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

2022

This Form is Open to Public Inspection

Part I Annual Report Identification Information

For calendar plan year 2022 or fiscal plan year beginning 01/01/2022 and ending 12/31/2022

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

D Check box if filing under:
- [ ] Form 5558
- [ ] automatic extension
- [ ] the DFVC program
- [X] special extension (enter description) 3599-EM (HURRICANE LEE)

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
FIDELITY RETIREMENT SAVINGS PLAN

1b Three-digit plan number (PN) ▶ 002

1c Effective date of plan 12/30/1952

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)
FMR LLC

245 SUMMER STREET V1B
BOSTON, MA 02210

2b Employer Identification Number (EIN)
04-3532603

2c Plan Sponsor's telephone number
617-563-1746

2d Business code (see instructions)
523900

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.	10/17/2023	MEGAN BOURQUE
	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

FMR LLC EMPLOYEE RETIREMENT COMMITTEE

245 SUMMER STREET V1B
BOSTON, MA 02210

3b Administrator's EIN
04-3532603

3c Administrator's telephone number
617-563-1746

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**	75392
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)**	52036
a(2) Total number of active participants at the end of the plan year	**6a(2)**	62289
b Retired or separated participants receiving benefits	**6b**	442
c Other retired or separated participants entitled to future benefits	**6c**	22727
d Subtotal. Add lines **6a(2)**, **6b**, and **6c**	**6d**	85458
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	**6e**	622
f Total. Add lines **6d** and **6e**	**6f**	86080
g Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)	**6g**	83918
h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested	**6h**	1394
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 2H 2J 2K 2R 2S 2T 3D

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 2022 Form M-1 annual report. If the plan was not required to file the 2022 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.**	**2022** **This Form is Open to Public Inspection.**

For calendar plan year 2022 or fiscal plan year beginning 01/01/2022 and ending 12/31/2022

A Name of plan
FIDELITY RETIREMENT SAVINGS PLAN

B Three-digit plan number (PN) ▶ 002

C Plan sponsor's name as shown on line 2a of Form 5500
FMR LLC

D Employer Identification Number (EIN)
04-3532603

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).. . . . . [X] 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

FID INV INST OPS CO

04-2647786

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

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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)

FIDELITY INSTITUTIONAL OPS CO INC

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?
15 50 64 65 71	RECORDKEEPER	21770	Yes [X] No [ ]	Yes [X] No [ ]	0	Yes [X] 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
FID INV INST OPS CO	60	0
(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.	
VARIOUS MUTUAL FUND COMPANIES 04-2647786	SUB-TRANSFER AGENCY FEES; SEE ATTACHMENT TO LINE 2(H) FOR FORMULAS	

(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

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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 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

2022

This Form is Open to Public Inspection

For calendar plan year 2022 or fiscal plan year beginning 01/01/2022 and ending 12/31/2022

A Name of plan
FIDELITY RETIREMENT SAVINGS PLAN

B Three-digit plan number (PN) ▶ 002

C Plan sponsor's name as shown on line 2a of Form 5500
FMR LLC

D Employer Identification Number (EIN)
04-3532603

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	6099	251635
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	514653988	597538848
(2) Participant contributions	1b(2)	18907931	21464782
(3) Other	1b(3)		
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	1374323826	1462170148
(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)	103646399	102000244
(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)		
(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)	25771826271	20770137791
(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	27783364514	22953563448
	Liabilities			
g	Benefit claims payable	1g		
h	Operating payables	1h		
i	Acquisition indebtedness	1i		
j	Other liabilities	1j		
k	Total liabilities (add all amounts in lines 1g through1j)	1k	0	0
	Net Assets			
l	Net assets (subtract line 1k from line 1f)	1l	27783364514	22953563448

