Form 5500

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Annual Return/Report of Employee Benefit Plan

This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code).

▶ **Complete all entries in accordance with the instructions to the Form 5500.**

OMB Nos. 1210-0110
1210-0089

2021

This Form is Open to Public Inspection

Part I Annual Report Identification Information

For calendar plan year 2021 or fiscal plan year beginning 01/01/2021 and ending 12/31/2021

A This return/report is for:
- [ ] a multiemployer plan
- [X] a multiple-employer plan (Filers checking this box must attach a list of participating employer information in accordance with the form instructions.)
- [ ] a single-employer plan
- [ ] a DFE (specify) ____

B This return/report is:
- [ ] the first return/report
- [ ] the final return/report
- [ ] an amended return/report
- [ ] a short plan year return/report (less than 12 months)

C If the plan is a collectively-bargained plan, check here. . . . . ▶ [X]

D Check box if filing under:
- [X] Form 5558
- [ ] automatic extension
- [ ] the DFVC program
- [ ] special extension (enter description)

E If this is a retroactively adopted plan permitted by SECURE Act section 201, check here. . . . . ▶ [ ]

Part II Basic Plan Information—enter all requested information

1a Name of plan
AT&T RETIREMENT SAVINGS PLAN

1b Three-digit plan number (PN) ▶ 009

1c Effective date of plan 07/01/1969

2a Plan sponsor's name (employer, if for a single-employer plan)
Mailing address (include room, apt., suite no. and street, or P.O. Box)
City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions)
AT&T INC.

P.O. BOX 132160
DALLAS, TX 75313-2160

2b Employer Identification Number (EIN) 43-1301883

2c Plan Sponsor's telephone number 210-351-3333

2d Business code (see instructions) 517000

Caution: A penalty for the late or incomplete filing of this return/report will be assessed unless reasonable cause is established.

Under penalties of perjury and other penalties set forth in the instructions, I declare that I have examined this return/report, including accompanying schedules, statements and attachments, as well as the electronic version of this return/report, and to the best of my knowledge and belief, it is true, correct, and complete.

SIGN HERE	Filed with authorized/valid electronic signature.	09/20/2022	PAUL W. STEPHENS
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

3a Plan administrator's name and address ☐ Same as Plan Sponsor

AT&T SERVICES, INC.

P.O. BOX 132160
DALLAS, TX 75313-2160

3b Administrator's EIN
74-2782655

3c Administrator's telephone number
210-351-3333

4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report:
a Sponsor's name
c Plan Name

4b EIN

4d PN

5 Total number of participants at the beginning of the plan year	**5**	271626
6 Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines **6a(1), 6a(2), 6b, 6c,** and **6d**).		
a(1) Total number of active participants at the beginning of the plan year	**6a(1)**	158878
a(2) Total number of active participants at the end of the plan year	**6a(2)**	144811
b Retired or separated participants receiving benefits	**6b**	11759
c Other retired or separated participants entitled to future benefits	**6c**	103712
d Subtotal. Add lines **6a(2)**, **6b**, and **6c**	**6d**	260282
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	**6e**	1102
f Total. Add lines **6d** and **6e**	**6f**	261384
g Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)	**6g**	253604
h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested	**6h**	10952
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	**7**	

8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions:

2E 2F 2G 2I 2J 2K 2O 2R 2S 2T 3F 3H

b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions:

9a Plan funding arrangement (check all that apply)

(1)	☐	Insurance
(2)	☐	Code section 412(e)(3) insurance contracts
(3)	☒	Trust
(4)	☐	General assets of the sponsor

9b Plan benefit arrangement (check all that apply)

(1)	☐	Insurance
(2)	☐	Code section 412(e)(3) insurance contracts
(3)	☒	Trust
(4)	☐	General assets of the sponsor

10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)

a Pension Schedules

(1)	☒	**R** (Retirement Plan Information)
(2)	☐	**MB** (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary
(3)	☐	**SB** (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary

b General Schedules

(1)	☒		**H** (Financial Information)
(2)	☐		**I** (Financial Information – Small Plan)
(3)	☐	0	**A** (Insurance Information)
(4)	☒		**C** (Service Provider Information)
(5)	☒		**D** (DFE/Participating Plan Information)
(6)	☐		**G** (Financial Transaction Schedules)

Part III Form M-1 Compliance Information (to be completed by welfare benefit plans)

11a If the plan provides welfare benefits, was the plan subject to the Form M-1 filing requirements during the plan year? (See instructions and 29 CFR 2520.101-2.) ..... ☐ Yes ☐ No

If "Yes" is checked, complete lines 11b and 11c.

11b Is the plan currently in compliance with the Form M-1 filing requirements? (See instructions and 29 CFR 2520.101-2.) ..... ☐ Yes ☐ No

11c Enter the Receipt Confirmation Code for the 2021 Form M-1 annual report. If the plan was not required to file the 2021 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code_____

SCHEDULE C (Form 5500)	Service Provider Information	OMB No. 1210-0110
Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ **File as an attachment to Form 5500.**	**2021** **This Form is Open to Public Inspection.**

For calendar plan year 2021 or fiscal plan year beginning 01/01/2021 and ending 12/31/2021

A Name of plan	**B** Three-digit plan number (PN) ▶
AT&T RETIREMENT SAVINGS PLAN	009
C Plan sponsor's name as shown on line 2a of Form 5500	**D** Employer Identification Number (EIN)
AT&T INC.	43-1301883

Part I Service Provider Information (see instructions)

You must complete this Part, in accordance with the instructions, to report the information required for **each person** who received, directly or indirectly, $5,000 or more in total compensation (i.e., money or anything else of monetary value) in connection with services rendered to the plan or the person's position with the plan during the plan year. If a person received **only** eligible indirect compensation for which the plan received the required disclosures, you are required to answer line 1 but are not required to include that person when completing the remainder of this Part.

1 Information on Persons Receiving Only Eligible Indirect Compensation

a Check "Yes" or "No" to indicate whether you are excluding a person from the remainder of this Part because they received only eligible indirect compensation for which the plan received the required disclosures (see instructions for definitions and conditions). . . . . ☐ Yes ☒ No

b If you answered line 1a "Yes," enter the name and EIN or address of each person providing the required disclosures for the service providers who received only eligible indirect compensation. Complete as many entries as needed (see instructions).

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

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(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, $5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

FINANCIAL ENGINES, INC.

47-5324976

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
27 51	NONE	12323000	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

(a) Enter name and EIN or address (see instructions)

FIDELITY PARTICIPANT ELECTED FEE

04-2647786

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
37 64 65 71	NONE	5378000	Yes [X] No [ ]	Yes [X] No [ ]	0	Yes [X] No [ ]

(a) Enter name and EIN or address (see instructions)

FIDELITY UNIVERSAL BASIC FEE

04-2647786

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
37 64 65 71	NONE	5059000	Yes [X] No [ ]	Yes [X] No [ ]	0	Yes [X] No [ ]

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, $5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

(b) Service Code(s)	**(c)** Relationship to employer, employee organization, or person known to be a party-in-interest	**(d)** Enter direct compensation paid by the plan. If none, enter -0-.	**(e)** Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	**(f)** Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	**(g)** Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	**(h)** Did the service provider give you a formula instead of an amount or estimated amount?
			Yes ☐ No ☐	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

(b) Service Code(s)	**(c)** Relationship to employer, employee organization, or person known to be a party-in-interest	**(d)** Enter direct compensation paid by the plan. If none, enter -0-.	**(e)** Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	**(f)** Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	**(g)** Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	**(h)** Did the service provider give you a formula instead of an amount or estimated amount?
			Yes ☐ No ☐	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

(b) Service Code(s)	**(c)** Relationship to employer, employee organization, or person known to be a party-in-interest	**(d)** Enter direct compensation paid by the plan. If none, enter -0-.	**(e)** Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	**(f)** Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	**(g)** Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	**(h)** Did the service provider give you a formula instead of an amount or estimated amount?
			Yes ☐ No ☐	Yes ☐ No ☐		Yes ☐ No ☐

Part I Service Provider Information (continued)

3. If you reported on line 2 receipt of indirect compensation, other than eligible indirect compensation, by a service provider, and the service provider is a fiduciary or provides contract administrator, consulting, custodial, investment advisory, investment management, broker, or recordkeeping services, answer the following questions for (a) each source from whom the service provider received $1,000 or more in indirect compensation and (b) each source for whom the service provider gave you a formula used to determine the indirect compensation instead of an amount or estimated amount of the indirect compensation. Complete as many entries as needed to report the required information for each source.

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
SEE ATTACHMENT		
(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

Part II Service Providers Who Fail or Refuse to Provide Information

4 Provide, to the extent possible, the following information for each service provider who failed or refused to provide the information necessary to complete this Schedule.

(a) Enter name and EIN or address of service provider (see instructions)	**(b)** Nature of Service Code(s)	**(c)** Describe the information that the service provider failed or refused to provide

(a) Enter name and EIN or address of service provider (see instructions)	**(b)** Nature of Service Code(s)	**(c)** Describe the information that the service provider failed or refused to provide

(a) Enter name and EIN or address of service provider (see instructions)	**(b)** Nature of Service Code(s)	**(c)** Describe the information that the service provider failed or refused to provide

(a) Enter name and EIN or address of service provider (see instructions)	**(b)** Nature of Service Code(s)	**(c)** Describe the information that the service provider failed or refused to provide

(a) Enter name and EIN or address of service provider (see instructions)	**(b)** Nature of Service Code(s)	**(c)** Describe the information that the service provider failed or refused to provide

(a) Enter name and EIN or address of service provider (see instructions)	**(b)** Nature of Service Code(s)	**(c)** Describe the information that the service provider failed or refused to provide

Part III	**Termination Information on Accountants and Enrolled Actuaries (see instructions)** (complete as many entries as needed)

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

SCHEDULE D (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

DFE/Participating Plan Information

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).

▶ **File as an attachment to Form 5500.**

OMB No. 1210-0110

2021

This Form is Open to Public Inspection.

For calendar plan year 2021 or fiscal plan year beginning 01/01/2021 and ending 12/31/2021

A Name of plan
AT&T RETIREMENT SAVINGS PLAN

B Three-digit plan number (PN) ▶ 009

C Plan or DFE sponsor's name as shown on line 2a of Form 5500
AT&T INC.

D Employer Identification Number (EIN)
43-1301883

Part I **Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs)**
(Complete as many entries as needed to report all interests in DFEs)

a Name of MTIA, CCT, PSA, or 103-12 IE: AT&T SAVINGS PLAN MASTER TRUST

b Name of sponsor of entity listed in (a): AT&T INC.

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
43-1301883-022	M	53067573000

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

Part II **Information on Participating Plans (to be completed by DFEs)**
(Complete as many entries as needed to report all participating plans)

a Plan name	
b Name of plan sponsor	**c** EIN-PN
a Plan name	
b Name of plan sponsor	**c** EIN-PN
a Plan name	
b Name of plan sponsor	**c** EIN-PN
a Plan name	
b Name of plan sponsor	**c** EIN-PN
a Plan name	
b Name of plan sponsor	**c** EIN-PN
a Plan name	
b Name of plan sponsor	**c** EIN-PN
a Plan name	
b Name of plan sponsor	**c** EIN-PN
a Plan name	
b Name of plan sponsor	**c** EIN-PN
a Plan name	
b Name of plan sponsor	**c** EIN-PN
a Plan name	
b Name of plan sponsor	**c** EIN-PN
a Plan name	
b Name of plan sponsor	**c** EIN-PN
a Plan name	
b Name of plan sponsor	**c** EIN-PN
a Plan name	
b Name of plan sponsor	**c** EIN-PN

SCHEDULE H (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Financial Information

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code).

▶ **File as an attachment to Form 5500.**

OMB No. 1210-0110

2021

This Form is Open to Public Inspection

For calendar plan year 2021 or fiscal plan year beginning 01/01/2021 and ending 12/31/2021

A Name of plan
AT&T RETIREMENT SAVINGS PLAN

B Three-digit plan number (PN) ▶ 009

C Plan sponsor's name as shown on line 2a of Form 5500
AT&T INC.

D Employer Identification Number (EIN)
43-1301883

Part I Asset and Liability Statement

1 Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Report the value of the plan's interest in a commingled fund containing the assets of more than one plan on a line-by-line basis unless the value is reportable on lines 1c(9) through 1c(14). Do not enter the value of that portion of an insurance contract which guarantees, during this plan year, to pay a specific dollar benefit at a future date. **Round off amounts to the nearest dollar.** MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 1b(1), 1b(2), 1c(8), 1g, 1h, and 1i. CCTs, PSAs, and 103-12 IEs also do not complete lines 1d and 1e. See instructions.

Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash	1a		
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	2486000	4365000
(2) Participant contributions	1b(2)	3881000	7287000
(3) Other	1b(3)		
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)		
(2) U.S. Government securities	1c(2)		
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)		
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)		
(5) Partnership/joint venture interests	1c(5)		
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)	781880000	685922000
(9) Value of interest in common/collective trusts	1c(9)		
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)	50562018000	53067573000
(12) Value of interest in 103-12 investment entities	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)		
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)		
(15) Other	1c(15)		

			(a) Beginning of Year	**(b)** End of Year
1d	Employer-related investments:			
	(1) Employer securities	1d(1)		
	(2) Employer real property	1d(2)		
e	Buildings and other property used in plan operation	1e		
f	Total assets (add all amounts in lines 1a through 1e)	1f	51350265000	53765147000
	Liabilities			
g	Benefit claims payable	1g	12338000	15906000
h	Operating payables	1h		
i	Acquisition indebtedness	1i		
j	Other liabilities	1j		
k	Total liabilities (add all amounts in lines 1g through1j)	1k	12338000	15906000
	Net Assets			
l	Net assets (subtract line 1k from line 1f)	1l	51337927000	53749241000

Part II Income and Expense Statement

2 Plan income, expenses, and changes in net assets for the year. Include all income and expenses of the plan, including any trust(s) or separately maintained fund(s) and any payments/receipts to/from insurance carriers. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 2a, 2b(1)(E), 2e, 2f, and 2g.

	Income		**(a)** Amount	**(b)** Total
a	**Contributions:**			
	(1) Received or receivable in cash from: **(A)** Employers	2a(1)(A)	720061000	
	(B) Participants	2a(1)(B)	1367650000	
	(C) Others (including rollovers)	2a(1)(C)	318570000	
	(2) Noncash contributions	2a(2)		
	(3) Total contributions. Add lines **2a(1)(A), (B), (C),** and line **2a(2)**	2a(3)		2406281000
b	**Earnings on investments:**			
	(1) Interest:			
	(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)		
	(B) U.S. Government securities	2b(1)(B)		
	(C) Corporate debt instruments	2b(1)(C)		
	(D) Loans (other than to participants)	2b(1)(D)		
	(E) Participant loans	2b(1)(E)	40622000	
	(F) Other	2b(1)(F)		
	(G) Total interest. Add lines **2b(1)(A)** through **(F)**	2b(1)(G)		40622000
	(2) Dividends: **(A)** Preferred stock	2b(2)(A)		
	(B) Common stock	2b(2)(B)		
	(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)		
	(D) Total dividends. Add lines **2b(2)(A)**, **(B)**, and **(C)**	2b(2)(D)		0
	(3) Rents	2b(3)		
	(4) Net gain (loss) on sale of assets: **(A)** Aggregate proceeds	2b(4)(A)		
	(B) Aggregate carrying amount (see instructions)	2b(4)(B)		
	(C) Subtract line **2b(4)(B)** from line **2b(4)(A)** and enter result	2b(4)(C)		0
	(5) Unrealized appreciation (depreciation) of assets: **(A)** Real estate	2b(5)(A)		
	(B) Other	2b(5)(B)		
	(C) Total unrealized appreciation of assets. Add lines **2b(5)(A)** and **(B)**	2b(5)(C)		0

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		5882485000
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		
c Other income	2c		
d Total income. Add all **income** amounts in column (b) and enter total	2d		8329388000
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	5895314000	
(2) To insurance carriers for the provision of benefits	2e(2)		
(3) Other	2e(3)		
(4) Total benefit payments. Add lines **2e(1)** through **(3)**	2e(4)		5895314000
f Corrective distributions (see instructions)	2f		
g Certain deemed distributions of participant loans (see instructions)	2g		
h Interest expense	2h		
i Administrative expenses: (1) Professional fees	2i(1)		
(2) Contract administrator fees	2i(2)		
(3) Investment advisory and management fees	2i(3)		
(4) Other	2i(4)	22760000	
(5) Total administrative expenses. Add lines **2i(1)** through **(4)**	2i(5)		22760000
j Total expenses. Add all **expense** amounts in column (b) and enter total	2j		5918074000
Net Income and Reconciliation			
k Net income (loss). Subtract line **2j** from line **2d**	2k		2411314000
l Transfers of assets:			
(1) To this plan	2l(1)		
(2) From this plan	2l(2)		

Part III Accountant's Opinion

3 Complete lines 3a through 3c if the opinion of an independent qualified public accountant is attached to this Form 5500. Complete line 3d if an opinion is not attached.

a The attached opinion of an independent qualified public accountant for this plan is (see instructions):

(1) [X] Unmodified **(2)** [ ] Qualified **(3)** [ ] Disclaimer **(4)** [ ] Adverse

b Check the appropriate box(es) to indicate whether the IQPA performed an ERISA section 103(a)(3)(C) audit. Check both boxes (1) and (2) if the audit was performed pursuant to both 29 CFR 2520.103-8 and 29 CFR 2520.103-12(d). Check box (3) if pursuant to neither.

(1) [ ] DOL Regulation 2520.103-8 **(2)** [ ] DOL Regulation 2520.103-12(d) **(3)** [X] neither DOL Regulation 2520.103-8 nor DOL Regulation 2520.103-12(d).

c Enter the name and EIN of the accountant (or accounting firm) below:

(1) Name: FORVIS, LLP **(2)** EIN: 44-0160260

d The opinion of an independent qualified public accountant is **not attached** because:

(1) [ ] This form is filed for a CCT, PSA, or MTIA. **(2)** [ ] It will be attached to the next Form 5500 pursuant to 29 CFR 2520.104-50.

Part IV Compliance Questions

4 CCTs and PSAs do not complete Part IV. MTIAs, 103-12 IEs, and GIAs do not complete lines 4a, 4e, 4f, 4g, 4h, 4k, 4m, 4n, or 5. 103-12 IEs also do not complete lines 4j and 4l. MTIAs also do not complete line 4l.

During the plan year:

		Yes	No	Amount
a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)	4a	X		117

			Yes	No	Amount
b	Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)	**4b**		X	
c	Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)	**4c**		X	
d	Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)	**4d**		X	
e	Was this plan covered by a fidelity bond?	**4e**	X		25000000
f	Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?	**4f**		X	
g	Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?	**4g**		X	
h	Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?	**4h**		X	
i	Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	**4i**	X		
j	Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)	**4j**		X	
k	Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?	**4k**		X	
l	Has the plan failed to provide any benefit when due under the plan?	**4l**		X	
m	If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)	**4m**		X	
n	If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3	**4n**			

5a Has a resolution to terminate the plan been adopted during the plan year or any prior plan year? ☐ Yes ☒ No

If "Yes," enter the amount of any plan assets that reverted to the employer this year _____.

5b If, during this plan year, any assets or liabilities were transferred from this plan to another plan(s), identify the plan(s) to which assets or liabilities were transferred. (See instructions.)

5b(1) Name of plan(s)	**5b(2)** EIN(s)	**5b(3)** PN(s)

5c Was the plan a defined benefit plan covered under the PBGC insurance program at any time during this plan year? (See ERISA section 4021 and instructions.) ☐ Yes ☐ No ☐ Not determined

If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year _____.

SCHEDULE R (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Retirement Plan Information

This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code).

▶ **File as an attachment to Form 5500.**

OMB No. 1210-0110

2021

This Form is Open to Public Inspection.

For calendar plan year 2021 or fiscal plan year beginning 01/01/2021 and ending 12/31/2021

A Name of plan
AT&T RETIREMENT SAVINGS PLAN

B Three-digit plan number (PN) ▶ 009

C Plan sponsor's name as shown on line 2a of Form 5500
AT&T INC.

D Employer Identification Number (EIN)
43-1301883

Part I Distributions

All references to distributions relate only to payments of benefits during the plan year.

1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions **1** 0

2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits):

EIN(s): 04-6568107

Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.

3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year **3**

Part II Funding Information (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part.)

4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)? ..... ☐ **Yes** ☐ **No** ☐ **N/A**

If the plan is a defined benefit plan, go to line 8.

5 If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. **Date:** Month _____ Day _____ Year _____

If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.

6 **a** Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived) **6a**

b Enter the amount contributed by the employer to the plan for this plan year **6b**

c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount) **6c**

If you completed line 6c, skip lines 8 and 9.

7 Will the minimum funding amount reported on line 6c be met by the funding deadline? ..... ☐ **Yes** ☐ **No** ☐ **N/A**

8 If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change? ..... ☐ **Yes** ☐ **No** ☐ **N/A**

Part III Amendments

9 If this is a defined benefit pension plan, were any amendments adopted during this plan year that increased or decreased the value of benefits? If yes, check the appropriate box. If no, check the "No" box. ..... ☐ **Increase** ☐ **Decrease** ☐ **Both** ☐ **No**

Part IV ESOPs (see instructions). If this is not a plan described under section 409(a) or 4975(e)(7) of the Internal Revenue Code, skip this Part.

10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan? ..... ☐ **Yes** ☒ **No**

11 **a** Does the ESOP hold any preferred stock? ..... ☐ **Yes** ☒ **No**

b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.) ..... ☐ **Yes** ☐ **No**

12 Does the ESOP hold any stock that is not readily tradable on an established securities market? ..... ☐ **Yes** ☒ **No**

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

13 Enter the following information for each employer that contributed more than 5% of total contributions to the plan during the plan year (measured in dollars). See instructions. *Complete as many entries as needed to report all applicable employers.*

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify):

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

14 Enter the number of deferred vested and retired participants (inactive participants), as of the beginning of the plan year, whose contributing employer is no longer making contributions to the plan for:

a The current plan year. Check the box to indicate the counting method used to determine the number of inactive participants: ☐ last contributing employer ☐ alternative ☐ reasonable approximation (see instructions for required attachment)	**14a**	
b The plan year immediately preceding the current plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment)	**14b**	
c The second preceding plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment)	**14c**	

15 Enter the ratio of the number of participants under the plan on whose behalf no employer had an obligation to make an employer contribution during the current plan year to:

a The corresponding number for the plan year immediately preceding the current plan year	**15a**	
b The corresponding number for the second preceding plan year	**15b**	

16 Information with respect to any employers who withdrew from the plan during the preceding plan year:

a Enter the number of employers who withdrew during the preceding plan year	**16a**	
b If line 16a is greater than 0, enter the aggregate amount of withdrawal liability assessed or estimated to be assessed against such withdrawn employers	**16b**	

17 If assets and liabilities from another plan have been transferred to or merged with this plan during the plan year, check box and see instructions regarding supplemental information to be included as an attachment ☐

Part VI Additional Information for Single-Employer and Multiemployer Defined Benefit Pension Plans

18 If any liabilities to participants or their beneficiaries under the plan as of the end of the plan year consist (in whole or in part) of liabilities to such participants and beneficiaries under two or more pension plans as of immediately before such plan year, check box and see instructions regarding supplemental information to be included as an attachment ☐

19 If the total number of participants is 1,000 or more, complete lines (a) through (c)

a Enter the percentage of plan assets held as:
Stock: _____% Investment-Grade Debt: _____% High-Yield Debt: _____% Real Estate: _____% Other: _____%

b Provide the average duration of the combined investment-grade and high-yield debt:
☐ 0-3 years ☐ 3-6 years ☐ 6-9 years ☐ 9-12 years ☐ 12-15 years ☐ 15-18 years ☐ 18-21 years ☐ 21 years or more

c What duration measure was used to calculate line 19(b)?
☐ Effective duration ☐ Macaulay duration ☐ Modified duration ☐ Other (specify):

20 **PBGC missed contribution reporting requirements.** If this is a multiemployer plan or a single-employer plan that is not covered by PBGC, skip line 20.

a Is the amount of unpaid minimum required contributions for all years from Schedule SB (Form 5500) line 40 greater than zero? ☐ Yes ☐ No

b If line 20a is "Yes," has PBGC been notified as required by ERISA sections 4043(c)(5) and/or 303(k)(4)? Check the applicable box:

☐ Yes.

☐ No. Reporting was waived under 29 CFR 4043.25(c)(2) because contributions equal to or exceeding the unpaid minimum required contribution were made by the 30th day after the due date.

☐ No. The 30-day period referenced in 29 CFR 4043.25(c)(2) has not yet ended, and the sponsor intends to make a contribution equal to or exceeding the unpaid minimum required contribution by the 30th day after the due date.

☐ No. Other. Provide explanation _____

ACCOUNTANT'S OPINION AND FINANCIAL STATEMENTS

Schedule H, Line 3

PLAN NAME: AT&T RETIREMENT SAVINGS PLAN

EIN: 43-1301883

PLAN NUMBER: 009

AT&T Inc. – AT&T Retirement Savings Plan, Financial Statements, 12/31/2021.

AT&T RETIREMENT SAVINGS PLAN

Financial Statements and Supplemental Schedules
For the Years Ended December 31, 2021 and 2020
With Independent Auditor's Report

AT&T Retirement Savings Plan

Table of Contents

	Page
Independent Auditor's Report	1
Financial Statements:	
Statements of Net Assets Available for Benefits as of December 31, 2021 and 2020	3
Statements of Changes in Net Assets Available for Benefits for the Year Ended December 31, 2021	4
Notes to Financial Statements	5
Supplemental Schedules:	
Schedule H, Part IV, Line 4(a) – Schedule of Delinquent Participant Contributions for the Year Ended December 31, 2021	23
Schedule H, Part IV, Line 4(i) – Schedule of Assets (Held at End of Year) as of December 31, 2021	24

FORVIS

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Independent Auditor's Report

Plan Administrator and Plan Participants
AT&T Retirement Savings Plan
AT&T Puerto Rico Retirement Savings Plan
Dallas, Texas

Opinion

We have audited the financial statements of AT&T Retirement Savings Plan and AT&T Puerto Rico Retirement Savings Plan (the Plans), employee benefit plans subject to the *Employee Retirement Income Security Act of 1974* (ERISA), which comprise the statements of net assets available for benefits as of December 31, 2021 and 2020, and the related statements of changes in net assets available for benefits for the year ended December 31, 2021, and the related notes to the financial statements.

In our opinion, the accompanying financial statements present fairly, in all material respects, the net assets available for benefits of AT&T Retirement Savings Plan and AT&T Puerto Rico Retirement Savings Plan as of December 31, 2021 and 2020, and the changes in net assets available for benefits for the year ended December 31, 2021, in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the "Auditor's Responsibilities for the Audit of the Financial Statements" section of our report. We are required to be independent of the Plans and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plans' ability to continue as a going concern within one year after the date that these financial statements are available to be issued.

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Management is also responsible for maintaining a current plan instrument, including all the Plans' amendments, administering the Plans, and determining that the Plans' transactions that are presented and disclosed in the financial statements are in conformity with the Plans' provisions, including maintaining sufficient records with respect to each of the participants, to determine the benefits due or which may become due to such participants.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if, there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plans' internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plans' ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

Supplemental Schedules Required by ERISA

Our audits were conducted for the purpose of forming an opinion on the financial statements as a whole. The supplemental schedules listed in the table of contents are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS.

In forming our opinion on the supplemental schedules, we evaluated whether the supplemental schedules, including their form and content, are presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion, the information in the accompanying schedules is fairly stated, in all material respects, in relation to the financial statements as a whole, and the form and content are presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

FORVIS, LLP

San Antonio, Texas
June 28, 2022
Federal Employer Identification Number: 44-0160260

AT&T Retirement Savings Plan
AT&T Puerto Rico Retirement Savings Plan
Statements of Net Assets Available For Benefits
(Dollars in Thousands)

	December 31, 2021		December 31, 2020	
	AT&T Retirement Savings Plan	**AT&T Puerto Rico Retirement Savings Plan**	**AT&T Retirement Savings Plan**	**AT&T Puerto Rico Retirement Savings Plan**
Assets				
Investment in AT&T Savings Plan Master Trust, (Note 4)	**$ 53,067,573**	**$ 127,300**	$ 50,562,018	$ 126,433
Notes receivable from participants	**685,922**	**2,596**	781,880	6,391
Employer contribution receivable	**4,365**	**5**	2,486	2
Participant contribution receivable	**7,287**	**6**	3,881	4
Total Receivables	**697,574**	**2,607**	788,247	6,397
Net Assets Available for Benefits	**$ 53,765,147**	**$ 129,907**	$ 51,350,265	$ 132,830

See Notes to Financial Statements.

AT&T Retirement Savings Plan
AT&T Puerto Rico Retirement Savings Plan
Statements of Changes in Net Assets Available For Benefits
For the Year Ended December 31, 2021
(Dollars in Thousands)

	AT&T Retirement Savings Plan	AT&T Puerto Rico Retirement Savings Plan
Net Assets Available for Benefits, December 31, 2020	$ 51,350,265	$ 132,830
Changes in Net Assets:		
Contributions:		
Participant contributions	1,367,650	941
Employer contributions	720,061	744
Rollover contributions	318,570	—
	2,406,281	1,685
Net income from investment in AT&T Savings Plan Master Trust	5,882,485	14,399
Interest income on notes receivable from participants	40,622	236
Distributions	(5,891,746)	(19,052)
Administrative Expenses	(22,760)	(191)
Net increase (decrease)	2,414,882	(2,923)
Net Assets Available for Benefits, December 31, 2021	$ 53,765,147	$ 129,907

See Notes to Financial Statements.

NOTE 1. PLAN DESCRIPTIONS

The following descriptions provide only general information. Detailed provisions covering participant eligibility, participant allotments from pay, participant withdrawals, participant loans, employer contributions and related vesting of contributions and plan expenses are provided in the plan texts and prospectuses. The AT&T Retirement Savings Plan and AT&T Puerto Rico Retirement Savings Plan (collectively referred to as the Plans) are defined contribution plans and are subject to the provisions of the Employee Retirement Income Security Act of 1974, as amended (ERISA).

The AT&T Retirement Savings Plan (ARSP) was originally established by BellSouth Corporation (BellSouth) to provide a convenient way for eligible non-management and bargained for employees of participating BellSouth companies to save on a regular and long-term basis.

The AT&T Puerto Rico Retirement Savings Plan (ARSP-PR) was originally established by CCPR Inc. to provide a convenient way for eligible employees of its Puerto Rico subsidiary, CCPR Services Inc., and certain affiliates, to save on a regular and long-term basis. The ARSP-PR became sponsored by AT&T effective December 31, 2008.

The Plans participate in the AT&T Savings Plan Master Trust (AT&T Master Trust) for certain participant investment fund options as described below. The AT&T Master Trust invests in the AT&T Savings Group Investment Trust (Group Trust) for the remaining participant investment fund options. The Bank of New York Mellon Corporation (BNY Mellon) serves as trustee for both the AT&T Master Trust and Group Trust. With respect to the ARSP-PR, BNY Mellon serves as a U.S. custodian pursuant to a custodian agreement and Oriental Financial Group serves as trustee of the associated trust known as the AT&T Puerto Rico Retirement Savings Plan Trust. Fidelity Investments Institutional Operations Company, Inc. (Fidelity) serves as recordkeeper for the Plans.

Effective at the close of business on April 30, 2020, the Xandr Inc. 401(k) Plan was merged into the ARSP. As a result, $78,932 net assets including $509 in participant loans were transferred to the ARSP on April 30, 2020.

Effective at the close of business on June 30, 2020, the Ellation, Inc. 401(k) Plan was merged into the ARSP. As a result, $10,019 net assets were transferred to the ARSP on June 30, 2020.

Effective at the close of business on July 31, 2020, the Fullscreen 401(k) Plan was merged into the ARSP. As a result, $23,486 net assets including $183 in participant loans were transferred to the ARSP on July 31, 2020.

Effective at the close of business on July 31, 2020, the Clypd, Inc. 401(k) Plan was merged into the ARSP. As a result, $2,909 net assets were transferred to the ARSP on July 31, 2020.

On October 31, 2020, AT&T sold the majority of its wireless and wireline businesses in Puerto Rico and the US Virgin Islands to Liberty Latin America, resulting in a partial plan termination in the ARSP-PR. Participants who terminated during the year of the partial plan termination were fully vested in their account balances and remaining participants' vesting continues accordance with plan provisions.

Effective January 1, 2021, the TTT West Coast, Inc. 401(k) Retirement Savings Plan (TRSP) transitioned its Plan Sponsor from TTT West Coast, Inc. to AT&T Inc., and its total plan net assets of $43,772 excluding the participant loans merged into the AT&T Master Trust. Out of the total plan assets, $2,101 merged into the Group Trust. The TRSP remains as a stand-alone plan.

On July 31, 2021, we closed our transaction with TPG to form a new company named DIRECTV Entertainment Holdings, LLC. The transaction resulted in our deconsolidation of the Video business. This transaction impacted certain plan participants in both the ARSP and ARSP-PR, resulting a partial plan termination in the ARSP-PR. Participants who terminated during the year of the partial plan termination of the ARSP-PR were fully vested in their account balances and remaining participants' vesting continues in accordance with plan provisions.

During 2021 and 2020, participants could invest their contributions in one or more of eleven funds in 1% increments:

- AT&T Total Return Bond Fund*
- AT&T U.S. Stock Fund*
- AT&T International Stock Fund*
- AT&T Stable Value Fund*
- Total U.S. Stock Market Index Fund**
- Small and Mid-Sized U.S. Stock Index Fund**
- International Stock Index Fund**
- Large Cap U.S. Stock Index Fund**
- AT&T Shares Fund**
- Fidelity BrokerageLink®**
- AT&T Age-Based Asset Allocation Funds (based on retirement date)**

* Investment fund option of the Group Trust.
** Investment fund option of the AT&T Master Trust.

Participants contribute to the Plans through payroll allotments. The Company contributes to the Plans by matching the participants' contributions based on the provisions of the respective plan. For the ARSP, some matching contributions are made in the form of cash and are participant directed immediately upon allocation. The majority of Company matching contributions for the ARSP and all Company matching contributions for the ARSP-PR are made solely in the form of shares of AT&T's common stock. Matching contributions made in stock into the ARSP are held in an Employee Stock Ownership Plan (ESOP), which is part of the AT&T Shares Fund, within the AT&T Master Trust. Matching contributions made in stock into the ARSP-PR are held in a separate stock bonus portion of the ARSP-PR. Company contributions made to the Plans can be immediately diversified into any of the fund options above.

Dividends on AT&T shares held in the ARSP can either be reinvested in the AT&T Shares Fund on a quarterly basis, or paid into a short-term interest bearing fund for distribution (or pass-through) before the end of the year. Interest earned on dividends held in the short-term interest bearing fund are used to purchase additional units of the AT&T Shares Fund in the participant's account. During 2021, participants in the ARSP elected to receive $33,738 in dividend distributions, which are included in distributions on the statements of changes in net assets available for benefits. Dividends on AT&T shares held in the ARSP are reinvested in the AT&T Shares Fund on a quarterly basis. Dividends on AT&T shares held in the ARSP-PR are not eligible for pass-through and are reinvested in the AT&T Shares Fund on a quarterly basis.

Each participant is entitled to exercise voting rights attributable to the AT&T shares allocated to their account and is notified by the Company prior to the time that such rights may be exercised. Subject to the fiduciary provisions of ERISA, the trustee will not vote any allocated shares for which instructions have not been given by the participant. The trustee votes any unallocated shares in the same proportion as it votes those shares that were allocated to the extent the proportionate vote is consistent with the trustee's fiduciary obligation under ERISA. Participants have the same voting rights in the event of a tender or exchange offer.

Although it has not expressed any intent to do so, AT&T has the right under the Plans to discontinue its contributions at any time and to terminate the Plans subject to the provisions of ERISA. In the event that the Plans are terminated, subject to the conditions set forth by ERISA, the account balances of all participants shall be 100% vested.

Administrative and Operating Expenses; Investment Manager Fees Except to the extent paid by the Company, all expenses incident to the administration and operation of the Plans are charged to participants, either directly to their accounts or through the investment funds offered under the Group Trust or AT&T Master Trust, in accordance with administrative procedures established by the Plan administrator. Investment manager fees are charged through the investment funds. Expenses charged directly to participant accounts (e.g., recordkeeping, communications fees) are reflected as a periodic fee on the participant account statements. In addition, expenses and fees with respect to certain transactions and services (e.g., plan loan initiation fees) are charged directly to participants who incur them rather than to the Plans as a whole.

AT&T has implemented certain benefit plan provisions of the March 2020 Coronavirus Aid, Relief, and Economic Security Act (CARES). The CARES Act includes funding relief for defined benefit plan sponsors, distribution and plan loan changes for participants and beneficiaries, and delay of minimum required distributions otherwise required in 2020. The following provisions of the CARES Act were implemented.

- Added an in-service withdrawal option for "coronavirus-related distributions" of up to $100. Participants may repay all or a portion of distributions within three years, and repayments will not count towards annual contribution limits. Distributions under this option will not have tax withheld, and for those under 59 ½, will not be subject to a 10% early withdrawal penalty.

- Increased limits on plan loans to $100 (from $50); or 100% (from 50%) of the present value of the participant's vested benefit, during the 180-day period from March 27, 2020 to September 23, 2020.

- Waived required minimum distributions (RMD) otherwise due to be made in 2020.

AT&T has also implemented certain benefit plan provisions of the Eligible Disaster Distribution due to the earthquake impacting Puerto Rico in January 2020. For ARSP-PR, eligible individuals may take one or more Eligible Disaster Distributions that in total, when combined with all other retirement or IRA distributions taken due to the 2020 Earthquakes and/or the COVID-19 Pandemic do not exceed $100.

NOTE 2. ACCOUNTING POLICIES

The accompanying financial statements were prepared in conformity with U.S. generally accepted accounting principles (GAAP), which require management to make estimates that affect the amounts reported in the financial statements and accompanying notes. Actual results could differ from those estimates. Distributions are recorded when paid.

Investment Valuation and Income Recognition Investments are stated at fair value except those investments that are fully benefit-responsive investments which are stated at contract value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. See Note 3 for discussion of fair value measurements. Investments in securities traded on a national securities exchange are valued at the last reported sales price on the last business day of the year. If no sale was reported on that date, they are valued at the last reported bid price. Shares of registered investment companies (i.e. mutual funds) are valued based on quoted market prices, which represent the net asset value of shares held at year-end.

Common/collective trust funds and 103-12 investment entities (i.e. an investment entity that holds the assets of two or more plans which are not members of a related group or employee benefit plan) are valued at quoted redemption values that represent the net asset values (NAV) of units held at year-end. Publicly traded partnerships are valued using trades on a national securities exchange based on the last reported sales price on the last business day of the year.

Investment contracts held by a defined contribution plan are required to be reported at contract value. Contract value is the relevant measurement attribute for that portion of the net assets available for benefits of a defined contribution plan attributable to fully benefit-responsive investment contracts because contract value is the amount participants would receive if they were to initiate permitted transactions under the terms of the Plans. The Group Trust invests in fully benefit-responsive and synthetic guaranteed investment contracts (Synthetic GICs).

The underlying investments of the Synthetic GICs are owned by the Group Trust and are comprised of corporate bonds and notes, registered investment companies and government securities. The contract value of the fully benefit-responsive investment contracts represents contributions plus earnings, less participant withdrawals and administrative expenses.

Purchases and sales of securities are reflected as of the trade date. Dividend income is recognized on the ex-dividend date. Interest earned on investments is recognized on the accrual basis. Net income includes the Plan's gains and losses on investments bought and sold as well as held during the year.

Transfers in and out of level 1 (quoted market prices), level 2 (other significant observable inputs) and level 3 (significant unobservable inputs) are recognized on the period ending date.

Notes Receivable from Participants Notes receivable from participants represent participant loans that are recorded at their unpaid principal balance plus any accrued, but unpaid interest. Interest income on notes receivable from participants is recorded when it is earned. Related fees are recorded as administrative expenses and are expensed when they are incurred. No allowance for credit losses

has been recorded as of December 31, 2021 or 2020. If a participant ceases to make loan repayments and the Plan administrator deems the participant loan to be a distribution, the participant loan balance is reduced and a distribution is recorded.

Recent Accounting Standards

In August 2018, the Financial Accounting Standards Board (FASB) issued Accounting Standards Update (ASU) 2018-13, *Disclosure Framework- Changes to the Disclosure Requirements for Fair Value Measurement*. This amendment to the Accounting Standards Codification Topic 820, *Fair Value Measurement*, eliminates, adds and modifies certain disclosure requirements for fair value measurements. The amendment was effective for fiscal years beginning on or after December 15, 2019. The adoption of this standard did not significantly impact the Plan's financial statements.

NOTE 3. FAIR VALUE MEASUREMENTS

ASC 820, *Fair Value Measurement*, establishes a framework for measuring fair value. That framework provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1 measurements) and the lowest priority to unobservable inputs (Level 3 measurements). The three levels of the fair value hierarchy are described below:

Level 1 Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the Plan has the ability to access.

Level 2 Inputs to the valuation methodology include:

- Quoted prices for similar assets and liabilities in active markets;
- Quoted prices for identical or similar assets or liabilities in inactive markets;
- Inputs other than quoted market prices that are observable for the asset or liability;
- Inputs that are derived principally from or corroborated by observable market data by correlation or other means.

If the asset or liability has a specified (contractual) term, the Level 2 input must be observable for substantially the full term of the asset or liability.

Level 3 Inputs to the valuation methodology are unobservable and significant to the fair value measurement.

The asset’s or liability’s fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques used need to maximize the use of observable inputs and minimize the use of unobservable inputs.

The valuation methodologies described in Note 2 may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, while Plan management believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date. There have been no changes in the methodologies used at December 31, 2021 and 2020.

See Note 4 for fair value hierarchy for the Group Trust’s and AT&T Master Trust’s investments.

NOTE 4. INVESTMENTS

The Plans held investments in the AT&T Master Trust (for certain investment fund options as disclosed in Note 1), and the AT&T Master Trust held an investment in the Group Trust as of December 31, 2021 and 2020.

AT&T Savings Plan Master Trust Investments

AT&T established the AT&T Master Trust to manage assets of pooled investment options among various AT&T sponsored employee benefit plans.

Each participating plan's interest in the investment fund options (i.e., separate accounts) of the AT&T Master Trust is based on account balances of the participants and their elected investment fund options. The AT&T Master Trust assets are allocated among the participating plans by assigning to each plan those transactions (primarily contributions, benefit payments, and expenses) that can be specifically identified, and by allocating investment income and administrative expenses related to the AT&T Master Trust on a daily basis based on each participant's account balance within each investment fund option.

The participating plans and ownership percentages of the AT&T Master Trust are listed below:

	December 31,	
	2021	**2020***
AT&T Retirement Savings Plan	**99.67%**	99.75%
AT&T Puerto Rico Retirement Savings Plan	**0.24%**	0.25%
TTT West Coast, Inc. 401(k) Retirement Savings Plan	**0.09%**	—%
Total	**100.00%**	100.00%

*December 31, 2020 participating plans and ownership percentages above do not include the TTT West Coast, Inc. 401(k) Retirement Savings Plan (See Note 1). This transfer is reflected as a receivable in the AT&T Master Trust financial position.

The Plans' percentage interest in each of the investment fund options within the AT&T Master Trust is disclosed below:

	December 31, 2021			December 31, 2020*	
	AT&T Retirement Savings Plan	AT&T Puerto Rico Retirement Savings Plan	TTT West Coast, Inc. 401(k) Retirement Savings Plan	AT&T Retirement Savings Plan	AT&T Puerto Rico Retirement Savings Plan
Total U.S. Stock Market Index Fund	99.81%	0.16%	0.03%	99.83%	0.17%
Large Cap U.S. Stock Index Fund	99.66%	0.28%	0.06%	99.72%	0.28%
Small and Mid-Sized U.S. Stock Index Fund	99.63%	0.30%	0.07%	99.68%	0.32%
International Stock Index Fund	99.45%	0.53%	0.02%	99.43%	0.57%
AT&T Shares Fund	99.79%	0.21%	—%	99.76%	0.24%
AT&T Age-Based Asset Allocation Funds:					
AT&T Age-Based Allocation 2000 Fund	99.81%	0.19%	—%	99.83%	0.17%
AT&T Age-Based Allocation 2005 Fund	99.90%	0.06%	0.04%	99.93%	0.07%
AT&T Age-Based Allocation 2010 Fund	99.90%	0.10%	—%	99.88%	0.12%
AT&T Age-Based Allocation 2015 Fund	99.91%	0.03%	0.06%	99.96%	0.04%
AT&T Age-Based Allocation 2020 Fund	99.72%	0.16%	0.12%	99.84%	0.16%
AT&T Age-Based Allocation 2025 Fund	99.76%	0.10%	0.14%	99.91%	0.09%
AT&T Age-Based Allocation 2030 Fund	99.49%	0.23%	0.28%	99.74%	0.26%
AT&T Age-Based Allocation 2035 Fund	99.06%	0.21%	0.73%	99.79%	0.21%
AT&T Age-Based Allocation 2040 Fund	99.32%	0.29%	0.39%	99.66%	0.34%
AT&T Age-Based Allocation 2045 Fund	99.39%	0.23%	0.38%	99.70%	0.30%
AT&T Age-Based Allocation 2050 Fund	99.54%	0.18%	0.28%	99.79%	0.21%
AT&T Age-Based Allocation 2055 Fund	99.60%	0.05%	0.35%	99.92%	0.08%
AT&T Age-Based Allocation 2060 Fund	99.84%	0.10%	0.06%	99.77%	0.23%
AT&T Age-Based Allocation 2065 Fund	100.00%	—%	—%	—%	—%
Fidelity BrokerageLink®	99.99%	0.01%	—%	100.00%	—%

*December 31, 2020 investment fund options allocations above do not include the net assets transferred from the TTT West Coast, Inc. 401(k) Retirement Savings Plan (See Note 1). This transfer is reflected as a receivable in the AT&T Master Trust financial position but not allocated to the fund options as of December 31, 2020.

The financial position of the AT&T Master Trust was as follows:

	December 31, 2021			
	AT&T Master Trust	AT&T Retirement Savings Plan Interest	AT&T Puerto Rico Retirement Savings Plan Interest	TTT West Coast, Inc. 401(k) Retirement Savings Plan
AT&T common stock	$ 4,145,016	$ 4,136,156	$ 8,860	$ —
Mutual funds	58,297	58,147	150	—
Common/collective trust funds	31,412,020	31,283,276	81,557	47,187
Fidelity BrokerageLink	3,514,067	3,513,862	205	—
Investment in Group Trust	14,113,734	14,074,495	36,487	2,752
AT&T Master Trust investments	$ 53,243,134	$ 53,065,936	$ 127,259	$ 49,939
Net other assets and liabilities	1,627	1,637	41	(51)
Net assets available for benefits	$ 53,244,761	$ 53,067,573	$ 127,300	$ 49,888

	December 31, 2020		
	AT&T Master Trust	AT&T Retirement Savings Plan Interest	AT&T Puerto Rico Retirement Savings Plan Interest
AT&T common stock	$ 4,894,724	$ 4,882,835	$ 11,889
Mutual funds	68,769	68,625	144
Common/collective trust funds	28,251,532	28,173,192	78,340
Fidelity BrokerageLink	3,187,793	3,187,793	—
Investment in Group Trust*	14,279,820	14,241,907	35,813
AT&T Master Trust investments	$ 50,682,638	$ 50,554,352	$ 126,186
Receivable from the TTT West Coast, Inc. 401(k) Retirement Savings Plan	41,672	—	—
Net other assets and liabilities	7,913	7,666	247
Net assets available for benefits	$ 50,732,223	$ 50,562,018	$ 126,433

*The total amount includes assets transferred from the TTT West Coast, Inc. 401(k) Retirement Savings Plan into the Group Trust.

Net Appreciation in Fair Value of AT&T Master Trust Investments and Total Investment Income for the Year Ended December 31, 2021

Net appreciation in fair value of AT&T Master Trust Investments	$ 4,637,614
Investment income:	
Dividends	351,459
Interest	13
Gain from investment in Group Trust	914,267
Net investment income of Master Trust Investments	$ 5,903,353

The following tables set forth by level, within the fair value hierarchy, the AT&T Master Trust's assets at fair value, excluding its investment in the Group Trust:

	AT&T Master Trust Assets at Fair Value as of December 31, 2021			
	Level 1	**Level 2**	**Level 3**	**Total**
AT&T common stock	$ 4,145,016	$ —	$ —	$ 4,145,016
Mutual funds	58,297	—	—	58,297
Self-directed brokerage accounts	3,507,310	6,757	—	3,514,067
Total assets in fair value hierarchy	**$ 7,710,623**	**$ 6,757**	**$ —**	**$ 7,717,380**
Common/collective trusts measured at net asset value				
Asset allocation funds[1]				11,980,587
Total U.S. stock market index fund[2]				2,587,792
Large cap U.S. stock index fund[3]				9,366,747
Small and mid-sized U.S. stock index fund[4]				4,380,734
International stock index fund[5]				3,096,160
Total assets at fair value				**$ 39,129,400**

1 This category includes 13 common/collective trust funds also known as Aged-Based Asset Allocation Funds which are well diversified portfolios that adjust the mix of the various underlying investments over time. The change in allocation of investments is designed to move from a more aggressive investment strategy to a more conservative strategy through the projected retirement date and for a number of years thereafter. The year associated with the fund identification denotes the projected year of retirement of the participant selecting the fund. There are currently no redemption restrictions on these investments.

2 This category includes a common/collective trust fund with an objective of providing investment results that approximate the overall performance of the common stocks included in the Dow Jones Total U.S. Stock Market Index. There are currently no redemption restrictions on this investment.

