be able to purchase a security before it begins issuing or before Schwab is informed that the security issues K-1s.
- ⁵ Over-the-Counter (OTC) securities trade on OTC exchanges, such as the pink sheets, gray sheets, OTC bulletin boards and other OTC exchanges.
- ⁶ Restricting foreign securities prevents purchases of securities on a foreign exchange but does not include the restriction of American Depositary Receipt (ADR) securities and foreign securities traded on a domestic equity market, but does restrict the purchase of non-ADR foreign securities available on the U.S. OTC market. Some foreign securities may be subject to additional foreign tax withholding requirements, including ADRs and foreign securities traded on a domestic market.
- ⁷ Debt securities issued by Charles Schwab & Co., Inc. and its affiliates are not available to be purchased in a PCRA.
- ⁸ Selecting Munis and other Non-Treasuries allows the purchase of Treasuries while restricting other types of tax-exempt fixed income trades.
- ⁹ Selecting Bonds and other Non-CDs allows the purchase of Certificates of Deposit while restricting other types of taxable fixed income trades.
- ¹⁰ ETF Restrictions include Exchange Traded Products (ETPs), Unit Investment Trusts (UITs) and Special Purpose Pool (SPP).
- ¹¹ This restriction limits the participant's ability to purchase Leveraged/Inverse ETFs only. This restriction does not include mutual funds.
- ¹² ETFs that report income via a Schedule K-1 Form and, as a result, could generate Unrelated Business Taxable Income (UBTI). ETF securities may change characteristics and begin issuing K-1s without advance notice. As a result, Plan Participants might be able to purchase a security before it begins issuing or before Schwab is informed that the security issues K-1s.
- ¹³ This restriction limits the participant's ability to purchase securities with Issuer Classification equal to Partnership. ETF Partnerships will also be restricted.

Signature and Date Required**X**

Signature: Authorized Plan Sponsor

Print Name

Today's Date (mm/dd/yyyy)

Section 3:**Options Agreement: Only complete this section if Options Trading is allowed in the Plan Trading Menu (Exhibit A).**

In consideration of Charles Schwab & Co., Inc. accepting and carrying an options account for the Plan, I (as Trustee acting on behalf of the Plan) hereby understand and agree that in addition to the provisions of the Account Agreement, the following shall apply:

Plan Sponsor Authorization

I represent and confirm that the Plan Fiduciary authorizes and hereby directs Schwab to rely upon and treat any direction or instruction provided by the Recordkeeper or Trustee (together, the "Directing Party[ies]") as a direction or instruction of the Plan Fiduciary authorized to provide such direction or instruction under the terms of the Plan or under any subsequent delegations of fiduciary authority and applicable law. The Plan Fiduciary hereby represents that the Directing Parties are authorized and directed to complete any requested documentation to establish options trading in the Plan and to represent on behalf of the Plan Sponsor that they agree to the terms of the Charles Schwab & Co., Inc. Options Trading Rules contained herein.

Handling of Account

I understand that the PCRA ("Account") shall be handled in accordance with the rules of the Options Clearing Corporation (OCC), the applicable exchange and/or other regulatory agencies, and I understand that I will not violate these rules.

Options Disclosure Documents

I will not enter an order for any listed options until I have received and read the OCC disclosure document titled "Characteristics and Risks of Standardized Options."

Options Agreement

I understand that the purchase and writing of options contracts involve inherent risks and that the Plan is financially able to bear such risks and to withstand any losses resulting from trading.

Options Positions Covered

I understand that a Participant may not write a call option nor buy a put option unless there is an adequate quantity of the underlying security in the account. I further understand that a Participant may not sell a cash-secured equity put option without sufficient cash to be secured to cover that cash-secured put option.

Exercise Limitation

I understand that the various options exchanges may restrict transactions in particular options or the exercise of options contracts at their discretion from time to time.

Size Limits of Options and Exercises

I will not, acting alone or in concert with others, whether directly or indirectly, violate the position or exercise limitations which may be fixed from time to time by the exchange or market where such options contracts are traded.

Options Commissions

I understand that due to the short-term nature of options, it is likely that Participants will be trading options to a greater degree than other securities and that they will be charged a commission each time such a transaction is made.

Suitability

I agree to advise Schwab if there is any change in the Plan's investment objective or financial situation.

Assignments

I understand that exercise assignment notices for options contracts are allocated among customer short positions pursuant to a manual procedure which randomly selects from among all customer short options positions, including those contracts which are subject to exercise.

All short options positions are liable for assignment at any time. A more detailed description of Schwab's random allocation procedure is available upon request.

Note: If adding options trading capability all parties with trading authority must sign the signature page. This may include corporate trustees/custodians and individual trustees. Additional signature pages may be sent with the original document.

Signature and Date Required**X**

Signature: Authorized Plan Sponsor

Print Name

Today's Date (mm/dd/yyyy)

Cash Features Program

General Terms and Conditions

The automatic investment of your free credit balance, including the frequency and the amount of each sweep, is governed by the terms and conditions set forth in the Cash Features Program Disclosure Statement and in the Account Agreement applicable to your account. The material in this document is intended for informational purposes only. If there is any conflict between the descriptions in this document and the terms of the Cash Features Program Disclosure Statement, the Cash Features Program Disclosure Statement will control.