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)	876999366	
	(B) Participants	2a(1)(B)	577498904	
	(C) Others (including rollovers)	2a(1)(C)	156343032	
	(2) Noncash contributions	2a(2)		
	(3) Total contributions. Add lines **2a(1)(A), (B), (C),** and line **2a(2)**	2a(3)		1610841302
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)	6001343	
	(F) Other	2b(1)(F)		
	(G) Total interest. Add lines **2b(1)(A)** through **(F)**	2b(1)(G)		6001343
	(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)	790677666	
	(D) Total dividends. Add lines **2b(2)(A)**, **(B)**, and **(C)**	2b(2)(D)		790677666
	(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)		
(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)		-5794277463
c Other income	2c		
d Total income. Add all **income** amounts in column (b) and enter total	2d		-3386757152
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	1431029187	
(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)		1431029187
f Corrective distributions (see instructions)	2f		11721955
g Certain deemed distributions of participant loans (see instructions)	2g		292772
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)		
(5) Total administrative expenses. Add lines **2i(1)** through **(4)**	2i(5)		0
j Total expenses. Add all **expense** amounts in column (b) and enter total	2j		1443043914
Net Income and Reconciliation			
k Net income (loss). Subtract line **2j** from line **2d**	2k		-4829801066
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) [X] DOL Regulation 2520.103-8 **(2)** [ ] DOL Regulation 2520.103-12(d) **(3)** [ ] 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: PRICEWATERHOUSE COOPERS **(2)** EIN: 13-4008324

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	

		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		100000000
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

2022

This Form is Open to Public Inspection.

For calendar plan year 2022 or fiscal plan year beginning 01/01/2022 and ending 12/31/2022

A Name of plan
FIDELITY RETIREMENT SAVINGS PLAN

B Three-digit plan number (PN) ▶ 002

C Plan sponsor's name as shown on line 2a of Form 5500
FMR LLC

D Employer Identification Number (EIN)
04-3532603

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 (1) contributed more than 5% of total contributions to the plan during the plan year or (2) was one of the top-ten highest contributors (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_____

FIDELITY RETIREMENT SAVINGS PLAN

FINANCIAL STATEMENTS AND SUPPLEMENTAL SCHEDULE TO
ACCOMPANY 2022 FORM 5500
ANNUAL REPORT OF EMPLOYEE BENEFIT PLAN
UNDER ERISA OF 1974

Financial Statements are as of December 31, 2022 and 2021 and for the year ended December 31, 2022
and Supplemental Schedule Required by ERISA as of December 31, 2022

FIDELITY RETIREMENT SAVINGS PLAN
INDEX TO FINANCIAL STATEMENTS AND SUPPLEMENTAL SCHEDULE
As of December 31, 2022, and 2021 and for the year ended December 31, 2022

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Financial Statements:	
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*Certain supplemental schedules required by the Employee Retirement Income Security Act of 1974 have been omitted because they are not applicable.



Report of Independent Auditors

To the Administrator of Fidelity Retirement Savings Plan

Scope and Nature of the ERISA Section 103(a)(3)(C) Audit

We have performed an audit of the accompanying financial statements of Fidelity Retirement Savings Plan (the "Plan"), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statements of net assets available for plan benefits as of December 31, 2022 and 2021, and the related statement of changes in net assets available for plan benefits for the year ended December 31, 2022, including the related notes (collectively referred to as the "financial statements").

Management, having determined it is permissible in the circumstances, has elected to have the audit of the Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audit need not extend to any statements or information related to assets held for investment of the plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

Management has obtained certifications from a qualified institution as of December 31, 2022 and 2021 and for the year ended December 31, 2022, stating that the certified investment information, as described in Note C to the financial statements, is complete and accurate.

Opinion

In our opinion, based on our audit and on the procedures performed as described in the Auditors' Responsibilities for the Audit of the Financial Statements section of our report

- the amounts and disclosures in the accompanying financial statements, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.

- the information in the accompanying financial statements related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Basis for Opinion

We conducted our audit in accordance with auditing standards generally accepted in the United States of America (US GAAS). Our responsibilities under those standards are further described in the Auditors' Responsibilities for the Audit of the Financial Statements section of our report. We are required to be



independent of the Plan and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) 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. Management's election of the ERISA Section 103(a)(3)(C) audit does not affect management's responsibility for the financial statements.

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 Plan's ability to continue as a going concern for one year after the date the financial statements are available to be issued.

Management is also responsible for maintaining a current plan instrument, including all plan amendments, administering the plan, and determining that the plan's transactions that are presented and disclosed in the financial statements are in conformity with the plan's 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.