3 This category includes a common/collective trust fund with an objective of providing investment results that approximate the overall performance of the common stocks included in the Standard and Poor's Composite Stock Price Index of 500 stocks (the S&P 500®). There are currently no redemption restrictions on this investment.

4 This category includes a common/collective trust fund with an objective of providing investment results that approximate the overall performance of the common stocks included in the Dow Jones U.S. Completion Total Stock Market Index. There are currently no redemption restrictions on this investment.

5 This category includes a common/collective trust fund with an objective of providing investment results that approximate the overall performance of the common stocks included in the All Country World Index ex U.S. Index. Except for a short-term trading fee applicable to certain participant transactions, there are currently no redemption restrictions on this investment.

	AT&T Master Trust Assets at Fair Value as of December 31, 2020*			
	Level 1	**Level 2**	**Level 3**	**Total**
AT&T common stock	$ 4,894,724	$ —	$ —	$ 4,894,724
Mutual funds	68,769	—	—	68,769
Self-directed brokerage accounts	3,178,669	9,124	—	3,187,793
Total assets in fair value hierarchy	$ 8,142,162	$ 9,124	$ —	$ 8,151,286
Common/collective trusts measured at net asset value				
Asset allocation funds[1]				11,170,458
Total U.S. stock market index fund[2]				2,106,481
Large cap U.S. stock index fund[3]				7,874,608
Small and mid-sized U.S. stock index fund[4]				4,139,125
International stock index fund[5]				2,960,860
Total assets at fair value				$ 36,402,818

1 This category includes 13 common/collective trust funds also known as Aged-Based Asset Allocation Funds which are well diversified portfolios that adjust the mix of the various underlying investments over time. The change in allocation of investments is designed to move from a more aggressive investment strategy to a more conservative strategy through the projected retirement date and for a number of years thereafter. The year associated with the fund identification denotes the projected year of retirement of the participant selecting the fund. There are currently no redemption restrictions on these investments.

2 This category includes a common/collective trust fund with an objective of providing investment results that approximate the overall performance of the common stocks included in the Dow Jones Total U.S. Stock Market Index. There are currently no redemption restrictions on this investment.

3 This category includes a common/collective trust fund with an objective of providing investment results that approximate the overall performance of the common stocks included in the Standard and Poor's Composite Stock Price Index of 500 stocks (the S&P 500®). There are currently no redemption restrictions on this investment.

4 This category includes a common/collective trust fund with an objective of providing investment results that approximate the overall performance of the common stocks included in the Dow Jones U.S. Completion Total Stock Market Index. There are currently no redemption restrictions on this investment.

5 This category includes a common/collective trust fund with an objective of providing investment results that approximate the overall performance of the common stocks included in the All Country World Index ex U.S. Index. Except for a short-term trading fee applicable to certain participant transactions, there are currently no redemption restrictions on this investment.

*December 31, 2020 fair value hierarchy table above does not include the assets transferred from the TTT West Coast, Inc. Retirement Savings Plan (See Note 1). This transfer is reflected as a receivable in the AT&T Master Trust financial position but not allocated to the three levels as of December 31, 2020.

AT&T Savings Group Investment Trust Investments

AT&T established the Group Trust to manage assets of pooled investment options among various AT&T sponsored employee benefit trusts. Each participating trust's interest in the investment fund options (i.e., separate accounts) of the Group Trust is based on account balances of the participants and their elected investment fund options. The Group Trust assets are allocated among the participating plans by assigning to each trust those transactions (primarily contributions, distributions, and expenses) that can be specifically identified and by allocating investment income and administrative expenses to the individual plans on a daily basis based on each participant's account balance within each investment fund option.

The AT&T Master Trust's interest in each of the investment fund options within the Group Trust is disclosed below as of December 31, 2021.

	AT&T Total Return Bond Fund		AT&T U.S. Stock Fund		AT&T International Stock Fund		AT&T Stable Value Fund		Group Trust
	AT&T Master Trust	BellSouth Savings and Security Plan	AT&T Master Trust	BellSouth Savings and Security Plan	AT&T Master Trust	BellSouth Savings and Security Plan	AT&T Master Trust	BellSouth Savings and Security Plan	Total
Interest bearing cash	$ 2,369	$ 25	$ —	$ —	$ —	$ —	$ —	$ —	$ 2,394
Foreign cash	11,034	114	3	—	154	3	—	—	11,308
Mortgage-backed securities	415,814	4,312	—	—	—	—	—	—	420,126
Corporate debt	1,388,135	14,395	—	—	—	—	—	—	1,402,530
Government securities	443,124	4,595	—	—	—	—	—	—	447,719
Common/collective trust funds	1,410,136	14,623	2,994,247	15,455	494,495	11,344	—	—	4,940,300
Equities - common stock	—	—	449,000	2,318	169,697	3,893	—	—	624,908
Equities - preferred stock	—	—	—	—	2,328	53	—	—	2,381
Futures	(3,557)	(37)	—	—	—	—	—	—	(3,594)
Registered investment companies	1,272	13	66,134	341	1,862	43	232,913	18,310	320,888
Group Trust investments at fair value	3,668,327	38,040	3,509,384	18,114	668,536	15,336	232,913	18,310	8,168,960
Unsettled trades/other	(389,227)	(4,036)	(447)	(2)	1,342	31	(1,211)	(98)	(393,648)
Fully benefit-responsive investments contracts valued at contract value	—	—	—	—	—	—	6,424,117	504,979	6,929,096
Group Trust net assets	$ 3,279,100	$ 34,004	$ 3,508,937	$ 18,112	$ 669,878	$ 15,367	$ 6,655,819	$ 523,191	$ 14,704,408

The AT&T Master Trust's interest in each of the investment fund options within the Group Trust is disclosed below as of December 31, 2020.

	AT&T Total Return Bond Fund		AT&T U.S. Stock Fund		AT&T International Stock Fund		AT&T Stable Value Fund		Group Trust
	AT&T Master Trust	BellSouth Savings and Security Plan	AT&T Master Trust	BellSouth Savings and Security Plan	AT&T Master Trust	BellSouth Savings and Security Plan	AT&T Master Trust	BellSouth Savings and Security Plan	Total
Interest bearing cash	$ 15,725	$ 111	$ —	$ —	$ —	$ —	$ —	$ —	$ 15,836
Foreign cash	12,121	85	3	—	49	2	—	—	12,260
Mortgage-backed securities	538,031	3,790	—	—	—	—	—	—	541,821
Corporate debt	1,230,950	8,671	—	—	—	—	—	—	1,239,621
Government securities	317,787	2,239	—	—	—	—	—	—	320,026
Common/collective trust funds	1,353,356	9,534	2,618,393	3,613	465,970	7,663	2,279	178	4,460,986
Equities - common stock	—	—	434,437	599	181,625	2,986	—	—	619,647
Equities - preferred stock	—	—	—	—	2,376	39	—	—	2,415
Futures	(2,492)	(18)	—	—	—	—	—	—	(2,510)
Registered investment companies	288,210	2,030	49,779	69	3,376	55	114,764	8,943	467,226
Group Trust investments at fair value	3,753,688	26,442	3,102,612	4,281	653,396	10,745	117,043	9,121	7,677,328
Receivable from the TTT West Coast, Inc 401(k) Retirement Savings Plan	976	—	—	—	328	—	797	—	2,101
Unsettled trades/other	(311,740)	(2,196)	(172)	—	1,101	18	(1,141)	(88)	(314,218)
Fully benefit-responsive investments contracts valued at contract value	—	—	—	—	—	—	6,962,932	542,598	7,505,530
Group Trust net assets	$ 3,442,924	$ 24,246	$ 3,102,440	$ 4,281	$ 654,825	$ 10,763	$ 7,079,631	$ 551,631	$ 14,870,741

Net Appreciation in Fair Value of Group Trust Investments and Total Investment Income for the Year Ended December 31, 2021

	Group Trust
Net appreciation in fair value of Group Trust Investments	$ 537,716
Investment Income:	
Interest	199,836
Dividends	16,042
Less: investment management expenses	(10,452)
Net investment income of Group Trust Investments	$ 743,142

The following tables sets forth by level, within the fair value hierarchy, the Group Trust's assets at fair value as of December 31, 2021 and 2020:

	Group Trust Assets at Fair Value December 31, 2021			
	Level 1	**Level 2**	**Level 3**	**Total**
Corporate debt	$ —	$ 1,402,530	$ —	$ 1,402,530
Mortgage-backed securities	—	420,126	—	420,126
Interest bearing cash	—	2,394	—	2,394
Foreign cash	11,308	—	—	11,308
Equities - common stock	624,908	—	—	624,908
Equities - preferred stock	2,381	—	—	2,381
Futures	(3,576)	(18)	—	(3,594)
Registered investment companies	320,888	—	—	320,888
Government securities	—	447,719	—	447,719
Total assets in fair value hierarchy	$ 955,909	$ 2,272,751	$ —	$ 3,228,660
Investments measured at net asset value				
U.S. common/collective trusts[1]				4,365,469
International common/collective trusts[2]				206,738
103-12 investments[3]				299,101
Non-publicly traded registered investments companies[4]				68,992
Total assets at fair value				$ 8,168,960

1 The objective of the common/collective trust funds held in the AT&T U.S. Stock Fund is to deliver diversified exposure to the large-capitalization U.S. equity market as represented by the Russell 3000 Index. The objective of the common/collective trust funds held in the AT&T Total Return Bond Fund is to deliver diversified exposure to the fixed income market as represented by the Bloomberg Barclays Aggregate Index. There are currently no redemption restrictions on these investments.

2 The objective of the common/collective trust funds held in the AT&T International Stock Fund is to provide diversified exposure to international markets as represented by the All Country World Index ex U.S., MSCI Emerging Markets Net Dividend Index, MSCI Australia Index and MSCI Canada Index. There are currently no redemption restrictions on these investments.

3 The objective of these equity commingled funds is to provide diversified exposure to international markets as represented by the All Country World Index ex U.S. that invest in both developed and emerging countries. These funds have redemption restrictions limited to daily and monthly settlement.

4 These are non-publicly traded registered investment companies, consisting of a short-term floating rate portfolio plus publicly-traded high-yield and asset-backed fixed income securities. The fair value of the investments in this group have been estimated using the net asset values reported by the fund manager. These funds are utilized on a discretionary basis as part of a broad fixed income mandate. These are open-ended funds, with no final termination dates. There are currently no redemption restrictions on this investment.

	Group Trust Assets at Fair Value December 31, 2020*			
	Level 1	Level 2	Level 3	Total
Corporate debt	$ —	$ 1,239,621	$ —	$ 1,239,621
Mortgage-backed securities	—	541,821	—	541,821
Interest bearing cash	13,187	2,649	—	15,836
Foreign cash	12,260	—	—	12,260
Equities - common stock	619,647	—	—	619,647
Equities - preferred stock	2,415	—	—	2,415
Futures	(2,510)	—	—	(2,510)
Registered investment companies	467,226	—	—	467,226
Government securities	—	320,026	—	320,026
Total assets in fair value hierarchy	$ 1,112,225	$ 2,104,117	$ —	$ 3,216,342
Investments measured at net asset value				
U.S. common/collective trusts[1]				3,906,243
International common/collective trusts[2]				184,000
103-12 investments[3]				292,090
Non-publicly traded registered investments companies[4]				78,653
Total assets at fair value				$ 7,677,328

1 The objective of the common/collective trust funds held in the AT&T U.S. Stock Fund is to deliver diversified exposure to the large-capitalization U.S. equity market as represented by the Russell 3000 Index. The objective of the common/collective trust funds held in the AT&T Total Return Bond Fund is to deliver diversified exposure to the fixed income market as represented by the Bloomberg Barclays Aggregate Index. There are currently no redemption restrictions on these investments.

2 The objective of the common/collective trust funds held in the AT&T International Stock Fund is to provide diversified exposure to international markets as represented by the All Country World Index ex U.S., MSCI Emerging Markets Net Dividend Index, MSCI Australia Index and MSCI Canada Index. There are currently no redemption restrictions on these investments.

3 The objective of these equity commingled funds is to provide diversified exposure to international markets as represented by the All Country World Index ex U.S. that invest in both developed and emerging countries. These funds have redemption restrictions limited to daily and monthly settlement.

4 These are non-publicly traded registered investment companies, consisting of a short-term floating rate portfolio plus publicly-traded high-yield and asset-backed fixed income securities. The fair value of the investments in this group have been estimated using the net asset values reported by the fund manager. These funds are utilized on a discretionary basis as part of a broad fixed income mandate. These are open-ended funds, with no final termination dates. There are currently no redemption restrictions on this investment.

*December 31, 2020 fair value hierarchy table above does not include the assets transferred from the TTT West Coast, Inc. Retirement Savings Plan (See Note 1). This transfer is reflected as a receivable in the AT&T Master Trust financial position but not allocated to the three levels as of December 31, 2020.

Derivative Financial Instruments

In the normal course of operations, Group Trust assets and liabilities held in the AT&T Stable Value Fund (Stable Value Fund) may include derivative financial instruments (futures and foreign currency forward contracts). These instruments involve, in varying degrees, elements of credit and market volatility risks in excess of more traditional investment holdings such as equity and debt instruments. The intent is to use derivative financial instruments as an economic hedge to manage market volatility and foreign currency exchange rate risk associated with the Stable Value Fund's investment assets. The gains (losses) are located on the Statement of Changes in Net Assets Available for Benefits as Net Loss from Investment in AT&T Savings Plan Master Trust to the extent of the

Plans' ownership in the AT&T Master Trust. The Group Trust's fiduciaries do not anticipate any material adverse effect on the Group Trust's financial position resulting from its involvement in these instruments.

At December 31, 2021 and 2020, the fair value of derivative financial instruments held by the AT&T Master Trust was not material.

Futures Contracts

The primary risk managed by the Group Trust using futures contracts is the price risk associated with investments. On behalf of the AT&T Master Trust, investment managers for the Group Trust enter into various futures contracts to economically hedge investments in domestic securities. These contracts, which are considered derivatives under ASC Topic 815, *Derivatives and Hedging* are agreements between two parties to buy or sell a security or financial interest at a set price on a future date and are standardized and exchange-traded. Upon entering into such a contract on behalf of the Group Trust, the investment manager is required to pledge to the broker an amount of cash or securities equal to the minimum "initial margin" requirements of the exchange on which the contract is traded. Pursuant to the contract, the investment manager agrees to receive from or pay to the broker an amount of cash equal to the daily fluctuation in the value of the contract. Such receipts or payments are known as variation margin and are recorded on a daily basis by the trustee as a realized gain or loss equal to the difference in the value of the contract between daily closing prices. Upon entering into such contracts, the Group Trust bears the risk of interest or exchange rates or securities prices moving unexpectedly, in which case, the Group Trust may not achieve the anticipated benefits of the futures contracts and may realize a loss. With futures, there is minimal counterparty credit risk to the Group Trust since futures are exchange traded and the exchange's clearinghouse, as counterparty to all exchange traded futures, guarantees the futures against default. The investments in the Group Trust are subject to equity price risk and interest rate risk, in the normal course of pursuing its investment objectives. The U.S. interest rate futures held in the portfolio as of December 31, 2021 and 2020 were used primarily to hedge and manage the duration risk of the portfolio.

Foreign Currency Contracts

The primary risks managed by the Group Trust using foreign currency forward contracts is the foreign currency exchange rate risk associated with the Group Trust's investments denominated in foreign currencies. On behalf of the AT&T Master Trust, investment managers for the Group Trust enter into forward foreign currency contracts, which are agreements to exchange foreign currencies at a specified future date at a specified rate, the terms of which are not standardized on an exchange. These contracts are intended to minimize the effect of currency fluctuations on the performance of investments denominated in foreign currencies. Although in some cases, forward foreign currency contracts are used to express a view on the direction of a particular currency, risk arises both from the possible inability of the counterparties to meet the terms of the contracts (credit risk) and from movement in foreign currency exchange rates (market risk). Foreign currency forward contracts are entered into with major banks to minimize credit risk, and accordingly, no credit reserve has been established against these amounts.

The contracts are recorded at fair value on the date the contract is entered into, which is typically zero. The fair value of the foreign currency contracts are disclosed in unsettled trades and other of the Group Trust and are included in the Statement of Net Assets Available for Benefits to the extent of the Plans' ownership in the AT&T Master Trust.

Fully Benefit-Responsive Investment Contracts

The Stable Value Fund consists of fully benefit-responsive investment contracts with various financial institutions and insurance companies which can be accounted for by the Plans at contract value. Generally contract value represents contributions made under the contract, plus earnings, less participant withdrawals and administrative expenses.

The investments held by the Stable Value Fund as of December 31, 2021 include Synthetic GICs which are fully benefit-responsive investment contracts. Synthetic GICs are constructed by combining a stable value insurance wrapper contract and a fixed income portfolio. The assets supporting the Synthetic GICs are owned by the Group Trust and generally consist of high quality fixed income securities.

Traditional Guaranteed Investment Contracts ("Traditional GICs" also known as "General Account GICs") are issued by insurance companies and typically pay a guaranteed fixed or floating rate of interest over the life of the contract with a repayment of principal at

maturity. A Synthetic GIC is similar to a Traditional GIC but has unbundled the insurance and investment components of the Traditional GIC.

Wrapper contracts are typically issued by a bank or insurance company, and seek to provide preservation of principal by permitting daily liquidity at contract value for participant directed transactions, in accordance with the provisions of the Plans. Wrapper contracts amortize the realized and unrealized gains and losses on the underlying fixed income investments through adjustments to the future interest crediting rate of the contract. Wrapper contracts typically contain contractual provisions that prevent the interest crediting rate from falling below zero.

In certain circumstances, the amount withdrawn from the wrapper contract could be payable at fair value rather than at contract value. These events include termination of the Plans, a material adverse change to the provisions of the Plans, if AT&T elects to withdraw from a wrapper contract in order to switch to a different investment provider or, in the event of a spin-off or sale of a division, if the terms of the successor plan do not meet the contract issuers' underwriting criteria for issuance of a clone wrapper contract. Events that would permit a wrapper contract issuer to terminate a wrapper contract upon short notice include the Plans' loss of qualified status, uncured material breaches of responsibilities or material and adverse changes to the provisions of the Plans. The Company does not believe any of the events are probable of occurring in the foreseeable future.

Interest Bearing Cash

At December 31, 2021 and 2020, ARSP held approximately $23,016 and $29,938, respectively, and ARSP-PR held approximately $75 and $49, respectively, of unallocated interest bearing cash related to contributions, uncashed checks and fees pending allocation to participant accounts or clearance through the plan funds.

Investment Risk

Investments held by the Group Trust and the AT&T Master Trust are exposed to various risks, such as interest rate, market and credit risks. Due to the level of risk associated with certain investments, it is at least reasonably possible that changes in the values of investments could occur in the near term and that such changes could materially affect participants' account balances and the amounts reported in the statements of net assets available for benefits. Participants' accounts that are invested in funds holding AT&T stock are exposed to market risk in the event of a significant decline in the value of AT&T stock.

Additionally, the Group Trust invests in securities with contractual cash flows, such as asset backed securities, collateralized mortgage obligations and commercial mortgage-backed securities. The value, liquidity and related income of these securities are sensitive to changes in economic conditions, including real estate value, delinquencies or defaults, or both, and may be adversely affected by shifts in the market's perception of the issuers and changes in interest rates.

NOTE 5. PARTIES-IN-INTEREST TRANSACTIONS

The Plan may, at the discretion of the Plan's participants or via the Company match, invest through the Master Trust in the Company's common stock through the AT&T Shares Fund. The Master Trust held 168,496,582 and 170,192,089 shares of the Company's common stock as of December 31, 2021 and 2020, respectively. Dividends earned by the Master Trust on the Company's common stock were $351,459 for the year ended December 31, 2021.

The assets of the Plans are invested in AT&T stock either through the Group Trust or AT&T Master Trust. Because the Company is the plan sponsor of the Plans, transactions involving the Company's stock qualify as party-in-interest transactions. In addition, certain investments held by the Plans, Group Trust, and AT&T Master Trust are managed by BNY Mellon and Fidelity as trustee or custodian and record keeper, respectively, as defined by various agreements. Therefore, these transactions and fees paid to these entities qualify as parties-in-interest transactions. All of these transactions are exempt from the prohibited transactions rules.

NOTE 6. TAX STATUS

The ARSP has received a determination letter from the IRS dated August 12, 2015, stating that the ARSP is qualified under Section 401(a) of the IRC and, therefore, the related trust is exempt from taxation. Subsequent to this determination by the IRS the

Plan was amended. Once qualified, the ARSP is required to operate in conformity with the IRC to maintain its qualification. The Plan administrator believes the ARSP is being operated in compliance with the applicable requirements of the IRC and, therefore, believes that the Plan, as amended, is qualified and the related trust is tax exempt.

The ARSP-PR has received a determination letter from the Commonwealth of Puerto Rico's Department of Treasury (Treasury) dated May 29, 2018 stating that the ARSP-PR is qualified under Section 1081.01 of the Internal Revenue Code for a New Puerto Rico (the Puerto Rico Code), and therefore, the related trust is exempt from taxation. Once qualified, the ARSP-PR is required to operate in conformity with the Puerto Rico Code to maintain its qualification. The Plan administrator believes the ARSP-PR is being operated in compliance with the applicable requirements of the Puerto Rico Code and, therefore, believes that the ARSP-PR, as amended, is qualified and the related trust is tax exempt.

Accounting principles generally accepted in the United States require Plan management to evaluate uncertain tax positions taken by the Plans. The financial statement effects of a tax position are recognized when the position is more likely than not, based on the technical merits, to be sustained upon examination by the IRS or Treasury. The Plans' administrator has analyzed the tax positions taken by the Plans, and has concluded that as of December 31, 2021, there were no uncertain positions taken or expected to be taken. The Plans have recognized no interest or penalties related to uncertain tax positions. The Plans are subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

NOTE 7. RECONCILIATION OF FINANCIAL STATEMENTS TO FORM 5500

The following is a reconciliation of Net Assets Available for Benefits per the financial statements to the Form 5500 as of December 31, 2021:

	AT&T Retirement Savings Plan	AT&T Puerto Rico Retirement Savings Plan
Net Assets Available for Benefits per the financial statements	$ 53,765,147	$ 129,907
Distributions payable to participants	(15,906)	—
Net Assets Available for Benefits per the Form 5500	$ 53,749,241	$ 129,907

The following is a reconciliation of Net Assets Available for Benefits per the financial statements to the Form 5500 as of December 31, 2020:

	AT&T Retirement Savings Plan	AT&T Puerto Rico Retirement Savings Plan
Net Assets Available for Benefits per the financial statements	$ 51,350,265	$ 132,830
Distributions payable to participants	(12,338)	(8)
Net Assets Available for Benefits per the Form 5500	$ 51,337,927	$ 132,822

Distributions payable to participants are recorded on the Form 5500 for benefit claims that have been processed and approved for payment prior to December 31, but not yet paid as of that date. The following is a reconciliation of distributions to participants per the ARSP financial statements to the Form 5500 for the year ended December 31, 2021:

	AT&T Retirement Savings Plan	AT&T Puerto Rico Retirement Savings Plan
Distributions to participants per the financial statements	$ 5,891,746	$ 19,052
Distributions payable to participants at December 31, 2020	(12,338)	(8)
Distributions payable to participants at December 31, 2021	15,906	—
Distributions to participants per the Form 5500	$ 5,895,314	$ 19,044

NOTE 8. SUBSEQUENT EVENTS

During March 2022, AT&T initiated a review with the recordkeeper to identify where participants maintained balances within the AT&T Savings and Security Plan (ASSP) and BellSouth Savings and Security Plan (BSSP). When participant balances were identified as "inactive" in the ASSP or BSSP, those balances were merged into existing participants active accounts or newly created accounts in the ARSP. As a result, $69,575 from the ASSP and $59,020 from the BSSP of participant balances and assets were transferred into the ARSP during first quarter of 2022.

On April 8, 2022, AT&T completed the separation and distribution of its WarnerMedia business, and merger of a wholly-owned subsidiary of AT&T formed to hold the WarnerMedia business, with a subsidiary of Discovery, Inc. The transaction resulted in the creation of a new Warner Bros. Discovery Stock Fund in the Plan to hold the new Warner Bros. Discovery common stock received as part of the transaction. The Warner Bros. Discovery Stock Fund will remain in the Plans for approximately twelve (12) months unless terminated earlier by the fiduciary. This will impact a material portion of the current ARSP participant population. As a result of the sale, approximately $6,100,000 total plan assets will be transferred from ARSP to WarnerMedia 401(k) Savings Plan and approximately $45,000 of TRSP assets will be transferred out of the Group Trust and AT&T Master Trust while TRSP remains as a stand-alone plan to be sponsored by TTT West Coast, Inc.

Subsequent events have been evaluated through June 28, 2022, which is the date the financial statements were available to be issued.

SCHEDULE H, LINE 4(a)—SCHEDULE OF DELINQUENT PARTICIPANT CONTRIBUTIONS
December 31, 2021

AT&T RETIREMENT SAVINGS PLAN
EIN 43-1301883, PLAN NO. 009

Participant Contributions Transferred Late to the Plan	Total That Constitute Nonexempt Prohibited Transactions			
$117				
Check Here if Late Participant Loan Repayments are included:	**Contributions Not Corrected**	**Contributions Corrected Outside VCFP**	**Contributions Pending Correction in VCFP**	**Total Fully Corrected Under VCFP and PTE 2002-51**
	$—	$117	$—	N/A

SCHEDULE H, LINE 4(i)—SCHEDULE OF ASSETS (HELD AT END OF YEAR)
December 31, 2021
(Dollars in Thousands)

AT&T RETIREMENT SAVINGS PLAN
EIN 43-1301883, PLAN NO. 009

	Identity of Issue	Description of Investment	Current Value
Loan Fund			
*	Notes Receivable from Participants	3.25% - 10.50%	$ 685,922
	TOTAL		**$ 685,922**

* Party-in-Interest.

AT&T PUERTO RICO RETIREMENT SAVINGS PLAN
EIN 43-1301883, PLAN NO. 011

	Identity of Issue	Description of Investment	Current Value
Loan Fund			
*	Notes Receivable from Participants	4.25% - 7.75%	$ 2,596
	TOTAL		**$ 2,596**

* Party-in-Interest.

MULTIPLE-EMPLOYER PLAN PARTICIPATING EMPLOYER INFORMATION

PLAN NAME: AT&T Retirement Savings Plan

EIN: 43-1301883

PLAN NUMBER: 009

(1) Name of participating employer	(2) EIN	(3) Percent of Total Contributions for Plan Year	(4) Aggregate Account Balances at End of the Year Attributable to Participating Employer
AT&T Inc.	43-1301883	99.769%	$53,653,272,566
The CW Network, LLC	20-5074440	0.231%	$95,968,434

PLAN NAME: AT&T RETIREMENT SAVINGS PLAN

EIN: 43-1301883

PLAN NUMBER: 009

Attachment - Schedule C - Part 1, Line 3

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation	(d) Enter name and EIN (address) of source of indirect compensation (Name)	(d) Enter name and EIN (address) of source of indirect compensation (EIN or Address)	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	INVESCO SMALL CAP GROWTH INVESTOR SHS	11 GREENWAY PLAZA; SUITE 100, HOUSTON, TX 77046	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	INVESCO REAL ESTATE FUND INVESTOR	11 GREENWAY PLAZA; SUITE 100, HOUSTON, TX 77046	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	INVESCO STEELPATH MLP SELECT 40 A	11 GREENWAY PLAZA; SUITE 100, HOUSTON, TX 77046	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	INVESCO INTL BOND A	11 GREENWAY PLAZA; SUITE 100, HOUSTON, TX 77046	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	INVESCO GOLD & SPEC MINERALS A	11 GREENWAY PLAZA; SUITE 100, HOUSTON, TX 77046	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	INVESCO DEVELOPING MARKETS A	11 GREENWAY PLAZA; SUITE 100, HOUSTON, TX 77046	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	INVESCO DISCOVERY MID CAP GROWTH A	11 GREENWAY PLAZA; SUITE 100, HOUSTON, TX 77046	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	INVESCO DEVELOPING MARKETS R	11 GREENWAY PLAZA; SUITE 100, HOUSTON, TX 77046	$10.00
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMG GW&K SMALL/MID CAP FUND CLASS I	600 STEAMBOAT ROAD, SUITE 300, GREENWICH, CT 06830	0.07%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMG YACKTMAN FOCUSED N	600 STEAMBOAT ROAD, SUITE 300, GREENWICH, CT 06830	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMG YACKTMAN FUND I	600 STEAMBOAT ROAD, SUITE 300, GREENWICH, CT 06830	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMG GW&K ESG BOND FUND N	600 STEAMBOAT ROAD, SUITE 300, GREENWICH, CT 06830	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AQR LARGE CAP DEFENSIVE STYLE CL N	1 GREENWICH PLAZA, GREENWICH, CT 06830	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AQR MANAGED FUTURES FUND CL I	1 GREENWICH PLAZA, GREENWICH, CT 06830	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ABERDEEN CHINA A SHARE EQUITY CL A	1735 MARKET STREET, 32ND FLOOR, PHILADELPHIA, PA 19103	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ABERDEEN GLOBAL EQUITY CL A	1735 MARKET STREET, 32ND FLOOR, PHILADELPHIA, PA 19103	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ABERDEEN U.S. SMALL CAP EQUITY FD CL A	1735 MARKET STREET, 32ND FLOOR, PHILADELPHIA, PA 19103	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ABERDEEN US SUSTAIN LEADERS INSTL SERV	1735 MARKET STREET, 32ND FLOOR, PHILADELPHIA, PA 19103	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ABERDEEN GLOBAL ABS RETURN STRGYS SVC CL	1735 MARKET STREET, 32ND FLOOR, PHILADELPHIA, PA 19103	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ABERDEEN INTNL REAL ESTATE EQUITY INSTL	1735 MARKET STREET, 32ND FLOOR, PHILADELPHIA, PA 19103	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	CAMBIAR INTL EQUITY INVESTOR CL	1 FREEDOM VALLEY DRIVE, OAKS, PA 19456	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	CAMBIAR OPPORTUNITY INVESTOR CL	1 FREEDOM VALLEY DRIVE, OAKS, PA 19456	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	EDGEWOOD GROWTH FUND RETAIL CLASS	1 FREEDOM VALLEY DRIVE, OAKS, PA 19456	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	CHAMPLAIN MID CAP ADVISOR SHARE	ONE FREEDOM VALLEY DRIVE, OAKS, PA 19456	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	SEMPER SHORT DURATION FD INVESTOR	52 VANDERBILT AVE. SUITE 401, NEW YORK, NY 10017	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	SEMPER MBS TOTAL RETURN INVESTOR	52 VANDERBILT AVE. SUITE 401, NEW YORK, NY 10017	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	GQG PARTNERS EMERG MARKETS EQ INSTL	1 FREEDOM VALLEY DRIVE, OAKS, PA 19456	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	GQG PARTNERS EMRGING MARKETS EQUITY INV	1 FREEDOM VALLEY DRIVE, OAKS, PA 19456	0.40%

PLAN NAME: AT&T RETIREMENT SAVINGS PLAN

EIN: 43-1301883

PLAN NUMBER: 009

Attachment - Schedule C - Part 1, Line 3

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation	(d) Enter name and EIN (address) of source of indirect compensation (Name)	(d) Enter name and EIN (address) of source of indirect compensation (EIN or Address)	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	INVESCO EUROPEAN GROWTH CLASS A	11 GREENWAY PLAZA; SUITE 100, HOUSTON, TX 77046	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	INVESCO BALANCED RISK COMM STRATEGY A	11 GREENWAY PLAZA; SUITE 100, HOUSTON, TX 77046	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	INVESCO OPPENHEIMER INTL GROWTH A	11 GREENWAY PLAZA; SUITE 100, HOUSTON, TX 77046	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	INVESCO GLOBAL FOCUS A	11 GREENWAY PLAZA; SUITE 100, HOUSTON, TX 77046	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	INVESCO GLOBAL OPPORTUNITIES A	11 GREENWAY PLAZA; SUITE 100, HOUSTON, TX 77046	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ALGER SMALL CAP FOCUS CLASS A	600 PLAZA ONE, 6TH FL, JERSEY CITY, NJ 07311	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ALGER SMALL CAP GROWTH FUND A	600 PLAZA ONE, 6TH FL, JERSEY CITY, NJ 07311	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ALGER FOCUS EQUITY CL I	600 PLAZA ONE, 6TH FL, JERSITY CITY, NJ 07311	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AB LARGE CAP GROWTH CLASS A	8000 IH 10 WEST; SUITE 1400, 14TH FLOOR, SAN ANTONIO, TX 78230	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AB LARGE CAP GROWTH ADVISOR CLASS	8000 IH 10 WEST; SUITE 1400, 14TH FLOOR, SAN ANTONIO, TX 78230	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMANA MUTUAL FUND TRUST INCOME	1300 NORTH STATE STREET, BELLINGHAM, WA 98225	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMANA MUTUAL FUND TRUST GROWTH	1300 NORTH STATE STREET, BELLINGHAM, WA 98225	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMERICAN AMCAP CLASS C	3500 WISEMAN BLVD, SAN ANTONIO, TX 782514321	$18.00
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMERICAN BEACON INTL EQUITY INVESTOR	220 EAST LAS COLINAS BLVD, SUITE 1200, IRVING, TX 75039	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMERICAN BALANCED CLASS F1	3500 WISEMAN BLVD, SAN ANTONIO, TX 782514321	0.37%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMERICAN BEACON ARK TRANS INNOVTN INVSTR	220 EAST LAS COLINAS BLVD, SUITE 1200, IRVING, TX 75039	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMERICAN CENTURY EQUITY INCOME INV CL	4400 MAIN ST - 1ST FLOOR, KANSAS CITY, MO 64111	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMERICAN CENTURY MIDCAP VALUE INV SHS	4400 MAIN ST - 1ST FLOOR, KANSAS CITY, MO 64111	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMERICAN CENTURY SMALL CAP VALUE INV	4400 MAIN ST - 1ST FLOOR, KANSAS CITY, MO 64111	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMERICAN CEN FOCUSEDDYNAMIC GROWTH INV	4400 MAIN ST - 1ST FLOOR, KANSAS CITY, MO 64111	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMERICAN CEN FOCUSED DYNAMIC GROWTH CL I	4400 MAIN ST - 1ST FLOOR, KANSAS CITY, MO 64111	0.07%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMERICAN CENTURY CHGAL GOLD INV CL	4400 MAIN ST - 1ST FLOOR, KANSAS CITY, MO 64111	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMERICAN CENTURY UTILITIES INVESTOR	4400 MAIN ST - 1ST FLOOR, KANSAS CITY, MO 64111	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMERICAN CENTURY GOVERNMENT BOND	4400 MAIN ST - 1ST FLOOR, KANSAS CITY, MO 64111	0.25%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMERICAN CENTURY GINNIE MAE INV CL	4400 MAIN ST - 1ST FLOOR, KANSAS CITY, MO 64111	0.25%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMERICAN CENTURY INFLN ADJ BOND INV	4400 MAIN ST - 1ST FLOOR, KANSAS CITY, MO 64111	0.25%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMERICAN CENTURY GROWTH INVESTOR CL	4400 MAIN ST - 1ST FLOOR, KANSAS CITY, MO 64111	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMERICAN CENTURY HERITAGE INVESTOR CL	4400 MAIN ST - 1ST FLOOR, KANSAS CITY, MO 64111	0.35%

PLAN NAME: AT&T RETIREMENT SAVINGS PLAN

EIN: 43-1301883

PLAN NUMBER: 009

Attachment - Schedule C - Part 1, Line 3

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation	(d) Enter name and EIN (address) of source of indirect compensation (Name)	(d) Enter name and EIN (address) of source of indirect compensation (EIN or Address)	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMERICAN CENTURY ULTRA INVESTOR CLASS	4400 MAIN ST - 1ST FLOOR, KANSAS CITY, MO 64111	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMERICAN FUNDS INFLTLINKED BOND CL F1	3500 WISEMAN BLVD, SAN ANTONIO, TX 782514321	0.37%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMERICAN FUNDS GRWTH& INC PORTFOLIO F1	3500 WISEMAN BLVD, SAN ANTONIO, TX 782514321	0.37%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMERICAN FUNDS GRWTH & INCOME PORT F2	3500 WISEMAN BLVD, SAN ANTONIO, TX 782514321	0.12%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMERICAN FDS TAX AWRCONS GR AND INC F1	3500 WISEMAN BLVD, SAN ANTONIO, TX 782514321	0.37%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMERICAN 2045 TARGETDATE RETIREMNT F1	3500 WISEMAN BLVD, SAN ANTONIO, TX 782514321	0.37%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMERICAN 2040 TARGETDATE RETIREMNT F1	3500 WISEMAN BLVD, SAN ANTONIO, TX 782514321	0.37%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMERICAN 2035 TARGETDATE RETIREMNT F1	3500 WISEMAN BLVD, SAN ANTONIO, TX 782514321	0.37%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMERICAN 2030 TARGETDATE RETIREMNT F1	3500 WISEMAN BLVD, SAN ANTONIO, TX 782514321	0.37%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMERICAN MUTUAL FUNDCLASS A	3500 WISEMAN BLVD, SAN ANTONIO, TX 782514321	$18.00
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMERICAN MUTUAL FUNDCLASS F1	3500 WISEMAN BLVD, SAN ANTONIO, TX 782514321	0.37%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ARIEL FUND	811 E. WISCONSIN AVENUE. MK-WI-J8NF, MILWAUKEE, WI 53202	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ARIEL APPRECIATION	811 E. WISCONSIN AVENUE. MK-WI-J8NF, MILWAUKEE, WI 53202	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ARTISAN SMALL CAP FUND INVESTOR CL	875 EAST WISCONSIN AVENUE SUITE 800, MILWAUKEE, WI 53202	0.39%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ARTISAN INTERNATL INVESTOR CLASS	875 EAST WISCONSIN AVENUE SUITE 800, MILWAUKEE, WI 53202	0.39%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ARTISAN DEVELOPING WORLD FD ADVISOR CL	875 EAST WISCONSIN AVENUE SUITE 800, MILWAUKEE, WI 53202	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ARTISAN DEVELOPING WORLD FD INVESTOR CL	875 EAST WISCONSIN AVENUE SUITE 800, MILWAUKEE, WI 53202	0.39%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ARTISAN INTL VALUE FUND ADVISOR	875 EAST WISCONSIN AVENUE SUITE 800, MILWAUKEE, WI 53202	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ARTISAN GLOBAL OPPORTUNITIES ADV	875 EAST WISCONSIN AVENUE SUITE 800, MILWAUKEE, WI 53202	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ARTISAN HIGH INCOME FUND INVESTOR	875 EAST WISCONSIN AVENUE SUITE 800, MILWAUKEE, WI 53202	0.39%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ARTISAN INTL SMALL-MID CAP INV	875 EAST WISCONSIN AVENUE SUITE 800, MILWAUKEE, WI 53202	0.39%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ARTISAN GLOBAL OPPORTUNITIES INV	875 EAST WISCONSIN AVENUE SUITE 800, MILWAUKEE, WI 53202	0.39%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ARTISAN INTL VALUE FUND INV CL	875 EAST WISCONSIN AVENUE SUITE 800, MILWAUKEE, WI 53202	0.39%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ABERDEEN GLOBAL HIGHINCOME FUND CL A	1735 MARKET STREET, 32ND FLOOR, PHILADELPHIA, PA 19103	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BNY MELLON SMALL MIDCAP GROWTH A	144 GLENN CURTISS BLVD 8TH FLOOR, UNIONDALE, NY 11556	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BNY MELLON DYNAMIC TOTAL RETURN A	144 GLENN CURTISS BLVD 8TH FLOOR, UNIONDALE, NY 11556	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BNY MELLON OPPORT SMALL CAP INVESTOR	144 GLENN CURTISS BLVD 8TH FLOOR, UNIONDALE, NY 11556	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BNY MELLON APPRECIATION INVSTR	144 GLENN CURTISS BLVD 8TH FLOOR, UNIONDALE, NY 11556	0.40%

PLAN NAME: AT&T RETIREMENT SAVINGS PLAN

EIN: 43-1301883

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FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BAIRD CORE PLUS BOND INSTITUTIONAL	777 E. WISCONSIN AVE, 18TH FL, MILWAUKEE, WI 53202	0.02%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ISHARES S&P 500 INDEX INVESTOR A	40 EAST 52ND STREET, NEW YORK, NY 10022	0.30%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BARON ASSET	767 5TH AVENUE 49TH FLOOR, NEW YORK, NY 10153	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BARON GROWTH	767 5TH AVENUE 49TH FLOOR, NEW YORK, NY 10153	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BARON SMALL CAP FD	767 5TH AVENUE 49TH FLOOR, NEW YORK, NY 10153	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BARON OPPORTUNITY FUND	767 5TH AVENUE 49TH FLOOR, NEW YORK, NY 10153	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BARON FIFTH AVENUE GROWTH FUND	767 5TH AVENUE 49TH FLOOR, NEW YORK, NY 10153	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BARON DISCOVERY FUNDRETAIL SHARES	767 5TH AVENUE 49TH FLOOR, NEW YORK, NY 10153	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BARON PARTNERS FUND	767 5TH AVENUE 49TH FLOOR, NEW YORK, NY 10153	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BARON FOCUSED GROWTHFUND	767 5TH AVENUE 49TH FLOOR, NEW YORK, NY 10153	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BARON REAL ESTATE FUND RETAIL	767 5TH AVENUE 49TH FLOOR, NEW YORK, NY 10153	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BARON WEALTHBUILDER FUND RETAIL	767 5TH AVENUE 49TH FLOOR, NEW YORK, NY 10153	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BARON GLOBAL ADVANTAGE FD RETAIL	767 5TH AVENUE 49TH FLOOR, NEW YORK, NY 10153	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BERKSHIRE FOCUS FUND	475 MILAN DRIVE SUITE 103, SAN JOSE, CA 95134	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BLACKROCK MID CAP GROWTH EQUITY CL A	40 EAST 52ND STREET, NEW YORK, NY 10022	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BLACKROCK TECHNOLOGYOPPORTUNITIES CL A	40 EAST 52ND STREET, NEW YORK, NY 10022	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ISHARES RUSSELL SM MID CP IDX INV A	40 EAST 52ND STREET, NEW YORK, NY 10022	0.30%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BLACKROCK ADVANTAGE SMALL CAP CORE INV A	40 EAST 52ND STREET, NEW YORK, NY 10022	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BLACKROCK HEALTH SCIENCES OPP PRT A	40 EAST 52ND STREET, NEW YORK, NY 10022	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BLACKROCK INTERNATIONAL FD A	40 EAST 52ND STREET, NEW YORK, NY 10022	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BLACKROCK EMERGING MARKETS FD INC A	40 EAST 52ND STREET, NEW YORK, NY 10022	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BLACKROCK EQUITY DIVIDEND FD CL A	40 EAST 52ND STREET, NEW YORK, NY 10022	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BLACKROCK GLOBAL ALLOCATION CL A	40 EAST 52ND STREET, NEW YORK, NY 10022	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BLACKROCK GLOBAL ALLOCATION FD CL C	40 EAST 52ND STREET, NEW YORK, NY 10022	0.08%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BLACKROCK TOTAL RETURN FUND CL A	40 EAST 52ND STREET, NEW YORK, NY 10022	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ISHARES RUSSELL 2000SMALL CAP IDX INV A	40 EAST 52ND STREET, NEW YORK, NY 10022	0.30%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BLACKROCK INFLATION PRO BOND PORT INV A	40 EAST 52ND STREET, NEW YORK, NY 10022	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	WILLIAM BLAIR SMALL MID CAP GROWTH CL N	222 WEST ADAMS STREET, 12TH FLOOR, CHICAGO, IL 60606	0.40%

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FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	WILLIAM BLAIR SMALL CAP GROWTH CLASS N	222 WEST ADAMS STREET, 12TH FLOOR, CHICAGO, IL 60606	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BMO LOW VOLATILITY EQUITY CL A	111 EAST KILBOURN AVENUE, SUITE 200, MILWAUKEE, WI 53202	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BNY MELLON S&P 500 INDEX FUND	144 GLENN CURTISS BLVD 8TH FLOOR, UNIONDALE, NY 11556	0.30%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BNY MELLON SMALLCAP STOCK INDEX INVESTOR	144 GLENN CURTISS BLVD 8TH FLOOR, UNIONDALE, NY 11556	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BNY MELLON INTL STOCK INDEX INVESTOR	144 GLENN CURTISS BLVD 8TH FLOOR, UNIONDALE, NY 11556	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BOSTON TRUST WALDEN SMALL CAP FUND	1 BEACON ST. 33RD FLOOR, BOSTON, MA 02108	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	FPA QUEENS ROAD SMALL CAP VALUE FUND	11601 WILSHIRE BLVD, SUITE 1200, LOS ANGELES, CA 90025	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BRIDGEWAY OMNI SMALL CAP VALUE	20 GREENWAY PLAZA, STE 450, HOUSTON, TX 77046	0.06%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BROWN ADVISORY GROWTH EQUITY ADV	777 E. WISCONSIN AVE, 4TH FLOOR, MILWAUKEE, WI 53202	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BROWN CAPITAL MGMT SMALL COMPANY INSTL	1290 BROADWAY, STE 1100, DENVER, CO 80203	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BROWN INTERNATIONAL SMALL COMPANY INVEST	1290 BROADWAY, STE 1100, DENVER, CO 80203	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BUFFALO DISCOVERY FUND	615 E. MICHIGAN STREET, MILWAUKEE, WI 53202	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BUFFALO MID CAP FUND	615 E. MICHIGAN STREET, MILWAUKEE, WI 53202	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BUFFALO DIVIDEND FOCUS FUND	615 E. MICHIGAN STREET, MILWAUKEE, WI 53202	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	CALAMOS MARKET NEUTRAL INCOME CL A	2020 CALAMOS COURT, NAPERVILLE, IL 60563	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	CALAMOS CONVERTIBLE FUND CLASS A	2020 CALAMOS COURT, NAPERVILLE, IL 60563	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	CALAMOS MARKET NEUTRAL INCOME CL I	2020 CALAMOS COURT, NAPERVILLE, IL 60563	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	CALVERT U.S. LRG CAPCORE RESPNSBL INDX A	4550 MONTGOMERY AVENUESUITE 1000 N, BETHESDA, MD 20814	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	CALVERT EQUITY FUND CLASS A	4550 MONTGOMERY AVENUESUITE 1000 N, BETHESDA, MD 20814	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	CALVERT BOND FUND CLASS A	4550 MONTGOMERY AVENUESUITE 1000 N, BETHESDA, MD 20814	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	CALVERT SMALL CAP CL A	4550 MONTGOMERY AVENUESUITE 1000 N, BETHESDA, MD 20814	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	CALVERT GREEN BOND FUND CL A	4550 MONTGOMERY AVENUESUITE 1000 N, BETHESDA, MD 20814	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	CALVERT US MID CAP CORE RSPNSBL INDEX A	4550 MONTGOMERY AVENUESUITE 1000 N, BETHESDA, MD 20814	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	CALVERT INTRNTL RESPBL INDEX A	4550 MONTGOMERY AVENUESUITE 1000 N, BETHESDA, MD 20814	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	CALVERT MID-CAP FUND CL A	4550 MONTGOMERY AVENUESUITE 1000 N, BETHESDA, MD 20814	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	CALVERT EMERGING MARKETS EQUITY CL I	4550 MONTGOMERY AVENUESUITE 1000 N, BETHESDA, MD 20814	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	CALVERT INTERNATL OPPORTUNITIES CL I	4550 MONTGOMERY AVENUESUITE 1000 N, BETHESDA, MD 20814	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMERICAN CAPITAL INCOME BUILDER CL A	3500 WISEMAN BLVD, SAN ANTONIO, TX 782514321	$18.00