How the Cash Features Program Works	Schwab's Cash Features Program is the service (described in the Cash Features Program Disclosure Statement) that we provide to automatically invest, or "sweep," the free credit balance in your account into a liquid investment to earn interest. The program permits you to earn income while you decide how those funds should be invested longer term.
Available Cash Features	<p>The available cash features currently consist of:</p> <ul style="list-style-type: none"> ▪ The free credit balance in your eligible account (the "Schwab One® Interest feature"), on which Schwab pays interest; ▪ Interest-bearing deposit accounts at one or more Program Banks (the "Bank Sweep feature" for most accounts and the "Bank Sweep for Benefit Plans feature" for retirement plan accounts); and ▪ For some accounts, an affiliated money market mutual fund (the "Money Fund Sweep feature").
Eligibility	Eligibility for each cash feature is based on the registered ownership and the type of account. Not all account registrations and account types will be eligible for all cash features. Some account registrations and account types will be eligible for only one cash feature. Please see your Account Application and the Cash Features Program Disclosure Statement for more complete eligibility details.
Duty to Monitor Eligibility for Cash Features	It is your responsibility to monitor your eligibility for the cash features and determine the best cash feature available to you. Schwab is not responsible for contacting you if you are, or later become, eligible for other higher-yielding cash features.
Interest Rates and Yields	<p>The interest rates and yields for the different cash features vary over time. There is no guarantee that the interest rate and yield on any particular cash feature will be or will remain higher than the interest rate and yield on any other cash features over any period. Current interest rates and yields can be obtained by contacting your independent investment advisor or your Financial Consultant, or by calling us at 1-800-435-4000. If you already have an account, you can visit our website at www.schwab.com/sweep. If your account is an Advisor Services account, please contact your advisor, visit www.schwab.com/SA_sweep, or call Schwab Alliance at 1-800-515-2157.</p> <ul style="list-style-type: none"> ▪ The interest rate on the Schwab One Interest feature is set by Schwab. We have the option to pay as low a rate as possible consistent with our view of prevailing market and business conditions. With certain exceptions, the rate may be tiered based upon the overall free credit balance within your account. ▪ The interest rates paid on the Bank Sweep feature are set by the Affiliated Program Banks, and may be set as low as possible consistent with prevailing market and business conditions. Retirement accounts will be paid a reasonable rate consistent with applicable legal and regulatory requirements. With certain exceptions, the rate may be tiered based upon your account type and the combined amount of your account's Bank Sweep deposits at the Program Bank(s).

Investment and Insurance Products: Not a Deposit • Not FDIC Insured • Not Insured by any Federal Government Agency • No Bank Guarantee • May Lose Value



Interest Rates and Yields (Continued)	<ul style="list-style-type: none"> ▪ The interest rates paid on the Bank Sweep for Benefit Plans feature will be a reasonable rate consistent with applicable legal and regulatory requirements. This may be lower than some competitors' rates. Interest rates do not vary by tiers and do not vary based on your cash balances. ▪ The money market mutual fund offered through the Money Fund Sweep feature seeks to achieve the highest yield (less fees and expenses) consistent with prudence and the fund's investment objectives. <p>Cash features are not intended to be long-term investments, and yields on any of our cash features may be lower than those of similar investments or deposit accounts offered outside the Cash Features Program. If you desire to maintain cash balances for other than a short-term period and/or are seeking the highest yields currently available in the market, please contact your Schwab representative or visit www.schwab.com/cash-investments for investment options that may be available outside of the Cash Features Program to help maximize your return potential consistent with your investment objectives and risk tolerance. If your account is an Advisor Services account, please contact your advisor, visit www.schwab.com/SA_cash, or call Schwab Alliance at 1-800-515-2157.</p>
Benefits to Schwab	<p>We charge fees and receive certain benefits under the different cash features. We share a portion of these fees and benefits with our investment professionals. Because of these fees and benefits, we have a financial incentive to select the particular cash features included in the Cash Features Program.</p>
Differing Risks and Account Protection	<p>The different cash features are subject to different risks and account protection:</p> <ul style="list-style-type: none"> ▪ The Schwab One® Interest feature is not subject to market risk and value loss but is subject to the risk of Schwab's failure. In the unlikely event that Schwab fails, cash is eligible for SIPC coverage up to a limit of \$250,000 (including principal and interest) per client in each insurable capacity (e.g., individual or joint). Free credit balances held at Schwab are not insured or guaranteed by the FDIC. ▪ The Bank Sweep and Bank Sweep for Benefit Plans features are not subject to market risk and value loss but are subject to the risk of the failure of one or more of the Program Banks. Please review the Cash Features Program Disclosure Statement for a list of the Program Banks (www.schwab.com/cashfeaturesdisclosure). Certain conditions must be satisfied for FDIC insurance coverage to apply. In the unlikely event that one or more of the Program Banks fails, deposits at each bank are eligible for FDIC insurance protection up to a limit of \$250,000 (including principal and interest) per depositor in each insurable capacity (e.g., individual, joint, and plan participant). This limit includes any other deposits you may have at that bank outside of the Bank Sweep and Bank Sweep for Benefit Plans features. You are responsible for monitoring your bank balances in the Bank Sweep and Bank Sweep for Benefit Plans features and the balances in any of your other bank accounts at each Program Bank to determine if these, in total, exceed FDIC insurance limits. Monies held in both features are not covered by SIPC. ▪ The Money Fund Sweep feature invests in high-quality, short-term securities and seeks to maintain a stable value, but is subject to market risks and potential value loss. It is not a bank account and is not subject to FDIC insurance protection. It is instead covered by SIPC, which protects against the custodial risk (and not a decline in market value) when a brokerage firm fails by replacing missing securities and cash up to a limit of \$500,000, of which \$250,000 may be cash. Shares held through the Money Fund Sweep feature are not considered cash, but are treated as securities for SIPC coverage.

Investment and Insurance Products: Not a Deposit ▪ Not FDIC Insured ▪ Not Insured by any Federal Government Agency ▪ No Bank Guarantee ▪ May Lose Value