Auditors' Responsibilities for the Audit of the Financial Statements

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit section of our report, 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 auditors' 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 US 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 US 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 Plan's 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 Plan's ability to continue as a going concern for a reasonable period of time.

Our audit did not extend to the certified investment information, except for obtaining and reading the certification, comparing the certified investment information with the related information presented and disclosed in the financial statements, and reading the disclosures relating to the certified investment information to assess whether they are in accordance with the presentation and disclosure requirements of accounting principles generally accepted in the United States of America.

Accordingly, the objective of an ERISA Section 103(a)(3)(C) audit is not to express an opinion about whether the financial statements as a whole are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.

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.

Other Matter – Supplemental Schedule Required by ERISA

Schedule of Assets (Held at End of Year), Form 5500, Schedule H, Part IV, Line 4i as of December 31, 2022 ("supplemental schedule"), is-presented for purposes of additional analysis and is not a required part of the financial statements but is 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 included in the supplemental schedule, other than that agreed to or derived from the certified investment information, has been subjected to the auditing procedures applied in the audit 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 US GAAS. For information included in the supplemental schedule that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

In forming our opinion on the supplemental schedule, we evaluated whether the supplemental schedule, other than the information agreed to or derived from the certified investment information, including its form and content, is presented in conformity with the Department of Labor’s Rules and Regulations for Reporting and Disclosure under ERISA. In our opinion

- the form and content of the supplemental schedule, other than the information in the supplemental schedule that agreed to or is derived from the certified investment information, is presented, in all material respects, in conformity with the Department of Labor’s Rules and Regulations for Reporting and Disclosure under ERISA.
- the information in the supplemental schedule related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information



prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

PricewaterhouseCoopers LLP
August 31, 2023

FIDELITY RETIREMENT SAVINGS PLAN
STATEMENTS OF NET ASSETS AVAILABLE FOR PLAN BENEFITS
As of December 31, 2022 and 2021

	December 31, 2022	*December 31, 2021*
Assets		
Investments, at fair value	$ 22,232,307,939	$ 27,146,150,097
Cash	251,635	6,099
Employer contributions receivable	597,538,848	514,653,988
Participant contributions receivable	21,464,782	18,907,931
Notes receivable from participants	102,000,244	103,646,399
Net assets available for plan benefits	$ 22,953,563,448	$ 27,783,364,514

The accompanying notes are an integral part of the financial statements.
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FIDELITY RETIREMENT SAVINGS PLAN
STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR PLAN BENEFITS
For the year ended December 31, 2022

	2022
Additions to net assets attributed to:	
Contributions:	
Employer, net of forfeitures	$ 876,999,366
Participants	577,498,905
Participant Rollovers	156,343,031
	1,610,841,302
Participant revenue credits	20,419,741
Interest on notes receivable from participants	6,001,343
Total additions	1,637,262,386
Deductions from net assets attributed to:	
Benefits paid to participants	1,443,043,914
Investment income / (loss):	
Net depreciation on investments	5,814,697,204
Dividends and capital gain distributions	(790,677,666)
	5,024,019,538
Total deductions	6,467,063,452
Net decrease	(4,829,801,066)
Net assets available for plan benefits:	
Beginning of year	27,783,364,514
End of year	$ 22,953,563,448

The accompanying notes are an integral part of the financial statements.
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A. Description of the Plan:

General

The Fidelity Retirement Savings Plan (the "Plan") was established on December 30, 1952 and is administered by the FMR LLC Retirement Committee (the "Plan Administrator"), a related party to the Plan. See Note F for additional information. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974, as amended ("ERISA"). The Plan is a defined contribution plan designed to encourage employees of FMR LLC and certain participating subsidiaries (the "Company" or "Employer") to save for their retirement and to share in the profits of the participating subsidiaries. All employees of the Company, who meet the eligibility requirements, as defined in the Plan documents, are eligible for participation in the Plan.