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EIN: 43-1301883

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FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMERICAN CAPITAL WORLD BOND CLASS A	3500 WISEMAN BLVD, SAN ANTONIO, TX 782514321	$18.00
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMERICAN CAPITAL WORLD GRWTH & INC F1	3500 WISEMAN BLVD, SAN ANTONIO, TX 782514321	0.37%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	CARILLON SCOUT INTERNATIONAL CL I	P. O. BOX 33022, ST PETERSBURG, FL 337338022	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	CARILLON EAGLE MID CAP GROWTH CL A	P. O. BOX 33022, ST PETERSBURG, FL 337338022	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	CARILLON REAMS CORE PLUS BOND CL Y	P. O. BOX 33022, ST PETERSBURG, FL 337338022	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	CARILLON SCOUT SMALLCAP FUND CL I	P. O. BOX 33022, ST PETERSBURG, FL 337338022	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	CARILLON SCOUT MID CAP FUND CL I	P. O. BOX 33022, ST PETERSBURG, FL 337338022	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	CAUSEWAY INTERNATNALVALUE INVESTOR	P. O. BOX 1100, OAKS, PA 19456	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	CAUSEWAY INTERNATNALVALUE INSTL	P. O. BOX 1100, OAKS, PA 19456	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	CLIFFWATER CORPORATE LENDING FUND I	4640 ADMIRALTY WAY, 11TH FLOOR, MARINA DEL REY, CA 90292	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	COHEN & STEERS REAL ESTATE SECURITIES A	280 PARK AVENUE, 10TH FLOOR, NEW YORK, NY 10017	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	COHEN & STEERS REAL ESTATE SECURITIES I	280 PARK AVENUE, 10TH FLOOR, NEW YORK, NY 10017	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	COHEN & STEERS REALTY SHARES	280 PARK AVENUE, 10TH FLOOR, NEW YORK, NY 10017	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	COHEN & STEERS INSTL REALTY SHARES	280 PARK AVENUE, 10TH FLOOR, NEW YORK, NY 10017	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	COHEN AND STEERS INTL REALTY INC CL I	280 PARK AVENUE, 10TH FLOOR, NEW YORK, NY 10017	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	COHEN & STEERS PREF SECURITIES INC A	280 PARK AVENUE, 10TH FLOOR, NEW YORK, NY 10017	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	COHEN & STEERS PREF SECURITIES INCOME I	280 PARK AVENUE, 10TH FLOOR, NEW YORK, NY 10017	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	COHEN & STEERS MLP AND ENERGY OPPORT A	280 PARK AVENUE, 10TH FLOOR, NEW YORK, NY 10017	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	COLUMBIA ACORN EUROPEAN FUND CL A	225 FRANKLIN ST, BX25 10320, BOSTON, MA 02110	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	COLUMBIA ACORN INTL SELECT CL I	225 FRANKLIN ST, BX25 10320, BOSTON, MA 02110	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	COLUMBIA OVERSEAS VALUE FUND CL A	225 FRANKLIN ST, BX25 10320, BOSTON, MA 02110	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	COLUMBIA DIVIDEND INCOME CL A	225 FRANKLIN ST, BX25 10320, BOSTON, MA 02110	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	COLUMBIA CONTRARIAN CORE FUND CL A	225 FRANKLIN ST, BX25 10320, BOSTON, MA 02110	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	COLUMBIA BALANCED FUND CL A	225 FRANKLIN ST, BX25 10320, BOSTON, MA 02110	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	COLUMBIA GLOBAL TECHGROWTH CL A	225 FRANKLIN ST, BX25 10320, BOSTON, MA 02110	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	COLUMBIA FLOATING RATE FUND CL C	225 FRANKLIN ST, BX25 10320, BOSTON, MA 02110	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	COLUMBIA SELIGMAN GLOBAL TECHNOLGY A	225 FRANKLIN ST, BX25 10320, BOSTON, MA 02110	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	COLUMBIA SELIGMAN TECH AND INFO CL A	225 FRANKLIN ST, BX25 10320, BOSTON, MA 02110	0.40%

PLAN NAME: AT&T RETIREMENT SAVINGS PLAN

EIN: 43-1301883

PLAN NUMBER: 009

Attachment - Schedule C - Part 1, Line 3

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FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	CONESTOGA SMALL CAP INVESTOR CLASS	225 PICTORIA DRIVE, SUITE 450, CINCINNATI, OH 45246	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	CULLEN HIGH DIVIDENDEQUITY FUND RETAIL	645 FIFTH AVENUE, NEW YORK, NY 10022	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	DFA INFLATION PROTECTED SEC PORT	6300 BEE CAVES ROAD, BUILDING ONE, AUSTIN, TX 78746	0.02%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	DFA INTERNATIONAL CORE EQUITY	6300 BEE CAVES ROAD, BUILDING ONE, AUSTIN, TX 78746	0.02%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	DFA US CORE EQUITY II	6300 BEE CAVES ROAD, BUILDING ONE, AUSTIN, TX 78746	0.02%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	DFA SHORT TERM GOVERNMENT PORT	6300 BEE CAVES ROAD, BUILDING ONE, AUSTIN, TX 78746	0.02%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	DFA US CORE EQUITY I	6300 BEE CAVES ROAD, BUILDING ONE, AUSTIN, TX 78746	0.02%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	DFA EMERGING MRKTS CORE EQU PORTF	6300 BEE CAVES ROAD, BUILDING ONE, AUSTIN, TX 78746	0.02%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	DFA US MICRO CAP PRTF INSTL	6300 BEE CAVES ROAD, BUILDING ONE, AUSTIN, TX 78746	0.02%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	DIMENSIONAL EMERGING MKTS VAL PRTF INSTL	6300 BEE CAVES ROAD, BUILDING ONE, AUSTIN, TX 78746	0.02%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	DFA US TARGETED VALUE PRTF INSTL	6300 BEE CAVES ROAD, BUILDING ONE, AUSTIN, TX 78746	0.02%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	DFA EMERGING MARKETS SMALL CAP	6300 BEE CAVES ROAD, BUILDING ONE, AUSTIN, TX 78746	0.02%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	DFA INTERNATIONAL SMALL COMPANY PORT	6300 BEE CAVES ROAD, BUILDING ONE, AUSTIN, TX 78746	0.02%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	DFA INV'T TWO YEAR GLOBAL FIXED INCOME	6300 BEE CAVES ROAD, BUILDING ONE, AUSTIN, TX 78746	0.02%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	DFA INT'L SMALL CAP VALUE	6300 BEE CAVES ROAD, BUILDING ONE, AUSTIN, TX 78746	0.02%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	DFA US SMALL CAP VALUE PRTF INSTL	6300 BEE CAVES ROAD, BUILDING ONE, AUSTIN, TX 78746	0.02%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	DFA US LARGE CAP VALUE PRTF INSTL	6300 BEE CAVES ROAD, BUILDING ONE, AUSTIN, TX 78746	0.02%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	DFA LARGE CAP INTL PORTFOLIO INSTL CL	6300 BEE CAVES ROAD, BUILDING ONE, AUSTIN, TX 78746	0.02%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	DFA INTERMEDIATE GOVT F/I PRTF INSTL	6300 BEE CAVES ROAD, BUILDING ONE, AUSTIN, TX 78746	0.02%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	DFA FIVE YEAR GLBL FIXED INC PRTF INSTL	6300 BEE CAVES ROAD, BUILDING ONE, AUSTIN, TX 78746	0.02%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	DFA US HIGH RELATIVE PROFIT PORT INSTL	6300 BEE CAVES ROAD, BUILDING ONE, AUSTIN, TX 78746	0.02%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	DFA DIVERSIFIED FIX INCOME PORT INSTL	6300 BEE CAVES ROAD, BUILDING ONE, AUSTIN, TX 78746	0.02%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	DFA U.S. LARGE CAP GROWTH PORT INSTL	6300 BEE CAVES ROAD, BUILDING ONE, AUSTIN, TX 78746	0.02%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	DFA INVESTMENT GRADE PORTFOLIO INSTL	6300 BEE CAVES ROAD, BUILDING ONE, AUSTIN, TX 78746	0.02%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	DFA COMMODITY STRATEGY PORT INSTL	6300 BEE CAVES ROAD, BUILDING ONE, AUSTIN, TX 78746	0.02%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	DFA SHORT TERM EXTENDED QUAL INSTL	6300 BEE CAVES ROAD, BUILDING ONE, AUSTIN, TX 78746	0.02%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	DFA GLOBAL REAL ESTATE SEC PORTFOLIO	6300 BEE CAVES ROAD, BUILDING ONE, AUSTIN, TX 78746	0.02%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	DAVIS GLOBAL FUND CL A	2949 EAST ELVIRA ROAD SUITE 101, TUCSON, AZ 85756	0.40%

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EIN: 43-1301883

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FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	DAVIS REAL ESTATE CLASS A	2949 EAST ELVIRA ROAD SUITE 101, TUCSON, AZ 85756	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	DAVIS FINANCIAL CLASS A	2949 EAST ELVIRA ROAD SUITE 101, TUCSON, AZ 85756	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	DFA WORLD EX US CORE EQUITY PORTFOLIO IN	6300 BEE CAVES ROAD, BUILDING ONE, AUSTIN, TX 78746	0.02%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	DFA INTERNATIONAL VALUE PRTF INSTL	6300 BEE CAVES ROAD, BUILDING ONE, AUSTIN, TX 78746	0.02%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	DFA INTERNATIONAL VALUE PORT III	6300 BEE CAVES ROAD, BUILDING ONE, AUSTIN, TX 78746	0.02%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	DFA US LARGE CAP VALUE PORT III	6300 BEE CAVES ROAD, BUILDING ONE, AUSTIN, TX 78746	0.02%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	DIREXION MONTHLY SML CAP BEAR 2X INV	155 SEAPORT BOULEVARD, SUITE P8, BOSTON, MA 02210	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	DIREXION MONTHLY S&P 500 BEAR 2X INV	155 SEAPORT BOULEVARD, SUITE P8, BOSTON, MA 02210	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	DIREXION MONTHLY 10 YR NOTE BULL 2X INV	155 SEAPORT BOULEVARD, SUITE P8, BOSTON, MA 02210	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	DIREXION MONTHLY S&P 500 BULL 2X INV	155 SEAPORT BOULEVARD, SUITE P8, BOSTON, MA 02210	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	DOMINI IMPACT EQUITYINVESTOR	536 BROADWAY 7TH FLOOR, NEW YORK, NY 10012	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	DOMINI IMPACT BOND INVESTOR	536 BROADWAY 7TH FLOOR, NEW YORK, NY 10012	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	DOMINI INTERNATIONALOPPORTUNITIES INVSTR	536 BROADWAY 7TH FLOOR, NEW YORK, NY 10012	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	DOMINI SUSTAINABLE SOLUTIONS INVESTOR	536 BROADWAY 7TH FLOOR, NEW YORK, NY 10012	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	DOUBLELINE TOTAL RT BOND FD CL N	777 EAST WISCONSIN AVENUE, MILWAUKEE, WI 53202	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	DOUBLELINE SHILLER ENHANCED CAP CL N	777 EAST WISCONSIN AVENUE, MILWAUKEE, WI 53202	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	DOUBLELINE LOW DURATION CL N	777 EAST WISCONSIN AVENUE, MILWAUKEE, WI 53202	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	DRIEHAUS EMERGING MARKETS	25 EAST ERIE STREET, CHICAGO, IL 60611	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	EATON VANCE GREATER INDIA FUND CLASS A	TWO INTERNATIONAL PLACE, BOSTON, MA 02110	$16.00
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PARAMETRIC COMMODITYSTRATEGIC INV CL	TWO INTERNATIONAL PLACE, BOSTON, MA 02110	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	EV GLOBAL MACRO ABSOLUTE RETURN CL C	TWO INTERNATIONAL PLACE, BOSTON, MA 02110	$16.00
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	EATON VANCE FLOATINGRATE ADVANTAGE CL A	TWO INTERNATIONAL PLACE, BOSTON, MA 02110	$16.00
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	EATON VANCE GLOBAL MACRO ABSLTE RT CL A	TWO INTERNATIONAL PLACE, BOSTON, MA 02110	$16.00
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMERICAN EUROPACIFICGROWTH CLASS A	3500 WISEMAN BLVD, SAN ANTONIO, TX 782514321	$18.00
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMERICAN EUROPACIFICGROWTH CLASS F1	3500 WISEMAN BLVD, SAN ANTONIO, TX 782514321	0.37%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	FPA US CORE EQUITY FUND	11601 WILSHIRE BLVD, SUITE 1200, LOS ANGELES, CA 90025	0.08%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	FPA CRESCENT FUND	11601 WILSHIRE BLVD, SUITE 1200, LOS ANGELES, CA 90025	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	FMI LARGE CAP FUND	777 EAST WISCONSIN AVENUE MK-WI-T4MF, MILWAUKEE, WI 53202	0.40%

PLAN NAME: AT&T RETIREMENT SAVINGS PLAN

EIN: 43-1301883

PLAN NUMBER: 009

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FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	FMI INTERNATIONAL	777 EAST WISCONSIN AVENUE MK-WI-T4MF, MILWAUKEE, WI 53202	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	FMI COMMON STOCK FUND	777 EAST WISCONSIN AVENUE MK-WI-T4MF, MILWAUKEE, WI 53202	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	FAIRHOLME FUND	4400 BISCAYNE BOULEVARD, MIAMI, FL 33137	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	FEDERATED HERMES KAUFMANN LG CAP A	4000 ERICSSON DRIVE, WARRENDALE, PA 150867515	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	FEDERATED HERMES KAUFMANN SM CAP A	4000 ERICSSON DRIVE, WARRENDALE, PA 150867515	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	FEDERATED HERMES OPPOR HIGH YLD BD SS	4000 ERICSSON DRIVE, WARRENDALE, PA 150867515	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	FEDERATED HERMES KAUFMANN SM CAP IS	4000 ERICSSON DRIVE, WARRENDALE, PA 150867515	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	FIERA CAPITAL SMALL/ MID CAP GROWTH INST	3 CANAL PLAZA, SUITE 100, PORTLAND, ME 04101	0.08%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	EMERALD FINANCE AND BANKING INNOV INV	3175 OREGON PIKE, LEOLA, PA 17540	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	SEAFARER OVERSEAS GROWTH & INCOME INV	1290 BROADWAY, SUITE 1100, DENVER, CO 80203	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ALPS CORECOMM MNGMNT COMPT COMM SM STRT	1290 BROADWAY SUITE 1100, DENVER, CO 80203	0.08%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	VULCAN VALUE PARTNERFUND INVESTOR	2801 HIGHWAY 280 SOUTH, SUITE 300, BIRMINGHAM, AL 35223	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	RONDURE NEW WORLD FUND INVESTORS	1290 BROADWAY, SUITE 1100, DENVER, CO 80203	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	GRANDEUR PEAK INTNTLSTALWARTS INVESTOR	1290 BROADWAY STREET, SUITE 1100, DENVER, CO 80203	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	FIRST EAGLE GOLD CLASS A	1345 AVENUE OF THE AMERICAS 48TH FLR, NEW YORK, NY 10105	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	FIRST EAGLE GLOBAL CLASS A	1345 AVENUE OF THE AMERICAS 48TH FLR, NEW YORK, NY 10105	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	FIRSTHAND ALTERNATIVE ENERGY	150 ALMADEN BLVD., SUITE 1250, SAN JOSE, CA 95113	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	FORESTER VALUE FUND	612 PADDOCK, LIBERTYVILLE, IL 60048	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AUXIER FOCUS FUND INVESTOR CLASS	3 CANAL PLAZA, SUITE 600, PORTLAND, ME 04101	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	FRANKLIN DYNATECH FUND A	100 FOUNTAIN PARKWAY, ST. PETERSBURG, FL 33716	$16.00
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	FRANKLIN INTL GROWTH CL A	100 FOUNTAIN PARKWAY, ST. PETERSBURG, FL 33716	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	FRANKLIN GOLD AND PRECIOUS METALS CL A	100 FOUNTAIN PARKWAY, ST. PETERSBURG, FL 33716	$16.00
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	FRANKLIN SMALL-MID CAP GROWTH A	100 FOUNTAIN PARKWAY, ST. PETERSBURG, FL 33716	$16.00
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	FROST TOTAL RETURN BOND FD INVESTOR	P.O. BOX 2509, SAN ANTONIO, TX 782992509	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMERICAN FUNDAMENTALINVESTORS CL F1	3500 WISEMAN BLVD, SAN ANTONIO, TX 782514321	0.37%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	GOTHAM ENHANCED RETURN FUND INSTL	535 MADISON AVE 30TH FLR, NEW YORK, NY 10022	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	GABELLI GOLD FUND CLAAA	401 THEODORE FREMD. AVE., RYE, NY 10580	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	GABELLI GOLD FUND CL A	401 THEODORE FREMD. AVE., RYE, NY 10580	0.10%

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FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	GABELLI SMALL CAP GROWTH AAA	401 THEODORE FREMD. AVE., RYE, NY 10580	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	GABELLI EQUITY INCOME FUND AAA	401 THEODORE FREMD. AVE., RYE, NY 10580	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	GABELLI UTILITIES	401 THEODORE FREMD. AVE., RYE, NY 10580	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	GLENMEDE SMALL CAP EQUITY - ADVISOR CL	1650 MARKET ST. SUITE 1200, PHILADELPHIA, PA 19103	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	GLENMEDE LARGE CAP GROWTH	1650 MARKET ST. SUITE 1200, PHILADELPHIA, PA 19103	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	GLENMEDE LARGE CAP CORE	1650 MARKET ST. SUITE 1200, PHILADELPHIA, PA 19103	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	GOLDMAN SACHS COMM STRATEGY INSTL CL SH	71 S. WACKER DRIVE, 4TH FLOOR, CHICAGO, IL 60606	0.07%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	GOLDMAN SACHS GQG PART INTERNTL OPP A	71 S. WACKER DRIVE, 4TH FLOOR, CHICAGO, IL 60606	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	GREENSPRING FUND	2330 WEST JOPPA ROAD, LUTHERVILLE, MD 21093	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMERICAN GROWTH FUNDOF AMERICA CLASS F1	3500 WISEMAN BLVD, SAN ANTONIO, TX 782514321	0.37%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	GUGGENHEIM MACRO OPPORTUNTITIES INSTL	9601 BLACKWELL RD., STE. 500, ROCKVILLE, MD 20850	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	GUGGENHEIM TOTAL RETURN BOND CL P	9601 BLACKWELL RD., STE. 500, ROCKVILLE, MD 20850	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	GUINNESS ATKINSON GLOBAL INNOVATORS	2220 E. ROUTE 66, SUITE 226, GLENDORA, CA 91740	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	GUINNESS ATKINSON GLOBAL ENERGY	2220 E. ROUTE 66, SUITE 226, GLENDORA, CA 91740	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	GUINNESS ATKINSON ALTERNATIVE ENERGY	2220 E. ROUTE 66, SUITE 226, GLENDORA, CA 91740	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	JOHN HANCOCK REGIONAL BANK CL A	601 CONGRESS ST., 9TH FL., BOSTON, MA 02210	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	JOHN HANCOCK BOND FUND CLASS I	601 CONGRESS ST., 9TH FL., BOSTON, MA 02210	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	HARBOR INTL INV	111 S. WACKER DR, 34TH FLOOR, CHICAGO, IL 60606	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	HARBOR MCV INV	111 S. WACKER DR, 34TH FLOOR, CHICAGO, IL 60606	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	HARBOR CAP APP INV	111 S. WACKER DR, 34TH FLOOR, CHICAGO, IL 60606	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	HARBOR SCV INST	111 S. WACKER DR, 34TH FLOOR, CHICAGO, IL 60606	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	HARDING LOEVNER INTL EQUITY PORT INSTL	PO BOX 4766, CHICAGO, IL 60680	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	HARDING LOEVNER EMERG MRKTS PORT ADV	PO BOX 4766, CHICAGO, IL 60680	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	HARDING LOEVNER INTL EQUITY PORT INV	PO BOX 4766, CHICAGO, IL 60680	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	OAKMARK FUND INVESTOR CLASS	111 SOUTH WACKER DR., CHICAGO, IL 60606	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	OAKMARK INTL INVESTOR CL	111 SOUTH WACKER DR., CHICAGO, IL 60606	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	OAKMARK SELECT INVESTOR CL	111 SOUTH WACKER DR., CHICAGO, IL 60606	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	OAKMARK INTL ADVISOR FUND	111 SOUTH WACKER DR., CHICAGO, IL 60606	0.15%

PLAN NAME: AT&T RETIREMENT SAVINGS PLAN

EIN: 43-1301883

PLAN NUMBER: 009

Attachment - Schedule C - Part 1, Line 3

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation	(d) Enter name and EIN (address) of source of indirect compensation (Name)	(d) Enter name and EIN (address) of source of indirect compensation (EIN or Address)	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	OAKMARK GLOBAL SELECT FD INVESTOR	111 SOUTH WACKER DR., CHICAGO, IL 60606	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	OAKMARK GLOBAL FUND INVESTOR CLASS	111 SOUTH WACKER DR., CHICAGO, IL 60606	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	HARTFORD CORE EQUITY CLASS C	100 MATSONFORD RD, STE 300, RADNOR, PA 19087	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	HARTFORD MULTI-ASSET INCOME R5	100 MATSONFORD RD, STE 300, RADNOR, PA 19087	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	HARTFORD CORE EQUITY CLASS R5	100 MATSONFORD RD, STE 300, RADNOR, PA 19087	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	HARTFORD SCHRODERS US MID CAP OPP CL I	100 MATSONFORD RD, STE 300, RADNOR, PA 19087	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	HEARTLAND VALUE PLUS	789 N. WATER STREET, MILWAUKEE, WI 53202	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	HENNESSY CORNERSTONEMID CAP 30 INV CL	7250 REDWOOD BLVD., STE 200, NOVATO, CA 94945	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	HENNESSY CORNERSTONE MID CAP 30 INSTL CL	7250 REDWOOD BLVD., STE 200, NOVATO, CA 94945	0.12%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	HENNESSY GAS UTILITYINVESTOR CL	7250 REDWOOD BLVD., STE 200, NOVATO, CA 94945	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	HENNESSY SMALL CAP FINANCIAL INVSTR CL	7250 REDWOOD BLVD., STE 200, NOVATO, CA 94945	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	HENNESSY JAPAN SMALLCAP INVESTOR CL	7250 REDWOOD BLVD., STE 200, NOVATO, CA 94945	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	HOTCHKIS & WILEY HIGH YIELD FUND CL A	725 SOUTH FIGUEROA 39TH FLOOR, LOS ANGELES, CA 90017	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	HUSSMAN STRATEGIC TOTAL RETURN	225 PICTORIA DRIVE, SUITE 450, CINCINNATI, OH 45246	$12.00
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMERICAN INCOME FUNDOF AMERICA CLASS F1	3500 WISEMAN BLVD, SAN ANTONIO, TX 782514321	0.37%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	THE INTERNET FUND	470 PARK AVENUE SOUTH, NEW YORK, NY 10016	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	INTREPID ENDURANCE FUND INVESTOR CLASS	1400 MARSH LANDING PKWY. SUITE 106, JACKSONVILLE BEACH, FL 32250	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	EUROPAC INTERNATNL DIVIDEND INC CL A	LOTS 81-82, STREET C, SUITE 204, DORADO, PR 00646	0.08%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	EUROPAC GOLD FUND CLASS A	LOTS 81-82, STREET C, SUITE 204, DORADO, PR 00646	0.08%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	DELAWARE IVY EMERG MARKETS EQUITY A	6300 LAMAR AVE, SMITHFIELD, RI 02917	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	DELAWARE IVY MID CAPINC OPPORTUNITIES A	6300 LAMAR AVE, SMITHFIELD, RI 02917	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	JPMORGAN SMARTRETRMT 2055 R5	1111 POLARIS PARKWAY, COLUMBUS, OH 43240	0.08%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	JPMORGAN HEDGED EQUITY CLASS I	1111 POLARIS PARKWAY, COLUMBUS, OH 43240	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	JPMORGAN HEDGED EQUITY CLASS A	1111 POLARIS PARKWAY, COLUMBUS, OH 43240	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	JPMORGAN SHORT DURATION CORE PLUS I	1111 POLARIS PARKWAY, COLUMBUS, OH 43240	0.08%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	JPMORGAN GL BOND OPPORTUNITIES FUND A	1111 POLARIS PARKWAY, COLUMBUS, OH 43240	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	JANUS HENDERSON GROWTH & INCOME T	151 DETROIT ST., DENVER, CO 80206	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	JANUS HENDERSON GLOBAL RESEACH T	151 DETROIT ST., DENVER, CO 80206	0.35%

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EIN: 43-1301883

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FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	JANUS HENDERSON GLOB TECH & INNOV I	151 DETROIT ST., DENVER, CO 80206	$14.00
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	JANUS HENDERSON GL LIFE SCIENCES I	151 DETROIT ST., DENVER, CO 80206	$14.00
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	JANUS HENDERSON VENTURE T	151 DETROIT ST., DENVER, CO 80206	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	JANUS HENDERSON TRITON T	151 DETROIT ST., DENVER, CO 80206	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	JANUS HENDERSON SMALL CAP VALUE T	151 DETROIT ST., DENVER, CO 80206	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	JANUS HENDERSON MID CAP VALUE T	151 DETROIT ST., DENVER, CO 80206	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	JANUS HENDERSON FLEXIBLE BOND T	151 DETROIT ST., DENVER, CO 80206	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	JANUS HENDERSON GLOBAL SELECT T	151 DETROIT ST., DENVER, CO 80206	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	JANUS HENDERSON CONTRARIAN T	151 DETROIT ST., DENVER, CO 80206	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	JANUS HENDERSON GLOB TECH & INNOV T	151 DETROIT ST., DENVER, CO 80206	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	JANUS HENDERSON GL LIFE SCIENCES T	151 DETROIT ST., DENVER, CO 80206	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	JANUS HENDERSON HIGH-YIELD T	151 DETROIT ST., DENVER, CO 80206	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	JANUS HENDERSON ENTERPRISE T	151 DETROIT ST., DENVER, CO 80206	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	JANUS HENDERSON OVERSEAS T	151 DETROIT ST., DENVER, CO 80206	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	JANUS HENDERSON RESEARCH T	151 DETROIT ST., DENVER, CO 80206	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	JANUS HENDERSON BALANCED T	151 DETROIT ST., DENVER, CO 80206	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	JANUS HENDERSON GL REAL ESTATE T	151 DETROIT ST., DENVER, CO 80206	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	JANUS HENDERSON FORTY T	151 DETROIT ST., DENVER, CO 80206	$14.00
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	JANUS HENDERSON GLOBAL BOND CL T	151 DETROIT ST., DENVER, CO 80206	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	JANUS HENDERSON DEVELOPED WORLD BD T	151 DETROIT ST., DENVER, CO 80206	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	JENSEN QUALITY GROWTH FD CL J	811 E. WISCONSIN AVE, 8TH FLOOR, MILWAUKEE, WI 53202	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	JOHN HANCOCK INTL GROWTH FUND CL I	601 CONGRESS ST., 9TH FL., BOSTON, MA 02210	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	JPMORGAN US SUSTAIN LEADERS CL I	1111 POLARIS PARKWAY, COLUMBUS, OH 43240	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	JPMORGAN VALUE ADVANTAGE CL A	1111 POLARIS PARKWAY, COLUMBUS, OH 43240	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	JP MORGAN STRATEGIC INCOME OPPORT A	1111 POLARIS PARKWAY, COLUMBUS, OH 43240	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	JPMORGAN EQUITY INCOME FUND CL A	1111 POLARIS PARKWAY, COLUMBUS, OH 43240	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	JPMORGAN LARGE CAP GROWTH CLASS A	1111 POLARIS PARKWAY, COLUMBUS, OH 43240	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	JPMORGAN EQUITY INDEX FUND CLASS A	1111 POLARIS PARKWAY, COLUMBUS, OH 43240	0.25%

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EIN: 43-1301883

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FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	JPMORGAN MRKT EXPNSNENHANCED INDEX CL A	1111 POLARIS PARKWAY, COLUMBUS, OH 43240	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	JPMORGAN INVESTOR GROWTH FUND CLASS A	1111 POLARIS PARKWAY, COLUMBUS, OH 43240	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	KEELEY SMALL CAP DIVIDEND VALUE FD A	111 WEST JACKSON BLVD., CHICAGO, IL 60604	0.08%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	KINETICS PARADIGM FUND	470 PARK AVENUE SOUTH, NEW YORK, NY 10016	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	KINETICS MARKET OPPORTUNITIES FD	470 PARK AVENUE SOUTH, NEW YORK, NY 10016	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	LAZARD EMERGING MRKTSTRATEGIC EQ OPEN	30 ROCKEFELLER PLAZA, 57TH FL., NEW YORK, NY 10112	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	LAZARD GLOBAL LISTEDINFRASTRUCTURE OPEN	30 ROCKEFELLER PLAZA, 57TH FL., NEW YORK, NY 10112	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	LAZARD US EQTY CONCENTRATED PRT OPEN SHS	30 ROCKEFELLER PLAZA, 57TH FL., NEW YORK, NY 10112	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	CLEARBRIDGE INTERN'LSMALL CAP FUND CL A	620 8TH AVENUE, 49TH FL., NEW YORK, NY 10018	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BRANDYWINEGLOBAL GLBL OPPOR BD CL A	620 8TH AVENUE, 49TH FL., NEW YORK, NY 10018	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	CLEARBRIDGE AGGRESSIVE GROWTH A	620 8TH AVENUE, 49TH FL., NEW YORK, NY 10018	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	CLEARBRIDGE DIVIDENDSTRATEGY FUND A	620 8TH AVENUE, 49TH FL., NEW YORK, NY 10018	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	CLEARBRIDGE LARGE CAP GROWTH A	620 8TH AVENUE, 49TH FL., NEW YORK, NY 10018	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	CLEARBRIDGE SELECT FUND CL A	620 8TH AVENUE, 49TH FL., NEW YORK, NY 10018	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	LOCORR LONG/SHORT COMMODITIES STRGY I	261 SCHOOL AVENUE, 4TH FLOOR, EXCELSIOR, MN 55331	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	LOOMIS SAYLES GLOBAL BOND RETAIL	399 BOYLSTON STREET, 8TH FL, BOSTON, MA 02116	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	LOOMIS SAYLES BOND RETAIL SHARES	399 BOYLSTON STREET, 8TH FL, BOSTON, MA 02116	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	LOOMIS SAYLES BOND INSTL	399 BOYLSTON STREET, 8TH FL, BOSTON, MA 02116	0.20%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	LORD ABBETT GROWTH LEADERS FUND CL A	90 HUDSON STREET 10TH FLOOR, JERSEY CITY, NJ 07302	0.45%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	LORD ABBETT SHORT DURATION INCOME CL A	90 HUDSON STREET 10TH FLOOR, JERSEY CITY, NJ 07302	0.37%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	LORD ABBETT CONVERTIBLE FD CL A	90 HUDSON STREET 10TH FLOOR, JERSEY CITY, NJ 07302	0.37%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	THOMAS WHITE INTERNATIONAL	440 SOUTH LASALLE STREET; STE. 3900, CHICAGO, IL 60605	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	LORD ABBETT BOND DEBENTURE CLASS A	90 HUDSON STREET 10TH FLOOR, JERSEY CITY, NJ 07302	0.37%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	LORD ABBETT DEVELOP GROWTH CLASS A	90 HUDSON STREET 10TH FLOOR, JERSEY CITY, NJ 07302	0.45%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	MFS MID CAP VALUE CLASS A	111 HUNTINGTON AVE, BOSTON, MA 021997632	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	MFS CORE EQUITY FUND CL A	111 HUNTINGTON AVE, BOSTON, MA 021997632	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	MFS MID CAP GROWTH CLASS A	111 HUNTINGTON AVE, BOSTON, MA 021997632	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	MAINSTAY EPOCH US EQUITY YIELD CL I	30 HUDSON STREET, 23RD FLOOR, ARLINGTON, NJ 07032	0.10%

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EIN: 43-1301883

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FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	MAINSTAY MACKAY SHRTDURATION HIGH YLD A	30 HUDSON STREET, 23RD FLOOR, ARLINGTON, NJ 07032	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	MAIRS AND POWER SMALL CAP FUND	777 E. WISCONSIN AVENUE, FLOOR 4 MK-WI-T4, MILWAUKEE, WI 53202	0.12%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	MAIRS & POWER GROWTH FUND	777 E. WISCONSIN AVENUE, FLOOR 4 MK-WI-T4, MILWAUKEE, WI 53202	0.12%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	MUHLENKAMP FUND	5000 STONEWOOD DR., WEXFORD, PA 15090	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ATAC ROTATION FUND INVESTOR CL	615 E. MICHIGAN ST., MILWAUKEE, WI 53202	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ECOFIN GLOBAL RENEWABLES INFRA INS	4100 WEST 115TH STREET, SUITE 1000, LEAWOOD, KS 66211	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	MANNING & NAPIER PROBLEND MAX TERM CL S	290 WOODCLIFF DR., FAIRPORT, NY 14450	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	MANNING & NAPIER DISCIPL VALUE SER I	290 WOODCLIFF DR., FAIRPORT, NY 14450	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	MARSICO GLOBAL FUND	235 WEST GALENA STREET, MILWAUKEE, WI 53212	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	MATTHEWS ASIA DIVIDEND FUND	4 EMBARCADERO CENTER SUITE 550, SAN FRANCISCO, CA 94111	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	MATTHEWS EMERG MRKTSSM COMPANIES INVSTR	4 EMBARCADERO CENTER SUITE 550, SAN FRANCISCO, CA 94111	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	MATTHEWS CHINA SMALLCOMPANIES INVESTOR	4 EMBARCADERO CENTER SUITE 550, SAN FRANCISCO, CA 94111	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	MATTHEWS PACIFIC TIGER FUND	4 EMBARCADERO CENTER SUITE 550, SAN FRANCISCO, CA 94111	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	MATTHEWS ASIAN GROWTH & INCOME FUND	4 EMBARCADERO CENTER SUITE 550, SAN FRANCISCO, CA 94111	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	MATTHEWS KOREA FUND	4 EMBARCADERO CENTER SUITE 550, SAN FRANCISCO, CA 94111	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	MATTHEWS CHINA FUND	4 EMBARCADERO CENTER SUITE 550, SAN FRANCISCO, CA 94111	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	MATTHEWS ASIA DIVIDEND INST'L	4 EMBARCADERO CENTER SUITE 550, SAN FRANCISCO, CA 94111	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	MATTHEWS INDIA FUND	4 EMBARCADERO CENTER SUITE 550, SAN FRANCISCO, CA 94111	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	MATTHEWS ASIAN INNOVATORS FD INVST	4 EMBARCADERO CENTER SUITE 550, SAN FRANCISCO, CA 94111	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	MEEDER MUIRFIELD	6125 MEMORIAL DRIVE, DUBLIN, OH 43017	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	MERGER FUND CLASS A	100 SUMMIT LAKE DRIVE #201, VALHALLA, NY 10595	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	THE MERGER FUND CL I	100 SUMMIT LAKE DRIVE #201, VALHALLA, NY 10595	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	METROPOLITAN WEST TOT RETURN BOND CL M	865 SOUTH FIGUEROA ST. #1400, LOS ANGELES, CA 90017	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	METROPOLITAN WEST TOTAL RETURN CLASS I	865 SOUTH FIGUEROA ST. #1400, LOS ANGELES, CA 90017	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	METROPOLITAN WEST HIGH YIELD BOND CL M	865 SOUTH FIGUEROA ST. #1400, LOS ANGELES, CA 90017	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	MIDAS FUND	11 HANOVER SQUARE, MILLBROOK, NY 12545	$12.00
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	MORGAN STANLEY CORE PLUS FIXED INC PRT A	522 FIFTH AVENUE, 4TH FLOOR, NEW YORK, NY 10036	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	MORGAN STANLEY DISCOVERY PORT CL A	522 FIFTH AVENUE, 4TH FLOOR, NEW YORK, NY 10036	0.40%

PLAN NAME: AT&T RETIREMENT SAVINGS PLAN

EIN: 43-1301883

PLAN NUMBER: 009

Attachment - Schedule C - Part 1, Line 3

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FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	MORGAN STANLEY GROWTH PORTFOLIO A	522 FIFTH AVENUE, 4TH FLOOR, NEW YORK, NY 10036	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	MORGAN STAN INSTL INC EMERG MKT PORT A	522 FIFTH AVENUE, 4TH FLOOR, NEW YORK, NY 10036	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	MORGAN STA INST INC.INCEPTION PORT CL A	522 FIFTH AVENUE, 4TH FLOOR, NEW YORK, NY 10036	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	MORGAN STANLEY GROWTH PORTFOLIO I	522 FIFTH AVENUE, 4TH FLOOR, NEW YORK, NY 10036	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	MORGAN STANLEY INSIGHT A	522 FIFTH AVENUE, 4TH FLOOR, NEW YORK, NY 10036	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	MORGAN STANLEY INSIGHT I	522 FIFTH AVENUE, 4TH FLOOR, NEW YORK, NY 10036	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	MORGAN STANLEY INTL ADVANTAGE CL A	522 FIFTH AVENUE, 4TH FLOOR, NEW YORK, NY 10036	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	MORGAN STANLEY GLOBAL OPPORTUNITY A	522 FIFTH AVENUE, 4TH FLOOR, NEW YORK, NY 10036	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	MORGAN STANLEY INSTLINTERNTL OPP CL A	522 FIFTH AVENUE, 4TH FLOOR, NEW YORK, NY 10036	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	MSIF INTERNATIONAL OPPORTUNITIES CL I	522 FIFTH AVENUE, 4TH FLOOR, NEW YORK, NY 10036	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	EVENTIDE GILEAD FUND CLASS I	80 ARKAY SUITE 110, HAUPPAUGE, NY 11788	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ALPHACENTRIC INCOME OPPORTUNITIES CL I	80 ARKAY DRIVE, HAUPPAUGE, NY 11788	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	EVENTIDE HEALTHCARE AND LIFE SCIENCES N	80 ARKAY SUITE 110, HAUPPAUGE, NY 11788	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	EVENTIDE HEALTHCARE AND LIFE SCIENCES I	80 ARKAY SUITE 110, HAUPPAUGE, NY 11788	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	FRANKLIN MUTUAL SHARES FD CLASS A	100 FOUNTAIN PARKWAY, ST. PETERSBURG, FL 33716	$16.00
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	FRANKLIN MUTUAL GLBLDISCOVERY CLASS A	100 FOUNTAIN PARKWAY, ST. PETERSBURG, FL 33716	$16.00
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	NEUBERGER BERMAN GENESIS TRUST CLASS	1290 AVENUE OF THE AMERICAS, 22ND FLOOR, NEW YORK, NY 10104002	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	NEUBERGER BERMAN LRG CAP VALUE TRUST	1290 AVENUE OF THE AMERICAS, 22ND FLOOR, NEW YORK, NY 10104002	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	NEUBERGER BERMAN FOCUS TRUST CLASS	1290 AVENUE OF THE AMERICAS, 22ND FLOOR, NEW YORK, NY 10104002	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	NEUBERGER BERMAN SUSTAINABLE EQTY TRT	1290 AVENUE OF THE AMERICAS, 22ND FLOOR, NEW YORK, NY 10104002	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	NEUBERGER BERMAN REAL ESTATE TRUST CL	1290 AVENUE OF THE AMERICAS, 22ND FLOOR, NEW YORK, NY 10104002	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	NEUBERGER BERMAN LARGE CAP VALUE CL A	1290 AVENUE OF THE AMERICAS, 22ND FLOOR, NEW YORK, NY 10104002	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	NEUBERGER BERMAN STRATEGIC INC TRUST	1290 AVENUE OF THE AMERICAS, 22ND FLOOR, NEW YORK, NY 10104002	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	NEUBERGER BERMAN LONG SHORT INSTL	1290 AVENUE OF THE AMERICAS, 22ND FLOOR, NEW YORK, NY 101040002	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	NEUBERGER BERMAN ABSRTN MULTI-MGR CL A	1290 AVENUE OF THE AMERICAS, 22ND FLOOR, NEW YORK, NY 10104002	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMERICAN NEW ECONOMYCLASS F1	3500 WISEMAN BLVD, SAN ANTONIO, TX 782514321	0.37%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMERICAN NEW PERSPECTIVE CLASS F1	3500 WISEMAN BLVD, SAN ANTONIO, TX 782514321	0.37%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMERICAN NEW WORLD CLASS F1	3500 WISEMAN BLVD, SAN ANTONIO, TX 782514321	0.37%

PLAN NAME: AT&T RETIREMENT SAVINGS PLAN

EIN: 43-1301883

PLAN NUMBER: 009

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FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	NORTHERN SMALL CAP VALUE	801 SOUTH CANAL, C-5S, CHICAGO, IL 60675	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ALTEGRIS AACA OPPORTREAL ESTATE CL N	1200 PROSPECT STREET, SUITE 400, LAJOLLA, CA 92037	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ALTEGRIS AACA OPPORT REAL ESTATE FD CL A	1200 PROSPECT STREET, SUITE 400, LAJOLLA, CA 92037	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	HCM DIVIDEND SECTOR PLUS FUND INVESTOR	1145 HEMBREE ROAD, ROSWELL, GA 30076	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	COUNTERPOINT TACTICAL INCOME CL C	12760 HIGH BLUFF DRIVE, SUITE #280, SAN DIEGO, CA 92130	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	HCM TACTICAL GROWTH FUND INVESTOR	1145 HEMBREE ROAD, ROSWELL, GA 30076	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PFG MFS AGGRESSIVE GROWTH STRATEGY R	777 108TH AVE NE, STE 2100, BELLEVUE, WA 98004	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PFG JP MORGAN TACTICAGGRESSIVE STRAT R	777 108TH AVE NE, STE 2100, BELLEVUE, WA 98004	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PFG BNY MELLON DIVERSIFIER STRAT R	777 108TH AVE NE, STE 2100, BELLEVUE, WA 98004	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PFG MEEDER TACTICAL STRATEGY FUND R	777 108TH AVE NE, STE 2100, BELLEVUE, WA 98004	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PFG ACTIVE CORE BOND STRATEGY FUND CL R	777 108TH AVE NE, STE 2100, BELLEVUE, WA 98004	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	CENTERSTONE INTERNAT IONAL FUND CLASS I	228 Park Avenue S, Suite 75938, NEW YORK, NY 10003	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PFG INVESCO THEMATIC ESG STRATEGY CL R	777 108TH AVE NE, STE 2100, BELLEVUE, WA 98004	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PFG JANUS HENDERSON BALANCED STRATEGY R	777 108TH AVE NE, STE 2100, BELLEVUE, WA 98004	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PFG TACTICAL INCOME STRATEGY CL R	777 108TH AVE NE, STE 2100, BELLEVUE, WA 98004	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PFG EQUITY INDEX FOCUSED STRATEGY R	777 108TH AVE NE, STE 2100, BELLEVUE, WA 98004	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PFG SECTOR EQUITY BUS CYCLE STRAT R	777 108TH AVE NE, STE 2100, BELLEVUE, WA 98004	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PFG BR EQUITY ESG STRATEGY CL R	777 108TH AVE NE, STE 2100, BELLEVUE, WA 98004	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PFG AMERICAN FUNDS GROWTH STRAT CL R	777 108TH AVE NE, STE 2100, BELLEVUE, WA 98004	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PFG AMERICAN FDS CONS INC STRAT CL R	777 108TH AVE NE, STE 2100, BELLEVUE, WA 98004	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	NUVEEN INTERNATIONALGROWTH FUND CL A	333 WEST WACKER DRIVE, CHICAGO, IL 60606	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	OBERWEIS CHINA OPPORTUNITIES FUND	3333 WARRENVILLE ROAD, STE. 500, LISLE, IL 60532	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PIMCO TOTAL RETURN CLASS A	1633 BROADWAY, NEW YORK, NY 10019	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PIMCO REAL RETURN CLASS A	1633 BROADWAY, NEW YORK, NY 10019	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PIMCO SHORT TERM CLASS A	1633 BROADWAY, NEW YORK, NY 10019	0.38%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PIMCO INTL BD FD U SDOLLAR-HEDGED A	1633 BROADWAY, NEW YORK, NY 10019	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PARNASSUS ENDEAVOR FUND	ONE MARKET STREET-STEUART TOWER SUITE 1600, SAN FRANCISCO, CA 94105	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PARNASSUS MID CAP	ONE MARKET STREET-STEUART TOWER SUITE 1600, SAN FRANCISCO, CA 94105	0.40%

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EIN: 43-1301883

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FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PARNASSUS CORE EQUITY INVESTOR	ONE MARKET STREET-STEUART TOWER SUITE 1600, SAN FRANCISCO, CA 94105	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PARNASSUS CORE EQUITY INSTL	ONE MARKET STREET-STEUART TOWER SUITE 1600, SAN FRANCISCO, CA 94105	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PAX GLOBAL ENVIRONMENTAL MRKTS	1290 BROADWAY, SUITE 1100, DENVER, CO 80203	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PAYDEN GLOBAL FIXED INCOME INVESTOR CL	333 SOUTH GRAND AVENUE 32ND FLOOR, LOS ANGELES, CA 90071	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PAYDEN CORPORATE BOND FUND INVESTOR	333 SOUTH GRAND AVENUE 32ND FLOOR, LOS ANGELES, CA 90071	0.33%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PEAR TREE QUALITY FUND ORDINARY	55 OLD BEDFORD ROAD, LINCOLN, MA 01773	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PEAR TREE POLARIS FRGN VAL SM CAP ORD	55 OLD BEDFORD ROAD, LINCOLN, MA 01773	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PEAR TREE ESSEX ENVIORNMNTL OPP INST	55 OLD BEDFORD ROAD, LINCOLN, MA 01773	0.12%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PEAR TREE PANAGORA EMERGING MKTS ORDINA	55 OLD BEDFORD ROAD, LINCOLN, MA 01773	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PERMANENT PORTFOLIO	600 MONTGOMERY ST. SUITE 4100, SAN FRANCISCO, CA 941112702	0.38%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PIMCO LOW DURATION INCOME FUND CL A	1633 BROADWAY, NEW YORK, NY 10019	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PIMCO COMMODITY REALRETURN STRAT A	1633 BROADWAY, NEW YORK, NY 10019	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PIMCO INVESTMENT GR CREDIT BOND FUND A	1633 BROADWAY, NEW YORK, NY 10019	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PIMCO REAL ESTATE REAL RETURN STRAT A	1633 BROADWAY, NEW YORK, NY 10019	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PIMCO STOCKSPLUS ABSOLUTE RTRN CL A	1633 BROADWAY, NEW YORK, NY 10019	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PIMCO DIVERSIFIED INCOME FUND CL A	1633 BROADWAY, NEW YORK, NY 10019	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PIMCO ALL ASSET FUNDCLASS A	1633 BROADWAY, NEW YORK, NY 10019	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PIMCO EMERG MKTS CY AND S/T INVMTS A	1633 BROADWAY, NEW YORK, NY 10019	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PIMCO INCOME FUND CL A	1633 BROADWAY, NEW YORK, NY 10019	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PIMCO STOCKSPLUS SMALL FUND A	1633 BROADWAY, NEW YORK, NY 10019	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PIMCO RAE FUNDAMNTALADVTG PLUS FUND A	1633 BROADWAY, NEW YORK, NY 10019	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PIMCO COMMODITIES PLUS STRATEGY CL A	1633 BROADWAY, NEW YORK, NY 10019	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PIMCO HIGH YIELD SPECTRUM FUND CL A	1633 BROADWAY, NEW YORK, NY 10019	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PIMCO STOCKSPLUS FUND CL I3	1633 BROADWAY, NEW YORK, NY 10019	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PIMCO PREFERRED AND CAPITAL SECS CL I3	1633 BROADWAY, NEW YORK, NY 10019	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PIMCO PREFERRED AND CAPITAL SECS CL A	1633 BROADWAY, NEW YORK, NY 10019	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PIMCO LONG DURATION TOTAL RETURN CL A	1633 BROADWAY, NEW YORK, NY 10019	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	T ROWE PRICE COMM & TECHNOLOGY INVESTOR	4515 PAINTERS MILL RD, OWINGS MILLS, MD 21117	0.15%

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FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	T ROWE PRICE GROWTH STOCK	4515 PAINTERS MILL RD, OWINGS MILLS, MD 21117	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	T ROWE PRICE HEALTH SCIENCES	4515 PAINTERS MILL RD, OWINGS MILLS, MD 21117	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	T ROWE PRICE GLOBAL TECHNOLOGY	4515 PAINTERS MILL RD, OWINGS MILLS, MD 21117	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	T ROWE PRICE QM US BOND INDEX INVESTOR	4515 PAINTERS MILL RD, OWINGS MILLS, MD 21117	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	T ROWE PRICE RET 2030 FD	4515 PAINTERS MILL RD, OWINGS MILLS, MD 21117	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	T ROWE PRICE RET 2040 FD	4515 PAINTERS MILL RD, OWINGS MILLS, MD 21117	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	T ROWE PRICE RETIREMENT 2045 FD	4515 PAINTERS MILL RD, OWINGS MILLS, MD 21117	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	T ROWE PRICE RETIREMENT 2035 FUND	4515 PAINTERS MILL RD, OWINGS MILLS, MD 21117	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	T ROWE PRICE RETIREMENT 2025 FD	4515 PAINTERS MILL RD, OWINGS MILLS, MD 21117	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PRIMECAP ODYSSEY GROWTH FUND	2020 E. FINANCIAL WAY, SUITE 100, GLENDORA, CA 91741	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PRIMECAP ODYSSEY AGGRESSIVE GRWTH FD	2020 E. FINANCIAL WAY, SUITE 100, GLENDORA, CA 91741	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PRIMECAP ODYSSEY STO CK FUND	2020 E. FINANCIAL WAY, SUITE 100, GLENDORA, CA 91741	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PRINCIPAL SPECTRUM PREF CAPT SEC INC A	620 COOLIDGE DRIVE, SUITE 300, FOLSOM, CA 95630	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PRINCIPAL EQUITY INC CL A	620 COOLIDGE DRIVE, SUITE 300, FOLSOM, CA 95630	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PRINCIPAL BLUE CHIP CL C	620 COOLIDGE DRIVE, SUITE 300, FOLSOM, CA 95630	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	HODGES FUND	2905 MAPLE AVENUE, DALLAS, TX 75201	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AKRE FOCUS FUND RETAIL	777 E. WISCONSIN AVE. 4TH FL, MILWAUKEE, WI 53202	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	HODGES SMALL CAP FUND RETAIL	2905 MAPLE AVENUE, DALLAS, TX 75201	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	THE OSTERWEIS STRATEGIC INCOME FD	777 E. WISCONSIN AVE, 4TH FL, MILWAUKEE, WI 53202	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	VILLERE BALANCED	601 POYDRAS STREET STE 1808, NEW ORLEANS, LA 701306038	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	OSTERWEIS TOTAL RETURN FUND	777 E. WISCONSIN AVE, 4TH FL, MILWAUKEE, WI 53202	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	OIL & GAS ULTRA SECTPRO FDS -INVESTOR	7501 WISCONSIN AVE, SUITE 1000 EAST TOWER, BETHESDA, MD 20814	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	UTILITIES ULTRA SECTOR PRO FUND INV	7501 WISCONSIN AVE, SUITE 1000 EAST TOWER, BETHESDA, MD 20814	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	TELECOMM ULTRA SECTOR PRO FD INVSTR	7501 WISCONSIN AVE, SUITE 1000 EAST TOWER, BETHESDA, MD 20814	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	REAL ESTATE ULTRA SECTOR PRO FD INVSTR	7501 WISCONSIN AVE, SUITE 1000 EAST TOWER, BETHESDA, MD 20814	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ULTRA JAPAN PRO FUNDINVESTORS SHS	7501 WISCONSIN AVE, SUITE 1000 EAST TOWER, BETHESDA, MD 20814	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ULTRA EMERGING MRKTSPRO FD INVT CL	7501 WISCONSIN AVE, SUITE 1000 EAST TOWER, BETHESDA, MD 20814	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PGIM JENN GLOBAL OPPORTUNITIES CL Z	655 BROAD STREET, NEWARK, NJ 07102	0.10%

PLAN NAME: AT&T RETIREMENT SAVINGS PLAN

EIN: 43-1301883

PLAN NUMBER: 009

Attachment - Schedule C - Part 1, Line 3

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation	(d) Enter name and EIN (address) of source of indirect compensation (Name)	(d) Enter name and EIN (address) of source of indirect compensation (EIN or Address)	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PGIM JENNISON GROWTH CL A	655 BROAD STREET, NEWARK, NJ 07102	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PGIM GLOBAL TOTAL RETURN CL A	655 BROAD STREET, NEWARK, NJ 07102	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PGIM GOVERNMENT INCOME CL Z	655 BROAD STREET, NEWARK, NJ 07102	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PGIM TOTAL RETURN BOND CL A	655 BROAD STREET, NEWARK, NJ 07102	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PGIM TOTAL RETURN BOND CL Z	655 BROAD STREET, NEWARK, NJ 07102	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PGIM SHRT DUR MULTI-SECT BND CL A	655 BROAD STREET, NEWARK, NJ 07102	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PGIM HIGH YIELD CL Z	655 BROAD STREET, NEWARK, NJ 07102	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PUTNAM MORTGAGE OPPOR FD CL A	ONE POST OFFICE SQUARE MAILZONE G3C, BOSTON, MA 02109	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BOSTON PARTNERS ALL CAP VALUE INVS	223 WILMINGTON WEST CHESTER PIKE #216, CHADDS FORD, PA 19317	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BOSTON PARTNERS SM CAP VALUE II INVS	223 WILMINGTON WEST CHESTER PIKE #216, CHADDS FORD, PA 19317	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	RIVERNORTH/DOUBLE LINE STRATEGIC INC R	325 NORTH LASALLE ST, SUITE 645, CHICAGO, IL 60654	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	T ROWE PRICE DIVIDEND GROWTH	4515 PAINTERS MILL RD, OWINGS MILLS, MD 21117	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	T ROWE PRICE CAP APPRECIATION	4515 PAINTERS MILL RD, OWINGS MILLS, MD 21117	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	T ROWE PRICE FINANCIAL SERVICES	4515 PAINTERS MILL RD, OWINGS MILLS, MD 21117	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	T ROWE PRICE U.S EQUITY RESEARCH FD	4515 PAINTERS MILL RD, OWINGS MILLS, MD 21117	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	T ROWE PRICE BLUE CHIP GROWTH INC	4515 PAINTERS MILL RD, OWINGS MILLS, MD 21117	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	T ROWE PRICE EQUITY INDEX 500 FUND	4515 PAINTERS MILL RD, OWINGS MILLS, MD 21117	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	T ROWE PRICE EXTEND EQU MKT INDEX FUND	4515 PAINTERS MILL RD, OWINGS MILLS, MD 21117	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	T ROWE PRICE MID CAP GROWTH	4515 PAINTERS MILL RD, OWINGS MILLS, MD 21117	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	T ROWE PRICE ALL CAPOPPORTUNITIES INVST	4515 PAINTERS MILL RD, OWINGS MILLS, MD 21117	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	T ROWE PRICE NEW ERA	4515 PAINTERS MILL RD, OWINGS MILLS, MD 21117	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	T ROWE PRICE GLOBAL CONSUMER FUND INVEST	4515 PAINTERS MILL RD, OWINGS MILLS, MD 21117	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	T ROWE PRICE EUROPEAN STOCK	4515 PAINTERS MILL RD, OWINGS MILLS, MD 21117	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	T ROWE PRICE EMERG MKTS DIS STK INVEST	4515 PAINTERS MILL RD, OWINGS MILLS, MD 21117	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	T ROWE PRICE NEW ASIA	4515 PAINTERS MILL RD, OWINGS MILLS, MD 21117	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	T ROWE PRICE INT'L JAPAN	4515 PAINTERS MILL RD, OWINGS MILLS, MD 21117	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	T ROWE PRICE GLOBAL GR STOCK INVESTOR CL	4515 PAINTERS MILL RD, OWINGS MILLS, MD 21117	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	T ROWE PRICE EMERGING EUROPE FUND	4515 PAINTERS MILL RD, OWINGS MILLS, MD 21117	0.15%

PLAN NAME: AT&T RETIREMENT SAVINGS PLAN

EIN: 43-1301883

PLAN NUMBER: 009

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FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	T ROWE PRICE GLOBAL STOCK	4515 PAINTERS MILL RD, OWINGS MILLS, MD 21117	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	T ROWE PRICE LATIN AMERICA FUND	4515 PAINTERS MILL RD, OWINGS MILLS, MD 21117	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	T ROWE PRICE VALUE	4515 PAINTERS MILL RD, OWINGS MILLS, MD 21117	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	T ROWE PRICE SPECT MOD GRWTH ALLOC	4515 PAINTERS MILL RD, OWINGS MILLS, MD 21117	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	T ROWE PRICE SPECT CONS ALLOCATION	4515 PAINTERS MILL RD, OWINGS MILLS, MD 21117	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	T ROWE PRICE ULTRA SHORT TERM BD INVEST	4515 PAINTERS MILL RD, OWINGS MILLS, MD 21117	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	T ROWE PRICE MID CAP VALUE	4515 PAINTERS MILL RD, OWINGS MILLS, MD 21117	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	T ROWE PRICE INSTL FLOATING RATE CL F	4515 PAINTERS MILL RD, OWINGS MILLS, MD 21117	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	TROWE PRICE SPECTRM INTERNATIONAL EQUITY	4515 PAINTERS MILL RD, OWINGS MILLS, MD 21117	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	T ROWE PRICE QM US SML CAP GRWTH EQUITY	4515 PAINTERS MILL RD, OWINGS MILLS, MD 21117	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ROYCE INTRNL PREMIER FD INVESTMENT CLASS	745 FIFTH AVENUE SUITE 2400, NEW YORK, NY 10151	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ROYCE INTERNATIONAL PREMIER SERVICE CL	745 FIFTH AVENUE SUITE 2400, NEW YORK, NY 10151	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ROYCE SPECIAL EQUITYSVCS CL SH	745 FIFTH AVENUE SUITE 2400, NEW YORK, NY 10151	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ROYCE PREMIER SVCS CL SH	745 FIFTH AVENUE SUITE 2400, NEW YORK, NY 10151	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ROYCE MICRO CAP SVSCCL	745 FIFTH AVENUE SUITE 2400, NEW YORK, NY 10151	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ROYCE SMALL CAP VALUE SERVICE CL	745 FIFTH AVENUE SUITE 2400, NEW YORK, NY 10151	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ROYCE SMALLER CO GROWTH SERVICE CL	745 FIFTH AVENUE SUITE 2400, NEW YORK, NY 10151	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ROYCE OPPORTUNITY FDSVCS CL	745 FIFTH AVENUE SUITE 2400, NEW YORK, NY 10151	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	RYDEX INVERSE S&P 500 STRATEGY INV CL	9601 BLACKWELL RD., STE. 500, ROCKVILLE, MD 20850	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	RYDEX NASDAQ 100 2X STRATEGY CL H	9601 BLACKWELL RD., STE. 500, ROCKVILLE, MD 20850	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	RYDEX S&P 500 2X STRATEGY CL H	9601 BLACKWELL RD., STE. 500, ROCKVILLE, MD 20850	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	RYDEX INVERSE NASDAQ 100 STRATEGY INV	9601 BLACKWELL RD., STE. 500, ROCKVILLE, MD 20850	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	RYDEX NASDAQ 100 INV CLASS	9601 BLACKWELL RD., STE. 500, ROCKVILLE, MD 20850	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	RYDEX BASIC MATERIALS INV CLASS	9601 BLACKWELL RD., STE. 500, ROCKVILLE, MD 20850	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	RYDEX S&P 500 PURE GROWTH H CLASS	9601 BLACKWELL RD., STE. 500, ROCKVILLE, MD 20850	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	RYDEX S&P MIDCAP 400PURE GROWTH CLASS H	9601 BLACKWELL RD., STE. 500, ROCKVILLE, MD 20850	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	RYDEX RUSSELL 2000 2X STRATEGY CL H	9601 BLACKWELL RD., STE. 500, ROCKVILLE, MD 20850	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ICON NATURAL RES AND INFRA FUND INSTL	P.O. BOX 87, DENVER, CO 802010087	0.15%

PLAN NAME: AT&T RETIREMENT SAVINGS PLAN

EIN: 43-1301883

PLAN NUMBER: 009

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FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	SSGA EMERGING MARKETS	ONE LINCOLN ST., BOSTON, MA 021112900	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	SEXTANT GROWTH FUND	1300 NORTH STATE STREET, BELLINGHAM, WA 98225	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AVE MARIA GROWTH	801 W. ANN ARBOR TRAIL SUITE 244, PLYMOUTH, MI 48170	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	SEGALL BRYANT HAMILL PLUS BOND FD RETAIL	370 17TH STREET, SUITE 5000, DENVER, CO 80202	0.30%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	SEGALL BRYANT HAMILL FDMNTL INTL SML CAP	370 17TH STREET, SUITE 5000, DENVER, CO 80202	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	SHELTON GREEN ALPHA FUND S CLASS	P.O. BOX 87, DENVER, CO 802010087	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMERICAN SMALLCAP WORLD CLASS F1	3500 WISEMAN BLVD, SAN ANTONIO, TX 782514321	0.37%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	SMEAD VALUE FUND INVESTOR CL SHARES	1290 BROADWAY, SUITE 1100, DENVER, CO 80203	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	SOUND SHORE FD INC	8 SOUND SHORE DRIVE, SUITE 180, GREENWICH, CT 06830	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	SPROTT GOLD EQUITY FUND INVESTOR	200 BAY STREET, SUITE 2600, TORONTO, CA M5J 2J1	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	STATE STREET SM/MID CAP EQ INDEX CLASS A	ONE LINCOLN ST., BOSTON, MA 021112900	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	STATE STREET EQUITY 500 INDEX CL A	ONE LINCOLN ST., BOSTON, MA 021112900	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	STEWARD GLOBAL EQ INCOME CL A	15375 MEMORIAL DR., SUITE 200, HOUSTON, TX 77079	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	STONE RIDGE HIGH YLD REINSRNCE RSK PREM	510 MADISON AVENUE, NEW YORK, NY 10022	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	STONERIDGE REINSURAC RISK PREM INTERVAL	510 MADISON AVENUE, NEW YORK, NY 10022	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	STONERIDGE ALTERNTV LENDING RISK PREM I	510 MADISON AVENUE, NEW YORK, NY 10022	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	TCW EMERGING MARKETS INCOME CL N	865 SOUTH FIGUERA STREET, 22ND FLOOR, LOS ANGELES, CA 90017	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	TCW CORE FIX ED INC CLASS I	865 SOUTH FIGUERA STREET, 22ND FLOOR, LOS ANGELES, CA 90017	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	TCW TOTAL RETURN BOND CLASS N	865 SOUTH FIGUERA STREET, 22ND FLOOR, LOS ANGELES, CA 90017	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	TCW EMERGING MKTS INCOME CL I	865 SOUTH FIGUERA STREET, 22ND FLOOR, LOS ANGELES, CA 90017	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	TCW NEW AMERICAS PREMIER EQUITIES N	865 SOUTH FIGUERA STREET, 22ND FLOOR, LOS ANGELES, CA 90017	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	T ROWE PRICE GLBL ALLOCATION INVESTOR	4515 PAINTERS MILL RD, OWINGS MILLS, MD 21117	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	TEMPLETON GLOBAL BOND CLASS A	100 FOUNTAIN PARKWAY, ST. PETERSBURG, FL 33716	$16.00
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	TEMPLETON GLOBAL BOND CLASS C	100 FOUNTAIN PARKWAY, ST. PETERSBURG, FL 33716	$19.00
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	TETON WESTWOOD EQUITY CL AAA	401 THEODORE FREMD. AVE., RYE, NY 10580	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	THIRD AVENUE VALUE INSTL CLASS	622 THIRD AVENUE 32 FLOOR, NEW YORK, NY 10017	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	THIRD AVENUE SMALL CAP VALUE INSTL CL	622 THIRD AVENUE 32 FLOOR, NEW YORK, NY 10017	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	THIRD AVENUE REAL ESTATE VALUE INSTL	622 THIRD AVENUE 32 FLOOR, NEW YORK, NY 10017	0.35%

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FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	THIRD AVENUE REAL ESTATE VALUE INVST	622 THIRD AVENUE 32 FLOOR, NEW YORK, NY 10017	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	THOMPSON BOND FUND	1255 FOURIER DR STE 200, MADISON, WI 53717	0.25%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	THORNBURG BETTER WORLD INTNL WORLD I	2300 NORTH RIDGETOP RD, SANTA FE, NM 87506	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	THRIVENT SMALL CAP STOCK FUND CL S	4321 N. BALLARD ROAD, APPLETON, WI 549190001	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	THRIVENT MID CAP STOCK FUND CL S	4321 N. BALLARD ROAD, APPLETON, WI 549190001	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	TOUCHSTONE MID CAP FUND CL Z	303 BROADWAY, SUITE 1100, CINCINNATI, OH 452024203	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	TOUCHSTONE SANDS CAP SEL GRWTH Z	303 BROADWAY, SUITE 1100, CINCINNATI, OH 452024203	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	TOUCHSTONE SMALL CAP VALUE CL A	303 BROADWAY, SUITE 1100, CINCINNATI, OH 452024203	0.08%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	TRANSAMERICA CAPITAL GROWTH CL A	4333 EDGEWOOD RD NE, CEDAR RAPIDS, IA 52499	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	MILLER OPPORTUNITY TRUST CL A	100 SALEM STREET, SMITHFIELD, RI 02917	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PERFORMANCE TRUST STRATEGIC BOND FD	500 WEST MADISON, SUITE 470, CHICAGO, IL 60661	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	JENSEN QUALITY VALUEFUND CLASS J	811 E. WISCONSIN AVE, 8TH FLOOR, MILWAUKEE, WI 53202	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	TERRA FIRMA US CONCNTRTED REALTY EQ	777 E WISCONSIN AVE, MILWAUKEE, WI 53202	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	USAA SCIENCE & TECHNOLOGY CL A	4900 TIEDEMAN RD 4TH FLOOR, BROOKLYN, OH 44114	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	USAA INTERMEDIATE TERM BOND RETAIL	4900 TIEDEMAN RD 4TH FLOOR, BROOKLYN, OH 44114	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	USAA SCIENCE & TECHNOLOGY RETAIL	4900 TIEDEMAN RD 4TH FLOOR, BROOKLYN, OH 44114	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	EMERGING EUROPE FUND	3 CANAL PLAZA, SUITE 600, PORTLAND, ME 04101	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	GLOBAL RESOURCES FUND	3 CANAL PLAZA, SUITE 600, PORTLAND, ME 04101	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	WORLD PRECIOUS MINERALS FUND	3 CANAL PLAZA, SUITE 600, PORTLAND, ME 04101	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	GOLD AND PRECIOUS METALS FUND	3 CANAL PLAZA, SUITE 600, PORTLAND, ME 04101	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	VALUE LINE CAPITAL APPRECIATION INV	7 TIMES SQUARE, SUITE 1606, NEW YORK, NY 10036	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	VICTORY SYCAMORE ESTABLISHED VALUE A	4900 TIEDEMAN RD 4TH FLOOR, BROOKLYN, OH 44114	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	VICTORY TRIVALENT INTL SMALL CAP Y	4900 TIEDEMAN RD 4TH FLOOR, BROOKLYN, OH 44114	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	VICTORY GLOBAL ENERGY TRANSITION A	4900 TIEDEMAN RD 4TH FLOOR, BROOKLYN, OH 44114	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	VIRTUS KAR SMALL MID CAP CORE FD CL I	101 MUNSON ST. STE. 3, GREENFIELD, MA 01301	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	VIRTUS KAR SMALL MID CAP CORE CL A	101 MUNSON ST. STE. 3, GREENFIELD, MA 01301	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	VIRTUS KAR MID CAP GROWTH FUND CL A	101 MUNSON ST. STE. 3, GREENFIELD, MA 01301	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	VIRTUS TACTICAL ALLOCATION FD CL C	101 MUNSON ST. STE. 3, GREENFIELD, MA 01301	0.10%

PLAN NAME: AT&T RETIREMENT SAVINGS PLAN

EIN: 43-1301883

PLAN NUMBER: 009

Attachment - Schedule C - Part 1, Line 3

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FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	VIRTUS TACTICAL ALLOCATION FUND A	101 MUNSON ST. STE. 3, GREENFIELD, MA 01301	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	VIRTUS KAR EMERG MKTS SMALL CAP A	101 MUNSON ST. STE. 3, GREENFIELD, MA 01301	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	VIRTUS ZEVENBERGEN INNOVATIVE GR STK A	101 MUNSON ST. STE. 3, GREENFIELD, MA 01301	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	VIRTUS SEIX FLOATING RATE HIGH INCOME I	101 MUNSON ST. STE. 3, GREENFIELD, MA 01301	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	VIRTUS NFJ DIVIDEND VALUE A	101 MUNSON ST. STE. 3, GREENFIELD, MA 01301	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	VIRTUS NFJ MID CAP VALUE A	101 MUNSON ST. STE. 3, GREENFIELD, MA 01301	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	VIRTUS ALLIANZGI WATER I	101 MUNSON ST. STE. 3, GREENFIELD, MA 01301	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	VIRTUS ALLIANZGI WATER A	101 MUNSON ST. STE. 3, GREENFIELD, MA 01301	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	VIRTUS ALLIANZGI INTL SMALL CAP C	101 MUNSON ST. STE. 3, GREENFIELD, MA 01301	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	VIRTUS ALLIANZGI CONVERTIBLE I	101 MUNSON ST. STE. 3, GREENFIELD, MA 01301	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	VOYA LARGE CAP GROWTH CLASS A	7337 E. DOUBLETREE RANCH RD, SCOTTSDALE, AZ 85258	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	VOYA RUSSIA CLASS A	7337 E. DOUBLETREE RANCH RD, SCOTTSDALE, AZ 85258	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	WASATCH CORE GROWTH	505 WAKARA WAY, SUITE 300, SALT LAKE CITY, UT 84108	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	WASATCH HOISINGTON US TREASURY	505 WAKARA WAY, SUITE 300, SALT LAKE CITY, UT 84108	0.25%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	WASATCH ULTRA GROWTH	505 WAKARA WAY, SUITE 300, SALT LAKE CITY, UT 84108	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	WASATCH MICROCAP	505 WAKARA WAY, SUITE 300, SALT LAKE CITY, UT 84108	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	WASATCH SMALL CAP VALUE	505 WAKARA WAY, SUITE 300, SALT LAKE CITY, UT 84108	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	WASATCH INTERNATIONAL GROWTH	505 WAKARA WAY, SUITE 300, SALT LAKE CITY, UT 84108	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	WASATCH MICRO-CAP VALUE FUND	505 WAKARA WAY, SUITE 300, SALT LAKE CITY, UT 84108	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	WASATCH CORE GROWTH INSTITUTIONAL	505 WAKARA WAY, SUITE 300, SALT LAKE CITY, UT 84108	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	WASATCH FRONTIER EMERGING SMALL CO'S	505 WAKARA WAY, SUITE 300, SALT LAKE CITY, UT 84108	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	WASATCH EMERGING INDIA FUND	505 WAKARA WAY, SUITE 300, SALT LAKE CITY, UT 84108	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	WASATCH GLOBAL OPPORTUNITIES RETAIL	505 WAKARA WAY, SUITE 300, SALT LAKE CITY, UT 84108	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMERICAN WASHINGTON MUTUAL INVESTORS F1	3500 WISEMAN BLVD, SAN ANTONIO, TX 782514321	0.37%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	WEITZ PARTNERS III OPPORTUNITY FD INSTL	1125 SOUTH 103RD STREET, OMAHA, NE 68124	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ALLSPRING TARGET DATE 2030 FUND A	525 MARKET ST., MAC #A0103-122, SAN FRANCISCO, CA 94105	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ALLSPRING EMERGING MRKTS EQY INCM A	525 MARKET ST., MAC #A0103-122, SAN FRANCISCO, CA 94105	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ALLSPRING INDEX FUND A	525 MARKET ST., MAC #A0103-122, SAN FRANCISCO, CA 94105	0.40%

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EIN: 43-1301883

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FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ALLSPRING ABSOLUTE RETURN FD A	525 MARKET ST., MAC #A0103-122, SAN FRANCISCO, CA 94105	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ALLSPRING GROWTH FUND A	525 MARKET ST., MAC #A0103-122, SAN FRANCISCO, CA 94105	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ALLSPRING SPECIAL MID CAP VLUE FD A	525 MARKET ST., MAC #A0103-122, SAN FRANCISCO, CA 94105	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ALLSPRING DISCOVERY FUND A	525 MARKET ST., MAC #A0103-122, SAN FRANCISCO, CA 94105	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	VIRTUS WESTCHESTER EVENT DRIVEN A	100 SUMMIT LAKE DRIVE #201, VALHALLA, NY 10595	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	WESTERN ASSET CORE BOND FUND CL I	620 8TH AVENUE, 49TH FL., NEW YORK, NY 10018	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	WESTERN ASSET CORE BOND FUND CL A	620 8TH AVENUE, 49TH FL., NEW YORK, NY 10018	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	WILLIAM BLAIR MACRO ALLOCTION FUND CL N	222 WEST ADAMS STREET, 12TH FLOOR, CHICAGO, IL 60606	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	APPLIED FIN CORE FUND INVSTR CL	8730 STONY POINT PARKWAY SUITE 205, RICHMOND, VA 23235	0.40%

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FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	INVESCO SUMMIT CLASS A	11 GREENWAY PLAZA; SUITE 100, HOUSTON, TX 77046	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	INVESCO DIVERSIFIED DIVIDEND INVESTOR CL	11 GREENWAY PLAZA; SUITE 100, HOUSTON, TX 77046	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	INVESCO DIVERSIFIED DIVIDEND CLASS A	11 GREENWAY PLAZA; SUITE 100, HOUSTON, TX 77046	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	INVESCO GLOBAL REAL ESTATE INC R5	11 GREENWAY PLAZA; SUITE 100, HOUSTON, TX 77046	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	INVESCO RISING DIVIDENDS R	11 GREENWAY PLAZA; SUITE 100, HOUSTON, TX 77046	$10.00
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	INVESCO GREATER CHINA CLASS A	11 GREENWAY PLAZA; SUITE 100, HOUSTON, TX 77046	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	INVESCO HEALTH CARE INVESTOR CL	11 GREENWAY PLAZA; SUITE 100, HOUSTON, TX 77046	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	INVESCO BALANCED - RISK ALLOCATION CL A	11 GREENWAY PLAZA; SUITE 100, HOUSTON, TX 77046	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	INVESCO EMERGING MARKETS ALL CAP Y	11 GREENWAY PLAZA; SUITE 100, HOUSTON, TX 77046	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	INVESCO CORPORATE BOND FUND CL A	11 GREENWAY PLAZA; SUITE 100, HOUSTON, TX 77046	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	INVESCO ENERGY INVESTOR CLASS	11 GREENWAY PLAZA; SUITE 100, HOUSTON, TX 77046	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	INVESCO ENERGY CLASSA	11 GREENWAY PLAZA; SUITE 100, HOUSTON, TX 77046	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	INVESCO DIVIDEND INCOME FUND A	11 GREENWAY PLAZA; SUITE 100, HOUSTON, TX 77046	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	INVESCO TECHNOLOGY INV CLASS	11 GREENWAY PLAZA; SUITE 100, HOUSTON, TX 77046	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	INVESCO AMERICAN FRANCHISE FUND CL A	11 GREENWAY PLAZA; SUITE 100, HOUSTON, TX 77046	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	INVESCO EQUALLY WEIGHTED S&P 500 A	11 GREENWAY PLAZA; SUITE 100, HOUSTON, TX 77046	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	INVESCO EMERGING MKTS SELECT EQ A	11 GREENWAY PLAZA; SUITE 100, HOUSTON, TX 77046	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	INVESCO STEELPATH MLP SELECT 40 Y	11 GREENWAY PLAZA; SUITE 100, HOUSTON, TX 77046	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	INVESCO STEELPATH MLP SELECT 40 A	11 GREENWAY PLAZA; SUITE 100, HOUSTON, TX 77046	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	INVESCO STEELPATH MLP INCOME Y	11 GREENWAY PLAZA; SUITE 100, HOUSTON, TX 77046	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	INVESCO STEELPATH MLP ALPHA C	11 GREENWAY PLAZA; SUITE 100, HOUSTON, TX 77046	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	INVESCO STEELPATH MLP ALPHA A	11 GREENWAY PLAZA; SUITE 100, HOUSTON, TX 77046	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	INVESCO SMALL CAP VALUE FUND CL A	11 GREENWAY PLAZA; SUITE 100, HOUSTON, TX 77046	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	INVESCO GOLD & SPEC MINERALS A	11 GREENWAY PLAZA; SUITE 100, HOUSTON, TX 77046	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	INVESCO FUNDAMENTAL ALTERNATIVES Y	11 GREENWAY PLAZA; SUITE 100, HOUSTON, TX 77046	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	INVESCO DEVELOPING MARKETS A	11 GREENWAY PLAZA; SUITE 100, HOUSTON, TX 77046	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	INVESCO EMERGING MARKETS INNOVATORS A	11 GREENWAY PLAZA; SUITE 100, HOUSTON, TX 77046	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	INVESCO DEVELOPING MARKETS Y	11 GREENWAY PLAZA; SUITE 100, HOUSTON, TX 77046	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMG BOSTON COMMON GLOBAL IMPACT CL I	600 STEAMBOAT ROAD, SUITE 300, GREENWICH, CT 06830	0.07%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMG MANAGERS CENTER SQUARE REAL ESTATE N	600 STEAMBOAT ROAD, SUITE 300, GREENWICH, CT 06830	0.40%

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FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMG VERITAS CHINA FUND N	600 STEAMBOAT ROAD, SUITE 300, GREENWICH, CT 06830	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMG GW&K SMALL CAP VALUE CLASS N	600 STEAMBOAT ROAD, SUITE 300, GREENWICH, CT 06830	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMG YACKTMAN FOCUSED N	600 STEAMBOAT ROAD, SUITE 300, GREENWICH, CT 06830	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMG YACKTMAN FUND I	600 STEAMBOAT ROAD, SUITE 300, GREENWICH, CT 06830	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMG TIMESSQUARE INTERNL SMALLCAP N	600 STEAMBOAT ROAD, SUITE 300, GREENWICH, CT 06830	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMG GW&K ESG BOND FUND I	600 STEAMBOAT ROAD, SUITE 300, GREENWICH, CT 06830	0.07%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMG GW&K ESG BOND FUND N	600 STEAMBOAT ROAD, SUITE 300, GREENWICH, CT 06830	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMG RIVER ROAD DIV ALL CAP VALUE CL N	600 STEAMBOAT ROAD, SUITE 300, GREENWICH, CT 06830	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMG RIVER ROAD FOC ABSOLUTE VALUE N	600 STEAMBOAT ROAD, SUITE 300, GREENWICH, CT 06830	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMG BEUTEL GOODMAN INTERNATIONAL EQ N	600 STEAMBOAT ROAD, SUITE 300, GREENWICH, CT 06830	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMG RIVER ROAD MID CAP VALUE CL N	600 STEAMBOAT ROAD, SUITE 300, GREENWICH, CT 06830	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMG BEUTEL GOODMAN CORE PLUS BOND N	600 STEAMBOAT ROAD, SUITE 300, GREENWICH, CT 06830	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMG RIVER ROAD SMALL CAP VALUE CL I	600 STEAMBOAT ROAD, SUITE 300, GREENWICH, CT 06830	0.07%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AQR EMERGING MULTI STYLE II CL I	1 GREENWICH PLAZA, GREENWICH, CT 06830	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AQR DIVERSIFIED ARBITRAGE CLASS I	1 GREENWICH PLAZA, GREENWICH, CT 06830	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AQR RISK BALANCED COMMOD STRATEGY FD I	1 GREENWICH PLAZA, GREENWICH, CT 06830	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AQR LARGE CAP MOMENTUM STYLE CL I	1 GREENWICH PLAZA, GREENWICH, CT 06830	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AQR LARGE CAP DEFENSIVE STYLE CL N	1 GREENWICH PLAZA, GREENWICH, CT 06830	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AQR MULTI-ASSET FUNDCLASS N	1 GREENWICH PLAZA, GREENWICH, CT 06830	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AQR MANAGED FUTURES FUND CL N	1 GREENWICH PLAZA, GREENWICH, CT 06830	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AQR MANAGED FUTURES FUND CL I	1 GREENWICH PLAZA, GREENWICH, CT 06830	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ABERDEEN CHINA A SHARE EQUITY CL A	1735 MARKET STREET, 32ND FLOOR, PHILADELPHIA, PA 19103	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ABERDEEN US SUSTAI LEADR SM CO INSTLSER	1735 MARKET STREET, 32ND FLOOR, PHILADELPHIA, PA 19103	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ABERDEEN U.S. SMALL CAP EQUITY FD CL A	1735 MARKET STREET, 32ND FLOOR, PHILADELPHIA, PA 19103	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ABERDEEN INTL SMALL CAP FUND CL A	1735 MARKET STREET, 32ND FLOOR, PHILADELPHIA, PA 19103	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ACADIAN EMERGING MARKETS PORT INVSTR	1 FREEDOM VALLEY DRIVE, OAKS, PA 19456	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	RICE HALL JAMES SMALL CAP PORT INSTL	1 FREEDOM VALLEY DRIVE, OAKS, PA 19456	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	CAMBIAR OPPORTUNITY INVESTOR CL	1 FREEDOM VALLEY DRIVE, OAKS, PA 19456	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	CAMBIAR AGGRESSIVE VALUE INVESTOR CL	1 FREEDOM VALLEY DRIVE, OAKS, PA 19456	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	EDGEWOOD GROWTH FUND RETAIL CLASS	1 FREEDOM VALLEY DRIVE, OAKS, PA 19456	0.40%

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FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	EDGEWOOD GROWTH FUND INSTL CL	1 FREEDOM VALLEY DRIVE, OAKS, PA 19456	0.12%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	CAMBIAR SMALL CAP FUND INVESTOR CL	1 FREEDOM VALLEY DRIVE, OAKS, PA 19456	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ADVISORONE CLS GLOBLDIVERFIED EQUITY N	17605 WRIGHT STREET, OMAHA, NE 68130	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ADVISORONE CLS GROWTH AND INC CL N	17605 WRIGHT STREET, OMAHA, NE 68130	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ADVISORONE CLS SHELTER CL N	17605 WRIGHT STREET, OMAHA, NE 68130	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ADVISORONE CLS GLOBLAGGRESSIVE EQUITY N	17605 WRIGHT STREET, OMAHA, NE 68130	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ADVISORONE CLS FLEXIBLE INC CL N	17605 WRIGHT STREET, OMAHA, NE 68130	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	CHAMPLAIN MID CAP ADVISOR SHARE	ONE FREEDOM VALLEY DRIVE, OAKS, PA 19456	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	KOPERNIK GLOBAL ALL CAP FUND INSTL	ONE FREEDOM VALLEY DRIVE, OAKS, PA 19456	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	CHAMPLAIN MID CAP CLASS I	ONE FREEDOM VALLEY DRIVE, OAKS, PA 19456	0.12%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AT EQUITY INCOME INSTL	1 FREEDOM VALLEY DRIVE, SMITHFIELD, RI 02917	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AT ALL CAP GROWTH INSTL	1 FREEDOM VALLEY DRIVE, SMITHFIELD, RI 02917	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	LSV SMALL CAP VALUE FUND INVESTOR	155 N. WACKER DR, STE 4600, OAKS, PA 19456	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	LSV VALUE EQUITY FUND INVESTOR	155 N. WACKER DR, STE 4600, OAKS, PA 19456	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AT DISCIPLINED EQUITY INSTITUTIONAL	1 FREEDOM VALLEY DRIVE, SMITHFIELD, RI 02917	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	LSV SMALL CAP VALUE FUND INSTITUTIONAL	155 N. WACKER DR, STE 4600, CHICAGO, IL 60606	0.12%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	CAMBIAR SMID 30 FUNDINVESTOR CL	1 FREEDOM VALLEY DRIVE, OAKS, PA 19456	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ADV PREFERRED GOLD BULLION STRAT INV	1445 RESEARCH BLVD SUITE 530, ROCKVILLE, MD 20850	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ADVISORS PRFD QUANFDMANAGED INCOME INVST	1445 RESEARCH BLVD SUITE 530, ROCKVILLE, MD 20850	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	QUANTIFIED RISING DIV TACTICAL INVSTR	1445 RESEARCH BLVD SUITE 530, ROCKVILLE, MD 20850	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	QUANTIFIED GOVT'T INC TACTICAL INVSTR	1445 RESEARCH BLVD SUITE 530, ROCKVILLE, MD 20850	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ADVISORS PRFD QUANFDMARKET LEADERS INVST	1445 RESEARCH BLVD SUITE 530, ROCKVILLE, MD 20850	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	QUANTIFIED COMMON GROUND FD INVST	1445 RESEARCH BLVD SUITE 530, ROCKVILLE, MD 20850	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	QUANTIFIED EVOLUTION PLUS INVST	1445 RESEARCH BLVD SUITE 530, ROCKVILLE, MD 20850	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	QUANTIFIED TACTICAL FIXED INC INVST	1445 RESEARCH BLVD SUITE 530, ROCKVILLE, MD 20850	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	KENSINGTON MANAGED INCOME FD INSTL	1445 RESEARCH BLVD SUITE 530, ROCKVILLE, MD 20850	$12.00
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ADVISORS PREFERRED QUANTIFIED STF INVST	1445 RESEARCH BLVD SUITE 530, ROCKVILLE, MD 20850	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	GQG PARTNERS EMERG MARKETS EQ INSTL	1 FREEDOM VALLEY DRIVE, OAKS, PA 19456	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	GQG PARTNERS EMRGING MARKETS EQUITY INV	1 FREEDOM VALLEY DRIVE, OAKS, PA 19456	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	CHIRON CAPITAL ALLOCATION FUND CL I	1 FREEDOM VALLEY DR., OAKS, PA 19456	0.12%

PLAN NAME: AT&T RETIREMENT SAVINGS PLAN
EIN: 43-1301883
PLAN NUMBER: 009

Attachment - Schedule C - Part 1, Line 3

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation	(d) Enter name and EIN (address) of source of indirect compensation (Name)	(d) Enter name and EIN (address) of source of indirect compensation (EIN or Address)	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	SOUTHERNSUN SMALL CAP FUND N	1 Freedom Valley Drive, OAKS, PA 19456	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	HUBER CAPITAL SMALL CAP VALUE INVESTOR	2321 ROSECRANS AVE., SUITE 3245, EL SEGUNDO, CA 90245	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	CHASE GROWTH FUND CL N	350 OLD IVY WAY, SUITE 100, CHARLOTTESVILLE, VA 229034897	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	INVESCO SMALL CAP EQUITY FUND CL A	11 GREENWAY PLAZA; SUITE 100, HOUSTON, TX 77046	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	INVESCO EUROPEAN SMALL COMPANY CL A	11 GREENWAY PLAZA; SUITE 100, HOUSTON, TX 77046	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	INVESCO EUROPEAN GROWTH INVESTORS	11 GREENWAY PLAZA; SUITE 100, HOUSTON, TX 77046	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	INVESCO EUROPEAN GROWTH CLASS A	11 GREENWAY PLAZA; SUITE 100, HOUSTON, TX 77046	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	INVESCO QUALITY INCOME FD CL A	11 GREENWAY PLAZA; SUITE 100, HOUSTON, TX 77046	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	INVESCO CONVERTIBLE SECURITIES FD CL Y	11 GREENWAY PLAZA; SUITE 100, HOUSTON, TX 77046	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	INVESCO MULTI ASSET INCOME FD CL A	11 GREENWAY PLAZA; SUITE 100, HOUSTON, TX 77046	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	INVESCO INTL DIVERSIFIED A	11 GREENWAY PLAZA; SUITE 100, HOUSTON, TX 77046	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	INVESCO INTL DIVERSIFIED R	11 GREENWAY PLAZA; SUITE 100, HOUSTON, TX 77046	$10.00
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	INVESCO MAIN STREET SMALL CAP A	11 GREENWAY PLAZA; SUITE 100, HOUSTON, TX 77046	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	INVESCO MAIN STREET MID CAP A	11 GREENWAY PLAZA; SUITE 100, HOUSTON, TX 77046	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	INVESCO INTL SMALL MID COMPANY Y	11 GREENWAY PLAZA; SUITE 100, HOUSTON, TX 77046	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	INVESCO INTL SMALL MID COMPANY A	11 GREENWAY PLAZA; SUITE 100, HOUSTON, TX 77046	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	INVESCO OPPENHEIMER INTL GROWTH A	11 GREENWAY PLAZA; SUITE 100, HOUSTON, TX 77046	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	INVESCO GLOBAL OPPORTUNITIES A	11 GREENWAY PLAZA; SUITE 100, HOUSTON, TX 77046	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ALGER SMALL CAP FOCUS CLASS Z	600 PLAZA ONE, 6TH FL, JERSEY CITY, NJ 07311	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ALGER SMALL CAP FOCUS CLASS A	600 PLAZA ONE, 6TH FL, JERSEY CITY, NJ 07311	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ALGER WEATHERBIE SPECIALIZED GR A	600 PLAZA ONE, 6TH FL, JERSEY CITY, NJ 07311	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ALGER HEALTH SCIENCES FD CL A	600 PLAZA ONE, 6TH FL, JERSEY CITY, NJ 07311	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ALGER SMALL CAP GROWTH FUND A	600 PLAZA ONE, 6TH FL, JERSEY CITY, NJ 07311	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ALGER SPECTRA FUND CLASS CL A	600 PLAZA ONE, 6TH FL, JERSEY CITY, NJ 07311	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ALGER SPECTRA FUND CLASS C	600 PLAZA ONE, 6TH FL, JERSEY CITY, NJ 07311	0.08%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ALGER RESPONSIBLE INVESTING FUND CL A	600 PLAZA ONE, 6TH FL, JERSEY CITY, NJ 07311	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ALGER SMALL CAP GROWTH INSTL FD CL I	600 PLAZA ONE, 6TH FL, JERSITY CITY, NJ 07311	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ALGER FOCUS EQUITY CL I	600 PLAZA ONE, 6TH FL, JERSITY CITY, NJ 07311	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ALGER FOCUS EQUITY CL A	600 PLAZA ONE, 6TH FL, JERSEY CITY, NJ 07311	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AB HIGH INCOME ADVISOR	8000 IH 10 WEST; SUITE 1400, 14TH FLOOR, SAN ANTONIO, TX 78230	0.10%

PLAN NAME: AT&T RETIREMENT SAVINGS PLAN
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FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AB LARGE CAP GROWTH CLASS A	8000 IH 10 WEST; SUITE 1400, 14TH FLOOR, SAN ANTONIO, TX 78230	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AB SMALL CAP GROWTH PORT CLASS A	8000 IH 10 WEST; SUITE 1400, 14TH FLOOR, SAN ANTONIO, TX 78230	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AB SMALL CAP VALUE PORTFOLIO CLASS A	8000 IH 10 WEST; SUITE 1400, 14TH FLOOR, SAN ANTONIO, TX 78230	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AB INCOME FUND ADVISOR	8000 IH 10 WEST; SUITE 1400, 14TH FLOOR, SAN ANTONIO, TX 78230	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AB INCOME FUND CL A	8000 IH 10 WEST; SUITE 1400, 14TH FLOOR, SAN ANTONIO, TX 78230	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	IMAN FUND RETAIL SHARES	721 ENTERPRISE DRIVE, OAKBROOK, IL 60523	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	SEVEN CANYONS WORLD INNOVATORS INVESTOR	505 WAKARA WAY, SUITE 300, SALT LAKE CITY, UT 84108	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ALTERNATIVE CREDIT INCOME FD CL W	1290 BROADWAY, SUITE 1100, DENVER, CO 80203	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMANA MUTUAL FUND TRUST INCOME	1300 NORTH STATE STREET, BELLINGHAM, WA 98225	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMANA MUTUAL FUND TRUST GROWTH	1300 NORTH STATE STREET, BELLINGHAM, WA 98225	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMANA DEVELOPING WORLD FUND	1300 NORTH STATE STREET, BELLINGHAM, WA 98225	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMANA PARTICIPATION FD INVESTOR CLASS	1300 NORTH STATE STREET, BELLINGHAM, WA 98225	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMER BEACON STEPHENSSMALL CAP GROWTH INV	220 EAST LAS COLINAS BLVD, SUITE 1200, IRVING, TX 75039	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMERICAN BEACON LARGE CAP INVESTOR	220 EAST LAS COLINAS BLVD, SUITE 1200, IRVING, TX 75039	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMERICAN BALANCED CLASS A	3500 WISEMAN BLVD, SAN ANTONIO, TX 782514321	$18.00
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMERICAN BALANCED CLASS F1	3500 WISEMAN BLVD, SAN ANTONIO, TX 782514321	0.37%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMER BEACON BRDGWAY LARGE CAP VAL INVST	220 EAST LAS COLINAS BLVD, SUITE 1200, IRVING, TX 75039	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMERICAN BEACON SIM HIGH YLD OPPS INVEST	220 EAST LAS COLINAS BLVD, SUITE 1200, IRVING, TX 75039	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMER BEACON BRDGWAY LRG CAP GRWTH R5	220 EAST LAS COLINAS BLVD, SUITE 1200, IRVING, TX 75039	0.04%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMERICAN BEACON AHL MNGD FUTURES STRAT Y	220 EAST LAS COLINAS BLVD, SUITE 1200, IRVING, TX 75039	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMERICAN BEACON GL EV FRNT MRKT INC Y	220 EAST LAS COLINAS BLVD, SUITE 1200, IRVING, TX 75039	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMERICAN BEACON ARK TRANS INNOVTN INVSTR	220 EAST LAS COLINAS BLVD, SUITE 1200, IRVING, TX 75039	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMERICAN BEACON AHL TARGETRISK FD INVSTR	220 EAST LAS COLINAS BLVD, SUITE 1200, IRVING, TX 75039	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMERICAN BEACON TOCQUEVILLE INT VL Y	220 EAST LAS COLINAS BLVD, SUITE 1200, IRVING, TX 75039	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMERICAN BEACON TWTYFOUR STR INC INVSTR	220 EAST LAS COLINAS BLVD, SUITE 1200, IRVING, TX 75039	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMERICAN CENTURY HIGH INCOME INVESTOR	4400 MAIN ST - 1ST FLOOR, KANSAS CITY, MO 64111	0.25%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMERICAN CENTURY SHTDUR STRAT INC INV	4400 MAIN ST - 1ST FLOOR, KANSAS CITY, MO 64111	0.25%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMERICAN CENTURY STRATEGIC INC FD INV	4400 MAIN ST - 1ST FLOOR, KANSAS CITY, MO 64111	0.25%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMERICAN CEN SHT DURINFL PROTECTN BD INV	4400 MAIN ST - 1ST FLOOR, KANSAS CITY, MO 64111	0.25%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMER CENTURY ZERO COUPON 2025 INVT CL	4400 MAIN ST - 1ST FLOOR, KANSAS CITY, MO 64111	0.25%

PLAN NAME: AT&T RETIREMENT SAVINGS PLAN
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FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMERICAN CENTURY EQUITY INCOME INV CL	4400 MAIN ST - 1ST FLOOR, KANSAS CITY, MO 64111	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMERICAN CENTURY EQUITY INCOME CL I	4400 MAIN ST - 1ST FLOOR, KANSAS CITY, MO 64111	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMERICAN CENTURY EQUITY INCOME CL A	4400 MAIN ST - 1ST FLOOR, KANSAS CITY, MO 64111	0.09%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMERICAN CENTURY GLB REAL ESTATE CLASS I	4400 MAIN ST - 1ST FLOOR, KANSAS CITY, MO 64111	0.07%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMERICAN CENTURY VALUE INV CL	4400 MAIN ST - 1ST FLOOR, KANSAS CITY, MO 64111	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMERICAN CENTURY MIDCAP VALUE INV SHS	4400 MAIN ST - 1ST FLOOR, KANSAS CITY, MO 64111	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMERICAN CENTURY FOCLARGE CAP VALUE INV	4400 MAIN ST - 1ST FLOOR, KANSAS CITY, MO 64111	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMERICAN CENTURY SMLCAP VAL CLASS I	4400 MAIN ST - 1ST FLOOR, KANSAS CITY, MO 64111	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMERICAN CENTURY SMALL CAP VALUE INV	4400 MAIN ST - 1ST FLOOR, KANSAS CITY, MO 64111	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMERICAN CENTURY REAL ESTATE INV CL	4400 MAIN ST - 1ST FLOOR, KANSAS CITY, MO 64111	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMERICAN CENTURY ONECHOICE INRETIR INV	4400 MAIN ST - 1ST FLOOR, KANSAS CITY, MO 64111	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMERICAN CEN FOCUSEDDYNAMIC GROWTH INV	4400 MAIN ST - 1ST FLOOR, KANSAS CITY, MO 64111	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMERICAN CEN FOCUSED DYNAMIC GROWTH CL I	4400 MAIN ST - 1ST FLOOR, KANSAS CITY, MO 64111	0.07%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMERICAN CENTURY CHGAL GOLD INV CL	4400 MAIN ST - 1ST FLOOR, KANSAS CITY, MO 64111	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMERICAN CENTURY UTILITIES INVESTOR	4400 MAIN ST - 1ST FLOOR, KANSAS CITY, MO 64111	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMERICAN CENTURY GOVERNMENT BOND	4400 MAIN ST - 1ST FLOOR, KANSAS CITY, MO 64111	0.25%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMERICAN CENTURY SHORT TERM GOVT INV	4400 MAIN ST - 1ST FLOOR, KANSAS CITY, MO 64111	0.25%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMERICAN CENTURY GINNIE MAE INV CL	4400 MAIN ST - 1ST FLOOR, KANSAS CITY, MO 64111	0.25%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMERICAN CENTURY INFLN ADJ BOND INV	4400 MAIN ST - 1ST FLOOR, KANSAS CITY, MO 64111	0.25%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMERICAN CENTURY GROWTH INVESTOR CL	4400 MAIN ST - 1ST FLOOR, KANSAS CITY, MO 64111	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMERICAN CENTURY SMALL CAP GRWTH CL I	4400 MAIN ST - 1ST FLOOR, KANSAS CITY, MO 64111	0.07%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMERICAN CENTURY SMALL CAP GRWTH INV	4400 MAIN ST - 1ST FLOOR, KANSAS CITY, MO 64111	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMERICAN CENTURY BALANCED INVESTOR CL	4400 MAIN ST - 1ST FLOOR, KANSAS CITY, MO 64111	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMERICAN CENTURY HERITAGE INVESTOR CL	4400 MAIN ST - 1ST FLOOR, KANSAS CITY, MO 64111	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMERICAN CENTURY ULTRA CL A	4400 MAIN ST - 1ST FLOOR, KANSAS CITY, MO 64111	0.09%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMERICAN CENTURY ULTRA INVESTOR CLASS	4400 MAIN ST - 1ST FLOOR, KANSAS CITY, MO 64111	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMERICAN CENTURY STRAT ALLOC MOD INV	4400 MAIN ST - 1ST FLOOR, KANSAS CITY, MO 64111	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMERICAN CENTURY INT'L GROWTH INV CL	4400 MAIN ST - 1ST FLOOR, KANSAS CITY, MO 64111	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMERICAN CENTURY EMERGING MRKTS CL I	4400 MAIN ST - 1ST FLOOR, KANSAS CITY, MO 64111	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMERICAN CENTURY EMERGING MARKETS INV	4400 MAIN ST - 1ST FLOOR, KANSAS CITY, MO 64111	0.35%