The Plan allows participants to direct investment of his or her account in Fidelity® Personalized Planning and Advice or any open-ended investment company registered under the Investment Company Act of 1940 (the "'40 Act") managed by Fidelity Management & Research Company LLC ("FMRC") or its affiliates that is broadly made available for investment in defined contribution plans and recordkept on the Fidelity Participant Recordkeeping System, as selected by the FMR LLC Funded Benefits Investment Committee (collectively, "Designated Investment Alternatives"). A Participant may also direct investment of his or her account in any open-ended investment company registered under the '40 Act that is offered on the self-directed brokerage platform known as BrokerageLink® excluding any investment option that is a Designated Investment Alternative, any share class of such Designated Investment Alternative or any investment option that is substantially similar to such Designated Investment Alternative.

The disclosures, herein, are not intended to be an all-inclusive description or summary of the Plan's provisions, which may affect the participants' benefits. Employees should consult a copy of the Plan documents in reference to specific questions regarding their individual accounts.

Funding Policy

The Company contributes annually to the Plan. In 2022 the Company contributed 10% of employees' eligible compensation as a profit sharing contribution for participants who satisfy the initial and certain continuing eligibility requirements as defined by the Plan. The profit sharing contribution includes a non-discretionary portion that approximates the revenue the Company receives in connection with the investment options offered under the Plan and a discretionary portion which, when combined, results in an allocation of a percentage of participating employees' eligible compensation. The non-discretionary portion of the contribution amounted to approximately $98,000,000 in for the year ended December 31, 2022 .

The Company matched up to the first 7% of eligible participant pre-tax or Roth contributions in addition to the annual profit sharing contribution, subject to the IRC limits.

The Company-matching contributions for participants of certain subsidiaries are limited to a match of up to 6% of eligible compensation, as determined by the respective subsidiary.

Company-matching contributions are at the Company's discretion and, along with the discretionary portion of the profit sharing contribution, are subject to the availability of sufficient Company profits and cash flow. All Company contributions are subject to initial and ongoing eligibility requirements. The funding of the Company's contributions is offset by employee forfeitures of Company contributions available to the Plan.

In 2022 participating employees could contribute 3% to 50% of eligible compensation on a pre-tax or Roth basis up to the Internal Revenue Code ("IRC") limits. Employees ages 50 and over are allowed catch-up contributions subject to IRC limits.

Effective as of January 1, 2021, the Company began offering Participant Revenue Credits (the "PRC") to eligible participant accounts representing a portion of the revenue of the Company received attributable to certain investment options in the Plan. The PRC was allocated to plan participants that were invested in certain investment options. The PRC will occur on a quarterly basis, based on Retirement Savings Plan account balances in certain investment options in the previous quarter. The PRC for the year ended December 31, 2022 totaled $20,419,741.

Participant Accounts

Each participant's account is credited with (a) the participant's contributions, (b) allocations of the Company's contributions if eligible, (c) allocations of Plan earnings as described in the Plan documents and (d) the PRC as described above, if applicable. The benefit to which a participant is entitled is based on the participant's vested account balance.

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A. Description of the Plan, continued:

Vesting of Benefits

Principally, all participants' interest attributable to Company contributions becomes vested based upon the participants' number of years of credited service, as defined by the Plan documents, in accordance with the following table:

Years of Credited Service	Percent Vested
Less than 2 years	—%
2	20%
3	40%
4	60%
5	100%

Vested benefits are benefits to which participants are entitled regardless of future service with the Company. Upon death or retirement, as defined in the Plan documents, all participants' benefits become fully vested. The benefits to which a participant is entitled may be received in a lump sum or in installments over the life of the participant based upon the participant's estimated remaining life. Payment of vested benefits commences at retirement age or earlier, if so designated by the participant. Participants are always fully vested in their voluntary contributions, plus earnings thereon.

Contributions/Utilization of Forfeitures

A terminating employee's unvested interest, including investment earnings thereon, is forfeited in accordance with the terms of the Plan documents. As of December 31, 2022 and 2021, forfeited unvested accounts totaled $2,533,916 and $3,110,831, respectively. In accordance with the terms of the Plan documents, during the year ended December 31, 2022, employer contributions were reduced by $17,405,947, from forfeited unvested accounts.

Employee Rollovers

Employees are eligible to invest amounts from prior eligible employer plans, as defined in the Plan documents, upon employment with the Company. Total amounts rolled over from prior employer plans, which are included in participant contributions, were $156,343,031 for the year ended December 31, 2022.