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FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMERICAN CENTURY SUSTAINABLE EQ INV	4400 MAIN ST - 1ST FLOOR, KANSAS CITY, MO 64111	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMERICAN CORPORATE BOND FUND CL F1	3500 WISEMAN BLVD, SAN ANTONIO, TX 782514321	0.37%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMERICAN FUND GL BALANCED FD CL F1	3500 WISEMAN BLVD, SAN ANTONIO, TX 782514321	0.37%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMERICAN US GOV'T SECURITIES CLASS F1	3500 WISEMAN BLVD, SAN ANTONIO, TX 782514321	0.37%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMERICAN FUNDS INFLTLINKED BOND CL A	3500 WISEMAN BLVD, SAN ANTONIO, TX 782514321	$18.00
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMERICAN FUNDS INFLTLINKED BOND CL F1	3500 WISEMAN BLVD, SAN ANTONIO, TX 782514321	0.37%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMERICAN FDS DEVELOPWORLD GRWTH & INC F1	3500 WISEMAN BLVD, SAN ANTONIO, TX 782514321	0.37%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMERICAN FUNDS GRWTH& INCOME PORT CL C	3500 WISEMAN BLVD, SAN ANTONIO, TX 782514321	$18.00
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMERICAN FUNDS GLBL GROWTH PORT F1	3500 WISEMAN BLVD, SAN ANTONIO, TX 782514321	0.37%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMERICAN FDS TAX AWRCONS GR AND INC F1	3500 WISEMAN BLVD, SAN ANTONIO, TX 782514321	0.37%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMERICAN FUNDS PRESERVATION PORT F1	3500 WISEMAN BLVD, SAN ANTONIO, TX 782514321	0.37%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMERICAN 2035 TARGETDATE RETIREMNT F1	3500 WISEMAN BLVD, SAN ANTONIO, TX 782514321	0.37%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMERICAN 2030 TARGETDATE RETIREMNT F1	3500 WISEMAN BLVD, SAN ANTONIO, TX 782514321	0.37%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMERICAN 2025 TARGETDATE RETIREMNT F1	3500 WISEMAN BLVD, SAN ANTONIO, TX 782514321	0.37%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMERICAN STRATEGIC BOND FUND F1	3500 WISEMAN BLVD, SAN ANTONIO, TX 782514321	0.37%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMERICAN STRATEGIC BOND FUND F2	3500 WISEMAN BLVD, SAN ANTONIO, TX 782514321	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMERICAN MUTUAL FUNDCLASS A	3500 WISEMAN BLVD, SAN ANTONIO, TX 782514321	$18.00
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMERICAN MUTUAL FUNDCLASS F1	3500 WISEMAN BLVD, SAN ANTONIO, TX 782514321	0.37%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ARBITRAGE FUND CLASS R	1290 BROADWAY, SUITE 1100, DENVER, CO 80203	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ARBITRAGE FUND CLASS I	1290 BROADWAY, SUITE 1100, DENVER, CO 80203	0.12%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ARIEL FUND	811 E. WISCONSIN AVENUE. MK-WI-J8NF, MILWAUKEE, WI 53202	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ARIEL APPRECIATION	811 E. WISCONSIN AVENUE. MK-WI-J8NF, MILWAUKEE, WI 53202	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ARIEL INTERNATIONAL FUND INSTITUTIONAL	811 E. WISCONSIN AVENUE. MK-WI-J8NF, MILWAUKEE, WI 53202	$16.00
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ARTISAN SMALL CAP FUND INVESTOR CL	875 EAST WISCONSIN AVENUE SUITE 800, MILWAUKEE, WI 53202	0.39%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ARTISAN INTERNATL INVESTOR CLASS	875 EAST WISCONSIN AVENUE SUITE 800, MILWAUKEE, WI 53202	0.39%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ARTISAN MID CAP	875 EAST WISCONSIN AVENUE SUITE 800, MILWAUKEE, WI 53202	0.39%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ARTISAN GLOBAL DISCOVERY ADVISOR CL	875 EAST WISCONSIN AVENUE SUITE 800, MILWAUKEE, WI 53202	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ARTISAN INTL SMALL MID FUND ADVISOR	875 EAST WISCONSIN AVENUE SUITE 800, MILWAUKEE, WI 53202	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ARTISAN FOCUSED FUNDADVISOR CL	875 EAST WISCONSIN AVENUE SUITE 800, MILWAUKEE, WI 53202	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ARTISAN GLOBAL DISCOVERY INVESTOR	875 EAST WISCONSIN AVENUE SUITE 800, MILWAUKEE, WI 53202	0.39%

PLAN NAME: AT&T RETIREMENT SAVINGS PLAN
EIN: 43-1301883
PLAN NUMBER: 009

Attachment - Schedule C - Part 1, Line 3

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation	(d) Enter name and EIN (address) of source of indirect compensation (Name)	(d) Enter name and EIN (address) of source of indirect compensation (EIN or Address)	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ARTISAN THEMATIC FD INVESTOR CLASS	875 EAST WISCONSIN AVENUE SUITE 800, MILWAUKEE, WI 53202	0.39%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ARTISAN SMALL CAP FUND ADVISOR	875 EAST WISCONSIN AVENUE SUITE 800, MILWAUKEE, WI 53202	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ARTISAN DEVELOPING WORLD FD ADVISOR CL	875 EAST WISCONSIN AVENUE SUITE 800, MILWAUKEE, WI 53202	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ARTISAN DEVELOPING WORLD FD INVESTOR CL	875 EAST WISCONSIN AVENUE SUITE 800, MILWAUKEE, WI 53202	0.39%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ARTISAN HIGH INCOME FUND ADVISOR	875 EAST WISCONSIN AVENUE SUITE 800, MILWAUKEE, WI 53202	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ARTISAN HIGH INCOME FUND INVESTOR	875 EAST WISCONSIN AVENUE SUITE 800, MILWAUKEE, WI 53202	0.39%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ARTISAN INTL SMALL-MID CAP INV	875 EAST WISCONSIN AVENUE SUITE 800, MILWAUKEE, WI 53202	0.39%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ARTISAN GLOBAL EQUITY FUND INVESTOR	875 EAST WISCONSIN AVENUE SUITE 800, MILWAUKEE, WI 53202	0.39%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ARTISAN GLOBAL OPPORTUNITIES INV	875 EAST WISCONSIN AVENUE SUITE 800, MILWAUKEE, WI 53202	0.39%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ARTISAN GLOBAL VALUE FD INVT SHARES	875 EAST WISCONSIN AVENUE SUITE 800, MILWAUKEE, WI 53202	0.39%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ARTISAN VALUE FUND INVESTOR CL	875 EAST WISCONSIN AVENUE SUITE 800, MILWAUKEE, WI 53202	0.39%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ARTISAN INTL VALUE FUND INV CL	875 EAST WISCONSIN AVENUE SUITE 800, MILWAUKEE, WI 53202	0.39%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ABERDEEN GLOBAL EQUITY IMPACT CL A	1735 MARKET STREET, 32ND FLOOR, PHILADELPHIA, PA 19103	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ABERDEEN GLOBAL HIGHINCOME FUND CL A	1735 MARKET STREET, 32ND FLOOR, PHILADELPHIA, PA 19103	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AZZAD ETHICHAL MID CAP FUND CL A	8000 TOWN CENTRE DR STE 400, BROADVIEW HEIGHTS, OH 441474031	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BBH LIMITED DURATIONFUND CLASS N	140 BROADWAY, NEW YORK, NY 10005	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BBH LIMITED DURATION FUND CLASS I	140 BROADWAY, NEW YORK, NY 10005	0.05%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BNY MELLON INCOME STOCK INVESTOR SHRS	144 GLENN CURTISS BLVD 8TH FLOOR, UNIONDALE, NY 11556	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BNY MELLON CORE PLUS CL A	144 GLENN CURTISS BLVD 8TH FLOOR, UNIONDALE, NY 11556	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BNY MELLON SMALL MIDCAP GROWTH A	144 GLENN CURTISS BLVD 8TH FLOOR, UNIONDALE, NY 11556	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BNY MELLON NATURAL RESOURCES A	144 GLENN CURTISS BLVD 8TH FLOOR, UNIONDALE, NY 11556	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BNY MELLON INTL STOCK A	144 GLENN CURTISS BLVD 8TH FLOOR, UNIONDALE, NY 11556	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BNY MELLON TECHNOLOGY GROWTH A	144 GLENN CURTISS BLVD 8TH FLOOR, UNIONDALE, NY 11556	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BNY MELLON OPPORT SMALL CAP INVESTOR	144 GLENN CURTISS BLVD 8TH FLOOR, UNIONDALE, NY 11556	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BNY MELLON GLOBAL REAL RETURN A	144 GLENN CURTISS BLVD 8TH FLOOR, UNIONDALE, NY 11556	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BNY MELLON GLOBAL FIXED INCOME A	144 GLENN CURTISS BLVD 8TH FLOOR, UNIONDALE, NY 11556	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BNY MELLON GLOBAL EQUITY INCOME A	144 GLENN CURTISS BLVD 8TH FLOOR, UNIONDALE, NY 11556	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BNY MELLON EQUITY INCOME A	144 GLENN CURTISS BLVD 8TH FLOOR, UNIONDALE, NY 11556	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BNY MELLON INTERNATIONAL BOND I	144 GLENN CURTISS BLVD 8TH FLOOR, UNIONDALE, NY 11556	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BNY MELLON MIDCAP INDEX INVESTOR	144 GLENN CURTISS BLVD 8TH FLOOR, UNIONDALE, NY 11556	0.35%

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FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BNY MELLON APPRECIATION INVSTR	144 GLENN CURTISS BLVD 8TH FLOOR, UNIONDALE, NY 11556	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BALLIE GIFFORD INTL GROWTH FD INSTL CL	780 THIRD AVENUE, NEW YORK, NY 10017	0.12%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BAIRD SHORT TERM BOND FUND INVESTOR	777 E. WISCONSIN AVE, 18TH FL, MILWAUKEE, WI 53202	0.28%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BAIRD MID CAP INSTL CLASS SHS	777 E. WISCONSIN AVE, 18TH FL, MILWAUKEE, WI 53202	0.06%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BAIRD MID CAP INVESTORS CLASS SHS	777 E. WISCONSIN AVE, 18TH FL, MILWAUKEE, WI 53202	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BAIRD AGGREGATE BOND FUND INSTL	777 E. WISCONSIN AVE, 18TH FL, MILWAUKEE, WI 53202	0.02%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BAIRD AGGREGATE BONDFUND INVESTOR CL	777 E. WISCONSIN AVE, 18TH FL, MILWAUKEE, WI 53202	0.28%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BAIRD CORE PLUS BOND INSTITUTIONAL	777 E. WISCONSIN AVE, 18TH FL, MILWAUKEE, WI 53202	0.02%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BAIRD CORE PLUS BOND FD INVESTOR CL	777 E. WISCONSIN AVE, 18TH FL, MILWAUKEE, WI 53202	0.28%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ISHARES S&P 500 INDEX INVESTOR A	40 EAST 52ND STREET, NEW YORK, NY 10022	0.30%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BARON ASSET	767 5TH AVENUE 49TH FLOOR, NEW YORK, NY 10153	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BARON GROWTH	767 5TH AVENUE 49TH FLOOR, NEW YORK, NY 10153	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BARON SMALL CAP FD	767 5TH AVENUE 49TH FLOOR, NEW YORK, NY 10153	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BARON OPPORTUNITY FUND	767 5TH AVENUE 49TH FLOOR, NEW YORK, NY 10153	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BARON FIFTH AVENUE GROWTH FUND	767 5TH AVENUE 49TH FLOOR, NEW YORK, NY 10153	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BARON ASSET FUND INSTL CLASS	767 5TH AVENUE 49TH FLOOR, NEW YORK, NY 10153	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BARON GROWTH FUND INSTL CLASS	767 5TH AVENUE 49TH FLOOR, NEW YORK, NY 10153	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BARON SMALL CAP FUNDINSTL CLASS	767 5TH AVENUE 49TH FLOOR, NEW YORK, NY 10153	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BARON DISCOVERY FUNDRETAIL SHARES	767 5TH AVENUE 49TH FLOOR, NEW YORK, NY 10153	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BARON OPPORTUNITY FUND INSTL CLASS	767 5TH AVENUE 49TH FLOOR, NEW YORK, NY 10153	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BARON PARTNERS FUND	767 5TH AVENUE 49TH FLOOR, NEW YORK, NY 10153	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BARON FOCUSED GROWTHFUND	767 5TH AVENUE 49TH FLOOR, NEW YORK, NY 10153	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BARON HEALTH CARE FDRETAIL	767 5TH AVENUE 49TH FLOOR, NEW YORK, NY 10153	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BARON REAL ESTATE FUND RETAIL	767 5TH AVENUE 49TH FLOOR, NEW YORK, NY 10153	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BARON WEALTHBUILDER FUND RETAIL	767 5TH AVENUE 49TH FLOOR, NEW YORK, NY 10153	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BARON REAL ESTATE FUND INSTITUTIONAL	767 5TH AVENUE 49TH FLOOR, NEW YORK, NY 10153	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BARON GLOBAL ADVANTAGE FD INTSL	767 5TH AVENUE 49TH FLOOR, NEW YORK, NY 10153	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BARON GLOBAL ADVANTAGE FD RETAIL	767 5TH AVENUE 49TH FLOOR, NEW YORK, NY 10153	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BARON EMERGING MARKETS FUND INSTL	767 5TH AVENUE 49TH FLOOR, NEW YORK, NY 10153	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BARON EMERGING MARKETS FUND RETAIL	767 5TH AVENUE 49TH FLOOR, NEW YORK, NY 10153	0.40%

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FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BERKSHIRE FOCUS FUND	475 MILAN DRIVE SUITE 103, SAN JOSE, CA 95134	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BLACKROCK ADVANTAGE SM CAP GROWTH INV A	40 EAST 52ND STREET, NEW YORK, NY 10022	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BLACKROCK MID CAP GROWTH EQUITY CL A	40 EAST 52ND STREET, NEW YORK, NY 10022	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BLACKROCK MID CAP GROWTH EQUITY INSTL	40 EAST 52ND STREET, NEW YORK, NY 10022	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BLACKROCK TECHNOLOGYOPPORTUNITIES CL A	40 EAST 52ND STREET, NEW YORK, NY 10022	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BLACKROCK TECHNOLOGY OPPORTUNITIES SVS	40 EAST 52ND STREET, NEW YORK, NY 10022	0.08%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BLACKROCK ADVANTAGE SMALL CAP CORE INV A	40 EAST 52ND STREET, NEW YORK, NY 10022	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BLACKROCK GL LONG/ SHORT EQUITY CL C	40 EAST 52ND STREET, NEW YORK, NY 10022	0.08%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BLACKROCK COMMODITY STRATEGIES FUND CL A	40 EAST 52ND STREET, NEW YORK, NY 10022	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BLACKROCK 40/60 TARGET ALLOC FD CL A	40 EAST 52ND STREET, NEW YORK, NY 10022	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BLACKROCK 20/80 TARGET ALLOC FD CL A	40 EAST 52ND STREET, NEW YORK, NY 10022	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BLACKROCK ENERGY OPPORTUNITIES CL A	40 EAST 52ND STREET, NEW YORK, NY 10022	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BLACKROCK HEALTH SCIENCES OPP PRT I	40 EAST 52ND STREET, NEW YORK, NY 10022	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BLACKROCK HEALTH SCIENCES OPP PRT A	40 EAST 52ND STREET, NEW YORK, NY 10022	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BLACKROCK INTERNATIONAL FD A	40 EAST 52ND STREET, NEW YORK, NY 10022	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BLACKROCK EVENT DRIVEN EQUITY FUND A	40 EAST 52ND STREET, NEW YORK, NY 10022	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BLACKROCK LATIN AMERICA FD CL A	40 EAST 52ND STREET, NEW YORK, NY 10022	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BLACKROCK LATIN AMERICA FD CL C	40 EAST 52ND STREET, NEW YORK, NY 10022	0.08%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BLACKROCK BALANCED CAP FD CL A	40 EAST 52ND STREET, NEW YORK, NY 10022	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BLACKROCK EMERGING MARKETS FD INC A	40 EAST 52ND STREET, NEW YORK, NY 10022	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BLACKROCK EMERGING MARKETS FD INC INSL	40 EAST 52ND STREET, NEW YORK, NY 10022	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BLACKROCK EQUITY DIVIDEND FD CL A	40 EAST 52ND STREET, NEW YORK, NY 10022	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BLACKROCK EQUITY DIVIDEND FD-INSTL	40 EAST 52ND STREET, NEW YORK, NY 10022	0.08%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BLACKROCK EQUITY DIVIDEND FD SRV CL	40 EAST 52ND STREET, NEW YORK, NY 10022	0.08%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BLACKROCK FOCUS GROWTH FD INC A	40 EAST 52ND STREET, NEW YORK, NY 10022	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BLACKROCK GLOBAL ALLOCATION CL A	40 EAST 52ND STREET, NEW YORK, NY 10022	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BLACKROCK TOTAL RETURN FUND CL A	40 EAST 52ND STREET, NEW YORK, NY 10022	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BLACKROCK STRATEGIC GLOBAL BD INVESTOR A	40 EAST 52ND STREET, NEW YORK, NY 10022	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ISHARES MSCI EAFE INTL IDX CL A	40 EAST 52ND STREET, NEW YORK, NY 10022	0.30%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BLACKROCK MULTI - ASSET INCOME INSTL	40 EAST 52ND STREET, NEW YORK, NY 10022	0.08%

PLAN NAME: AT&T RETIREMENT SAVINGS PLAN
EIN: 43-1301883
PLAN NUMBER: 009

Attachment - Schedule C - Part 1, Line 3

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation	(d) Enter name and EIN (address) of source of indirect compensation (Name)	(d) Enter name and EIN (address) of source of indirect compensation (EIN or Address)	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BLACKROCK MULTI ASSET INCOME PORT A	40 EAST 52ND STREET, NEW YORK, NY 10022	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BLACKROCK STRATEGIC INCOME OPPRTSI INSTL	40 EAST 52ND STREET, NEW YORK, NY 10022	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BLACKROCK STRATEGIC INC OPP PORT CL A	40 EAST 52ND STREET, NEW YORK, NY 10022	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BLACKROCK LOW DURATION CLASS A	40 EAST 52ND STREET, NEW YORK, NY 10022	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BLACKROCK HIGH YIELD BOND CLASS C	40 EAST 52ND STREET, NEW YORK, NY 10022	0.08%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BLACKROCK HIGH YIELDBOND CLASS A	40 EAST 52ND STREET, NEW YORK, NY 10022	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BLACKROCK INCOME FUND INVESTOR A	40 EAST 52ND STREET, NEW YORK, NY 10022	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BLACKROCK SYSTEMATIC MULTI STRAT CL C	40 EAST 52ND STREET, NEW YORK, NY 10022	0.08%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BLACKROCK SYSTEMATICMULTI-STRATEGY INSTL	40 EAST 52ND STREET, NEW YORK, NY 10022	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	WILLIAM BLAIR GROWTHCLASS N	222 WEST ADAMS STREET, 12TH FLOOR, CHICAGO, IL 60606	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	WILLIAM BLAIR INCOMECLASS N	222 WEST ADAMS STREET, 12TH FLOOR, CHICAGO, IL 60606	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	WILLIAM BLAIR SMALL MID CAP GROWTH CL N	222 WEST ADAMS STREET, 12TH FLOOR, CHICAGO, IL 60606	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	WILLIAM BLAIR INT'L GROWTH CLASS N	222 WEST ADAMS STREET, 12TH FLOOR, CHICAGO, IL 60606	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	WILLIAM BLAIR SMALL CAP GROWTH CLASS N	222 WEST ADAMS STREET, 12TH FLOOR, CHICAGO, IL 60606	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	WILLIAM BLAIR LARGE CAP GROWTH FD N	222 WEST ADAMS STREET, 12TH FLOOR, CHICAGO, IL 60606	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BLUEROCK TOTAL INC + REAL ESTATE CL I	27777 FRANKLIN ROAD, SUITE 900, SOUTHFIELD, MI 48034	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BMO BALANCED ALLOCATION CL Y	111 EAST KILBOURN AVENUE, SUITE 200, MILWAUKEE, WI 53202	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BMO LARGE CAP GROWTH CL Y	111 EAST KILBOURN AVENUE, SUITE 200, MILWAUKEE, WI 53202	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BMO CORPORATE INCOME FUND CL Y	111 EAST KILBOURN AVENUE, SUITE 200, MILWAUKEE, WI 53202	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BMO LOW VOLATILITY EQUITY CL A	111 EAST KILBOURN AVENUE, SUITE 200, MILWAUKEE, WI 53202	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BNY MELLON S&P 500 INDEX FUND	144 GLENN CURTISS BLVD 8TH FLOOR, UNIONDALE, NY 11556	0.30%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BNY MELLON SMALLCAP STOCK INDEX INVESTOR	144 GLENN CURTISS BLVD 8TH FLOOR, UNIONDALE, NY 11556	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMERICAN BOND FUND OF AMERICA CLASS F1	3500 WISEMAN BLVD, SAN ANTONIO, TX 782514321	0.37%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BOSTON TRUST WALDEN EQUITY FUND	1 BEACON ST. 33RD FLOOR, BOSTON, MA 02108	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BOSTON TRUST ASSET MANAGEMENT FUND	1 BEACON ST. 33RD FLOOR, BOSTON, MA 02108	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BOSTON TRUST MIDCAP FUND	1 BEACON ST. 33RD FLOOR, BOSTON, MA 02108	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BOSTON TRUST WALDEN SMALL CAP FUND	1 BEACON ST. 33RD FLOOR, BOSTON, MA 02108	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	FPA QUEENS ROAD SMALL CAP VALUE FUND	11601 WILSHIRE BLVD, SUITE 1200, LOS ANGELES, CA 90025	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BRIDGEWAY ULTRA SMALL CO MARKET	20 GREENWAY PLAZA, STE 450, HOUSTON, TX 77046	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BRIDGEWAY SMALL CAP VALUE FUND CL N	20 GREENWAY PLAZA, STE 450, HOUSTON, TX 77046	0.10%

PLAN NAME: AT&T RETIREMENT SAVINGS PLAN
EIN: 43-1301883
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FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	DESTINATIONS LARGE CAP EQUITY INSTL	1055 WESTLAKES DRIVE, SUITE 250, BERWYN, PA 19312	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	DESTINATIONS SMALL MID CAP EQ INSTL	1055 WESTLAKES DRIVE, SUITE 250, BERWYN, PA 19312	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	DESTINATIONS INTL EQUITY FD INSTL	1055 WESTLAKES DRIVE, SUITE 250, BERWYN, PA 19312	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	DESTINATIONS EQUITY INCOME FD INSTL	1055 WESTLAKES DRIVE, SUITE 250, BERWYN, PA 19312	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	DESTINATIONS CORE FIXED INCOME INSTL	1055 WESTLAKES DRIVE, SUITE 250, BERWYN, PA 19312	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	DESTINATIONS LOW DURFIXED INC INSTL	1055 WESTLAKES DRIVE, SUITE 250, BERWYN, PA 19312	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	DESTINATIONS GLOBAL FIXD INC OPPOR INSTL	1055 WESTLAKES DRIVE, SUITE 250, BERWYN, PA 19312	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	DESTINATIONS MULTI STRGY ALT INSTL	1055 WESTLAKES DRIVE, SUITE 250, BERWYN, PA 19312	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BROWN ADVISORY SUSTAIN GROWTH INV	777 E. WISCONSIN AVE, 4TH FLOOR, MILWAUKEE, WI 53202	0.08%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BROWN ADVISORY SUSTAIN GROWTH ADV	777 E. WISCONSIN AVE, 4TH FLOOR, MILWAUKEE, WI 53202	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BROWN ADIVSORY MID CAP GROWTH INVESTOR	777 E. WISCONSIN AVE, 4TH FLOOR, MILWAUKEE, WI 53202	0.08%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BROWN ADVISORY GLBL LEADERS CL INVESTOR	777 E. WISCONSIN AVE, 4TH FLOOR, MILWAUKEE, WI 53202	0.08%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BROWN ADVISORY SMALL CAP FNDMTL VAL INVS	777 E. WISCONSIN AVE, 4TH FLOOR, MILWAUKEE, WI 53202	0.08%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BROWN INTERNATIONAL SMALL COMPANY INVEST	1290 BROADWAY, STE 1100, DENVER, CO 80203	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BROWN CAPITAL MGT MID COMPANY INVESTOR	1290 BROADWAY, STE 1100, DENVER, CO 80203	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BROWN CAPITAL MGT SMALL COMPANY INV	1290 BROADWAY, STE 1100, DENVER, CO 80203	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BUFFALO FLEXIBLE INCOME FUND	615 E. MICHIGAN STREET, MILWAUKEE, WI 53202	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BUFFALO DISCOVERY FUND	615 E. MICHIGAN STREET, MILWAUKEE, WI 53202	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BUFFALO MID CAP FUND	615 E. MICHIGAN STREET, MILWAUKEE, WI 53202	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BUFFALO EARLY STAGE GROWTH FUND	615 E. MICHIGAN STREET, MILWAUKEE, WI 53202	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BUFFALO LARGE CAP	615 E. MICHIGAN STREET, MILWAUKEE, WI 53202	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BUFFALO SMALL CAP GROWTH	615 E. MICHIGAN STREET, MILWAUKEE, WI 53202	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BUFFALO GROWTH FUND	615 E. MICHIGAN STREET, MILWAUKEE, WI 53202	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	CALAMOS GROWTH CLASSA	2020 CALAMOS COURT, NAPERVILLE, IL 60563	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	CALAMOS GROWTH & INCOME CL I	2020 CALAMOS COURT, NAPERVILLE, IL 60563	0.08%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	CALAMOS MARKET NEUTRAL INCOME CL I	2020 CALAMOS COURT, NAPERVILLE, IL 60563	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	CALAMOS TIMPANI SM CAP GR FD CL A	2020 CALAMOS COURT, NAPERVILLE, IL 60563	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	CALVERT U.S. LRG CAPCORE RESPNSBL INDX A	4550 MONTGOMERY AVENUESUITE 1000 N, BETHESDA, MD 20814	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	CALVERT EQUITY FUND CLASS A	4550 MONTGOMERY AVENUESUITE 1000 N, BETHESDA, MD 20814	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	CALVERT EQUITY FUND CLASS I	4550 MONTGOMERY AVENUESUITE 1000 N, BETHESDA, MD 20814	0.10%

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PLAN NUMBER: 009

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FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	CALVERT GLOBAL WATERFUND CL A	4550 MONTGOMERY AVENUESUITE 1000 N, BETHESDA, MD 20814	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	CALVERT GLOBAL ENERGY SOLUTIONS A	4550 MONTGOMERY AVENUESUITE 1000 N, BETHESDA, MD 20814	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	CALVERT SMALL CAP CL I	4550 MONTGOMERY AVENUESUITE 1000 N, BETHESDA, MD 20814	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	CALVERT INTRNTL RESPBL INDEX A	4550 MONTGOMERY AVENUESUITE 1000 N, BETHESDA, MD 20814	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	CALVERT INTL EQUITY CLASS A	4550 MONTGOMERY AVENUESUITE 1000 N, BETHESDA, MD 20814	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	CALVERT EMERGING MARKETS EQUITY CL A	4550 MONTGOMERY AVENUESUITE 1000 N, BETHESDA, MD 20814	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMERICAN FUNDS INTL VANTAGE F1	3500 WISEMAN BLVD, SAN ANTONIO, TX 782514321	0.37%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMERICAN CAPITAL WORLD BOND CLASS F1	3500 WISEMAN BLVD, SAN ANTONIO, TX 782514321	0.37%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMERICAN CAPITAL WORLD GRTH & INC A	3500 WISEMAN BLVD, SAN ANTONIO, TX 782514321	$18.00
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMERICAN CAPITAL WORLD GRWTH & INC F1	3500 WISEMAN BLVD, SAN ANTONIO, TX 782514321	0.37%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMERICAN CAPITAL WORLD GR & INC CL F2	3500 WISEMAN BLVD, SAN ANTONIO, TX 782514321	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	FULLER & THALER BEHV SMALL CAP EQTY INST	411 BOREL AVENUE, SUITE 300, SAN MATEO, CA 94402	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	FULLER & THALER BEHVSMALL CAP EQTY INV	411 BOREL AVENUE, SUITE 300, SAN MATEO, CA 94402	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	CARILLON SCOUT INTERNATIONAL CL I	P. O. BOX 33022, ST PETERSBURG, FL 337338022	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	CARILLON REAMS CORE BOND CL Y	P. O. BOX 33022, ST PETERSBURG, FL 337338022	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	CARILLON REAMS CORE BOND FUND CL I	P. O. BOX 33022, ST PETERSBURG, FL 337338022	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	CARILLON REAMS CORE PLUS BOND CL Y	P. O. BOX 33022, ST PETERSBURG, FL 337338022	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	CARILLON REAMS UNCONSTRAINED BOND Y	P. O. BOX 33022, ST PETERSBURG, FL 337338022	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	CARILLON SCOUT SMALLCAP FUND CL I	P. O. BOX 33022, ST PETERSBURG, FL 337338022	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	CARILLON SCOUT MID CAP FUND CL I	P. O. BOX 33022, ST PETERSBURG, FL 337338022	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	CAUSEWAY INTERNATNALVALUE INVESTOR	P. O. BOX 1100, OAKS, PA 19456	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	CAUSEWAY INTERNATNALVALUE INSTL	P. O. BOX 1100, OAKS, PA 19456	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	CAUSEWAY INTERNATL OPPORTUNITIES INSTL	P. O. BOX 1100, OAKS, PA 19456	0.12%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	CLIPPER	2949 EAST ELVIRA ROAD, SUITE 101, TUCSON, AZ 85706	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	COHEN & STEERS REAL ESTATE SECURITIES A	280 PARK AVENUE, 10TH FLOOR, NEW YORK, NY 10017	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	COHEN & STEERS REAL ESTATE SECURITIES I	280 PARK AVENUE, 10TH FLOOR, NEW YORK, NY 10017	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	COHEN & STEERS REALTY SHARES	280 PARK AVENUE, 10TH FLOOR, NEW YORK, NY 10017	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	COHEN & STEERS REALTY CLASS A	280 PARK AVENUE, 10TH FLOOR, NEW YORK, NY 10017	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	COHEN & STEERS PREF SECURITIES INC A	280 PARK AVENUE, 10TH FLOOR, NEW YORK, NY 10017	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	COHEN & STEERS PREF SECURITIES INCOME I	280 PARK AVENUE, 10TH FLOOR, NEW YORK, NY 10017	0.15%

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FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	COHEN & STEERS REAL ASSET FUND CL I	280 PARK AVENUE, 10TH FLOOR, NEW YORK, NY 10017	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	COLUMBIA ACORN INTERNATIONAL CL I2	225 FRANKLIN ST, BX25 10320, BOSTON, MA 02110	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	COLUMBIA THERMOSTAT CL A	225 FRANKLIN ST, BX25 10320, BOSTON, MA 02110	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	COLUMBIA ACORN INTERNATIONAL CL I	225 FRANKLIN ST, BX25 10320, BOSTON, MA 02110	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	COLUMBIA SELECT GLOBAL EQUITY CL A	225 FRANKLIN ST, BX25 10320, BOSTON, MA 02110	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	COLUMBIA MORTGAGE OPPORTUNITIES I2 CL	225 FRANKLIN ST, BX25 10320, BOSTON, MA 02110	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	COLUMBIA MORTGAGE OPPORTUNITIES CL A	225 FRANKLIN ST, BX25 10320, BOSTON, MA 02110	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	COLUMBIA LARGE CAP GROWTH OPP CL A	225 FRANKLIN ST, BX25 10320, BOSTON, MA 02110	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	COLUMBIA LARGE CAP CORE FUND CL A	225 FRANKLIN ST, BX25 10320, BOSTON, MA 02110	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	COLUMBIA SMALL CAP INDEX FUND A	225 FRANKLIN ST, BX25 10320, BOSTON, MA 02110	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	COLUMBIA SELECT MID CAP VALUE CL A	225 FRANKLIN ST, BX25 10320, BOSTON, MA 02110	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	COLUMBIA DIVIDEND INCOME CL A	225 FRANKLIN ST, BX25 10320, BOSTON, MA 02110	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	COLUMBIA TOTAL RETURN BOND CL A	225 FRANKLIN ST, BX25 10320, BOSTON, MA 02110	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	COLUMBIA CONTRARIAN CORE FUND CL A	225 FRANKLIN ST, BX25 10320, BOSTON, MA 02110	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	COLUMBIA BALANCED FUND CL A	225 FRANKLIN ST, BX25 10320, BOSTON, MA 02110	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	COLUMBIA GLOBAL TECHGROWTH CL A	225 FRANKLIN ST, BX25 10320, BOSTON, MA 02110	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	COLUMBIA SMALL CAP GROWTH FD CL A	225 FRANKLIN ST, BX25 10320, BOSTON, MA 02110	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	COLUMBIA ADAPTIVE RISK ALLOCATION I2	225 FRANKLIN ST, BX25 10320, BOSTON, MA 02110	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	COLUMBIA EMERGING MARKETS CLASS I	225 FRANKLIN ST, BX25 10320, BOSTON, MA 02110	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	COLUMBIA FLEXIBLE CAPITAL INCOME CL I2	225 FRANKLIN ST, BX25 10320, BOSTON, MA 02110	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	COLUMBIA STRATEGIC INCOME FUND CL I2	225 FRANKLIN ST, BX25 10320, BOSTON, MA 02110	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	COLUMBIA INCOME BUILDER FUND CL A	225 FRANKLIN ST, BX25 10320, BOSTON, MA 02110	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	COLUMBIA HIGH YIELD BOND CL A	225 FRANKLIN ST, BX25 10320, BOSTON, MA 02110	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	COLUMBIA FLOATING RATE FUND CLASS I2	225 FRANKLIN ST, BX25 10320, BOSTON, MA 02110	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	COLUMBIA GLOBAL VALUE FUND CL I	225 FRANKLIN ST, BX25 10320, BOSTON, MA 02110	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	COLUMBIA GLOBAL VALUE FUND CL A	225 FRANKLIN ST, BX25 10320, BOSTON, MA 02110	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	COLUMBIA SELIGMAN GLOBAL TECHNOLGY A	225 FRANKLIN ST, BX25 10320, BOSTON, MA 02110	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	COLUMBIA SELIGMAN TECH AND INFO CL I2	225 FRANKLIN ST, BX25 10320, BOSTON, MA 02110	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	COLUMBIA SELIGMAN TECH AND INFO CL A	225 FRANKLIN ST, BX25 10320, BOSTON, MA 02110	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	COLUMBIA TOTAL RETURN BOND CL I2	225 FRANKLIN ST, BX25 10320, BOSTON, MA 02110	0.15%

PLAN NAME: AT&T RETIREMENT SAVINGS PLAN
EIN: 43-1301883
PLAN NUMBER: 009

Attachment - Schedule C - Part 1, Line 3

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation	(d) Enter name and EIN (address) of source of indirect compensation (Name)	(d) Enter name and EIN (address) of source of indirect compensation (EIN or Address)	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	COLUMBIA DIVIDEND INCOME FUND ADV	225 FRANKLIN ST, BX25 10320, BOSTON, MA 02110	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	COMMERCE VALUE INSTITUTIONAL	922 WALNUT ST 4TH FLOOR, KANSAS CITY, MO 64106	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	CONESTOGA SMALL CAP INVESTOR CLASS	225 PICTORIA DRIVE, SUITE 450, CINCINNATI, OH 45246	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	CONESTOGA SMID CAP FUND INVESTORS CL	225 PICTORIA DRIVE, SUITE 450, CINCINNATI, OH 45246	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	CULLEN HIGH DIVIDENDEQUITY FUND RETAIL	645 FIFTH AVENUE, NEW YORK, NY 10022	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	DFA INTL REAL ESTATE SEC PORTFOLIO	6300 BEE CAVES ROAD, BUILDING ONE, AUSTIN, TX 78746	0.02%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	DFA INFLATION PROTECTED SEC PORT	6300 BEE CAVES ROAD, BUILDING ONE, AUSTIN, TX 78746	0.02%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	DFA INTERNATIONAL CORE EQUITY	6300 BEE CAVES ROAD, BUILDING ONE, AUSTIN, TX 78746	0.02%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	DFA US VECTOR EQUITY PRTF INSTL CL	6300 BEE CAVES ROAD, BUILDING ONE, AUSTIN, TX 78746	0.02%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	DFA US CORE EQUITY II	6300 BEE CAVES ROAD, BUILDING ONE, AUSTIN, TX 78746	0.02%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	DFA SHORT TERM GOVERNMENT PORT	6300 BEE CAVES ROAD, BUILDING ONE, AUSTIN, TX 78746	0.02%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	DFA US CORE EQUITY I	6300 BEE CAVES ROAD, BUILDING ONE, AUSTIN, TX 78746	0.02%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	DFA EMERGING MRKTS CORE EQU PORTF	6300 BEE CAVES ROAD, BUILDING ONE, AUSTIN, TX 78746	0.02%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	DFA US MICRO CAP PRTF INSTL	6300 BEE CAVES ROAD, BUILDING ONE, AUSTIN, TX 78746	0.02%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	DIMENSIONAL EMERGING MKTS VAL PRTF INSTL	6300 BEE CAVES ROAD, BUILDING ONE, AUSTIN, TX 78746	0.02%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	DFA US TARGETED VALUE PRTF INSTL	6300 BEE CAVES ROAD, BUILDING ONE, AUSTIN, TX 78746	0.02%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	DFA ONE YEAR FIXED INCOME PRTF INSTL	6300 BEE CAVES ROAD, BUILDING ONE, AUSTIN, TX 78746	0.02%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	DFA EMERGING MARKETS SMALL CAP	6300 BEE CAVES ROAD, BUILDING ONE, AUSTIN, TX 78746	0.02%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	DFA INTERNATIONAL SMALL COMPANY PORT	6300 BEE CAVES ROAD, BUILDING ONE, AUSTIN, TX 78746	0.02%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	DFA INV'T TWO YEAR GLOBAL FIXED INCOME	6300 BEE CAVES ROAD, BUILDING ONE, AUSTIN, TX 78746	0.02%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	DFA INT'L SMALL CAP VALUE	6300 BEE CAVES ROAD, BUILDING ONE, AUSTIN, TX 78746	0.02%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	DFA EMERGING MARKETS PORTFOLIO	6300 BEE CAVES ROAD, BUILDING ONE, AUSTIN, TX 78746	0.02%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	DFA US SMALL CAP VALUE PRTF INSTL	6300 BEE CAVES ROAD, BUILDING ONE, AUSTIN, TX 78746	0.02%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	DFA US LARGE CAP VALUE PRTF INSTL	6300 BEE CAVES ROAD, BUILDING ONE, AUSTIN, TX 78746	0.02%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	DFA REAL ESTATE SEC PRTF INSTL	6300 BEE CAVES ROAD, BUILDING ONE, AUSTIN, TX 78746	0.02%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	DFA US SMALL CAP PORTFOLIO INSTL CL	6300 BEE CAVES ROAD, BUILDING ONE, AUSTIN, TX 78746	0.02%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	DFA INTERMEDIATE GOVT F/I PRTF INSTL	6300 BEE CAVES ROAD, BUILDING ONE, AUSTIN, TX 78746	0.02%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	DFA FIVE YEAR GLBL FIXED INC PRTF INSTL	6300 BEE CAVES ROAD, BUILDING ONE, AUSTIN, TX 78746	0.02%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	DFA US HIGH RELATIVE PROFIT PORT INSTL	6300 BEE CAVES ROAD, BUILDING ONE, AUSTIN, TX 78746	0.02%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	DFA INTL HIGH REL PROF PORT INSTL	6300 BEE CAVES ROAD, BUILDING ONE, AUSTIN, TX 78746	0.02%

PLAN NAME: AT&T RETIREMENT SAVINGS PLAN
EIN: 43-1301883
PLAN NUMBER: 009

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FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	DFA DIVERSIFIED FIX INCOME PORT INSTL	6300 BEE CAVES ROAD, BUILDING ONE, AUSTIN, TX 78746	0.02%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	DFA INTERNATIONAL LR CAP GR PORT INSTL	6300 BEE CAVES ROAD, BUILDING ONE, AUSTIN, TX 78746	0.02%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	DFA INVESTMENT GRADE PORTFOLIO INSTL	6300 BEE CAVES ROAD, BUILDING ONE, AUSTIN, TX 78746	0.02%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	DFA COMMODITY STRATEGY PORT INSTL	6300 BEE CAVES ROAD, BUILDING ONE, AUSTIN, TX 78746	0.02%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	DFA INTERM EXTENDED QUALITY PORT INSTL	6300 BEE CAVES ROAD, BUILDING ONE, AUSTIN, TX 78746	0.02%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	DFA INTERNATIONAL VECTOR EQUITY PORT	6300 BEE CAVES ROAD, BUILDING ONE, AUSTIN, TX 78746	0.02%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	DFA GLOBAL REAL ESTATE SEC PORTFOLIO	6300 BEE CAVES ROAD, BUILDING ONE, AUSTIN, TX 78746	0.02%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PHAEACIAN ACCENT INTL VALUE INVESTOR	801 S. CANAL STREET, CHICAGO, IL 60603	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	DAVIS NEW YORK VENTURE CLASS A	2949 EAST ELVIRA ROAD SUITE 101, TUCSON, AZ 85756	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	DAVIS INTERNATIONAL CL A	2949 EAST ELVIRA ROAD SUITE 101, TUCSON, AZ 85756	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	DAVIS FINANCIAL CLASS A	2949 EAST ELVIRA ROAD SUITE 101, TUCSON, AZ 85756	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	DELAWARE SMID CAP GROWTH CLASS I	2005 MARKET STREET, PHILADELPHIA, PA 19103	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	DELAWARE EMERGING MARKETS CLASS A	2005 MARKET STREET, PHILADELPHIA, PA 19103	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	DELAWARE HEALTHCARE FUND CLASS A	2005 MARKET STREET, PHILADELPHIA, PA 19103	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	DELAWARE DIVERSIFIED INCOME FD CL A	2005 MARKET STREET, PHILADELPHIA, PA 19103	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	DWS GLOBAL HIGH INCOME FUND-INST	280 PARK AVE, FINANCE-PCAM CTRL, 9TH FLR, NEW YORK, NY 10026	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	DWS GLOBAL HIGH INCOME FD S	280 PARK AVE, FINANCE-PCAM CTRL, 9TH FLR, NEW YORK, NY 10026	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	DWS GLOBAL INFRASTRUCTURE FD-A	280 PARK AVE, FINANCE-PCAM CTRL, 9TH FLR, NEW YORK, NY 10026	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	DWS CROCI EQUITY DIVIDEND A	280 PARK AVE, FINANCE-PCAM CTRL, 9TH FLR, NEW YORK, NY 10026	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	DWS RREEF REAL ASSETS FUND INSTL CL	280 PARK AVE, FINANCE-PCAM CTRL, 9TH FLR, NEW YORK, NY 10026	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	DWS REAL ASSETS FD CL A	280 PARK AVE, FINANCE-PCAM CTRL, 9TH FLR, NEW YORK, NY 10026	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	DWS RREEF REAL ASSETS CL C	280 PARK AVE, FINANCE-PCAM CTRL, 9TH FLR, NEW YORK, NY 10026	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	DWS SCIENCE AND TECHNOLOGY FUND-A	280 PARK AVE, FINANCE-PCAM CTRL, 9TH FLR, NEW YORK, NY 10026	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	DIAMOND HILL CORE BOND FUND CL I	325 JOHN H. MCCONNELL BLVD., SUITE 200, COLUMBUS, OH 43215	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	DIAMOND HILL LARGE CAP FUND CLASS I	325 JOHN H. MCCONNELL BLVD., SUITE 200, COLUMBUS, OH 43215	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	DFA INTERNATIONAL VALUE PRTF INSTL	6300 BEE CAVES ROAD, BUILDING ONE, AUSTIN, TX 78746	0.02%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	DFA INTERNATIONAL VALUE PORT III	6300 BEE CAVES ROAD, BUILDING ONE, AUSTIN, TX 78746	0.02%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	DFA US LARGE CAP VALUE PORT III	6300 BEE CAVES ROAD, BUILDING ONE, AUSTIN, TX 78746	0.02%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	DFA US LARGE COMPANY PORTFOLIO	6300 BEE CAVES ROAD, BUILDING ONE, AUSTIN, TX 78746	0.02%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	DIREXION MONTHLY NASDAQ100BULL2X INV	155 SEAPORT BOULEVARD, SUITE P8, BOSTON, MA 02210	0.40%

PLAN NAME: AT&T RETIREMENT SAVINGS PLAN
EIN: 43-1301883
PLAN NUMBER: 009

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FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	DIREXION MONTHLY 10 YR NOTE BULL 2X INV	155 SEAPORT BOULEVARD, SUITE P8, BOSTON, MA 02210	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	DIREXION MONTHLY S&P 500 BULL 2X INV	155 SEAPORT BOULEVARD, SUITE P8, BOSTON, MA 02210	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	DIREXION MONTHLY SM CAP BULL 2X INV	155 SEAPORT BOULEVARD, SUITE P8, BOSTON, MA 02210	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	DOMINI SUSTAINABLE SOLUTIONS INVESTOR	536 BROADWAY 7TH FLOOR, NEW YORK, NY 10012	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	DOUBLELINE TOTAL RETURN BOND FD CL I	777 EAST WISCONSIN AVENUE, MILWAUKEE, WI 53202	0.06%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	DOUBLELINE TOTAL RT BOND FD CL N	777 EAST WISCONSIN AVENUE, MILWAUKEE, WI 53202	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	DOUBLELINE CORE FIXED INCOME CL I	777 EAST WISCONSIN AVENUE, MILWAUKEE, WI 53202	0.06%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	DOUBLELINE CORE FIXED INCOME FD CL N	777 EAST WISCONSIN AVENUE, MILWAUKEE, WI 53202	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	DOUBLELINE EMERGING MRKT FIXED INC N	777 EAST WISCONSIN AVENUE, MILWAUKEE, WI 53202	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	DOUBLINE SHILLER ENH INTL CAPE CL N	777 EAST WISCONSIN AVENUE, MILWAUKEE, WI 53202	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	DOUBLELINE SHILLER ENHANCED CAP CL N	777 EAST WISCONSIN AVENUE, MILWAUKEE, WI 53202	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	DOUBLELINE SHILLER ENHANCED CAP CL I	777 EAST WISCONSIN AVENUE, MILWAUKEE, WI 53202	0.06%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	DOUBLELINE LOW DURATION CL N	777 EAST WISCONSIN AVENUE, MILWAUKEE, WI 53202	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	DRIEHAUS EMERGING MARKETS	25 EAST ERIE STREET, CHICAGO, IL 60611	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	DRIEHAUS SMALL CAP GROWTH INVESTOR CL	25 EAST ERIE STREET, CHICAGO, IL 60611	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	DRIEHAUS INTERNAT'L SMALL CAP GROWTH FD	25 EAST ERIE STREET, CHICAGO, IL 60611	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	DRIEHAUS EMERGING MARKETS SM CAP GRWTH	25 EAST ERIE STREET, CHICAGO, IL 60611	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	EATON VANCE WRLDWIDEHEALTH SCIENCES CL I	TWO INTERNATIONAL PLACE, BOSTON, MA 02110	$16.00
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	EATON VANCE ATLANTA CAP FOCUSED GRWTH A	TWO INTERNATIONAL PLACE, BOSTON, MA 02110	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	EATON VANCE SMALL - CAP FUND CL I	TWO INTERNATIONAL PLACE, BOSTON, MA 02110	$16.00
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	EATON VANCE GREATER INDIA FUND CLASS A	TWO INTERNATIONAL PLACE, BOSTON, MA 02110	$16.00
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	EATON VANCE GROWTH CLASS A	TWO INTERNATIONAL PLACE, BOSTON, MA 02110	$16.00
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	EATON VANCE DIVIDENDBUILDER CL A	TWO INTERNATIONAL PLACE, BOSTON, MA 02110	$16.00
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	EATON VANCE BALANCED CLASS A	TWO INTERNATIONAL PLACE, BOSTON, MA 02110	$16.00
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	EATON VANCE INCOME FUND OF BOSTON CL A	TWO INTERNATIONAL PLACE, BOSTON, MA 02110	$16.00
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	EATON VANCE FLOATINGRATE FUND CLASS A	TWO INTERNATIONAL PLACE, BOSTON, MA 02110	$16.00
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	EATON VANCE FLOATINGRATE HI INC FD CL A	TWO INTERNATIONAL PLACE, BOSTON, MA 02110	$16.00
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	EATON VANCE SHORT DURATION GOV INC A	TWO INTERNATIONAL PLACE, BOSTON, MA 02110	$16.00
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	EATON VANCE FLOATINGRATE CLASS I	TWO INTERNATIONAL PLACE, BOSTON, MA 02110	$16.00
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	EATON VANCE SHT DUR STRATEGIC INC A	TWO INTERNATIONAL PLACE, BOSTON, MA 02110	$16.00

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FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PARAMETRIC COMMODITYSTRATEGIC INV CL	TWO INTERNATIONAL PLACE, BOSTON, MA 02110	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PARAMETRIC COMMODITYSTRATEGIC INST CL	TWO INTERNATIONAL PLACE, BOSTON, MA 02110	$16.00
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	EATON VANCE GL MACROABSOLUTE RTRN ADV I	TWO INTERNATIONAL PLACE, BOSTON, MA 02110	$16.00
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	EATON VANCE HIGH INCOPPORTUNITIES CL A	TWO INTERNATIONAL PLACE, BOSTON, MA 02110	$16.00
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	EATON VANCE TOTAL RETURN BOND CL A	TWO INTERNATIONAL PLACE, BOSTON, MA 02110	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	EATON VANCE HIGH INCOME OPPT CL I	TWO INTERNATIONAL PLACE, BOSTON, MA 02110	$16.00
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	EATON VANCE SHORT DURATION GOV INC I	TWO INTERNATIONAL PLACE, BOSTON, MA 02110	$16.00
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	EATON VANCE FLOATINGRATE ADVANTAGE CL I	TWO INTERNATIONAL PLACE, BOSTON, MA 02110	$16.00
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	EATON VANCE FLOATINGRATE ADVANTAGE CL A	TWO INTERNATIONAL PLACE, BOSTON, MA 02110	$16.00
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	EATON VANCE FLOATINGRATE ADVANTAGE ADV	TWO INTERNATIONAL PLACE, BOSTON, MA 02110	$16.00
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	EATON VANCE EMERGINGAND FRONT COUNT EQ I	TWO INTERNATIONAL PLACE, BOSTON, MA 02110	$16.00
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	EATON VANCE EMERGING MRKTS DEBT OPPOR A	TWO INTERNATIONAL PLACE, BOSTON, MA 02110	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMERICAN EUROPACIFICGROWTH CLASS A	3500 WISEMAN BLVD, SAN ANTONIO, TX 782514321	$18.00
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMERICAN EUROPACIFICGROWTH CLASS F1	3500 WISEMAN BLVD, SAN ANTONIO, TX 782514321	0.37%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMERICAN EUROPACIFICGROWTH FUND CL F2	3500 WISEMAN BLVD, SAN ANTONIO, TX 782514321	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	FPA CRESCENT FUND	11601 WILSHIRE BLVD, SUITE 1200, LOS ANGELES, CA 90025	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	FMI LARGE CAP FUND	777 EAST WISCONSIN AVENUE MK-WI-T4MF, MILWAUKEE, WI 53202	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	FMI INTERNATIONAL	777 EAST WISCONSIN AVENUE MK-WI-T4MF, MILWAUKEE, WI 53202	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	FMI COMMON STOCK FUND	777 EAST WISCONSIN AVENUE MK-WI-T4MF, MILWAUKEE, WI 53202	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	FMI COMMON STOCK FUND INSTITUTIONAL	777 EAST WISCONSIN AVENUE MK-WI-T4MF, MILWAUKEE, WI 53202	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	FMI INTERNATIONAL FUND INSTITUTIONAL	777 EAST WISCONSIN AVENUE MK-WI-T4MF, MILWAUKEE, WI 53202	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	FS CREDIT INCOME FUND CL I	1290 BROADWAY STREET, SUITE 1100, DENVER, CO 80203	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	FAIRHOLME FUND	4400 BISCAYNE BOULEVARD, MIAMI, FL 33137	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	FEDERATED HERMES EQ INCOME FUND CL R	4000 ERICSSON DRIVE, WARRENDALE, PA 150867515	$12.00
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	FEDERATED HERMES MDT MID CAP GROWTH A	4000 ERICSSON DRIVE, WARRENDALE, PA 150867515	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	FEDERATED HERMES CLOVER SM VAL CL A	4000 ERICSSON DRIVE, WARRENDALE, PA 150867515	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	FEDERATED HERMES KAUFMANN LG CAP IS	4000 ERICSSON DRIVE, WARRENDALE, PA 150867515	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	FEDERATED HERMES KAUFMANN LG CAP A	4000 ERICSSON DRIVE, WARRENDALE, PA 150867515	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	FEDERATED HERMES STR VAL DIV CL A	4000 ERICSSON DRIVE, WARRENDALE, PA 150867515	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	FEDERATED HERMES KAUFMANN SM CAP A	4000 ERICSSON DRIVE, WARRENDALE, PA 150867515	0.40%