B. Summary of Significant Accounting Policies:

Basis of Presentation

The following is a summary of significant accounting policies which are in conformity with accounting principles generally accepted in the United States of America ("GAAP") and consistently followed by the Plan in the preparation of its financial statements. The Plan's financial statements are reported on the accrual basis of accounting.

Use of Estimates

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires the Plan Administrator to make estimates and assumptions that affect the reported amounts of assets and liabilities and changes therein, and to disclose contingent assets and liabilities. Actual results could differ from those estimates included in the financial statements.

Investment Valuation and Income Recognition

The Plan's investments are stated at fair 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. The Plan Administrator determines the Plan's valuation policies utilizing information provided by investment advisors and Fidelity Management Trust Company, trustee. See Note H for discussion of fair value measurements.

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B. Summary of Significant Accounting Policies, continued:

Purchases and sales of securities are recorded on a trade-date basis. Interest income is recorded on an accrual basis. Dividends are recorded on the ex-dividend date. Net appreciation/(depreciation) on investments includes the Plan's gains and losses on bought and sold as well as held during the year. All dividends and capital gain distributions received on investments held are reinvested in full.

Payment of Benefits

Benefits paid to participants are recorded upon distribution.

Notes Receivable from Participants

Notes receivable from plan participants are valued at their unpaid principal balances plus any accrued but unpaid interest. No allowance for credit losses has been recorded as of December 31, 2022 or 2021.

C. Information Certified by the Trustee:

The Plan's assets are in the form of mutual fund shares or other units of interest. Plan assets are held by the trustee, Fidelity Management Trust Company ("FMTC"), and are invested at the participants' direction in shares of mutual funds, some of which are managed by FMRC, and some of which are made available through accounts provided by Fidelity Brokerage Services LLC ("FBS"). FMTC, FMRC, and FBS, are all related parties to the Plan. See Note F for additional information.

FMTC, as Trustee of the Plan, certifies as to the completeness and accuracy of certain information in accordance with 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. This information includes investments held at fair value (including notes receivable from participants) and certain investment and other income (including dividends and capital gain (loss) distributions, interest on notes receivable from participants, and net appreciation/(depreciation) on investments). In addition, the Schedule of Assets (Held at End of Year) was certified by the trustee of the Plan as complete and accurate.

Assets certified by the Trustee consist of the following at December 31:

	2022	*2021*
Investments, at fair value	$ 22,232,307,939	$ 27,146,150,097
Cash	$ 251,635	$ 6,099
Notes receivable from participants	$ 102,000,244	$ 103,646,399

Investment and Other Income certified by the Trustee for the year ended December 31:

	2022
Net depreciation on investments	$ (5,814,697,204)
Dividends and capital gain distributions	$ 790,677,666
Interest on notes receivable from participants	$ 6,001,343

D. Termination Priorities:

While the Company has not expressed any intent to terminate the Plan or to discontinue contributions, the Company has the right to do so at any time. If the Plan is terminated at some future date, all participants' interests will become 100% vested in benefits earned as of the termination date. If a participating company withdraws from the Plan, all participants' interests attributable to that company's contributions become fully vested. Any of the participating companies may withdraw from the Plan at any time.

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E. Federal Income Tax Status:

The Internal Revenue Service has determined and informed the Company, by a letter dated October 11, 2022, that the Plan is designed in accordance with applicable requirements of the Internal Revenue Code. Although the Plan has been amended since receiving the determination letter, the Company and the Plan's tax counsel believe that the Plan is designed and is currently being operated in compliance with the applicable requirements of the IRC.

Accounting principles generally accepted in the United States of America require plan management to evaluate tax positions taken by the plan and recognize a tax liability if the plan has taken an uncertain position that more likely than not would not be sustained upon examination by the IRS. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress. The Company believes it is no longer subject to income tax examinations for years prior to 2019.

F. Related Party Transactions:

Certain expenses of maintaining the Plan are paid by FMR LLC (the "Plan Sponsor"). Expenses paid by the Plan Sponsor are excluded from the financial statements. Investment related expenses are included in net appreciation of fair value of investments. See Note A for additional information.

The participating companies of the Plan are subsidiaries of the Plan Sponsor; as such, the following are related party transactions:

1. Fidelity Workplace Services LLC ("FWS"), a wholly-owned subsidiary of FMR LLC, and other subsidiaries provide administrative, participant recordkeeping, accounting functions and other plan related services at no charge to the Plan.