PLAN NAME: AT&T RETIREMENT SAVINGS PLAN
EIN: 43-1301883
PLAN NUMBER: 009

Attachment - Schedule C - Part 1, Line 3

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation	(d) Enter name and EIN (address) of source of indirect compensation (Name)	(d) Enter name and EIN (address) of source of indirect compensation (EIN or Address)	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	FEDERATED HERMES KAUFMANN FUND CL R	4000 ERICSSON DRIVE, WARRENDALE, PA 150867515	$12.00
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	FEDERATED HERMES KAUFMANN FUND CL A	4000 ERICSSON DRIVE, WARRENDALE, PA 150867515	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	FEDERATED HERMES STRATEGIC INC CL A	4000 ERICSSON DRIVE, WARRENDALE, PA 150867515	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	FEDERATED HERMES OPPOR HIGH YLD BD SS	4000 ERICSSON DRIVE, WARRENDALE, PA 150867515	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	FEDERATED HERMES MDT LARGE CAP VALUE A	4000 ERICSSON DRIVE, WARRENDALE, PA 150867515	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	FEDERATED HERMES INSTL HIGH YLD BD IS	4000 ERICSSON DRIVE, WARRENDALE, PA 150867515	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	FEDERATED HERMES CAPTL INCOME CL A	4000 ERICSSON DRIVE, WARRENDALE, PA 150867515	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	FEDERATED HERMES GLBL TTL RET BD A	4000 ERICSSON DRIVE, WARRENDALE, PA 150867515	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	FEDERATED HERMES KAUFMANN SM CAP IS	4000 ERICSSON DRIVE, WARRENDALE, PA 150867515	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	FEDERATED HERMES PRUDENT BEAR CL A	4000 ERICSSON DRIVE, WARRENDALE, PA 150867515	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	FEDERATED HERMES MDT SMALL CAP GROWTH A	4000 ERICSSON DRIVE, WARRENDALE, PA 150867515	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	FEDERATED HERMES MDT SMALL CAP CORE A	4000 ERICSSON DRIVE, WARRENDALE, PA 150867515	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	FEDERATED HERMES SH INTERMEDIATE GOVT SS	4000 ERICSSON DRIVE, WARRENDALE, PA 150867515	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	FEDERATED HERMES INTL LEADERS CL A	4000 ERICSSON DRIVE, WARRENDALE, PA 150867515	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	FAM VALUE	384 NORTH GRAND STREET, COBLESKILL, NY 12043	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	FAM DIVIDEND FOCUS FUND	384 NORTH GRAND STREET, COBLESKILL, NY 12043	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	EMERALD FINANCE AND BANKING INNOV INV	3175 OREGON PIKE, LEOLA, PA 17540	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	EMERALD GROWTH INVESTOR	3175 OREGON PIKE, LEOLA, PA 17540	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	SEAFARER OVERSEAS GROWTH & INC INSTL	1290 BROADWAY, SUITE 1100, DENVER, CO 80203	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	SEAFARER OVERSEAS GROWTH & INCOME INV	1290 BROADWAY, SUITE 1100, DENVER, CO 80203	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	GRANDEUR PEAK INTL OPPORTUNITIES INSTL	1290 BROADWAY STREET, SUITE 1100, DENVER, CO 80203	0.12%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	GRANDEUR PEAK INTL OPPORTUNITIES INV	1290 BROADWAY STREET, SUITE 1100, DENVER, CO 80203	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	GRANDEUR PEAK GLOBALOPPORTUNITIES INV	1290 BROADWAY STREET, SUITE 1100, DENVER, CO 80203	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ALPS/KOTAK INDIA GROWTH INVESTOR	1290 BROADWAY SUITE 1100, DENVER, CO 80203	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	VULCAN VALUE PARTNERFUND INVESTOR	2801 HIGHWAY 280 SOUTH, SUITE 300, BIRMINGHAM, AL 35223	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	GRANDEUR PEAK GLBL REACH FD INVESTOR	1290 BROADWAY STREET, SUITE 1100, DENVER, CO 80203	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	GRANDEUR PEAK EMERG MRKTS OPP INVESTOR	1290 BROADWAY STREET, SUITE 1100, DENVER, CO 80203	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ALPS SMITH SHORT DURATION BOND CL I	1290 BROADWAY SUITE 1100, DENVER, CO 80203	0.08%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	GRANDEUR PEAK INTNTLSTALWARTS INVESTOR	1290 BROADWAY STREET, SUITE 1100, DENVER, CO 80203	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	GRANDEUR PEAK GLOBALSTALWARTS INVESTOR	1290 BROADWAY STREET, SUITE 1100, DENVER, CO 80203	0.40%

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EIN: 43-1301883
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FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	FIRST EAGLE OVERSEAS CLASS A	1345 AVENUE OF THE AMERICAS 48TH FLR, NEW YORK, NY 10105	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	FIRST EAGLE OVERSEAS CLASS I	1345 AVENUE OF THE AMERICAS 48TH FLR, NEW YORK, NY 10105	0.09%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	FIRST EAGLE GOLD CLASS A	1345 AVENUE OF THE AMERICAS 48TH FLR, NEW YORK, NY 10105	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	FIRST EAGLE GLOBAL CLASS A	1345 AVENUE OF THE AMERICAS 48TH FLR, NEW YORK, NY 10105	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	FIRST EAGLE GLOBAL CLASS I	1345 AVENUE OF THE AMERICAS 48TH FLR, NEW YORK, NY 10105	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	FIRST EAGLE FUND OF AMERICA CL I	1345 AVENUE OF THE AMERICAS 48TH FLR, NEW YORK, NY 10105	0.09%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	FIRST EAGLE GOLD FUND CL I	1345 AVENUE OF THE AMERICAS 48TH FLR, NEW YORK, NY 10105	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	FIRSTHAND TECHNOLOGYOPPORTUNITIES FUND	150 ALMADEN BLVD., SUITE 1250, SAN JOSE, CA 95113	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	JP MORGAN MID CAP VALUE FUND CLASS L	1111 POLARIS PARKWAY, COLUMBUS, OH 43240	0.08%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	JP MORGAN MID CAP VALUE FUND CLASS A	1111 POLARIS PARKWAY, COLUMBUS, OH 43240	0.08%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	DF DENT MIDCAP GROWTH FUND INVESTOR	2 EAST READ ST 6TH FLOOR, BALTIMORE, MD 21202	0.12%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ABR 75/25 VOLATILITYFUND INVESTOR	PO BOX 588, PORTLAND,, ME 04112	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ABR DYNAMIC BLEND EQ& VOLATILITY INVST	PO BOX 588, PORTLAND,, ME 04112	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BECK, MACK & OLIVER PARTNERS FUND	THREE CANAL PLAZA, SUITE 600, PORTLAND, ME 04100	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	LISANTI SMALL CAP GROWTH FD	THREE CANAL PLAZA, SUITE 600, PORTLAND, ME 04100	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	DF DENT PREMIER GROWTH FUND	2 EAST READ ST 6TH FLOOR, BALTIMORE, MD 21202	0.12%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	FRANKLIN DYNATECH FUND A	100 FOUNTAIN PARKWAY, ST. PETERSBURG, FL 33716	$16.00
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	FRANKLIN INCOME CLASS A1	100 FOUNTAIN PARKWAY, ST. PETERSBURG, FL 33716	$16.00
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	FRANKLIN UTILITIES CLASS A1	100 FOUNTAIN PARKWAY, ST. PETERSBURG, FL 33716	$16.00
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	FRANKLIN US GOVT CL A	100 FOUNTAIN PARKWAY, ST. PETERSBURG, FL 33716	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	FRANKLIN INCOME CL A	100 FOUNTAIN PARKWAY, ST. PETERSBURG, FL 33716	$16.00
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	FRANKLIN GROWTH CLASS A	100 FOUNTAIN PARKWAY, ST. PETERSBURG, FL 33716	$16.00
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	FRANKLIN INCOME CLASS C	100 FOUNTAIN PARKWAY, ST. PETERSBURG, FL 33716	$19.00
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	FRANKLIN INTL GROWTH CL A	100 FOUNTAIN PARKWAY, ST. PETERSBURG, FL 33716	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	FRANKLIN GOLD AND PRECIOUS METALS CL A	100 FOUNTAIN PARKWAY, ST. PETERSBURG, FL 33716	$16.00
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	FRANKLIN CONVERTIBLESECURITIES A	100 FOUNTAIN PARKWAY, ST. PETERSBURG, FL 33716	$16.00
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	FRANKLIN MANAGED INCOME FUND CL A	100 FOUNTAIN PARKWAY, ST. PETERSBURG, FL 33716	$16.00
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	FRANKLIN RISING DIVIDENDS CLASS A	100 FOUNTAIN PARKWAY, ST. PETERSBURG, FL 33716	$16.00
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	FRANKLIN SMALL-MID CAP GROWTH A	100 FOUNTAIN PARKWAY, ST. PETERSBURG, FL 33716	$16.00
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	FRANKLIN SMALL CAP VALUE CLASS A	100 FOUNTAIN PARKWAY, ST. PETERSBURG, FL 33716	0.35%

PLAN NAME: AT&T RETIREMENT SAVINGS PLAN
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FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	FROST TOTAL RETURN BOND FD INVESTOR	P.O. BOX 2509, SAN ANTONIO, TX 782992509	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMERICAN FUNDAMENTALINVESTORS CLASS A	3500 WISEMAN BLVD, SAN ANTONIO, TX 782514321	$18.00
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMERICAN FUNDAMENTALINVESTORS CL F1	3500 WISEMAN BLVD, SAN ANTONIO, TX 782514321	0.37%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMERICAN FUNDAMENTALINVESTORS CL F2	3500 WISEMAN BLVD, SAN ANTONIO, TX 782514321	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	TRAN CAPITAL FOCUSEDFUND A	1000 4TH STREET, SUITE 800, SAN RAFAEL, CA 94901	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	POLEN GROWTH FUND RETAIL SHARES	1825 NW CORPORATE BLVD, SUITE 300, BOCA RATON, FL 33431	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	GABELLI ASSET FUND AAA	401 THEODORE FREMD. AVE., RYE, NY 10580	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	GABELLI GOLD FUND CLAAA	401 THEODORE FREMD. AVE., RYE, NY 10580	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	GABELLI GOLD FUND INC CL I	401 THEODORE FREMD. AVE., RYE, NY 10580	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	GABELLI SMALL CAP GROWTH AAA	401 THEODORE FREMD. AVE., RYE, NY 10580	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	GABELLI EQUITY INCOME FUND AAA	401 THEODORE FREMD. AVE., RYE, NY 10580	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	GABELLI ESG FUND CLASS AAA	401 THEODORE FREMD. AVE., RYE, NY 10580	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	GABELLI UTILITIES	401 THEODORE FREMD. AVE., RYE, NY 10580	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	GMO RESOURCES FUND I	40 ROWES WHARF, BOSTON, MA 02110	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	GATEWAY FUND CLASS A	399 BOYLSTON STREET, 8TH FLOOR, BOSTON, MA 02116	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	GLENMEDE SMALL CAP EQUITY - ADVISOR CL	1650 MARKET ST. SUITE 1200, PHILADELPHIA, PA 19103	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	GLENMEDE LARGE CAP GROWTH	1650 MARKET ST. SUITE 1200, PHILADELPHIA, PA 19103	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	GLENMEDE LARGE CAP CORE	1650 MARKET ST. SUITE 1200, PHILADELPHIA, PA 19103	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	GOLDMAN SACHS GLOBALCORE FIXED INCOME A	71 S. WACKER DRIVE, 4TH FLOOR, CHICAGO, IL 60606	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	GOLDMAN SACHS HIGH YIELD SVS SHRS	71 S. WACKER DRIVE, 4TH FLOOR, CHICAGO, IL 60606	0.50%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	GOLDMAN SACHS GLOBAL CORE FIXED INC INST	71 S. WACKER DRIVE, 4TH FLOOR, CHICAGO, IL 60606	0.07%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	GOLDMAN SACHS EMERG MRKTS EQ INSTL CL	71 S. WACKER DRIVE, 4TH FLOOR, CHICAGO, IL 60606	0.12%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	GOLDMAN SACHS EMERGING MARKETS A	71 S. WACKER DRIVE, 4TH FLOOR, CHICAGO, IL 60606	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	GOLDMAN SACHS LARGE CAP VALUE INSIGHTS A	71 S. WACKER DRIVE, 4TH FLOOR, CHICAGO, IL 60606	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	GOLDMAN SACHS GRWTH OPPORT FD CL SVC	71 S. WACKER DRIVE, 4TH FLOOR, CHICAGO, IL 60606	0.50%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	GOLDMAN SACHS TECH OPPORTUNITIES CL A	71 S. WACKER DRIVE, 4TH FLOOR, CHICAGO, IL 60606	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	GOLDMAN SACHS SMALL CAP VALUE INSIGHTS A	71 S. WACKER DRIVE, 4TH FLOOR, CHICAGO, IL 60606	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	GOLDMAN SACS SMALL/ MID CAP GROWTH I	71 S. WACKER DRIVE, 4TH FLOOR, CHICAGO, IL 60606	0.12%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	GOLDMAN SACHS SMALL/ MID CAP GRTH CL C	71 S. WACKER DRIVE, 4TH FLOOR, CHICAGO, IL 60606	0.08%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	GOLDMAN SACHS SMALL/MID CAP GRWTH CL A	71 S. WACKER DRIVE, 4TH FLOOR, CHICAGO, IL 60606	0.40%

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FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	GOLDMAN SACHS INVEST GRADE CRED FD INSTL	71 S. WACKER DRIVE, 4TH FLOOR, CHICAGO, IL 60606	0.07%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	GOLDMAN SACHS MLP ENERGY INFRSTCTR A	71 S. WACKER DRIVE, 4TH FLOOR, CHICAGO, IL 60606	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	GOLDMAN SACHS STRG INCOME FUND CL A	71 S. WACKER DRIVE, 4TH FLOOR, CHICAGO, IL 60606	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	GOLDMAN SACHS GQG PARTNERS INTL OPP I	71 S. WACKER DRIVE, 4TH FLOOR, CHICAGO, IL 60606	0.17%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	GOLDMAN SACHS GQG PART INTERNTL OPP A	71 S. WACKER DRIVE, 4TH FLOOR, CHICAGO, IL 60606	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	GREENSPRING FUND	2330 WEST JOPPA ROAD, LUTHERVILLE, MD 21093	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	GRIFFIN INSTL ACCESS REAL ESTATE FD CL I	1290 BROADWAY STREET, STE 1100, DENVER, CO 80203	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	GRIFFIN INSTL ACCESS CREDIT FUND CL I	1290 BROADWAY STREET, STE 1100, DENVER, CO 80203	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMERICAN GROWTH FUNDOF AMERICA CLASS A	3500 WISEMAN BLVD, SAN ANTONIO, TX 782514321	$18.00
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMERICAN GROWTH FUNDOF AMERICA CLASS F1	3500 WISEMAN BLVD, SAN ANTONIO, TX 782514321	0.37%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMERICAN GROWTH FUNDOF AMERICA CL F2	3500 WISEMAN BLVD, SAN ANTONIO, TX 782514321	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	GUGGENHEIM LIMITED DURATION CL INSTL	9601 BLACKWELL RD., STE. 500, ROCKVILLE, MD 20850	0.09%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	GUGGENHEIM TOTAL RETURN BOND FD INSTL	9601 BLACKWELL RD., STE. 500, ROCKVILLE, MD 20850	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	GUGGENHEIM TOTAL RETURN BOND A	9601 BLACKWELL RD., STE. 500, ROCKVILLE, MD 20850	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	GUGGENHEIM MACRO OPPORTUNTITIES INSTL	9601 BLACKWELL RD., STE. 500, ROCKVILLE, MD 20850	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	GUGGENHEIM FLOATING RATE STRATEGIES CL P	9601 BLACKWELL RD., STE. 500, ROCKVILLE, MD 20850	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	GUGGENHEIM CORE BOND FUND P	9601 BLACKWELL RD., STE. 500, ROCKVILLE, MD 20850	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	GUGGENHEIM MACRO OPPORTUNITIES CL P	9601 BLACKWELL RD., STE. 500, ROCKVILLE, MD 20850	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	GUGGENHEIM RISK MANAGED REAL EST P	9601 BLACKWELL RD., STE. 500, ROCKVILLE, MD 20850	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	GUGGENHEIM TOTAL RETURN BOND CL P	9601 BLACKWELL RD., STE. 500, ROCKVILLE, MD 20850	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	GUIDESTONE DEFENSIVE MKT STRATEGIES INV	2401 CEDAR SPRINGS RD, DALLAS, TX 75201	0.12%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	GUIDESTONE GROWTH EQ INVESTOR FUND	2401 CEDAR SPRINGS RD, DALLAS, TX 75201	0.12%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	GUIDESTONE VALUE EQUITY FUND-INV CL	2401 CEDAR SPRINGS RD, DALLAS, TX 75201	0.12%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	GUIDESTONE EQUITY INDEX FD INVS CL SHS	2401 CEDAR SPRINGS RD, DALLAS, TX 75201	0.12%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	GUINNESS ATKINSON CHINA & HONG KONG	2220 E. ROUTE 66, SUITE 226, GLENDORA, CA 91740	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	GUINNESS ATKINSON GLOBAL INNOVATORS	2220 E. ROUTE 66, SUITE 226, GLENDORA, CA 91740	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	GUINNESS ATKINSON GLOBAL ENERGY	2220 E. ROUTE 66, SUITE 226, GLENDORA, CA 91740	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	GUINNESS ATKINSON ALTERNATIVE ENERGY	2220 E. ROUTE 66, SUITE 226, GLENDORA, CA 91740	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	JOHN HANCOCK CLASSIC VALUE CL I	601 CONGRESS ST., 9TH FL., BOSTON, MA 02210	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	JOHN HANCOCK US GLBLLEADERS GROWTH CL A	601 CONGRESS ST., 9TH FL., BOSTON, MA 02210	0.40%

PLAN NAME: AT&T RETIREMENT SAVINGS PLAN
EIN: 43-1301883
PLAN NUMBER: 009

Attachment - Schedule C - Part 1, Line 3

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FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	JOHN HANCOCK REGIONAL BANK CL A	601 CONGRESS ST., 9TH FL., BOSTON, MA 02210	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	JOHN HANCOCK FINC'L INDUSTRIES CLASS A	601 CONGRESS ST., 9TH FL., BOSTON, MA 02210	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	JOHN HANCOCK INVST GRADE BOND CL A	601 CONGRESS ST., 9TH FL., BOSTON, MA 02210	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	JOHN HANCOCK BOND CLASS A	601 CONGRESS ST., 9TH FL., BOSTON, MA 02210	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	HARBOR BOND INST	111 S. WACKER DR, 34TH FLOOR, CHICAGO, IL 60606	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	HARBOR INTL INST	111 S. WACKER DR, 34TH FLOOR, CHICAGO, IL 60606	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	HARBOR CAP APP INST	111 S. WACKER DR, 34TH FLOOR, CHICAGO, IL 60606	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	HARBOR HY BOND INV	111 S. WACKER DR, 34TH FLOOR, CHICAGO, IL 60606	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	HARBOR INTL INV	111 S. WACKER DR, 34TH FLOOR, CHICAGO, IL 60606	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	HARBOR MCV INV	111 S. WACKER DR, 34TH FLOOR, CHICAGO, IL 60606	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	HARBOR DISRUPTIVE INNOVATION FD INVSTR	111 S. WACKER DR, 34TH FLOOR, CHICAGO, IL 60606	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	HARBOR CAP APP INV	111 S. WACKER DR, 34TH FLOOR, CHICAGO, IL 60606	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	HARBOR GLB LDRS INV	111 S. WACKER DR, 34TH FLOOR, CHICAGO, IL 60606	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	HARDING LOEVNER INTL EQUITY PORT INSTL	PO BOX 4766, CHICAGO, IL 60680	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	HARDING LOEVNER EMERG MRKTS PORT ADV	PO BOX 4766, CHICAGO, IL 60680	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	HARDING LOEVNER INTL EQUITY PORT INV	PO BOX 4766, CHICAGO, IL 60680	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	HARDING LOEVNER INST EMERGING MRKTS CL I	PO BOX 4766, CHICAGO, IL 60680	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	HARDING LOEVNER FRNTEMERG MRKTS INVESTOR	PO BOX 4766, CHICAGO, IL 60680	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	HARDING LOEVNER INTLSMALL CO PORT INV CL	PO BOX 4766, CHICAGO, IL 60680	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	OAKMARK FUND INVESTOR CLASS	111 SOUTH WACKER DR., CHICAGO, IL 60606	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	OAKMARK INTL INVESTOR CL	111 SOUTH WACKER DR., CHICAGO, IL 60606	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	OAKMARK EQUITY & INCOME INVESTOR CL	111 SOUTH WACKER DR., CHICAGO, IL 60606	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	OAKMARK INTERNAT'L SMALL CAP INVESTOR	111 SOUTH WACKER DR., CHICAGO, IL 60606	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	OAKMARK SELECT INVESTOR CL	111 SOUTH WACKER DR., CHICAGO, IL 60606	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	OAKMARK INTL ADVISOR FUND	111 SOUTH WACKER DR., CHICAGO, IL 60606	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	OAKMARK FUND ADVISOR CLASS	111 SOUTH WACKER DR., CHICAGO, IL 60606	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	OAKMARK GLOBAL SELECT FD INVESTOR	111 SOUTH WACKER DR., CHICAGO, IL 60606	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	OAKMARK GLOBAL FUND INVESTOR CLASS	111 SOUTH WACKER DR., CHICAGO, IL 60606	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	HARTFORD CAPITAL APPRECIATION CL A	100 MATSONFORD RD, STE 300, RADNOR, PA 19087	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	HARTFORD CORE EQUITY CLASS Y	100 MATSONFORD RD, STE 300, RADNOR, PA 19087	0.10%

PLAN NAME: AT&T RETIREMENT SAVINGS PLAN
EIN: 43-1301883
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FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	HARTFORD CORE EQUITYCLASS A	100 MATSONFORD RD, STE 300, RADNOR, PA 19087	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	HARTFORD TOTAL RETURN BOND CL A	100 MATSONFORD RD, STE 300, RADNOR, PA 19087	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	HARTFORD DIVIDEND & GROWTH CLASS A	100 MATSONFORD RD, STE 300, RADNOR, PA 19087	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	HARTFORD BALANCED INCOME FD CL A	100 MATSONFORD RD, STE 300, RADNOR, PA 19087	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	HARTFORD SMALL CAP VALUE CL A	100 MATSONFORD RD, STE 300, RADNOR, PA 19087	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	THE HARTFORD FLOAT RATE FD CL I	100 MATSONFORD RD, STE 300, RADNOR, PA 19087	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	THE HARTFORD INTL OPPT FD CLASS I	100 MATSONFORD RD, STE 300, RADNOR, PA 19087	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	HARTFORD STRATEGIC INCOME FUND CL A	100 MATSONFORD RD, STE 300, RADNOR, PA 19087	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	HARTFORD CORE EQUITY FUND CLASS I	100 MATSONFORD RD, STE 300, RADNOR, PA 19087	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	HARTFORD SCHRODERS INTL MULT CAP CL I	100 MATSONFORD RD, STE 300, RADNOR, PA 19087	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	HARTFORD SCHRODERS INTL STOCK CL I	100 MATSONFORD RD, STE 300, RADNOR, PA 19087	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	HARTFORD SCHRODERS INTL STOCK CL A	100 MATSONFORD RD, STE 300, RADNOR, PA 19087	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	HEARTLAND VALUE PLUS	789 N. WATER STREET, MILWAUKEE, WI 53202	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	HEARTLAND MID CAP VALUE INVESTOR	789 N. WATER STREET, MILWAUKEE, WI 53202	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	HENNESSY CORNERSTONEMID CAP 30 INV CL	7250 REDWOOD BLVD., STE 200, NOVATO, CA 94945	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	HENNESSY CORNERSTONE MID CAP 30 INSTL CL	7250 REDWOOD BLVD., STE 200, NOVATO, CA 94945	0.12%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	HENNESSY FOCUS FUND INVESTOR CLASS	7250 REDWOOD BLVD., STE 200, NOVATO, CA 94945	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	HENNESSY BP ENERGY TRANSITION INVESTOR	7250 REDWOOD BLVD., STE 200, NOVATO, CA 94945	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	HENNESSY GAS UTILITYINVESTOR CL	7250 REDWOOD BLVD., STE 200, NOVATO, CA 94945	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	HENNESSY SMALL CAP FINANCIAL INVSTR CL	7250 REDWOOD BLVD., STE 200, NOVATO, CA 94945	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	HENNESSY JAPAN INVSTCLASS	7250 REDWOOD BLVD., STE 200, NOVATO, CA 94945	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	HENNESSY JAPAN SMALLCAP INVESTOR CL	7250 REDWOOD BLVD., STE 200, NOVATO, CA 94945	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	HOMESTEAD SMALL COMPANY STOCK FD	4301 WILSON BLVD, ARLINGTON, VA 22203	0.12%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	HOTCHKIS & WILEY MIDCAP VALUE CL A	725 SOUTH FIGUEROA 39TH FLOOR, LOS ANGELES, CA 90017	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	HOTCHKIS AND WILEY HIGH YIELD FUND CL I	725 SOUTH FIGUEROA 39TH FLOOR, LOS ANGELES, CA 90017	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	HOTCHKIS AND WILEY DIV VALUE CLASS A	725 SOUTH FIGUEROA 39TH FLOOR, LOS ANGELES, CA 90017	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	HOTCHKIS & WILEY VALUE OPP CLASS A	725 SOUTH FIGUEROA 39TH FLOOR, LOS ANGELES, CA 90017	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	HUSSMAN STRATEGIC GROWTH	225 PICTORIA DRIVE, SUITE 450, CINCINNATI, OH 45246	$12.00
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	HUSSMAN STRATEGIC TOTAL RETURN	225 PICTORIA DRIVE, SUITE 450, CINCINNATI, OH 45246	$12.00
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMERICAN INTERMEDIATBOND FUND OF AMER F1	3500 WISEMAN BLVD, SAN ANTONIO, TX 782514321	0.37%

PLAN NAME: AT&T RETIREMENT SAVINGS PLAN
EIN: 43-1301883
PLAN NUMBER: 009

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FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMERICAN INTERNATL GROWTH & INCOME F1	3500 WISEMAN BLVD, SAN ANTONIO, TX 782514321	0.37%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMERICAN INTERNATL GROWTH & INCOME F2	3500 WISEMAN BLVD, SAN ANTONIO, TX 782514321	0.12%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	THE INTERNET FUND	470 PARK AVENUE SOUTH, NEW YORK, NY 10016	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	INTREPID ENDURANCE FUND INVESTOR CLASS	1400 MARSH LANDING PKWY. SUITE 106, JACKSONVILLE BEACH, FL 32250	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMERICAN INVESTMNT CO OF AMERICA CL A	3500 WISEMAN BLVD, SAN ANTONIO, TX 782514321	$18.00
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMERICAN INVESTMENT CO OF AMERICA CL F1	3500 WISEMAN BLVD, SAN ANTONIO, TX 782514321	0.37%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	WCM FOCUSED INTL GROWTH FUND INVESTOR	2220 EAST ROUTE 66, SUITE 226, GLENDORA, CA 91740	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	WCM FOCUSED INTL GROWTH FUND INSTL	2220 EAST ROUTE 66, SUITE 226, GLENDORA, CA 91740	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	EP EMERGING MARKETS SMALL COMPANIES CL A	LOTS 81-82, STREET C, SUITE 204, DORADO, PR 00646	0.08%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	EUROPAC INTL VALUE FUND CLASS A	LOTS 81-82, STREET C, SUITE 204, DORADO, PR 00646	0.08%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	RNC GENTER DIVIDEND INCOME FUND	2220 E ROUTE 66, GLENDORA, CA 91740	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PALMER SQUARE INCOME PLUS INSTL	2220 EAST ROUTE 66, SUITE 226, GLENDORA, CA 91740	0.12%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	EUROPAC INTERNATNL DIVIDEND INC CL A	LOTS 81-82, STREET C, SUITE 204, DORADO, PR 00646	0.08%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	EUROPAC GOLD FUND CLASS A	LOTS 81-82, STREET C, SUITE 204, DORADO, PR 00646	0.08%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	SILVERPEPPER COMM BASED GLBL MACRO INS	570 OAKWOOD AVE., LAKE FOREST, IL 60045	0.12%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	WCM FOCUSED GLOBAL GROWTH INVESTOR	2220 EAST ROUTE 66, SUITE 226, GLENDORA, CA 91740	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	WCM FOCUSED EMERGINGMARKETS INVESTOR	2220 EAST ROUTE 66, SUITE 226, GLENDORA, CA 91740	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ARISTOTLE CORE EQUITY CL I	2220 E. ROUTE 66, SUITE 226, GLENDORA, CA 91740	0.12%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AXS THOMAS REUTERS VENTURE CAPTL INDX A	181 WESTCHESTER AVENUE, SUITE 402, PORT CHESTER, NY 10573	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AXS THOMAS REUTERS PRIVATE EQ INDX I	181 WESTCHESTER AVENUE, SUITE 402, PORT CHESTER, NY 10573	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	DELAWARE IVY EMERG MARKETS EQUITY A	6300 LAMAR AVE, SMITHFIELD, RI 02917	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	DELAWARE IVY SMID CAP CORE CL A	6300 LAMAR AVE, SMITHFIELD, RI 02917	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	DELAWARE IVY SMALL CAP GROWTH CL A	6300 LAMAR AVE, SMITHFIELD, RI 02917	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	DELAWARE IVY MID CAPGROWTH CL A	6300 LAMAR AVE, SMITHFIELD, RI 02917	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	DELAWARE IVY SCIENCE& TECHNOLOGY CL A	6300 LAMAR AVE, SMITHFIELD, RI 02917	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	DELAWARE IVY ASSET STRATEGY CL A	6300 LAMAR AVE, SMITHFIELD, RI 02917	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	DELAWARE IVY MID CAPINC OPPORTUNITIES A	6300 LAMAR AVE, SMITHFIELD, RI 02917	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	LOOMIS SAYLES GLOBALALLOCATION CLASS A	399 BOYLSTON STREET, 8TH FLOOR, BOSTON, MA 02116	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	JPMORGAN INCOME FUNDCLASS A	1111 POLARIS PARKWAY, COLUMBUS, OH 43240	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	JPMORGAN HEDGED EQUITY CLASS I	1111 POLARIS PARKWAY, COLUMBUS, OH 43240	0.15%

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FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	JPMORGAN HEDGED EQUITY CLASS A	1111 POLARIS PARKWAY, COLUMBUS, OH 43240	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	JPMORGAN SHORT DURATION CORE PLUS I	1111 POLARIS PARKWAY, COLUMBUS, OH 43240	0.08%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	JPMORGAN SHORT DURATION CORE PLUS A	1111 POLARIS PARKWAY, COLUMBUS, OH 43240	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	JPMORGAN GL BOND OPPORTUNITIES FUND A	1111 POLARIS PARKWAY, COLUMBUS, OH 43240	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	JPMORGAN HEDGED EQUITY 2 FUND A	1111 POLARIS PARKWAY, COLUMBUS, OH 43240	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	JPMORGAN EQUITY PREMIUM INCOME CL A	1111 POLARIS PARKWAY, COLUMBUS, OH 43240	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	JOHCM INTERNATIONAL SELECT INV	14 Ryder Street, Ryder Court, Ground Floor, LONDON, GB SW1Y 6QB	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	JACOB SMALL CAP GROWTH FUND	727 2ND STREET, SUITE 106, HERMOSA BEACH, CA 90254	$12.00
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	JACOB MICRO CAP GROWTH INV CL	727 2ND STREET, SUITE 106, HERMOSA BEACH, CA 90254	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	JACOB INTERNET	727 2ND STREET, SUITE 106, HERMOSA BEACH, CA 90254	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	EASTERLY SNOW SMALL CAP VALUE FUND CL I	811 E Wisconsin Ave, MILWAUKEE, WI 53202	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	EASTERLY GLOBAL REAL ESTATE FUND CL R6	1616 No. Litchfield Rd Ste 165, GOODYEAR, AZ 853951279	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	EASTERLY TOTAL HEDGED PORTFOLIO R6	1616 No. Litchfield Rd Ste 165, GOODYEAR, AZ 853951279	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	EASTERLY STRUCTURED CREDIT VALUE FD CL I	1616 No. Litchfield Rd Ste 165, GOODYEAR, AZ 853951279	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	JAMES BALANCED: GOLDEN RAINBOW FUND	1290 BROADWAY ST. SUITE 1100, DENVER, CO 80203	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	JANUS HENDERSON GROWTH & INCOME T	151 DETROIT ST., DENVER, CO 80206	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	JANUS HENDERSON SHORT DUR FLEX BD I	151 DETROIT ST., DENVER, CO 80206	$14.00
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	JANUS HENDERSON GLOBAL RESEACH T	151 DETROIT ST., DENVER, CO 80206	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	JANUS HENDERSON GLOB TECH & INNOV I	151 DETROIT ST., DENVER, CO 80206	$14.00
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	JANUS HENDERSON VENTURE T	151 DETROIT ST., DENVER, CO 80206	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	JANUS HENDERSON GL ALLOC MODERATE T	151 DETROIT ST., DENVER, CO 80206	$14.00
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	JANUS HENDERSON TRITON T	151 DETROIT ST., DENVER, CO 80206	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	JANUS HENDERSON SMALL CAP VALUE T	151 DETROIT ST., DENVER, CO 80206	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	JANUS HENDERSON MID CAP VALUE T	151 DETROIT ST., DENVER, CO 80206	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	JANUS HENDERSON FLEXIBLE BOND T	151 DETROIT ST., DENVER, CO 80206	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	JANUS HENDERSON GLOBAL SELECT T	151 DETROIT ST., DENVER, CO 80206	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	JANUS HENDERSON CONTRARIAN T	151 DETROIT ST., DENVER, CO 80206	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	JANUS HENDERSON GLOB TECH & INNOV T	151 DETROIT ST., DENVER, CO 80206	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	JANUS HENDERSON GL LIFE SCIENCES T	151 DETROIT ST., DENVER, CO 80206	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	JANUS HENDERSON HIGH-YIELD T	151 DETROIT ST., DENVER, CO 80206	0.35%

PLAN NAME: AT&T RETIREMENT SAVINGS PLAN
EIN: 43-1301883
PLAN NUMBER: 009

Attachment - Schedule C - Part 1, Line 3

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation	(d) Enter name and EIN (address) of source of indirect compensation (Name)	(d) Enter name and EIN (address) of source of indirect compensation (EIN or Address)	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	JANUS HENDERSON ENTERPRISE T	151 DETROIT ST., DENVER, CO 80206	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	JANUS HENDERSON OVERSEAS T	151 DETROIT ST., DENVER, CO 80206	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	JANUS HENDERSON RESEARCH T	151 DETROIT ST., DENVER, CO 80206	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	JANUS HENDERSON BALANCED T	151 DETROIT ST., DENVER, CO 80206	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	JANUS HENDERSON SHORT DUR FLEX BD T	151 DETROIT ST., DENVER, CO 80206	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	JANUS HENDERSON GL REAL ESTATE T	151 DETROIT ST., DENVER, CO 80206	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	JANUS HENDERSON FORTY T	151 DETROIT ST., DENVER, CO 80206	$14.00
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	JANUS HENDERSON U.S.MANAGED VOLATILITY T	151 DETROIT ST., DENVER, CO 80206	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	JANUS HENDERSON BALANCED I	151 DETROIT ST., DENVER, CO 80206	$14.00
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	JANUS HENDERSON FLEXIBLE BOND I	151 DETROIT ST., DENVER, CO 80206	$14.00
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	JANUS HENDERSON ENTERPRISE I	151 DETROIT ST., DENVER, CO 80206	$14.00
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	JANUS HENDERSON CONTRARIAN I	151 DETROIT ST., DENVER, CO 80206	$14.00
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	JANUS HENDERSON MULTISECTOR INCOME T	151 DETROIT ST., DENVER, CO 80206	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	JANUS HENDERSON MULTI-SECTOR INCME I	151 DETROIT ST., DENVER, CO 80206	$14.00
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	JANUS HENDERSON GLBLEQUITY INCOME T	151 DETROIT ST., DENVER, CO 80206	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	JANUS HENDERSON GLBLEQUITY INCOME CL I	151 DETROIT ST., DENVER, CO 80206	$14.00
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	JANUS HENDERSON DEVELOPED WORLD BD T	151 DETROIT ST., DENVER, CO 80206	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	JANUS HENDERSON DEVELOPED WORLD BD I	151 DETROIT ST., DENVER, CO 80206	$14.00
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	JENSEN QUALITY GROWTH FD CL J	811 E. WISCONSIN AVE, 8TH FLOOR, MILWAUKEE, WI 53202	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	JOHN HANCOCK INTL GROWTH FUND CL I	601 CONGRESS ST., 9TH FL., BOSTON, MA 02210	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	JOHN HANCOCK DISCIPLINED VALUE MID CAP I	601 CONGRESS ST., 9TH FL., BOSTON, MA 02210	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	JOHN HANCOCK DISCIPL INED VALUE MID CAP	601 CONGRESS ST., 9TH FL., BOSTON, MA 02210	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	JOHN HANCOCK STR INCOPPORTUNITIES CL A	601 CONGRESS ST., 9TH FL., BOSTON, MA 02210	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	JOHN HANCOCK GLOBAL EQUITY FUND CLASS A	601 CONGRESS ST., 9TH FL., BOSTON, MA 02210	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	JPMORGAN INTERNATNL FOCUS FUND CL I	1111 POLARIS PARKWAY, COLUMBUS, OH 43240	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	JPMORGAN GLOBAL ALLOCATION CLASS I	1111 POLARIS PARKWAY, COLUMBUS, OH 43240	0.08%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	JPMORGAN INTERNTL EQUITY FUND CLASS I	1111 POLARIS PARKWAY, COLUMBUS, OH 43240	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	JPMORGAN EMERGING MARKETS EQUITY CL A	1111 POLARIS PARKWAY, COLUMBUS, OH 43240	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	JPMORGAN US EQUITY FUND CLASS I	1111 POLARIS PARKWAY, COLUMBUS, OH 43240	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	JPMORGAN SMALL CAP EQUITY CLASS A	1111 POLARIS PARKWAY, COLUMBUS, OH 43240	0.40%

PLAN NAME: AT&T RETIREMENT SAVINGS PLAN
EIN: 43-1301883
PLAN NUMBER: 009

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(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation	(d) Enter name and EIN (address) of source of indirect compensation (Name)	(d) Enter name and EIN (address) of source of indirect compensation (EIN or Address)	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	JPMORGAN SMALL CAP EQUITY FND CLASS I	1111 POLARIS PARKWAY, COLUMBUS, OH 43240	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	JPMORGAN US VALUE CLASS I	1111 POLARIS PARKWAY, COLUMBUS, OH 43240	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	JPMORGAN SMALL CAP BLEND CL I	1111 POLARIS PARKWAY, COLUMBUS, OH 43240	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	JPMORGAN RESEARCH MKT NEUTRAL CLASS A	1111 POLARIS PARKWAY, COLUMBUS, OH 43240	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	JPMORGAN US RESEARCHENHANCED EQ CL A	1111 POLARIS PARKWAY, COLUMBUS, OH 43240	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	JP MORGAN US LARGE CAP CORE PLUS CL A	1111 POLARIS PARKWAY, COLUMBUS, OH 43240	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	JPMORGAN VALUE ADVANTAGE CL A	1111 POLARIS PARKWAY, COLUMBUS, OH 43240	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	JP MORGAN INCOME BUILDER FUND CL A	1111 POLARIS PARKWAY, COLUMBUS, OH 43240	0.38%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	JPMORGAN EMERGING MRKTS DEBT FUND CL A	1111 POLARIS PARKWAY, COLUMBUS, OH 43240	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	JPMORGAN GRWTH ADV FUND CLASS C	1111 POLARIS PARKWAY, COLUMBUS, OH 43240	0.08%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	JPMORGAN SMART RET 2030 FUND CLASS A	1111 POLARIS PARKWAY, COLUMBUS, OH 43240	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	JPMORGAN STRATEGIC INCOME OPPS - CL I	1111 POLARIS PARKWAY, COLUMBUS, OH 43240	0.08%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	JP MORGAN STRATEGIC INCOME OPPORT A	1111 POLARIS PARKWAY, COLUMBUS, OH 43240	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	JPMORGAN CORE BOND FUND CL A	1111 POLARIS PARKWAY, COLUMBUS, OH 43240	0.38%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	JPMORGAN CORE BOND CLASS I	1111 POLARIS PARKWAY, COLUMBUS, OH 43240	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	JPMORGAN EQUITY INCOME FUND CL A	1111 POLARIS PARKWAY, COLUMBUS, OH 43240	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	JPMORGAN EQUITY INCOME CLASS I	1111 POLARIS PARKWAY, COLUMBUS, OH 43240	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	JPMORGAN LARGE CAP GROWTH CLASS A	1111 POLARIS PARKWAY, COLUMBUS, OH 43240	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	JPMORGAN LARGE CAP GROWTH CLASS I	1111 POLARIS PARKWAY, COLUMBUS, OH 43240	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	JPMORGAN SMALL CAP GROWTH CLASS A	1111 POLARIS PARKWAY, COLUMBUS, OH 43240	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	JPMORGAN HIGH YIELD BOND FUND CLASS I	1111 POLARIS PARKWAY, COLUMBUS, OH 43240	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	JPMORGAN MORTGAGED BACK SECURITIES CL A	1111 POLARIS PARKWAY, COLUMBUS, OH 43240	0.33%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	JPMORGAN LARGE CAP VALUE FUND CLASS A	1111 POLARIS PARKWAY, COLUMBUS, OH 43240	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	JPMORGAN LARGE CAP VALUE CLASS I	1111 POLARIS PARKWAY, COLUMBUS, OH 43240	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	JPMORGAN MRKT EXPNSNENHANCED INDEX CL A	1111 POLARIS PARKWAY, COLUMBUS, OH 43240	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	JPMORGAN MID CAP GROWTH FUDN CLASS A	1111 POLARIS PARKWAY, COLUMBUS, OH 43240	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	JPMORGAN DIVERS MID CAP GROWTH CLASS I	1111 POLARIS PARKWAY, COLUMBUS, OH 43240	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	JPMORGAN SMALL CAP VALUE CLASS A	1111 POLARIS PARKWAY, COLUMBUS, OH 43240	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	JPMORGAN INVESTOR GROWTH FUND CLASS A	1111 POLARIS PARKWAY, COLUMBUS, OH 43240	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	KINETICS PARADIGM FUND	470 PARK AVENUE SOUTH, NEW YORK, NY 10016	0.40%

PLAN NAME: AT&T RETIREMENT SAVINGS PLAN
EIN: 43-1301883
PLAN NUMBER: 009

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FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	KINETICS SMALL CAP OPPORTUNITIES	470 PARK AVENUE SOUTH, NEW YORK, NY 10016	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	KINETICS MARKET OPPORTUNITIES FD	470 PARK AVENUE SOUTH, NEW YORK, NY 10016	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	LAZARD GLOBAL LISTEDINFRASTRUCTURE OPEN	30 ROCKEFELLER PLAZA, 57TH FL., NEW YORK, NY 10112	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	LAZARD GLOBAL LISTED INFRASTRUCTE INSTL	30 ROCKEFELLER PLAZA, 57TH FL., NEW YORK, NY 10112	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	LAZARD DEVELOPING MRKTS EQ CL SHARES	30 ROCKEFELLER PLAZA, 57TH FL., NEW YORK, NY 10112	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	LAZARD INTL STRAT EQUITY PORT OPEN CL	30 ROCKEFELLER PLAZA, 57TH FL., NEW YORK, NY 10112	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	LAZARD INTL STRATEGYEQUITY PORT INTL CL	30 ROCKEFELLER PLAZA, 57TH FL., NEW YORK, NY 10112	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	LAZARD EMERGING MKTSEQUITY OPEN CL SHRS	30 ROCKEFELLER PLAZA, 57TH FL., NEW YORK, NY 10112	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	LAZARD INTERNATIONALEQUITY OPEN CLASS	30 ROCKEFELLER PLAZA, 57TH FL., NEW YORK, NY 10112	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BRANDYWINEGLOBAL GLBL OPPOR BD CL I	620 8TH AVENUE, 49TH FL., NEW YORK, NY 10018	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BRANDYWINEGLOBAL GLBL OPPOR BD CL A	620 8TH AVENUE, 49TH FL., NEW YORK, NY 10018	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	CLEARBRIDGE INTERN'TGROWTH FD CL I	620 8TH AVENUE, 49TH FL., NEW YORK, NY 10018	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	CLEARBRIDGE INTERN'TGROWTH FD CL A	620 8TH AVENUE, 49TH FL., NEW YORK, NY 10018	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	CLEARBRIDGE AGGRESSIVE GROWTH A	620 8TH AVENUE, 49TH FL., NEW YORK, NY 10018	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	WESTERN ASSET INCOME FUND CL I	620 8TH AVENUE, 49TH FL., NEW YORK, NY 10018	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	CLEARBRIDGE DIVIDEND STRATEGY FUND I	620 8TH AVENUE, 49TH FL., NEW YORK, NY 10018	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	CLEARBRIDGE LARGE CAP GROWTH A	620 8TH AVENUE, 49TH FL., NEW YORK, NY 10018	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	MARTIN CURRIE EMERGING MARKETS I	620 8TH AVENUE, 49TH FL., NEW YORK, NY 10018	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	CLEARBRIDGE SELECT FUND CL A	620 8TH AVENUE, 49TH FL., NEW YORK, NY 10018	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BRANDYWINEGLOBAL HIGH YIELD I	620 8TH AVENUE, 49TH FL., NEW YORK, NY 10018	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	LEUTHOLD CORE INVESTMENT RETAIL	33 SOUTH SIXTH ST. SUITE 4600, MINNEAPOLIS, MN 55402	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	LEUTHOLD GRIZZLY SHORT FUND	33 SOUTH SIXTH ST. SUITE 4600, MINNEAPOLIS, MN 55402	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PARTNER SELECT ALT STRATEGIES INSTL	1290 BROADWAY, SUITE 1100, DENVER, CO 80203	$16.00
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	LONGLEAF PARTNERS	6410 POPLAR AVENUE, SUITE 900, MEMPHIS, TN 38119	0.12%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	LONGLEAF INTERNATL	6410 POPLAR AVENUE, SUITE 900, MEMPHIS, TN 38119	0.12%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	LOOMIS SAYLES GROWTH CL A	399 BOYLSTON STREET, 8TH FLOOR, BOSTON, MA 02116	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	LOOMIS SAYLES INVST GRADE BOND CL A	399 BOYLSTON STREET, 8TH FLOOR, BOSTON, MA 02116	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	LOOMIS SAYLES STRATEGIC INC Y	399 BOYLSTON STREET, 8TH FLOOR, BOSTON, MA 02116	0.05%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	LOOMIS SAYLES GLOBAL BOND RETAIL	399 BOYLSTON STREET, 8TH FL, BOSTON, MA 02116	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	LOOMIS SAYLES SMALL CAP VALUE RETAIL	399 BOYLSTON STREET, 8TH FL, BOSTON, MA 02116	0.40%

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EIN: 43-1301883
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FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	LOOMIS SAYLES BOND RETAIL SHARES	399 BOYLSTON STREET, 8TH FL, BOSTON, MA 02116	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	LORD ABBETT RESEARCHSMALL CAP CLASS A	90 HUDSON STREET 10TH FLOOR, JERSEY CITY, NJ 07302	0.45%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	LORD ABBETT GROWTH LEADERS FUND CL A	90 HUDSON STREET 10TH FLOOR, JERSEY CITY, NJ 07302	0.45%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	LORD ABBETT INTL VALUE CL A	90 HUDSON STREET 10TH FLOOR, JERSEY CITY, NJ 07302	0.45%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	LORD ABBETT ALPHA STRATEGY CL A	90 HUDSON STREET 10TH FLOOR, JERSEY CITY, NJ 07302	0.45%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	LORD ABBETT INTERNAL OPPORTUNITIES CL I	90 HUDSON STREET 10TH FLOOR, JERSEY CITY, NJ 07302	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	LORD ABBETT SHORT DURATION INCOME CL A	90 HUDSON STREET 10TH FLOOR, JERSEY CITY, NJ 07302	0.37%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	LORD ABBETT FLOATING RATE FUND I	90 HUDSON STREET 10TH FLOOR, JERSEY CITY, NJ 07302	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	LORD ABBETT FLOATING RATE FD CL A	90 HUDSON STREET 10TH FLOOR, JERSEY CITY, NJ 07302	0.37%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	LORD ABBETT SHORT DURATION INCOME CL I	90 HUDSON STREET 10TH FLOOR, JERSEY CITY, NJ 07302	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	LORD ABBETT CONVERTIBLE FD CL A	90 HUDSON STREET 10TH FLOOR, JERSEY CITY, NJ 07302	0.37%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	LORD ABBETT TOTAL RETURN CL A	90 HUDSON STREET 10TH FLOOR, JERSEY CITY, NJ 07302	0.37%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	THOMAS WHITE INTERNATIONAL	440 SOUTH LASALLE STREET; STE. 3900, CHICAGO, IL 60605	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	LORD ABBETT MID CAP STOCK CLASS A	90 HUDSON STREET 10TH FLOOR, JERSEY CITY, NJ 07302	0.45%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	LORD ABBETT BOND DEBENTURE CLASS A	90 HUDSON STREET 10TH FLOOR, JERSEY CITY, NJ 07302	0.37%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	LORD ABBETT BOND DEBENTURE CLASS I	90 HUDSON STREET 10TH FLOOR, JERSEY CITY, NJ 07302	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	LORD ABBETT DEVELOP GROWTH CLASS A	90 HUDSON STREET 10TH FLOOR, JERSEY CITY, NJ 07302	0.45%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	LORD ABBETT VALUE OPPORTUNITIES CL A	90 HUDSON STREET 10TH FLOOR, JERSEY CITY, NJ 07302	0.45%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	LORD ABBETT MICRO CAP GROWTH FUND A	90 HUDSON STREET 10TH FLOOR, JERSEY CITY, NJ 07302	0.45%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	LORD ABBETT HIGH YIELD CLASS A	90 HUDSON STREET 10TH FLOOR, JERSEY CITY, NJ 07302	0.37%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	LORD ABBETT INFLTN FOCUSED CL A	90 HUDSON STREET 10TH FLOOR, JERSEY CITY, NJ 07302	0.37%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	LORD ABBETT INFL FOCUSED BOND FUND I	90 HUDSON STREET 10TH FLOOR, JERSEY CITY, NJ 07302	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	MFS CORPORATE BOND CLASS A	111 HUNTINGTON AVE, BOSTON, MA 021997632	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	MFS MID CAP VALUE CLASS A	111 HUNTINGTON AVE, BOSTON, MA 021997632	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	MFS INTERNATIONAL INTRINSIC VALUE CL A	111 HUNTINGTON AVE, BOSTON, MA 021997632	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	MFS EMERGING MARKETS EQUITY CL A	111 HUNTINGTON AVE, BOSTON, MA 021997632	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	MFS EMERGING MARKETSDEBT FUND CL I	111 HUNTINGTON AVE, BOSTON, MA 021997632	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	MFS INTERNATIONAL DIVERSIFICATION CL I	111 HUNTINGTON AVE, BOSTON, MA 021997632	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	MFS INTERNATIONAL DIVERSIFICATION FD A	111 HUNTINGTON AVE, BOSTON, MA 021997632	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	MFS CONSERVATIVE ALLOCATION CLASS A	111 HUNTINGTON AVE, BOSTON, MA 021997632	0.40%

PLAN NAME: AT&T RETIREMENT SAVINGS PLAN
EIN: 43-1301883
PLAN NUMBER: 009

Attachment - Schedule C - Part 1, Line 3

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation	(d) Enter name and EIN (address) of source of indirect compensation (Name)	(d) Enter name and EIN (address) of source of indirect compensation (EIN or Address)	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	MFS LOW VOLATILITIY EQUITY CLASS I	111 HUNTINGTON AVE, BOSTON, MA 021997632	0.08%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	MFS LOW VOLATILITY EQUITY A	111 HUNTINGTON AVE, BOSTON, MA 021997632	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	MFS BLENDED RESEARCH SM CAP EQ FD CL A	111 HUNTINGTON AVE, BOSTON, MA 021997632	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	MFS NEW DISCOVERY VALUE FUND CL A	111 HUNTINGTON AVE, BOSTON, MA 021997632	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	MFS TOTAL RETURN CLASS A	111 HUNTINGTON AVE, BOSTON, MA 021997632	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	MFS TECHNOLOGY CLASSA	111 HUNTINGTON AVE, BOSTON, MA 021997632	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	MFS RESEARCH INTL CLASS A	111 HUNTINGTON AVE, BOSTON, MA 021997632	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	MFS VALUE FUND CLASS I	111 HUNTINGTON AVE, BOSTON, MA 021997632	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	MFS VALUE CLASS A	111 HUNTINGTON AVE, BOSTON, MA 021997632	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	MFS GROWTH FUND CLASS A	111 HUNTINGTON AVE, BOSTON, MA 021997632	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	MFS GROWTH FUND CLASS I	111 HUNTINGTON AVE, BOSTON, MA 021997632	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	MFS UTILITIES FD CL I	111 HUNTINGTON AVE, BOSTON, MA 021997632	0.08%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	MFS MID CAP GROWTH CLASS A	111 HUNTINGTON AVE, BOSTON, MA 021997632	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	MFS MID CAP GROWTH FUND CL I	111 HUNTINGTON AVE, BOSTON, MA 021997632	0.08%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	MADISON DIVIDEND INCOME FUND CL Y	550 SCIENCE DRIVE, MADISON, WI 53711	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	MADISON SMALL CAP FUND CL Y	550 SCIENCE DRIVE, MADISON, WI 53711	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	MADISON COVERED CALL & EQUITY INC CL Y	550 SCIENCE DRIVE, MADISON, WI 53711	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	MAINSTAY MACKAY HIGHYIELD CORP BD CL A	30 HUDSON STREET, 23RD FLOOR, ARLINGTON, NJ 07032	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	MAINSTAY MACKAY CONVERTIBLE CL A	30 HUDSON STREET, 23RD FLOOR, ARLINGTON, NJ 07032	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	MAINSTAY INCOME BUILDER FD CLASS A	30 HUDSON STREET, 23RD FLOOR, ARLINGTON, NJ 07032	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	MAINSTAY INCOME BUILDER FUND CLASS I	30 HUDSON STREET, 23RD FLOOR, ARLINGTON, NJ 07032	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	MAINSTAY EPOCH US EQUITY YIELD CL I	30 HUDSON STREET, 23RD FLOOR, ARLINGTON, NJ 07032	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	MAINSTAY MACKAY SHRT DURATION HIGH YLD I	30 HUDSON STREET, 23RD FLOOR, ARLINGTON, NJ 07032	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	MAINSTAY MACKAY SHRTDURATION HIGH YLD A	30 HUDSON STREET, 23RD FLOOR, ARLINGTON, NJ 07032	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	MAINSTAY CBRE GLOBAL INFRASTRUCTURE I	30 HUDSON STREET, 23RD FLOOR, ARLINGTON, NJ 07032	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	MAIRS & POWER GROWTH FUND	777 E. WISCONSIN AVENUE, FLOOR 4 MK-WI-T4, MILWAUKEE, WI 53202	0.12%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	NUANCE CONCENTRATED VALUE FUND INSTL	4900 MAIN STREET, SUITE 220, KANSAS CITY, MO 64112	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	NUANCE MID CAP VALUE FD INVESTOR	4900 MAIN STREET, SUITE 220, KANSAS CITY, MO 64112	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ATAC ROTATION FUND INVESTOR CL	615 E. MICHIGAN ST., MILWAUKEE, WI 53202	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	JACKSON SQUARE SMID CAP GROWTH INSTL	1 LETTERMAN DRIVE, SAN FRANCISCO, CA 94129	0.12%

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FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	JACKSON SQUARE SMID CAP GROWTH FD INVEST	1 LETTERMAN DRIVE, SAN FRANCISCO, CA 94129	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	HOOD RIVER SMALL CAPGROWTH INVESTOR	6001 SHADY OAK ROAD, SUITE 200, MINNETONKA, MN 55343	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	SPYGLASS GROWTH FUND INSTL	ONE LETTERMAN DRIVE, SAN FRANCISCO, CA 94129	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	IM DOLAN MCENIRY CORPORATE BOND INSTL	300 Barr Harbor Drive, Suite 720, CONSHOHOCKEN, PA 19428	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	MANNING & NAPIER UNCONSTRAINED BD S	290 WOODCLIFF DR., FAIRPORT, NY 14450	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	MANNING & NAPIER PROBLEND MAX TERM CL S	290 WOODCLIFF DR., FAIRPORT, NY 14450	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	MANNING & NAPIER EQUITY SERIES CL S	290 WOODCLIFF DR., FAIRPORT, NY 14450	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	MANNING & NAPIER PROBLEND EXTD CL S	290 WOODCLIFF DR., FAIRPORT, NY 14450	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	MANNING & NAPIER DISCIPL VALUE SER S	290 WOODCLIFF DR., FAIRPORT, NY 14450	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	MANNING & NAPIER REAL ESTATE SRS S	290 WOODCLIFF DR., FAIRPORT, NY 14450	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	MANNING & NAPIER PRO -BLEND CONSV TRM I	290 WOODCLIFF DR., FAIRPORT, NY 14450	0.08%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	MANNING & NAPIER OVERSEAS SERIES CL S	290 WOODCLIFF DR., FAIRPORT, NY 14450	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	MARSICO GROWTH FUND	235 WEST GALENA STREET, MILWAUKEE, WI 53212	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	MARSICO MIDCAP GROWTH FOCUS FUND	235 WEST GALENA STREET, MILWAUKEE, WI 53212	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	MARSICO GLOBAL FUND	235 WEST GALENA STREET, MILWAUKEE, WI 53212	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	MFS MASS INVESTOR GROWTH STOCK A	111 HUNTINGTON AVE, BOSTON, MA 021997632	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	MATTHEW 25	P.O. BOX 2479, JENKINTOWN, PA 19046	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	MATTHEWS ASIA DIVIDEND FUND	4 EMBARCADERO CENTER SUITE 550, SAN FRANCISCO, CA 94111	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	MATTHEWS EMERG MRKTSSM COMPANIES INVSTR	4 EMBARCADERO CENTER SUITE 550, SAN FRANCISCO, CA 94111	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	MATTHEWS CHINA DIV FUND INVESTOR CLASS	4 EMBARCADERO CENTER SUITE 550, SAN FRANCISCO, CA 94111	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	MATTHEWS CHINA SMALLCOMPANIES INVESTOR	4 EMBARCADERO CENTER SUITE 550, SAN FRANCISCO, CA 94111	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	MATTHEWS ASIAN INNOVATORS FD INSTL	4 EMBARCADERO CENTER SUITE 550, SAN FRANCISCO, CA 94111	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	MATTHEWS PACIFIC TIGER FUND	4 EMBARCADERO CENTER SUITE 550, SAN FRANCISCO, CA 94111	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	MATTHEWS ASIAN GROWTH & INCOME FUND	4 EMBARCADERO CENTER SUITE 550, SAN FRANCISCO, CA 94111	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	MATTHEWS KOREA FUND	4 EMBARCADERO CENTER SUITE 550, SAN FRANCISCO, CA 94111	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	MATTHEWS EMERGING MKTS EQUITY INVESTOR	4 EMBARCADERO CENTER SUITE 550, SAN FRANCISCO, CA 94111	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	MATTHEWS CHINA FUND	4 EMBARCADERO CENTER SUITE 550, SAN FRANCISCO, CA 94111	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	MATTHEWS ASIA DIVIDEND INST'L	4 EMBARCADERO CENTER SUITE 550, SAN FRANCISCO, CA 94111	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	MATTHEWS JAPAN FUND	4 EMBARCADERO CENTER SUITE 550, SAN FRANCISCO, CA 94111	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	MATTHEWS INDIA FUND	4 EMBARCADERO CENTER SUITE 550, SAN FRANCISCO, CA 94111	0.40%

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FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	MATTHEWS ASIA GROWTH FUND INV	4 EMBARCADERO CENTER SUITE 550, SAN FRANCISCO, CA 94111	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	MATTHEWS ASIAN INNOVATORS FD INVST	4 EMBARCADERO CENTER SUITE 550, SAN FRANCISCO, CA 94111	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	MEEDER MUIRFIELD FUND INSTITUTIONAL	6125 MEMORIAL DRIVE, DUBLIN, OH 43017	0.12%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	MERGER FUND CLASS A	100 SUMMIT LAKE DRIVE #201, VALHALLA, NY 10595	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	MERIDIAN GROWTH FUND LEGACY	100 FILLMORE ST., DENVER, CO 80206	0.12%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	MERIDIAN SMALL CAP GROWTH FD INVESTOR	100 FILLMORE ST., DENVER, CO 80206	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	METROPOLITAN WEST TOT RETURN BOND CL M	865 SOUTH FIGUEROA ST. #1400, LOS ANGELES, CA 90017	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	METROPOLITAN WEST LOW DURATION M	865 SOUTH FIGUEROA ST. #1400, LOS ANGELES, CA 90017	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	METROPOLITAN WEST TOTAL RETURN CLASS I	865 SOUTH FIGUEROA ST. #1400, LOS ANGELES, CA 90017	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	METWEST UNCONSTRAINED BOND M	865 SOUTH FIGUEROA ST. #1400, LOS ANGELES, CA 90017	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	METRO WEST ULTRA SHO RT BOND FD CL I	865 SOUTH FIGUEROA ST. #1400, LOS ANGELES, CA 90017	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	METROPOLITAN WEST ULTRA SHRT BD FD M	865 SOUTH FIGUEROA ST. #1400, LOS ANGELES, CA 90017	0.25%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	METROPOLITAN WEST STRAT INC FD CL M	865 SOUTH FIGUEROA ST. #1400, LOS ANGELES, CA 90017	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	METROPOLITAN WEST INTERMED BOND FUND M	865 SOUTH FIGUEROA ST. #1400, LOS ANGELES, CA 90017	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	METROPOLITAN WEST HIGH YIELD BOND CL M	865 SOUTH FIGUEROA ST. #1400, LOS ANGELES, CA 90017	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	MS GLOBAL FIXED INCOME OPPORT CL A	522 FIFTH AVENUE, 4TH FLOOR, NEW YORK, NY 10036	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	MORGAN STANLEY MORTGAGE SEC TR CL A	522 FIFTH AVENUE, 4TH FLOOR, NEW YORK, NY 10036	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	MORGAN STAN CORE PLUS FIXED INC PT I	522 FIFTH AVENUE, 4TH FLOOR, NEW YORK, NY 10036	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	MORGAN STANLEY DISCOVERY PORT CL I	522 FIFTH AVENUE, 4TH FLOOR, NEW YORK, NY 10036	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	MORGAN STANLEY GLOBLSTRATEGIST PORT CL A	522 FIFTH AVENUE, 4TH FLOOR, NEW YORK, NY 10036	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	MORGAN STANLEY CORE PLUS FIXED INC PRT A	522 FIFTH AVENUE, 4TH FLOOR, NEW YORK, NY 10036	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	MORGAN STANLEY DISCOVERY PORT CL A	522 FIFTH AVENUE, 4TH FLOOR, NEW YORK, NY 10036	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	MORGAN STANLEY GLOBAREAL ESTATE PORT A	522 FIFTH AVENUE, 4TH FLOOR, NEW YORK, NY 10036	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	MSIF GLOBAL FRANCHISE CLASS A	522 FIFTH AVENUE, 4TH FLOOR, NEW YORK, NY 10036	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	MORGAN STA INST INC.INCEPTION PORT I	522 FIFTH AVENUE, 4TH FLOOR, NEW YORK, NY 10036	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	MORGAN STANLEY GROWTH PORTFOLIO A	522 FIFTH AVENUE, 4TH FLOOR, NEW YORK, NY 10036	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	MORGAN STA INST INC.INCEPTION PORT CL A	522 FIFTH AVENUE, 4TH FLOOR, NEW YORK, NY 10036	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	MORGAN STANLEY GROWTH PORTFOLIO I	522 FIFTH AVENUE, 4TH FLOOR, NEW YORK, NY 10036	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	MORGAN STANLEY INSIGHT A	522 FIFTH AVENUE, 4TH FLOOR, NEW YORK, NY 10036	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	MORGAN STANLEY INSIGHT I	522 FIFTH AVENUE, 4TH FLOOR, NEW YORK, NY 10036	0.15%

PLAN NAME: AT&T RETIREMENT SAVINGS PLAN
EIN: 43-1301883
PLAN NUMBER: 009

Attachment - Schedule C - Part 1, Line 3

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation	(d) Enter name and EIN (address) of source of indirect compensation (Name)	(d) Enter name and EIN (address) of source of indirect compensation (EIN or Address)	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	MORGAN STANLEY INTL ADVANTAGE CL A	522 FIFTH AVENUE, 4TH FLOOR, NEW YORK, NY 10036	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	MORGAN STANLEY INTL ADVANTAGE CL I	522 FIFTH AVENUE, 4TH FLOOR, NEW YORK, NY 10036	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	MSIF GLOBAL INSIGHT PORT CL A	522 FIFTH AVENUE, 4TH FLOOR, NEW YORK, NY 10036	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	MSIF GLOBAL INSIGHT PORT CL I	522 FIFTH AVENUE, 4TH FLOOR, NEW YORK, NY 10036	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	MORGAN STANLEY GLOBAL OPPORTUNITY A	522 FIFTH AVENUE, 4TH FLOOR, NEW YORK, NY 10036	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	MORGAN STANLEY GLOBAL OPPORTUNITY I	522 FIFTH AVENUE, 4TH FLOOR, NEW YORK, NY 10036	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	MORGAN STANLEY INSTLADVANTAGE CL A	522 FIFTH AVENUE, 4TH FLOOR, NEW YORK, NY 10036	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	MORGAN STANLEY INSTLINTERNTL OPP CL A	522 FIFTH AVENUE, 4TH FLOOR, NEW YORK, NY 10036	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	MSIF ASIA OPPORTUNITY CL A	522 FIFTH AVENUE, 4TH FLOOR, NEW YORK, NY 10036	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	MS INSTIT EMRG MRKTSLEADERS CLASS A	522 FIFTH AVENUE, 4TH FLOOR, NEW YORK, NY 10036	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	MORGAN STANLEY GLOBL SUSTAIN PORTFOLIO I	522 FIFTH AVENUE, 4TH FLOOR, NEW YORK, NY 10036	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	JPMORGAN GROWTH ADVANTAGE FUND CL A	1111 POLARIS PARKWAY, COLUMBUS, OH 43240	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	EVENTIDE GILEAD FUND CLASS N	80 ARKAY SUITE 110, HAUPPAUGE, NY 11788	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ALPHACENTRIC INCOME OPPORTUNITIES CL I	80 ARKAY DRIVE, HAUPPAUGE, NY 11788	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	CATALYST ENERGY INFRASTRUCTURE CL I	80 ARKAY SUITE 110, HAUPPAUGE, NY 11788	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	EVENTIDE HEALTHCARE & LIFE SCIENCES CL C	80 ARKAY SUITE 110, HAUPPAUGE, NY 11788	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	EVENTIDE HEALTHCARE AND LIFE SCIENCES N	80 ARKAY SUITE 110, HAUPPAUGE, NY 11788	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	EVENTIDE DIVIDEND OPPORTUNITIES CL N	80 ARKAY SUITE 110, HAUPPAUGE, NY 11788	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	CATALYST MILLBURN HEDGE STRTGY FD CL I	80 ARKAY SUITE 110, HAUPPAUGE, NY 11788	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	FRANKLIN MUTUAL EUROPEAN FUND CL A	100 FOUNTAIN PARKWAY, ST. PETERSBURG, FL 33716	$16.00
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	FRANKLIN MUTUAL GLBLDISCOVERY CLASS A	100 FOUNTAIN PARKWAY, ST. PETERSBURG, FL 33716	$16.00
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	NATIONWIDE BNYM DYNMIC US CORE EAGLE	1000 CONTINENTAL DR STE 400, KING OF PRUSSIA, PA 194062850	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	LOOMIS SAYLES CORE PLUS BOND FUND CL Y	399 BOYLSTON STREET, 8TH FLOOR, BOSTON, MA 02116	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	LOOMIS SAYLES CORE PLUS BD FD CL A	399 BOYLSTON STREET, 8TH FLOOR, BOSTON, MA 02116	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	NATIXIS US EQUITY OPPORTUNITIES CL Y	399 BOYLSTON STREET, 8TH FLOOR, BOSTON, MA 02116	0.05%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	NATIXIS US EQUITY OPPORTUNITIES CL A	399 BOYLSTON STREET, 8TH FLOOR, BOSTON, MA 02116	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	NATIXIS OAKMARK FUND CL A	399 BOYLSTON STREET, 8TH FLOOR, BOSTON, MA 02116	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	LOOMIS SAYLES SR FLTRATE & FIXED INC A	399 BOYLSTON STREET, 8TH FLOOR, BOSTON, MA 02116	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ALPHASIMPLEX MANAGED FUTURE STRAT CL Y	399 BOYLSTON STREET, 8TH FLOOR, BOSTON, MA 02116	0.05%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ALPHASIMPLEX MANAGEDFUTURE STRAT CL A	399 BOYLSTON STREET, 8TH FLOOR, BOSTON, MA 02116	0.40%

PLAN NAME: AT&T RETIREMENT SAVINGS PLAN
EIN: 43-1301883
PLAN NUMBER: 009

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FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	NEEDHAM GROWTH FUND	445 PARK AVE.; 15TH FLOOR, NEW YORK, NY 10022	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	NEEDHAM AGGRESSIVE GROWTH	445 PARK AVE.; 15TH FLOOR, NEW YORK, NY 10022	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	NEEDHAM SMALL CAP GROWTH	445 PARK AVE.; 15TH FLOOR, NEW YORK, NY 10022	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ADVISORS CAPITAL TACTICAL FX INC INVS	100 Salem St, SMITHFIELD, RI 02917	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ADVISORS CAPITAL SMALL MID CAP INVSTR	100 Salem St, SMITHFIELD, RI 02917	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ADVISORS CAPITAL US DIVIDEND FD INVESTOR	100 Salem St, SMITHFIELD, RI 02917	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	NEUBERGER BERMAN GENESIS TRUST CLASS	1290 AVENUE OF THE AMERICAS, 22ND FLOOR, NEW YORK, NY 10104002	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	NEUBERGER BERMAN LRG CAP VALUE TRUST	1290 AVENUE OF THE AMERICAS, 22ND FLOOR, NEW YORK, NY 10104002	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	NEUBERGER BERMAN GENESIS INVESTOR CL	1290 AVENUE OF THE AMERICAS, 22ND FLOOR, NEW YORK, NY 101040002	$16.00
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	NEUBERGER BERMAN SMALL CAP GROWTH A	1290 AVENUE OF THE AMERICAS, 22ND FLOOR, NEW YORK, NY 10104002	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	NEUBERGER BERMAN EMERGING MKTS EQ A	1290 AVENUE OF THE AMERICAS, 22ND FLOOR, NEW YORK, NY 10104002	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	NEUBERGER BERMAN REAL ESTATE TRUST CL	1290 AVENUE OF THE AMERICAS, 22ND FLOOR, NEW YORK, NY 10104002	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	NEUBERGER BERMAN LARGE CAP VALUE ADV	1290 AVENUE OF THE AMERICAS, 22ND FLOOR, NEW YORK, NY 10104002	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	NEUBERGER BERMAN GREATER CHINA EQ A	1290 AVENUE OF THE AMERICAS, 22ND FLOOR, NEW YORK, NY 10104002	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	NEUBERGER BERMAN REAL ESTATE CL A	1290 AVENUE OF THE AMERICAS, 22ND FLOOR, NEW YORK, NY 10104002	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	NEUBERGER BERMAN LARGE CAP VALUE CL A	1290 AVENUE OF THE AMERICAS, 22ND FLOOR, NEW YORK, NY 10104002	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	NEUBERGER BERMAN STRATEGIC INC CL A	1290 AVENUE OF THE AMERICAS, 22ND FLOOR, NEW YORK, NY 101040002	$12.00
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMERICAN NEW ECONOMYCLASS F1	3500 WISEMAN BLVD, SAN ANTONIO, TX 782514321	0.37%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMERICAN THE NEW ECONOMY FUND CL F2	3500 WISEMAN BLVD, SAN ANTONIO, TX 782514321	0.12%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMERICAN NEW PERSPECTIVE CLASS A	3500 WISEMAN BLVD, SAN ANTONIO, TX 782514321	$18.00
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMERICAN NEW PERSPECTIVE CLASS F1	3500 WISEMAN BLVD, SAN ANTONIO, TX 782514321	0.37%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMERICAN NEW PERSPECTIVE CL F2	3500 WISEMAN BLVD, SAN ANTONIO, TX 782514321	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMERICAN NEW WORLD FUND CLASS A	3500 WISEMAN BLVD, SAN ANTONIO, TX 782514321	$18.00
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMERICAN NEW WORLD CLASS F1	3500 WISEMAN BLVD, SAN ANTONIO, TX 782514321	0.37%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMERICAN NEW WORLD FUND CL F2	3500 WISEMAN BLVD, SAN ANTONIO, TX 782514321	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	NICHOLAS EQUITY INCOME CL I	411 E. WISCONSIN AVE, MILWAUKEE, WI 53202	0.12%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	NICHOLAS FUND	411 E. WISCONSIN AVE, MILWAUKEE, WI 53202	0.12%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	NICHOLAS LTD EDITION CL I	411 E. WISCONSIN AVE, MILWAUKEE, WI 53202	0.12%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	NICHOLAS II INC CLASS N	411 E. WISCONSIN AVE, MILWAUKEE, WI 53202	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	NORTHERN SMALL CAP VALUE	801 SOUTH CANAL, C-5S, CHICAGO, IL 60675	0.40%

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EIN: 43-1301883
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FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	NORTHERN MULTI - MANAGER EMG MRKT EQ	801 SOUTH CANAL, C-5S, CHICAGO, IL 60675	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	NORTHERN LARGE CAP CORE FUND	801 SOUTH CANAL, C-5S, CHICAGO, IL 60675	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	NORTHERN SMALL CAP CORE	801 SOUTH CANAL, C-5S, CHICAGO, IL 60675	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	NORTHERN HIGH YIELD FIXED INCOME	801 SOUTH CANAL, C-5S, CHICAGO, IL 60675	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	NORTHERN SMALL CAP INDEX FUND	801 SOUTH CANAL, C-5S, CHICAGO, IL 60675	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ALTEGRIS AACA OPPORTREAL ESTATE FD I	1200 PROSPECT STREET, SUITE 400, LAJOLLA, CA 92037	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	INVENOMIC INVESTOR CLASS	211 CONGRESS STREET 7TH FLOOR, BOSTON, MA 02110	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	HCM INCOME PLUS FUNDINVESTOR	1145 HEMBREE ROAD, ROSWELL, GA 30076	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ABSOLUTE CAPITAL ASSET ALLOCATOR INVS	101 PENNSYLVANIA BLVD, PITTSBURGH, PA 15228	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ABSOLUTE CAPITAL ASSET ALLOCATOR A	101 PENNSYLVANIA BLVD, PITTSBURGH, PA 15228	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	HCM DIVIDEND SECTOR PLUS FUND INVESTOR	1145 HEMBREE ROAD, ROSWELL, GA 30076	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	HCM TACTICAL GROWTH FUND INVESTOR	1145 HEMBREE ROAD, ROSWELL, GA 30076	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	USA MUTUALS VICE FD INVESTOR	615 East Michigan Street, MILWAUKEE, WI 53202	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PFG MFS AGGRESSIVE GROWTH STRATEGY R	777 108TH AVE NE, STE 2100, BELLEVUE, WA 98004	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PFG JP MORGAN TACTICAGGRESSIVE STRAT R	777 108TH AVE NE, STE 2100, BELLEVUE, WA 98004	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PFG BNY MELLON DIVERSIFIER STRAT R	777 108TH AVE NE, STE 2100, BELLEVUE, WA 98004	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PFG MEEDER TACTICAL STRATEGY FUND R	777 108TH AVE NE, STE 2100, BELLEVUE, WA 98004	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PFG JP MORGAN TACTICMODERATE STRATEGY R	777 108TH AVE NE, STE 2100, BELLEVUE, WA 98004	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PFG ACTIVE CORE BOND STRATEGY FUND CL R	777 108TH AVE NE, STE 2100, BELLEVUE, WA 98004	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	CENTERSTONE INTERNAT IONAL FUND CLASS C	228 Park Avenue S, Suite 75938, NEW YORK, NY 10003	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PFG INVESCO THEMATIC ESG STRATEGY CL R	777 108TH AVE NE, STE 2100, BELLEVUE, WA 98004	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PFG JANUS HENDERSON BALANCED STRATEGY R	777 108TH AVE NE, STE 2100, BELLEVUE, WA 98004	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PFG TACTICAL INCOME STRATEGY CL R	777 108TH AVE NE, STE 2100, BELLEVUE, WA 98004	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PFG EQUITY INDEX FOCUSED STRATEGY R	777 108TH AVE NE, STE 2100, BELLEVUE, WA 98004	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PFG SECTOR EQUITY BUS CYCLE STRAT R	777 108TH AVE NE, STE 2100, BELLEVUE, WA 98004	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PFG BR EQUITY ESG STRATEGY CL R	777 108TH AVE NE, STE 2100, BELLEVUE, WA 98004	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PFG AMERICAN FUNDS GROWTH STRAT CL R	777 108TH AVE NE, STE 2100, BELLEVUE, WA 98004	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PFG AMERICAN FDS CONS INC STRAT CL R	777 108TH AVE NE, STE 2100, BELLEVUE, WA 98004	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	NUVEEN REAL ASSET INCOME FUND A SHRS	333 WEST WACKER DRIVE, CHICAGO, IL 60606	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	NUVEEN SMALL CAP SELECT CL A	333 WEST WACKER DRIVE, CHICAGO, IL 60606	0.40%

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FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	NUVEEN PREFERRED SECS AND INC CL A	333 WEST WACKER DRIVE, CHICAGO, IL 60606	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	NUVEEN PREFERRED SECS AND INC CL I	333 WEST WACKER DRIVE, CHICAGO, IL 60606	0.07%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	NUVEEN FLEXIBLE INCOME FUND CL A3	333 WEST WACKER DRIVE, CHICAGO, IL 60606	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	NUVEEN FLEXIBLE INCOME CL I	333 WEST WACKER DRIVE, CHICAGO, IL 60606	0.07%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	NUVEEN GLOBAL DIVIDEND GROWTH A	333 WEST WACKER DRIVE, CHICAGO, IL 60606	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	OCM GOLD FUND ADVISOR CLASS SHARES	235 W. GALENA STREET, MILWAUKEE, WI 53212	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	WHITE OAK SELECT GROWTH FUND	225 PICTORIA DRIVE, SUITE 450, CINCINNATI, OH 45246	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PIN OAK EQUITY FUND	225 PICTORIA DRIVE, SUITE 450, CINCINNATI, OH 45246	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	RED OAK TECHNOLOGY SELECT	225 PICTORIA DRIVE, SUITE 450, CINCINNATI, OH 45246	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BLACK OAK EMERGING TECHNOLOGY FUND	225 PICTORIA DRIVE, SUITE 450, CINCINNATI, OH 45246	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	LIVE OAK HEALTH SCIENCES FUND	225 PICTORIA DRIVE, SUITE 450, CINCINNATI, OH 45246	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	OBERWEIS MICRO CAP FUND	3333 WARRENVILLE ROAD, STE. 500, LISLE, IL 60532	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	OBERWEIS CHINA OPPORTUNITIES FUND	3333 WARRENVILLE ROAD, STE. 500, LISLE, IL 60532	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	OBERWEIS INTL OPPORTUNITIES FUND	3333 WARRENVILLE ROAD, STE. 500, LISLE, IL 60532	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PIMCO HIGH YIELD CLASS A	1633 BROADWAY, NEW YORK, NY 10019	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PIMCO LOW DURATION CLASS A	1633 BROADWAY, NEW YORK, NY 10019	0.38%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PIMCO TOTAL RETURN CLASS A	1633 BROADWAY, NEW YORK, NY 10019	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PIMCO REAL RETURN CLASS A	1633 BROADWAY, NEW YORK, NY 10019	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PIMCO LONG TERM US GOV'T CLASS A	1633 BROADWAY, NEW YORK, NY 10019	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PIMCO SHORT TERM CLASS A	1633 BROADWAY, NEW YORK, NY 10019	0.38%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PIMCO INTL BD FD U SDOLLAR-HEDGED A	1633 BROADWAY, NEW YORK, NY 10019	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PIMCO GNMA AND GOVT SECURITIES FUND A	1633 BROADWAY, NEW YORK, NY 10019	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PIMCO MORTGAGE BACKED SEC CL A	1633 BROADWAY, NEW YORK, NY 10019	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PIMCO EMERGING MARKETS BOND FUND A	1633 BROADWAY, NEW YORK, NY 10019	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PACIFIC FUNDS SMALL- CAP A	700 NEWPORT CENTER DRIVE, NEWPORT BEACH, CA 92660	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PARADIGM MICRO CAP FUND	9 ELK STREET, ALBANY, NY 12207	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PARNASSUS MID CAP GROWTH FUND INVST	ONE MARKET STREET-STEUART TOWER SUITE 1600, SAN FRANCISCO, CA 94105	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PARNASSUS ENDEAVOR INSTITUTIONAL FD	ONE MARKET STREET-STEUART TOWER SUITE 1600, SAN FRANCISCO, CA 94105	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PARNASSUS MID CAP FD INSTITUTIONAL	ONE MARKET STREET-STEUART TOWER SUITE 1600, SAN FRANCISCO, CA 94105	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PARNASSUS ENDEAVOR FUND	ONE MARKET STREET-STEUART TOWER SUITE 1600, SAN FRANCISCO, CA 94105	0.40%

PLAN NAME: AT&T RETIREMENT SAVINGS PLAN
EIN: 43-1301883
PLAN NUMBER: 009

Attachment - Schedule C - Part 1, Line 3

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FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PARNASSUS MID CAP	ONE MARKET STREET-STEUART TOWER SUITE 1600, SAN FRANCISCO, CA 94105	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PARNASSUS CORE EQUITY INVESTOR	ONE MARKET STREET-STEUART TOWER SUITE 1600, SAN FRANCISCO, CA 94105	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PARNASSUS FIXED INCOME FUND	ONE MARKET STREET-STEUART TOWER SUITE 1600, SAN FRANCISCO, CA 94105	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PAX SUSTAINABLE ALLOCATION INVESTOR	1290 BROADWAY, SUITE 1100, DENVER, CO 80203	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PAX LARGE CAP FD INVESTOR	1290 BROADWAY, SUITE 1100, DENVER, CO 80203	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PAX GLOBAL ENVIRONMENTAL MRKTS	1290 BROADWAY, SUITE 1100, DENVER, CO 80203	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PAYDEN GLOBAL FIXED INCOME INVESTOR CL	333 SOUTH GRAND AVENUE 32ND FLOOR, LOS ANGELES, CA 90071	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PAYDEN EMERG MARKETS BOND FD INV	333 SOUTH GRAND AVENUE 32ND FLOOR, LOS ANGELES, CA 90071	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PAYDEN HIGH INCOME INVESTOR CLASS	333 SOUTH GRAND AVENUE 32ND FLOOR, LOS ANGELES, CA 90071	0.38%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PAYDEN GLOBAL LOW DURATION FD INVESTOR	333 SOUTH GRAND AVENUE 32ND FLOOR, LOS ANGELES, CA 90071	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PEAR TREE POLARIS FRGN VAL SM CAP INST	55 OLD BEDFORD ROAD, LINCOLN, MA 01773	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PEAR TREE POLARIS FRGN VALUE ORDINARY	55 OLD BEDFORD ROAD, LINCOLN, MA 01773	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PEAR TREE PANAGORA EMERGING MKTS ORDINA	55 OLD BEDFORD ROAD, LINCOLN, MA 01773	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PERMANENT PORTFOLIO	600 MONTGOMERY ST. SUITE 4100, SAN FRANCISCO, CA 941112702	0.38%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PERMANENT VERSATILE BOND PORTFOLIO	600 MONTGOMERY ST. SUITE 4100, SAN FRANCISCO, CA 941112702	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PERRITT ULTRA MICRO CAP FUND	300 SOUTH WACKER DR., SUITE 2880, CHICAGO, IL 60606	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PIMCO LOW DURATION INCOME FUND CL A	1633 BROADWAY, NEW YORK, NY 10019	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PIMCO INTL BOND FUND (UNHEDGED) A	1633 BROADWAY, NEW YORK, NY 10019	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PIMCO COMMODITY REALRETURN STRAT A	1633 BROADWAY, NEW YORK, NY 10019	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PIMCO INVESTMENT GR CREDIT BOND FUND A	1633 BROADWAY, NEW YORK, NY 10019	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PIMCO ALL ASSET ALLAUTHORITY FD CL A	1633 BROADWAY, NEW YORK, NY 10019	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PIMCO REAL ESTATE REAL RETURN STRAT A	1633 BROADWAY, NEW YORK, NY 10019	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PIMCO STOCKSPLUS INTERNATL US$HDG A	1633 BROADWAY, NEW YORK, NY 10019	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PIMCO STOCKSPLUS ABSOLUTE RTRN CL A	1633 BROADWAY, NEW YORK, NY 10019	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PIMCO DIVERSIFIED INCOME FUND CL A	1633 BROADWAY, NEW YORK, NY 10019	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PIMCO ALL ASSET FUNDCLASS A	1633 BROADWAY, NEW YORK, NY 10019	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PIMCO EMERGING MRKTSLOCAL CUR & BD A	1633 BROADWAY, NEW YORK, NY 10019	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PIMCO INCOME FUND CL A	1633 BROADWAY, NEW YORK, NY 10019	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PIMCO STOCKSPLUS INTERNAT'L (UNHDG) A	1633 BROADWAY, NEW YORK, NY 10019	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PIMCO STOCKSPLUS SMALL FUND A	1633 BROADWAY, NEW YORK, NY 10019	0.40%

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FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PIMCO STOCKSPLUS SHORT FUND A	1633 BROADWAY, NEW YORK, NY 10019	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PIMCO RAE PLUS FUND A	1633 BROADWAY, NEW YORK, NY 10019	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PIMCO INCOME CL I2	1633 BROADWAY, NEW YORK, NY 10019	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PIMCO COMMODITIES PLUS STRATEGY CL C	1633 BROADWAY, NEW YORK, NY 10019	0.20%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PIMCO COMMODITIES PLUS STRATEGY CL A	1633 BROADWAY, NEW YORK, NY 10019	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PIMCO GLOBAL CORE ASSET ALLOC CL A	1633 BROADWAY, NEW YORK, NY 10019	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PIMCO RAE PLUS SMALL FUND A	1633 BROADWAY, NEW YORK, NY 10019	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PIMCO MORTGAGE OPPOR AND BOND FUND A	1633 BROADWAY, NEW YORK, NY 10019	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PIMCO HIGH YIELD SPECTRUM FUND CL A	1633 BROADWAY, NEW YORK, NY 10019	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PIMCO TOTAL RETURN FUND CL I3	1633 BROADWAY, NEW YORK, NY 10019	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PIMCO INCOME CL I3	1633 BROADWAY, NEW YORK, NY 10019	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PIMCO INTL BD U.S. DOLLAR-HEDGED I-3	1633 BROADWAY, NEW YORK, NY 10019	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PIMCO PREFERRED AND CAPITAL SECS CL A	1633 BROADWAY, NEW YORK, NY 10019	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PIMCO GLBL BD OPPOR FUND (UNHEDGED) A	1633 BROADWAY, NEW YORK, NY 10019	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PIMCO LONG DURATION TOTAL RETURN CL A	1633 BROADWAY, NEW YORK, NY 10019	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PIMCO REALPATH BLENDINCOME FUND CL A	1633 BROADWAY, NEW YORK, NY 10019	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PIMCO RAE US SMALL FUND A	1633 BROADWAY, NEW YORK, NY 10019	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PIONEER BOND FUND CLASS Y	60 STATE STREET, 17TH FL., BOSTON, MA 02109	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PRAXIS VALUE INDEX CLASS A	1110 N. MAIN STREET, GOSHEN, IN 46527	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PRAXIS GROWTH INDEX FUND CL I	1110 N. MAIN STREET, GOSHEN, IN 46527	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	T ROWE PRICE COMM & TECHNOLOGY INVESTOR	4515 PAINTERS MILL RD, OWINGS MILLS, MD 21117	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	T ROWE PRICE GROWTH STOCK	4515 PAINTERS MILL RD, OWINGS MILLS, MD 21117	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	T ROWE PRICE HEALTH SCIENCES	4515 PAINTERS MILL RD, OWINGS MILLS, MD 21117	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	T ROWE PRICE GLOBAL TECHNOLOGY	4515 PAINTERS MILL RD, OWINGS MILLS, MD 21117	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	T ROWE PRICE QM US BOND INDEX INVESTOR	4515 PAINTERS MILL RD, OWINGS MILLS, MD 21117	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	T ROWE PRICE GLBL MULTI SECTOR BOND FD	4515 PAINTERS MILL RD, OWINGS MILLS, MD 21117	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	T ROWE PRICE 2010 RETIREMENT FUND	4515 PAINTERS MILL RD, OWINGS MILLS, MD 21117	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	T ROWE PRICE RET 2020 FUND	4515 PAINTERS MILL RD, OWINGS MILLS, MD 21117	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	T ROWE PRICE RET 2030 FD	4515 PAINTERS MILL RD, OWINGS MILLS, MD 21117	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	T ROWE PRICE RET 2040 FD	4515 PAINTERS MILL RD, OWINGS MILLS, MD 21117	0.15%

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FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	T ROWE PRICE TARGET 2040 FD	4515 PAINTERS MILL RD, OWINGS MILLS, MD 21117	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	T ROWE PRICE RETIREMENT 2045 FD	4515 PAINTERS MILL RD, OWINGS MILLS, MD 21117	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	T ROWE PRICE RETIREMENT 2035 FUND	4515 PAINTERS MILL RD, OWINGS MILLS, MD 21117	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	T ROWE PRICE RETIREMENT 2025 FD	4515 PAINTERS MILL RD, OWINGS MILLS, MD 21117	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	T ROWE PRICE US LARGE CAP CORE FUND	4515 PAINTERS MILL RD, OWINGS MILLS, MD 21117	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PRIMECAP ODYSSEY GROWTH FUND	2020 E. FINANCIAL WAY, SUITE 100, GLENDORA, CA 91741	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PRIMECAP ODYSSEY AGGRESSIVE GRWTH FD	2020 E. FINANCIAL WAY, SUITE 100, GLENDORA, CA 91741	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PRIMECAP ODYSSEY STO CK FUND	2020 E. FINANCIAL WAY, SUITE 100, GLENDORA, CA 91741	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PRINCIPAL REAL ESTATE SEC INSTL CL	620 COOLIDGE DRIVE, SUITE 300, FOLSOM, CA 95630	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PRINCIPAL MID CAP INSTL	620 COOLIDGE DRIVE, SUITE 300, FOLSOM, CA 95630	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PRINCIPAL SPECTRUM PREF CAPT SEC INC A	620 COOLIDGE DRIVE, SUITE 300, FOLSOM, CA 95630	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PRINCIPAL REAL ESTATE SEC FD CL A	620 COOLIDGE DRIVE, SUITE 300, FOLSOM, CA 95630	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PRINCIPAL SHORT-TERM INCOME INSTL	620 COOLIDGE DRIVE, SUITE 300, FOLSOM, CA 95630	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PRINCIPAL DIVERSIFIED REAL ASSET FD CL A	620 COOLIDGE DRIVE, SUITE 300, FOLSOM, CA 95630	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PRINCIPAL GLOBAL DIVERSIFIED INCOME A	620 COOLIDGE DRIVE, SUITE 300, FOLSOM, CA 95630	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PRINCIPAL GLOBAL REAL ESTATE CL A	620 COOLIDGE DRIVE, SUITE 300, FOLSOM, CA 95630	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PRINCIPAL INVESTORS SAM CONS GROWTH CL C	620 COOLIDGE DRIVE, SUITE 300, FOLSOM, CA 95630	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PRINCIPAL SAM CONS GROWTH CL A	620 COOLIDGE DRIVE, SUITE 300, FOLSOM, CA 95630	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PRINCIPAL EQUITY INC CL A	620 COOLIDGE DRIVE, SUITE 300, FOLSOM, CA 95630	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PRINCIPAL BLUE CHIP FUND CL A	620 COOLIDGE DRIVE, SUITE 300, FOLSOM, CA 95630	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PRINCIPAL LARGECAP GROWTH I CL A	620 COOLIDGE DRIVE, SUITE 300, FOLSOM, CA 95630	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PRINCIPAL BLUE CHIP I SHARES	620 COOLIDGE DRIVE, SUITE 300, FOLSOM, CA 95630	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PRINCIPAL SMALL-MID CAP DIVIDEND INC A	620 COOLIDGE DRIVE, SUITE 300, FOLSOM, CA 95630	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	HODGES FUND	2905 MAPLE AVENUE, DALLAS, TX 75201	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AKRE FOCUS FUND RETAIL	777 E. WISCONSIN AVE. 4TH FL, MILWAUKEE, WI 53202	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AKRE FOCUS FUND INSTL	777 E. WISCONSIN AVE. 4TH FL, MILWAUKEE, WI 53202	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	HODGES SMALL CAP FUND RETAIL	2905 MAPLE AVENUE, DALLAS, TX 75201	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	THE OSTERWEIS FUND	777 E. WISCONSIN AVE, 4TH FL, MILWAUKEE, WI 53202	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	THE OSTERWEIS STRATEGIC INCOME FD	777 E. WISCONSIN AVE, 4TH FL, MILWAUKEE, WI 53202	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	VILLERE BALANCED	601 POYDRAS STREET STE 1808, NEW ORLEANS, LA 701306038	0.40%

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FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PORTFOLIO 21 GLOBAL EQUITY FUND RETAIL	777 E. WISCONSIN AVE. / MAIL STOP - MK-WI-T4, MILWAUKEE, WI 53202	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	HODGES SMALL INTRIN VALUE RETAIL	2905 MAPLE AVENUE, DALLAS, TX 75201	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	CONGRESS MID CAP GROWTH RETAIL	TWO SEAPORT LANE, BOSTON, MA 02210	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BECKER VALUE EQUITY	1211 SW 5TH AVE, PORTLAND, OR 97204	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	CONGRESS SMALL CAP GROWTH RETAIL CLASS	TWO SEAPORT LANE, BOSTON, MA 02210	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	OSTERWEIS EMERGING OPPORTUNITY FUND	777 E. WISCONSIN AVE, 4TH FL, MILWAUKEE, WI 53202	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	NASDAQ-100 PRO FUND INVESTOR CLASS	7501 WISCONSIN AVE, SUITE 1000 EAST TOWER, BETHESDA, MD 20814	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	OIL & GAS ULTRA SECTPRO FDS -INVESTOR	7501 WISCONSIN AVE, SUITE 1000 EAST TOWER, BETHESDA, MD 20814	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	COMM SVC ULTRASECT PROFD INVESTOR CL	7501 WISCONSIN AVE, SUITE 1000 EAST TOWER, BETHESDA, MD 20814	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	INTERNET ULTRASECTORPRO FD INVESTOR	7501 WISCONSIN AVE, SUITE 1000 EAST TOWER, BETHESDA, MD 20814	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	SEMICONDUCTOR ULTRA SECTOR PRO FD INVSTR	7501 WISCONSIN AVE, SUITE 1000 EAST TOWER, BETHESDA, MD 20814	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BIOTECHNOLOGY ULTRA SECTOR PRO FD INVS	7501 WISCONSIN AVE, SUITE 1000 EAST TOWER, BETHESDA, MD 20814	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BASIC MATERIAL ULTRASEC PRO FD INVESTOR	7501 WISCONSIN AVE, SUITE 1000 EAST TOWER, BETHESDA, MD 20814	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ULTRA BULL PRO FUND INVESTORS SHARES	7501 WISCONSIN AVE, SUITE 1000 EAST TOWER, BETHESDA, MD 20814	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ULTRA SHORT NASDAQ- 100 PROFUND INVESTOR	7501 WISCONSIN AVE, SUITE 1000 EAST TOWER, BETHESDA, MD 20814	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ULTRA NASDAQ-100 PRO FUND INVESTOR CLASS	7501 WISCONSIN AVE, SUITE 1000 EAST TOWER, BETHESDA, MD 20814	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	LARGE CAP GROWTH PROFUND INVESTOR	7501 WISCONSIN AVE, SUITE 1000 EAST TOWER, BETHESDA, MD 20814	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	OIL EQUIPMENT & SVC ULTRASECT PROFD INV	7501 WISCONSIN AVE, SUITE 1000 EAST TOWER, BETHESDA, MD 20814	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	MID CAP GROWTH PRO FUND INVESTOR	7501 WISCONSIN AVE, SUITE 1000 EAST TOWER, BETHESDA, MD 20814	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	SMALL CAP VALUE PRO FUND INVESTOR	7501 WISCONSIN AVE, SUITE 1000 EAST TOWER, BETHESDA, MD 20814	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ULTRA SHORT EMERGING MRKTS PRO FD INV CL	7501 WISCONSIN AVE, SUITE 1000 EAST TOWER, BETHESDA, MD 20814	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PGIM JEN EMRG MRKTS EQUITY OPP CL Z	655 BROAD STREET, NEWARK, NJ 07102	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PGIM JEN INTL OPPORTUNITIES CL Z	655 BROAD STREET, NEWARK, NJ 07102	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PGIM JENN GLOBAL OPPORTUNITIES CL Z	655 BROAD STREET, NEWARK, NJ 07102	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PGIM JENNISON GROWTH CL A	655 BROAD STREET, NEWARK, NJ 07102	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PGIM GLOBAL TOTAL RETURN CL A	655 BROAD STREET, NEWARK, NJ 07102	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PGIM GLOBAL TOTAL RETURN CL Z	655 BROAD STREET, NEWARK, NJ 07102	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PGIM TOTAL RETURN BOND CL A	655 BROAD STREET, NEWARK, NJ 07102	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PGIM TOTAL RETURN BOND CL C	655 BROAD STREET, NEWARK, NJ 07102	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PGIM STRATEGIC BOND CL A	655 BROAD STREET, NEWARK, NJ 07102	0.10%