2. Eligible participants direct the investment of Plan assets. Some of the funds in which the Plan invests its assets are managed by FMRC and other subsidiaries of FMR LLC. FMRC. is a wholly-owned subsidiary of FMR LLC. FMRC and other subsidiaries of FMR LLC receive certain fees from the funds for investment management, fund accounting or other services.

3. Fidelity Brokerage Services LLC ("FBS"), a wholly-owned subsidiary of Fidelity Global Brokerage Group, Inc., which is a wholly-owned subsidiary of FMR LLC, provides brokerage services at no charge to the Plan.

4. The trustee of the Plan is Fidelity Management Trust Company ("FMTC"), a wholly-owned subsidiary of FMR LLC, which provides trustee related services at no charge to the Plan.

5. The Plan is administered by the FMR LLC Retirement Committee and its delegates (the "Committee" or "Plan Administrator"). The members of the Committee are appointed by the senior officer for Human Resources of FMR LLC. The Committee has the power to make various administrative determinations as provided for under the Plan documents.

6. The FMR LLC Funded Benefits Investment Committee ("FBIC") designates Designated Investment Alternatives offered for Participant direction from among the investment alternatives available under the Plan's terms. The members of the FBIC are appointed by the Treasurer of FMR LLC who serves as the Chairperson of the FBIC pursuant to the terms of the FBIC Charter.

7. Notes receivable from participants also qualify as related party transactions.

G. Notes Receivable from Participants:

The Plan generally provides that participants may borrow funds from the Plan in amounts not greater than 50% of the participant's contributions and which do not exceed $50,000. The loans are secured by the balance in the participant's account and recorded at net realizable value. Such loans are repaid in weekly or bi-weekly installments, depending on the participant's pay cycle, over a period not to exceed 10 years. These loans bear interest at the prime rate as determined from time to time by the Plan's recordkeeper as of the last day of the month preceding the month in which the loan originated, plus (a) two percentage points if the term of the loan is not more than 5 years, or (b) two and one-half percentage points if more than 5 years. As of December 31, 2022 and 2021, these rates ranged from 3.75% to 10% per annum.

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H. Fair Value of Plan Assets:

Valuation Hierarchy

The Plan categorizes its investments based upon a three-level valuation hierarchy. The hierarchy gives the highest priority to quoted prices in active markets for identical assets or liabilities (Level 1) and the lowest priority to unobservable valuation inputs (Level 3). If the inputs used to measure an investment cross different levels of the hierarchy, categorization is based on the lowest level input that is significant to the fair value measurement. The Plan fiduciary's assessment of the significance of a particular input to the overall fair value measurement of an investment requires judgment, and considers factors specific to the investment. The Plan fiduciary seeks to maximize the use of observable inputs. The three levels of the fair value hierarchy are described below.

Level 1 Inputs

Unadjusted quoted prices for identical assets and liabilities in an active market.

Level 2 Inputs

Quoted prices for similar assets and liabilities in active markets, and inputs that are observable for the asset or liability, either directly or indirectly, for substantially the full term of the asset or liability.

Level 3 Inputs

Prices or valuation techniques that require inputs that are both unobservable in the market and significant to the overall fair value measurement. These inputs reflect management’s judgment about the assumptions that a market participant would use in pricing the asset or liability, and are based on the best available information, some of which is internally developed.

Valuation Processes and Techniques

There are three main approaches to measuring fair value of assets and liabilities: the market approach, which uses observable prices and other relevant information that is generated by market transactions involving identical or comparable assets or liabilities; the income approach, which uses valuation techniques to convert future amounts to a single, discounted amount; and the cost approach, which reflects the amount that would be required currently to replace the service capacity of an asset. The following is a description of the valuations techniques and inputs used for assets measured at fair value.

Mutual funds are valued at the published net asset value of shares held by the Plan at year end.

There have been no changes in the methodologies used at December 31, 2022 and 2021.

Fair Value Measurements

Mutual funds totaling $22,232,307,939 and $27,146,150,097 as of December 31, 2022 and 2021, respectively are all classified as level 1.