PLAN NAME: AT&T RETIREMENT SAVINGS PLAN
EIN: 43-1301883
PLAN NUMBER: 009

Attachment - Schedule C - Part 1, Line 3

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FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PGIM HIGH YIELD CL A	655 BROAD STREET, NEWARK, NJ 07102	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PGIM HIGH YIELD CL Z	655 BROAD STREET, NEWARK, NJ 07102	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PGIM ABSOLUTE RETURN BOND CL Z	655 BROAD STREET, NEWARK, NJ 07102	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PGIM SHORT-TERM CORP BOND CL A	655 BROAD STREET, NEWARK, NJ 07102	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PGIM SHORT-TERM CORP BOND CL Z	655 BROAD STREET, NEWARK, NJ 07102	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PUTNAM DIVERSIFIED INCOME TRUST CLASS A	ONE POST OFFICE SQUARE MAILZONE G3C, BOSTON, MA 02109	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PUTNAM LARGE CAP VALCLASS A	ONE POST OFFICE SQUARE MAILZONE G3C, BOSTON, MA 02109	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PUTNAM LARGE CAP VAL FUND CL Y	ONE POST OFFICE SQUARE MAILZONE G3C, BOSTON, MA 02109	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PUTNAM GLOBAL TECHNOLOGY FUND CL A	ONE POST OFFICE SQUARE MAILZONE G3C, BOSTON, MA 02109	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PUTNAM FOCUSED EQ FUND CLASS A	ONE POST OFFICE SQUARE MAILZONE G3C, BOSTON, MA 02109	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PUTNAM INCOME FUND CLASS A	ONE POST OFFICE SQUARE MAILZONE G3C, BOSTON, MA 02109	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PUTNAM SMALL CAP VALUE CLASS A	ONE POST OFFICE SQUARE MAILZONE G3C, BOSTON, MA 02109	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PUTNAM GROWTH OPPORTUNITIES CL A	ONE POST OFFICE SQUARE MAILZONE G3C, BOSTON, MA 02109	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BOSTON PARTNERS ALL CAP VALUE INVS	223 WILMINGTON WEST CHESTER PIKE #216, CHADDS FORD, PA 19317	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BOSTON PARTNERS LONG SHORT EQ INVS	223 WILMINGTON WEST CHESTER PIKE #216, CHADDS FORD, PA 19317	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BOSTON PARTNERS SM CAP VALUE II INVS	223 WILMINGTON WEST CHESTER PIKE #216, CHADDS FORD, PA 19317	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ABBEY CAPITAL FUTURES STRAT INSTL	1-2 CAVENDISH ROW, DUBLIN, IE 1	0.12%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	SGI GLOBAL EQUITY FUND CL I	1055 WESTLAKES DRIVE, BERWYN, PA 19312	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	BOSTON PARTNERS LONGSHORT RESEARCH INVS	223 WILMINGTON WEST CHESTER PIKE #216, CHADDS FORD, PA 19317	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	RIVERNORTH/DOUBLE LINE STRATEGIC INC I	325 NORTH LASALLE ST, SUITE 645, CHICAGO, IL 60654	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	WEDGEWOOD RETAIL	ONE FREEDOM VALLEY DRIVE, OAKS, PA 19456	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	RIVERPARK STRATEGIC INCOME FUND RETAIL	ONE FREEDOM VALLEY DRIVE, OAKS, PA 19456	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	RIVERPARK SHORT TERMHIGH YIELD RETAIL	ONE FREEDOM VALLEY DRIVE, OAKS, PA 19456	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	RIVERPARK LONG/SHORT OPPORTUNITY INSTL	ONE FREEDOM VALLEY DRIVE, OAKS, PA 19456	0.12%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	T ROWE PRICE DIVIDEND GROWTH	4515 PAINTERS MILL RD, OWINGS MILLS, MD 21117	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	T ROWE PRICE DIV GRWTH FD ADV CL	4515 PAINTERS MILL RD, OWINGS MILLS, MD 21117	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	T ROWE PRICE EQUITY INCOME	4515 PAINTERS MILL RD, OWINGS MILLS, MD 21117	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	T ROWE PRICE GNMA	4515 PAINTERS MILL RD, OWINGS MILLS, MD 21117	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	T ROWE PRICE BALANCED	4515 PAINTERS MILL RD, OWINGS MILLS, MD 21117	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	T ROWE PRICE CAP APPRECIATION	4515 PAINTERS MILL RD, OWINGS MILLS, MD 21117	0.15%

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FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	T ROWE PRICE FINANCIAL SERVICES	4515 PAINTERS MILL RD, OWINGS MILLS, MD 21117	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	T ROWE PRICE U.S EQUITY RESEARCH FD	4515 PAINTERS MILL RD, OWINGS MILLS, MD 21117	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	T ROWE PRICE BLUE CHIP GROWTH INC	4515 PAINTERS MILL RD, OWINGS MILLS, MD 21117	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	T ROWE PRICE EQUITY INDEX 500 FUND	4515 PAINTERS MILL RD, OWINGS MILLS, MD 21117	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	T ROWE PRICE EXTEND EQU MKT INDEX FUND	4515 PAINTERS MILL RD, OWINGS MILLS, MD 21117	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	T ROWE PRICE MID CAP GROWTH	4515 PAINTERS MILL RD, OWINGS MILLS, MD 21117	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	T ROWE PRICE ALL CAPOPPORTUNITIES INVST	4515 PAINTERS MILL RD, OWINGS MILLS, MD 21117	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	T ROWE PRICE NEW ERA	4515 PAINTERS MILL RD, OWINGS MILLS, MD 21117	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	T ROWE PRICE NEW HORIZONS FD INC	4515 PAINTERS MILL RD, OWINGS MILLS, MD 21117	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	T ROWE PRICE INTL DISCOVERY FUND	4515 PAINTERS MILL RD, OWINGS MILLS, MD 21117	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	T ROWE PRICE GLOBAL CONSUMER FUND INVEST	4515 PAINTERS MILL RD, OWINGS MILLS, MD 21117	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	T ROWE PRICE EUROPEAN STOCK	4515 PAINTERS MILL RD, OWINGS MILLS, MD 21117	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	T ROWE PRICE NEW ASIA	4515 PAINTERS MILL RD, OWINGS MILLS, MD 21117	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	T.ROWE PRICE INTRNL DISCIPLINED EQ INV	4515 PAINTERS MILL RD, OWINGS MILLS, MD 21117	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	T.ROWE PRICE ASIA OPPORTUNITI INVESTOR	4515 PAINTERS MILL RD, OWINGS MILLS, MD 21117	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	T ROWE PRICE GLOBAL INDUSTRIALS INVESTOR	4515 PAINTERS MILL RD, OWINGS MILLS, MD 21117	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	T ROWE PRICE EMERG MRKTS CORP BD INVEST	4515 PAINTERS MILL RD, OWINGS MILLS, MD 21117	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	T ROWE PRICE INT'L JAPAN	4515 PAINTERS MILL RD, OWINGS MILLS, MD 21117	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	T ROWE PRICE GLOBAL GR STOCK INVESTOR CL	4515 PAINTERS MILL RD, OWINGS MILLS, MD 21117	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	T ROWE PRICE GLOBAL STOCK	4515 PAINTERS MILL RD, OWINGS MILLS, MD 21117	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	T ROWE PRICE EMERGING MKTS STOCK	4515 PAINTERS MILL RD, OWINGS MILLS, MD 21117	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	T ROWE PRICE EMERG MARKETS BOND FUND	4515 PAINTERS MILL RD, OWINGS MILLS, MD 21117	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	T ROWE PRICE LATIN AMERICA FUND	4515 PAINTERS MILL RD, OWINGS MILLS, MD 21117	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	T ROWE PRICE SMALL CAP STOCK	4515 PAINTERS MILL RD, OWINGS MILLS, MD 21117	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	T ROWE PRICE VALUE	4515 PAINTERS MILL RD, OWINGS MILLS, MD 21117	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	T ROWE PRICE SPECT MODERATE ALLOCATION	4515 PAINTERS MILL RD, OWINGS MILLS, MD 21117	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	T ROWE PRICE SPECT MOD GRWTH ALLOC	4515 PAINTERS MILL RD, OWINGS MILLS, MD 21117	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	T ROWE PRICE SCIENCE& TECHNOLOGY	4515 PAINTERS MILL RD, OWINGS MILLS, MD 21117	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	T ROWE PRICE ULTRA SHORT TERM BD INVEST	4515 PAINTERS MILL RD, OWINGS MILLS, MD 21117	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	T ROWE PRICE SMALL CAP VALUE FUND	4515 PAINTERS MILL RD, OWINGS MILLS, MD 21117	0.15%

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FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	T ROWE PRICE US TREAINTERMEDIATE IND INV	4515 PAINTERS MILL RD, OWINGS MILLS, MD 21117	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	T ROWE PRICE US TREALONG TERM INDEX INV	4515 PAINTERS MILL RD, OWINGS MILLS, MD 21117	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	T ROWE PRICE MID CAP VALUE	4515 PAINTERS MILL RD, OWINGS MILLS, MD 21117	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	T ROWE PRICE DIVERSDMID CAP GROWTH	4515 PAINTERS MILL RD, OWINGS MILLS, MD 21117	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	T ROWE PRICE INFLATION PROT BD FD	4515 PAINTERS MILL RD, OWINGS MILLS, MD 21117	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	T ROWE PRICE SPECTRUM INCOME	4515 PAINTERS MILL RD, OWINGS MILLS, MD 21117	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	TROWE PRICE SPECTRUMDIVERSE EQUITY	4515 PAINTERS MILL RD, OWINGS MILLS, MD 21117	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	TROWE PRICE SPECTRM INTERNATIONAL EQUITY	4515 PAINTERS MILL RD, OWINGS MILLS, MD 21117	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	T ROWE PRICE QM US SML CAP GRWTH EQUITY	4515 PAINTERS MILL RD, OWINGS MILLS, MD 21117	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	T ROWE PRICE REAL ESTATE FUND	4515 PAINTERS MILL RD, OWINGS MILLS, MD 21117	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ROYCE INTRNL PREMIER FD INVESTMENT CLASS	745 FIFTH AVENUE SUITE 2400, NEW YORK, NY 10151	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ROYCE INTERNATIONAL PREMIER SERVICE CL	745 FIFTH AVENUE SUITE 2400, NEW YORK, NY 10151	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ROYCE GLBL FINANCIALSVCS FD SERVICE CL	745 FIFTH AVENUE SUITE 2400, NEW YORK, NY 10151	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ROYCE SPECIAL EQUITYSVCS CL SH	745 FIFTH AVENUE SUITE 2400, NEW YORK, NY 10151	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ROYCE PREMIER FUND INVESTMENT CL	745 FIFTH AVENUE SUITE 2400, NEW YORK, NY 10151	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ROYCE MICRO CAP SVSCCL	745 FIFTH AVENUE SUITE 2400, NEW YORK, NY 10151	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ROYCE SMALL CAP VALUE SERVICE CL	745 FIFTH AVENUE SUITE 2400, NEW YORK, NY 10151	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ROYCE SMALLER CO GROWTH SERVICE CL	745 FIFTH AVENUE SUITE 2400, NEW YORK, NY 10151	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ROYCE SPECIAL EQUITYINVESTMENT CL	745 FIFTH AVENUE SUITE 2400, NEW YORK, NY 10151	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ROYCE OPPORTUNITY FUND INVEST CLASS	745 FIFTH AVENUE SUITE 2400, NEW YORK, NY 10151	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ROYCE PENNSYLVANIA MUTUAL INVST CLASS	745 FIFTH AVENUE SUITE 2400, NEW YORK, NY 10151	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	RUSSELL LIFEPOINTS EQUITY GRWTH STRAT S	1301 SECOND AVENUE 16TH FLOOR, SEATTLE, WA 98101	0.25%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	SUSTAINABLE EQUITY FUND CLASS S	1301 SECOND AVENUE 16TH FLOOR, SEATTLE, WA 98101	0.25%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	RUSSELL MULTIFACTOR US EQUITY CL S	1301 SECOND AVENUE 16TH FLOOR, SEATTLE, WA 98101	0.25%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	RYDEX NASDAQ 100 2X STRATEGY CL H	9601 BLACKWELL RD., STE. 500, ROCKVILLE, MD 20850	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	RYDEX NASDAQ 100 INV CLASS	9601 BLACKWELL RD., STE. 500, ROCKVILLE, MD 20850	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	RYDEX INVERSE GOVT LONG BOND STRAT INV	9601 BLACKWELL RD., STE. 500, ROCKVILLE, MD 20850	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	RYDEX ELECTRONICS INV CLASS	9601 BLACKWELL RD., STE. 500, ROCKVILLE, MD 20850	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	RYDEX CONSUMER PRODUCTS INVESTOR CL	9601 BLACKWELL RD., STE. 500, ROCKVILLE, MD 20850	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	RYDEX BIOTECHNOLOGY INV CLASS	9601 BLACKWELL RD., STE. 500, ROCKVILLE, MD 20850	0.40%

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FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	RYDEX TRANSPORTATIONFD CL A	9601 BLACKWELL RD., STE. 500, ROCKVILLE, MD 20850	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	RYDEX S&P SMALLCAP 600 PURE GROWTH H	9601 BLACKWELL RD., STE. 500, ROCKVILLE, MD 20850	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	RYDEX S&P SMALLCAP 600 PURE VALUE H	9601 BLACKWELL RD., STE. 500, ROCKVILLE, MD 20850	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	RYDEX S&P 500 PURE GROWTH H CLASS	9601 BLACKWELL RD., STE. 500, ROCKVILLE, MD 20850	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	RYDEX S&P MIDCAP 400PURE GROWTH CLASS H	9601 BLACKWELL RD., STE. 500, ROCKVILLE, MD 20850	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	RYDEX COMMODITIES STRATEGY CL H	9601 BLACKWELL RD., STE. 500, ROCKVILLE, MD 20850	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	GUGGENHEIM MULTI - HEDGE STRATEGIES P	9601 BLACKWELL RD., STE. 500, ROCKVILLE, MD 20850	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	RYDEX MONTHLY REBAL NASDAQ 100 2X STRA H	9601 BLACKWELL RD., STE. 500, ROCKVILLE, MD 20850	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	RYDEX NASDAQ 100 FUND CLASS H	9601 BLACKWELL RD., STE. 500, ROCKVILLE, MD 20850	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ICON HEALTH AND INFORM TECH INSTL	P.O. BOX 87, DENVER, CO 802010087	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ICON NATURAL RES AND INFRA FUND INSTL	P.O. BOX 87, DENVER, CO 802010087	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	SAAT MARKET GROWTH STRATEGY ALLOC CL F	1 FREEDOM VALLEY DRIVE, OAKS, PA 19456	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	SSGA EMERGING MARKETS	ONE LINCOLN ST., BOSTON, MA 021112900	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	SEXTANT INTRNATIONALFUND	1300 NORTH STATE STREET, BELLINGHAM, WA 98225	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	SCHWAB HEALTH CARE FUND	211 MAIN ST, SAN FRANCISCO, CA 94105	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	SCHWARTZ VALUE	801 W. ANN ARBOR TRAIL SUITE 244, PLYMOUTH, MI 48170	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AVE MARIA VALUE FUND	801 W. ANN ARBOR TRAIL SUITE 244, PLYMOUTH, MI 48170	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AVE MARIA GROWTH	801 W. ANN ARBOR TRAIL SUITE 244, PLYMOUTH, MI 48170	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AVE MARIA RISING DIVIDEND FUND	801 W. ANN ARBOR TRAIL SUITE 244, PLYMOUTH, MI 48170	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AVE MARIA FOCUSED FUND	801 W. ANN ARBOR TRAIL SUITE 244, PLYMOUTH, MI 48170	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	SEGALL BRYANT HAMILLWRKPLC EQUAL RETAIL	370 17TH STREET, SUITE 5000, DENVER, CO 80202	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	SEGALL BRYANT HAMILL SML CAP GROWTH RTL	370 17TH STREET, SUITE 5000, DENVER, CO 80202	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	SEGALL BRYANT HAMILL PLUS BOND INSTL	370 17TH STREET, SUITE 5000, DENVER, CO 80202	0.12%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	SEGALL BRYANT HAMILL SML CAP GRWTH INSTL	370 17TH STREET, SUITE 5000, DENVER, CO 80202	0.12%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	SEGALL BRYANT HAMILL PLUS BOND FD RETAIL	370 17TH STREET, SUITE 5000, DENVER, CO 80202	0.30%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	SHELTON GREEN ALPHA FUND S CLASS	P.O. BOX 87, DENVER, CO 802010087	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	SHELTON NASDAQ 100 INDEX	P.O. BOX 87, DENVER, CO 802010087	0.12%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	SIT US GOVT SECS	80 SOUTH 8TH STREET, MINNEAPOLIS, MN 55402	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMERICAN SMALL CAP WORLD CLASS A	3500 WISEMAN BLVD, SAN ANTONIO, TX 782514321	$18.00
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMERICAN SMALLCAP WORLD CLASS F1	3500 WISEMAN BLVD, SAN ANTONIO, TX 782514321	0.37%

PLAN NAME: AT&T RETIREMENT SAVINGS PLAN
EIN: 43-1301883
PLAN NUMBER: 009

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FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMERICAN SMALLCAP WORLD FUND CL F2	3500 WISEMAN BLVD, SAN ANTONIO, TX 782514321	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	SMEAD VALUE FUND INVESTOR CL SHARES	1290 BROADWAY, SUITE 1100, DENVER, CO 80203	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	SOUND SHORE FD INC	8 SOUND SHORE DRIVE, SUITE 180, GREENWICH, CT 06830	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	SPROTT GOLD EQUITY FUND INVESTOR	200 BAY STREET, SUITE 2600, TORONTO, CA M5J 2J1	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	STATE STREET INSTL PRE GROWTH EQ SER	1600 SUMMER STREET, STAMFORD, CT 06905	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	STATE STREET SM/MID CAP EQ INDEX CLASS A	ONE LINCOLN ST., BOSTON, MA 021112900	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	STERLING CAPITAL STRATTON SM CP VAL I	434 FAYETTEVILLE ST. 5TH FL, RALEIGH, NC 27601	0.12%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	STERLING CAPITAL EQUITY INCOME CL A	434 FAYETTEVILLE ST. 5TH FL, RALEIGH, NC 27601	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	STEWARD VALUES FOC LRG CAP ENH IND A	15375 MEMORIAL DR., SUITE 200, HOUSTON, TX 77079	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	STEWARD VALUES FOC SM MID CAP ENH IND A	15375 MEMORIAL DR., SUITE 200, HOUSTON, TX 77079	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	STEWARD GLOBAL EQ INCOME CL A	15375 MEMORIAL DR., SUITE 200, HOUSTON, TX 77079	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	STONERIDGE REINSURAC RISK PREM INTERVAL	510 MADISON AVENUE, NEW YORK, NY 10022	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	TCW EMERGING MARKETS INCOME CL N	865 SOUTH FIGUERA STREET, 22ND FLOOR, LOS ANGELES, CA 90017	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	TCW CORE FIX ED INC CLASS I	865 SOUTH FIGUERA STREET, 22ND FLOOR, LOS ANGELES, CA 90017	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	TCW RELATIVE VALUE LARGE CAP CLASS N	865 SOUTH FIGUERA STREET, 22ND FLOOR, LOS ANGELES, CA 90017	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	TCW RELATIVE MID CAP VALUE FD CL N	865 SOUTH FIGUERA STREET, 22ND FLOOR, LOS ANGELES, CA 90017	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	TCW TOTAL RETURN BOND CLASS N	865 SOUTH FIGUERA STREET, 22ND FLOOR, LOS ANGELES, CA 90017	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	TCW HIGH YIELD BOND CLASS N	865 SOUTH FIGUERA STREET, 22ND FLOOR, LOS ANGELES, CA 90017	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	TCW CORE FIXED INCOME CLASS N	865 SOUTH FIGUERA STREET, 22ND FLOOR, LOS ANGELES, CA 90017	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	TCW EMERGING MKTS INCOME CL I	865 SOUTH FIGUERA STREET, 22ND FLOOR, LOS ANGELES, CA 90017	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	TCW TOTAL RETURN BOND CLASS I	865 SOUTH FIGUERA STREET, 22ND FLOOR, LOS ANGELES, CA 90017	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	TCW NEW AMERICAS PREMIER EQUITIES N	865 SOUTH FIGUERA STREET, 22ND FLOOR, LOS ANGELES, CA 90017	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	TCW GLOBAL REAL ESTATE CLASS N	865 SOUTH FIGUERA STREET, 22ND FLOOR, LOS ANGELES, CA 90017	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	TIAA-CREF REAL ESTATE SEC - RETAIL	730 THIRD AVENUE, NEW YORK, NY 10017	0.12%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	TIAA-CREF MID CAP VALUE -RETAIL	730 THIRD AVENUE, NEW YORK, NY 10017	0.12%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	T ROWE PRICE FLOATING RATE INVEST	4515 PAINTERS MILL RD, OWINGS MILLS, MD 21117	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	T ROWE PRICE GLOBAL REAL ESTATE FUND	4515 PAINTERS MILL RD, OWINGS MILLS, MD 21117	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	T ROWE PRICE TOTAL RETURN INVESTOR	4515 PAINTERS MILL RD, OWINGS MILLS, MD 21117	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	T. ROWE PRICE CHINA EVOLUTION EQUITY INV	4515 PAINTERS MILL RD, OWINGS MILLS, MD 21117	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	T ROWE PRICE GLBL ALLOCATION INVESTOR	4515 PAINTERS MILL RD, OWINGS MILLS, MD 21117	0.15%

PLAN NAME: AT&T RETIREMENT SAVINGS PLAN
EIN: 43-1301883
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FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	T ROWE PRICE LARGE CAP GROWTH INVESTOR	4515 PAINTERS MILL RD, OWINGS MILLS, MD 21117	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	TANAKA GROWTH FUND CLASS R	369 LEXINGTON AVE, FL 20, NEW YORK, NY 10017	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PGIM QUANT SOLUTIONS SMALL CAP VALUE Z	655 BROAD STREET, NEWARK, NJ 07102	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	TEMPLETON GLOBAL BOND CLASS A	100 FOUNTAIN PARKWAY, ST. PETERSBURG, FL 33716	$16.00
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	TEMPLETON GLOBAL BOND ADVISOR CLASS	100 FOUNTAIN PARKWAY, ST. PETERSBURG, FL 33716	$16.00
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	TEMPLETON GLOBAL TOTAL RETURN CL A	100 FOUNTAIN PARKWAY, ST. PETERSBURG, FL 33716	$16.00
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	TEMPLETON GLOBAL SMALL CO FUND CL A	100 FOUNTAIN PARKWAY, ST. PETERSBURG, FL 33716	$16.00
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	TETON WESTWOOD EQUITY CL AAA	401 THEODORE FREMD. AVE., RYE, NY 10580	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	TETON WESTWOOD MIGHTY MITES FD AAA	401 THEODORE FREMD. AVE., RYE, NY 10580	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	TETON WESTWOOD MIGHTY MITES FD CL A	401 THEODORE FREMD. AVE., RYE, NY 10580	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	THE PRIVATE SHARES FUND CLASS A	2220 E. ROUTE 66, SUITE 226, GLENDORA, CA 91740	0.50%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	THIRD AVENUE VALUE INSTL CLASS	622 THIRD AVENUE 32 FLOOR, NEW YORK, NY 10017	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	THIRD AVENUE REAL ESTATE VALUE INSTL	622 THIRD AVENUE 32 FLOOR, NEW YORK, NY 10017	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	THIRD AVENUE VALUE FUND INVESTOR CLASS	622 THIRD AVENUE 32 FLOOR, NEW YORK, NY 10017	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	THOMPSON BOND FUND	1255 FOURIER DR STE 200, MADISON, WI 53717	0.25%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	THORNBURG STRATEGIC INCOME FUND CL I	2300 NORTH RIDGETOP RD, SANTA FE, NM 87506	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	THORNBURG INTL GROWTH CL A	2300 NORTH RIDGETOP RD, SANTA FE, NM 87506	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	THORNBURG GLOBAL OPPORTUNITIES FD A	2300 NORTH RIDGETOP RD, SANTA FE, NM 87506	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	THORNBURG INCOME BUILDER CL I	2300 NORTH RIDGETOP RD, SANTA FE, NM 87506	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	THORNBURG LTD TERM INCOME CLASS A	2300 NORTH RIDGETOP RD, SANTA FE, NM 87506	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	THORNBURG INV INCOME BUILDER FUND CL A	2300 NORTH RIDGETOP RD, SANTA FE, NM 87506	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	THORNBURG INTL EQUITY FUND CL I	2300 NORTH RIDGETOP RD, SANTA FE, NM 87506	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	THORNBURG LTD TERM INCOME CLASS I	2300 NORTH RIDGETOP RD, SANTA FE, NM 87506	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	THORNBURG DEVELOPING WORLD FUND CL I	2300 NORTH RIDGETOP RD, SANTA FE, NM 87506	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	THRIVENT SMALL CAP STOCK FUND CL S	4321 N. BALLARD ROAD, APPLETON, WI 549190001	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	THRIVENT MID CAP STOCK FUND CL S	4321 N. BALLARD ROAD, APPLETON, WI 549190001	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	TIMOTHY SMALL CAP VALUE CLASS A	80 ARKAY DRIVE, SUITE 110, HAUPPAUGE, NY 11788	0.08%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	TIMOTHY PLAN ISRAEL COMMON VALUES CL A	80 ARKAY DRIVE, SUITE 110, HAUPPAUGE, NY 11788	0.08%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	TIMOTHY PLAN DEFENSIVE STRAT CL A	80 ARKAY DRIVE, SUITE 110, HAUPPAUGE, NY 11788	0.08%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	TIMOTHY PLAN LRG/MID CAP VALUE CL A	80 ARKAY DRIVE, SUITE 110, HAUPPAUGE, NY 11788	0.08%

PLAN NAME: AT&T RETIREMENT SAVINGS PLAN
EIN: 43-1301883
PLAN NUMBER: 009

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FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	TIMOTHY PLAN HIGH YIELD BOND CL A	80 ARKAY DRIVE, SUITE 110, HAUPPAUGE, NY 11788	0.08%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	TIMOTHY LARGE/MID GROWTH CL C	80 ARKAY DRIVE, SUITE 110, HAUPPAUGE, NY 11788	0.08%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	TIMOTHY PLAN FIXED INCOME CLASS C	80 ARKAY DRIVE, SUITE 110, HAUPPAUGE, NY 11788	0.08%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	TIMOTHY PLAN FIXED INCOME CL A	80 ARKAY DRIVE, SUITE 110, HAUPPAUGE, NY 11788	0.08%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	TOCQUEVILLE FUND	40 W 57TH STREET 19TH FL, NEW YORK, NY 10019	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	TOCQUEVILLE OPPORTUNITY FUND	40 W 57TH STREET 19TH FL, NEW YORK, NY 10019	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	THE TOCQUEVILLE PHOENIX FUND	40 W 57TH STREET 19TH FL, NEW YORK, NY 10019	$16.00
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	TOUCHSTONE SMALL COMPANY FUND CL Y	303 BROADWAY, SUITE 1100, CINCINNATI, OH 452024203	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	TOUCHSTONE LARGE CAP FOCUSED FUND CL Y	303 BROADWAY, SUITE 1100, CINCINNATI, OH 452024203	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	TOUCHSTONE SANDS CAP EMERG MRKTS GROWTH	303 BROADWAY, SUITE 1100, CINCINNATI, OH 452024203	0.07%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	TOUCHSTONE FOCUSED CLASS Y	303 BROADWAY, SUITE 1100, CINCINNATI, OH 452024203	0.25%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	TOUCHSTONE SANDS CAP SEL GRWTH Z	303 BROADWAY, SUITE 1100, CINCINNATI, OH 452024203	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	TOUCHSTONE DIVIDEND EQUITY FUND CL A	303 BROADWAY, SUITE 1100, CINCINNATI, OH 452024203	0.08%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	TRANSAMERICA INTL EQUITY CL A	4333 EDGEWOOD RD NE, CEDAR RAPIDS, IA 52499	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	TRANSAMERICA BOND CLASS A	4333 EDGEWOOD RD NE, CEDAR RAPIDS, IA 52499	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	TRANSAMERICA CAPITAL GROWTH CL A	4333 EDGEWOOD RD NE, CEDAR RAPIDS, IA 52499	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	TRANSAMERICA US GROWTH CLASS I	4333 EDGEWOOD RD NE, CEDAR RAPIDS, IA 52499	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	TRIBUTARY BALANCED FUND INSTL	1620 DODGE STREET, STOP 1089, OMAHA, NE 68197	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	INFINITY Q DIVRS ALPHA INSTL	888 7TH AVENUE, SUITE 3800, NEW YORK, NY 10106	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	1919 SOCIALLY RESPONBALANCED A	2020 E. FINANCIAL WAY, SUITE 100, GLENDORA, CA 91741	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PERFORMANCE TRUST STRATEGIC BOND FD	500 WEST MADISON, SUITE 470, CHICAGO, IL 60661	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	TERRA FIRMA US CONCNTRTED REALTY EQ	777 E WISCONSIN AVE, MILWAUKEE, WI 53202	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	TWEEDY BROWNE INTERNATL VALUE FUND	ONE STATION PLACE, 5TH FLOOR, STAMFORD, CT 06902	$25.00
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	USAA INTERMEDIATE TERM BOND CL A	4900 TIEDEMAN RD 4TH FLOOR, BROOKLYN, OH 44114	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	USAA INTERNATIONAL CL A	4900 TIEDEMAN RD 4TH FLOOR, BROOKLYN, OH 44114	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	USAA SCIENCE & TECHNOLOGY CL A	4900 TIEDEMAN RD 4TH FLOOR, BROOKLYN, OH 44114	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	USAA PRECIOUS METALS AND MINERALS RETAIL	4900 TIEDEMAN RD 4TH FLOOR, BROOKLYN, OH 44114	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	USAA GROWTH & TAX STRATEGY RETAIL	4900 TIEDEMAN RD 4TH FLOOR, BROOKLYN, OH 44114	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	USAA NASDAQ 100 INDEX FUND A	4900 TIEDEMAN RD 4TH FLOOR, BROOKLYN, OH 44114	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	USAA AGGRESSIVE GROWTH FUND RETAIL	4900 TIEDEMAN RD 4TH FLOOR, BROOKLYN, OH 44114	0.10%

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FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	USAA NASDAQ 100 INDEX RETAIL	4900 TIEDEMAN RD 4TH FLOOR, BROOKLYN, OH 44114	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	USAA SCIENCE & TECHNOLOGY RETAIL	4900 TIEDEMAN RD 4TH FLOOR, BROOKLYN, OH 44114	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	GLOBAL LUXURY GOODS INVESTOR	3 CANAL PLAZA, SUITE 600, PORTLAND, ME 04101	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	EMERGING EUROPE FUND	3 CANAL PLAZA, SUITE 600, PORTLAND, ME 04101	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	UNDISCOVERED MANAGERBEHAVIORAL VAL CL A	1111 POLARIS PARKWAY, COLUMBUS, OH 43240	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	THE APPLESEED FUND	161 NORTH CLARK ST., SUITE 2200, CHICAGO, IL 60601	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	GLOBAL RESOURCES FUND	3 CANAL PLAZA, SUITE 600, PORTLAND, ME 04101	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	WORLD PRECIOUS MINERALS FUND	3 CANAL PLAZA, SUITE 600, PORTLAND, ME 04101	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	CHINA REGION FUND	3 CANAL PLAZA, SUITE 600, PORTLAND, ME 04101	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	VALUE LINE ASSET ALLOCATION INVESTOR	7 TIMES SQUARE, SUITE 1606, NEW YORK, NY 10036	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	VALUE LINE CAPITAL APPRECIATION INV	7 TIMES SQUARE, SUITE 1606, NEW YORK, NY 10036	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	VALUE LINE SMALL CAPOPPORTUNITIES INV FD	7 TIMES SQUARE, SUITE 1606, NEW YORK, NY 10036	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	VALUE LINE SELECT GROWTH INVESTORS CL	7 TIMES SQUARE, SUITE 1606, NEW YORK, NY 10036	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	DANA LARGE CAP EQUITY INVESTOR CL	PO BOX 1067, BROOKFIELD, WI 530081067	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	SOUND MIND INVESTING FUND	9700 PARK PLAZA AVE, #203, LOUISVILLE, KY 402412287	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	VAN ECK CM COMMODITYINDEX FUND A	666 3RD AVENUE, 9TH FL, NEW YORK, NY 10017	0.38%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	VAN ECK EMERGING MARKETS FUND CL Y	666 3RD AVENUE, 9TH FL, NEW YORK, NY 10017	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	VAN ECK EMERGING MARKETS CLASS A	666 3RD AVENUE, 9TH FL, NEW YORK, NY 10017	0.38%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	VERSUS CAPITAL MULTI MNGR REAL EST INC I	5555 DTC PARKWAY, SUITE 330, GREENWOOD VILLAGE, CO 80111	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	VERSUS CAPITAL REAL ASSETS CL I	5555 DTC PARKWAY, SUITE 330, GREENWOOD VILLAGE, CO 80111	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	VICTORY SYCAMORE ESTABLISHED VALUE A	4900 TIEDEMAN RD 4TH FLOOR, BROOKLYN, OH 44114	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	VICTORY INTEGRITY MID CAP VALUE CL A	4900 TIEDEMAN RD 4TH FLOOR, BROOKLYN, OH 44114	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	VICTORY RS SELECT GROWTH FUND CL A	4900 TIEDEMAN RD 4TH FLOOR, BROOKLYN, OH 44114	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	VICTORY FLOATING RATE FUND CL A	4900 TIEDEMAN RD 4TH FLOOR, BROOKLYN, OH 44114	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	VICTORY INTEGRITY DISCOVERY FD CL A	4900 TIEDEMAN RD 4TH FLOOR, BROOKLYN, OH 44114	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	VICTORY RS SMALL CAPGROWTH FUND CL A	4900 TIEDEMAN RD 4TH FLOOR, BROOKLYN, OH 44114	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	VICTORY RS SCIENCE AND TECHNOLOGY CL A	4900 TIEDEMAN RD 4TH FLOOR, BROOKLYN, OH 44114	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	VICTORY GLOBAL ENERGY TRANSITION A	4900 TIEDEMAN RD 4TH FLOOR, BROOKLYN, OH 44114	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	VICTORY RS GLOBAL FUND CLASS A	4900 TIEDEMAN RD 4TH FLOOR, BROOKLYN, OH 44114	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	VICTORY SOPHUS EMERGING MRKTS CL A	4900 TIEDEMAN RD 4TH FLOOR, BROOKLYN, OH 44114	0.40%

PLAN NAME: AT&T RETIREMENT SAVINGS PLAN
EIN: 43-1301883
PLAN NUMBER: 009

Attachment - Schedule C - Part 1, Line 3

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation	(d) Enter name and EIN (address) of source of indirect compensation (Name)	(d) Enter name and EIN (address) of source of indirect compensation (EIN or Address)	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	VICTORY THB US SMALLOPPORTUNITIES CL A	4900 TIEDEMAN RD 4TH FLOOR, BROOKLYN, OH 44114	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	VIRTUS KAR MID CAP CORE FUND CLASS A	101 MUNSON ST. STE. 3, GREENFIELD, MA 01301	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	VIRTUS KAR SMALL MID CAP CORE FD CL I	101 MUNSON ST. STE. 3, GREENFIELD, MA 01301	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	VIRTUS KAR SMALL CAP CORE FUND CL A	101 MUNSON ST. STE. 3, GREENFIELD, MA 01301	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	VIRTUS KAR SMALL CAP GROWTH CL A	101 MUNSON ST. STE. 3, GREENFIELD, MA 01301	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	VIRTUS KAR SMALL CAP VALUE CLASS A	101 MUNSON ST. STE. 3, GREENFIELD, MA 01301	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	VIRTUS KAR MID CAP GROWTH FUND CL A	101 MUNSON ST. STE. 3, GREENFIELD, MA 01301	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	VIRTUS DUFF & PHELPSGLBL REAL EST SECS A	101 MUNSON ST. STE. 3, GREENFIELD, MA 01301	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	VIRTUS VONTOBEL EMERG MKTS OPPS I	101 MUNSON ST. STE. 3, GREENFIELD, MA 01301	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	VIRTUS KAR EMERG MKTS SMALL CAP I	101 MUNSON ST. STE. 3, GREENFIELD, MA 01301	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	VIRTUS KAR INTL SMALL MID CAP A	101 MUNSON ST. STE. 3, GREENFIELD, MA 01301	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	VIRTUS DUFF & PHELPS SELECT MLP ENERGY I	101 MUNSON ST. STE. 3, GREENFIELD, MA 01301	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	VIRTUS ZEVENBERGEN INNOVATIVE GR STK I	101 MUNSON ST. STE. 3, GREENFIELD, MA 01301	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	VIRTUS ZEVENBERGEN INNOVATIVE GR STK A	101 MUNSON ST. STE. 3, GREENFIELD, MA 01301	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	VIRTUS CEREDEX LRG CAP VALUE EQUITY I	101 MUNSON ST. STE. 3, GREENFIELD, MA 01301	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	VIRTUS SEIX CORPORATE BOND A	101 MUNSON ST. STE. 3, GREENFIELD, MA 01301	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	VIRTUS CEREDEX LARGE CAP EQUITY CL A	101 MUNSON ST. STE. 3, GREENFIELD, MA 01301	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	VIRTUS SEIX FLOATING RATE HIGH INCOME I	101 MUNSON ST. STE. 3, GREENFIELD, MA 01301	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	VIRTUS SEIX FLOATINGRATE HIGH INCOME A	101 MUNSON ST. STE. 3, GREENFIELD, MA 01301	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	VIRTUS NFJ DIVIDEND VALUE A	101 MUNSON ST. STE. 3, GREENFIELD, MA 01301	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	VIRTUS NFJ LARGE CAP VALUE I	101 MUNSON ST. STE. 3, GREENFIELD, MA 01301	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	VIRTUS NFJ LARGE CAPVALUE A	101 MUNSON ST. STE. 3, GREENFIELD, MA 01301	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	VIRTUS NFJ INTL VALUE A	101 MUNSON ST. STE. 3, GREENFIELD, MA 01301	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	VIRTUS ALLIANGI INCOME & GROWTH A	101 MUNSON ST. STE. 3, GREENFIELD, MA 01301	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	VIRTIS ALLIANGI FOCUSED GROWTH A	101 MUNSON ST. STE. 3, GREENFIELD, MA 01301	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	VIRTUS ALLIANZGI TECHNOLOGY A	101 MUNSON ST. STE. 3, GREENFIELD, MA 01301	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	VIRTUS ALLIANZGI TECHNOLOGY I	101 MUNSON ST. STE. 3, GREENFIELD, MA 01301	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	VIRTUS ALLIANZGI WATER A	101 MUNSON ST. STE. 3, GREENFIELD, MA 01301	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	VIRTUS ALLIANZGI SHT DURATION HIGH INC I	101 MUNSON ST. STE. 3, GREENFIELD, MA 01301	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	VIRTUS ALLIANZGI GLBL DYNAMIC ALLOC A	101 MUNSON ST. STE. 3, GREENFIELD, MA 01301	0.40%

PLAN NAME: AT&T RETIREMENT SAVINGS PLAN
EIN: 43-1301883
PLAN NUMBER: 009

Attachment - Schedule C - Part 1, Line 3

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FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	VIRTUS ALLIANZGI CONVERTIBLE A	101 MUNSON ST. STE. 3, GREENFIELD, MA 01301	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	VIRTUS ALLIANZGI HIGH YIELD BOND A	101 MUNSON ST. STE. 3, GREENFIELD, MA 01301	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	VOYA CORPORATE LEAD TRUST SERIES B	7337 E. DOUBLETREE RANCH RD, SCOTTSDALE, AZ 85258	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	VOYA MIDCAP OPPORTUNITIES CL I	7337 E. DOUBLETREE RANCH RD, SCOTTSDALE, AZ 85258	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	VOYA INTERMEDIATE BOND CLASS A	7337 E. DOUBLETREE RANCH RD, SCOTTSDALE, AZ 85258	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	VOYA INTERMEDIATE BOND CLASS I	7337 E. DOUBLETREE RANCH RD, SCOTTSDALE, AZ 85258	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	VOYA SECURITIZED CRD FUND CLASS A	7337 E. DOUBLETREE RANCH RD, SCOTTSDALE, AZ 85258	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	VOYA SMALL COMPANY CL I	7337 E. DOUBLETREE RANCH RD, SCOTTSDALE, AZ 85258	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	CRM MID CAP VALUE INVESTOR SHARES	520 MADISON AVE 20TH FL, NEW YORK, NY 10022	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	WASATCH SMALL CAP GROWTH	505 WAKARA WAY, SUITE 300, SALT LAKE CITY, UT 84108	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	WASATCH CORE GROWTH	505 WAKARA WAY, SUITE 300, SALT LAKE CITY, UT 84108	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	WASATCH HOISINGTON US TREASURY	505 WAKARA WAY, SUITE 300, SALT LAKE CITY, UT 84108	0.25%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	WASATCH ULTRA GROWTH	505 WAKARA WAY, SUITE 300, SALT LAKE CITY, UT 84108	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	WASATCH MICROCAP	505 WAKARA WAY, SUITE 300, SALT LAKE CITY, UT 84108	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	WASATCH SMALL CAP VALUE	505 WAKARA WAY, SUITE 300, SALT LAKE CITY, UT 84108	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	WASATCH INTERNATIONAL GROWTH	505 WAKARA WAY, SUITE 300, SALT LAKE CITY, UT 84108	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	WASATCH MICRO-CAP VALUE FUND	505 WAKARA WAY, SUITE 300, SALT LAKE CITY, UT 84108	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	WASATCH INTL SELECT FUND INVESTOR	505 WAKARA WAY, SUITE 300, SALT LAKE CITY, UT 84108	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	WASATCH SMALL CAP GROWTH FUND INSTL CL	505 WAKARA WAY, SUITE 300, SALT LAKE CITY, UT 84108	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	WASATCH EMG MRKTS SELECT FUND INSTL	505 WAKARA WAY, SUITE 300, SALT LAKE CITY, UT 84108	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	WASATCH EMERGING MARKETS SELECT FUND	505 WAKARA WAY, SUITE 300, SALT LAKE CITY, UT 84108	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	WASATCH EMERGING INDIA FUND	505 WAKARA WAY, SUITE 300, SALT LAKE CITY, UT 84108	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	WASATCH GLOBAL VALUE FUND	505 WAKARA WAY, SUITE 300, SALT LAKE CITY, UT 84108	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	WASATCH GLOBAL OPPORTUNITIES RETAIL	505 WAKARA WAY, SUITE 300, SALT LAKE CITY, UT 84108	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	WASATCH EMERGING MARKETS SMALL CAP FD	505 WAKARA WAY, SUITE 300, SALT LAKE CITY, UT 84108	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMERICAN WASHNTN MUTUAL INVESTRS CL A	3500 WISEMAN BLVD, SAN ANTONIO, TX 782514321	$18.00
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	AMERICAN WASHINGTON MUTUAL INVESTORS F1	3500 WISEMAN BLVD, SAN ANTONIO, TX 782514321	0.37%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	WEITZ SHORT DURATIONINCOME FUND INSTL	1125 SOUTH 103RD STREET, OMAHA, NE 68124	0.30%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	WEITZ CORE PLUS INCOME FD INVESTOR	1125 SOUTH 103RD STREET, OMAHA, NE 68124	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ALLSPRING SPECIALIZDTECH FUND A	525 MARKET ST., MAC #A0103-122, SAN FRANCISCO, CA 94105	0.40%

PLAN NAME: AT&T RETIREMENT SAVINGS PLAN
EIN: 43-1301883
PLAN NUMBER: 009

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(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation	(d) Enter name and EIN (address) of source of indirect compensation (Name)	(d) Enter name and EIN (address) of source of indirect compensation (EIN or Address)	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ALLSPRING CORE PLUS BOND FUND A	525 MARKET ST., MAC #A0103-122, SAN FRANCISCO, CA 94105	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ALLSPRING C&B MID CAP VALUE FD A	525 MARKET ST., MAC #A0103-122, SAN FRANCISCO, CA 94105	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ALLSPRING EMERGING MRKTS EQY INCM A	525 MARKET ST., MAC #A0103-122, SAN FRANCISCO, CA 94105	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ALLSPRING DISCIPLINEUS CORE FD A	525 MARKET ST., MAC #A0103-122, SAN FRANCISCO, CA 94105	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ALLSPRING PRMIER LRG COMPANY GRTH ADMIN	525 MARKET ST., MAC #A0103-122, SAN FRANCISCO, CA 94105	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ALLSPRING DIVRSFD INCME BUILD FD A	525 MARKET ST., MAC #A0103-122, SAN FRANCISCO, CA 94105	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ALLSPRING DIVRSFD CAP BUILDER FD A	525 MARKET ST., MAC #A0103-122, SAN FRANCISCO, CA 94105	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ALLSPRING PRECIOUS METALS FUND A	525 MARKET ST., MAC #A0103-122, SAN FRANCISCO, CA 94105	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ALLSPRING ENTERPRISEFUND A	525 MARKET ST., MAC #A0103-122, SAN FRANCISCO, CA 94105	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ALLSPRING OPPORTUNITY FD A	525 MARKET ST., MAC #A0103-122, SAN FRANCISCO, CA 94105	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ALLSPRING ENDEAVOR SELECT FD A	525 MARKET ST., MAC #A0103-122, SAN FRANCISCO, CA 94105	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ALLSPRING GROWTH FUND A	525 MARKET ST., MAC #A0103-122, SAN FRANCISCO, CA 94105	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ALLSPRING ULTRA SHRTTERM INCOME FUND A	525 MARKET ST., MAC #A0103-122, SAN FRANCISCO, CA 94105	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ALLSPRING ULTRA SHRT TERM INCOME FD INST	525 MARKET ST., MAC #A0103-122, SAN FRANCISCO, CA 94105	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ALLSPRING SPECIAL MID CAP VLUE FD A	525 MARKET ST., MAC #A0103-122, SAN FRANCISCO, CA 94105	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ALLSPRING DISCOVERY FUND A	525 MARKET ST., MAC #A0103-122, SAN FRANCISCO, CA 94105	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	ALLSPRING EMERGING GROWTH FD A	525 MARKET ST., MAC #A0103-122, SAN FRANCISCO, CA 94105	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	VIRTUS WESTCHESTER EVENT DRIVEN A	100 SUMMIT LAKE DRIVE #201, VALHALLA, NY 10595	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	WESTERN ASSET CORE BOND FUND CL I	620 8TH AVENUE, 49TH FL., NEW YORK, NY 10018	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	WESTERN ASSET CORE BOND PLUS FUND CL A	620 8TH AVENUE, 49TH FL., NEW YORK, NY 10018	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	WESTERN ASSET CORE BOND FUND CL A	620 8TH AVENUE, 49TH FL., NEW YORK, NY 10018	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	WESTERN ASSET CORE PLUS BOND FUND INSTL	620 8TH AVENUE, 49TH FL., NEW YORK, NY 10018	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	WESTERN ASSET TOTAL RTN UNCONSTRAINED FI	620 8TH AVENUE, 49TH FL., NEW YORK, NY 10018	0.35%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	LEGG MASON WESTERN ASSET MACRO OPP I	620 8TH AVENUE, 49TH FL., NEW YORK, NY 10018	0.10%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	WILDERMUTH FUND CLASS A	11525 PARK WOODS CIRCLE, ALPHARETTA, GA 30005	0.15%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	DOW JONES WILSHIRE 5000 INDEX PORT INVT	225 PICTORIA DRIVE, SUITE 450, CINCINNATI, OH 45246	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PLUMB BALANCED	PO BOX 44966, MADISON, WI 53717	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	PLUMB EQUITY	PO BOX 44966, MADISON, WI 53717	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	APPLIED FIN EXPLORERFUND INVESTOR	8730 STONY POINT PARKWAY SUITE 205, RICHMOND, VA 23235	0.40%
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC.	60	$0	YCG ENHANCED FUND SERVICE/REGULAR	400 CITY CENTER, OSHKOSH, WI 54901	0.40%

SCHEDULE OF ASSETS (HELD AT END OF YEAR)

Schedule H, Line 4i

PLAN NAME: AT&T RETIREMENT SAVINGS PLAN

EIN: 43-1301883

PLAN NUMBER: 009

The Schedule H, line 4i -- Schedule of Assets (Held At End of Year) is included in the attachment titled ACCOUNTANT'S OPINION AND FINANCIAL STATEMENTS.