I. Risks and Uncertainties:

The Plan provides for various investment options in mutual funds. These investments are exposed to various risks, such as interest rate, market and credit. Due to the level of risk associated with certain investments and the level of uncertainty related to changes in the value of investments, it is at least reasonably possible that changes in valuation in the near term would materially affect participants’ account balances and the amounts reported in the Statements of Net Assets Available for Plan Benefits and the Statements of Changes in Net Assets Available for Plan Benefits.

Many factors affect Plan performance. Developments that disrupt global economies and financial markets, such as pandemics and epidemics, may magnify factors that affect performance. As a result, the Plan's performance may be affected based on changes in market conditions and interest rates and in response to other economic, political, or financial developments. The Plan is is continuously monitoring and assessing the impact of these events and due to uncertainty the Plan cannot estimate the full extent of the future impact on the net assets available for the plan benefits and the operations of the Plan.

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J. Subsequent Events:

The Plan evaluated subsequent events through August 31, 2023, the date these financial statements were available to be issued, and noted no items requiring adjustment to the financial statements or additional disclosures.

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Identity of issue, borrower, lessor or similar party	Description of Investments	Cost[2]	Current Value
	Mutual Funds:		
	13D ACTIVIST FUND CL I		$ 12,024
	1919 FINANCIAL SERVICES CLASS I		36,497
	AB LARGE CAP GROWTH CL C		22
	AB LARGE CAP GROWTH CLASS A		33,270
	AB SELECT US LONG SHORT PORT CLASS A		10,093
	AB SMALL CAP GROWTH PORT CLASS A		10,823
	AB SUSTAINABLE GLOBAL THEMATIC A		45,177
	ABBEY CAPITAL MULTI ASSET FUND CLASS I		444
	ABERDEEN CHINA A SHARE EQUITY CL A		53,356
	ABERDEEN DYNAMIC DIVIDEND CL A		5,236
	ABERDEEN EMERGING MARKETS FD INSTL CL		1,676
	ABERDEEN EMERGING MKTS FUND CLASS A		298
	ABERDEEN EMERGING MRKTS FD INSTL SV CL		2,599
	ABERDEEN GLOBAL INFRASTRUCTURE INSTL		3,044
	ABERDEEN INTL SMALL CAP FUND CL A		22,084
	ABERDEEN U.S. SMALL CAP EQUITY FD CL A		22,237
	ABERDEEN U.S. SMALL CAP EQUITY INSTL CL		45,533
	ABR DYNAMIC BLEND EQ & VOLATILITY INVST		8,857
	ACADIAN EMERGING MARKETS PORT INVSTR		8,227
	ADV PREFERRED GOLD BULLION STRAT INV		309,256
	ADVISORS PREFERRED ONTRACK CORE FD ADV		7,106
	ADVISORS PREFERRED QUANTIFIED STF INVST		27,297
	AEGIS VALUE FUND INC		77,037
	AKRE FOCUS FUND INSTL		260,935
	AKRE FOCUS FUND RETAIL		1,687,623
	ALGER CAPITAL APPRECIATION CL A		3,141
	ALGER DYNAMIC OPPORTUNITIES CL A		7,762
	ALGER FOCUS EQUITY CL I		862
	ALGER HEALTH SCIENCES FD CL A		21,802
	ALGER MID CAP FOCUS CL I		24,346
	ALGER SMALL CAP FOCUS CLASS A		115,078
	ALGER SMALL CAP FOCUS CLASS Z		21,076
	ALGER SMALL CAP GROWTH CL Z		30,291
	ALGER SMALL CAP GROWTH FUND A		4,574
	ALGER SPECTRA CL Z		34,412
	ALGER SPECTRA FUND CLASS CL A		5,989
	ALLSPRING C&B MID CAP VALUE FD A		11,697
	ALLSPRING CORE PLUS BOND FUND INST		4,097
	ALLSPRING DISCIPLINE US CORE FD A		1,864
	ALLSPRING DIVRSFD CAP BUILDER FD A		13,318
	ALLSPRING DIVRSFD INCME BUILD FD A		8,215
	ALLSPRING PRECIOUS METALS FUND A		20,907
	ALLSPRING PRECIOUS METALS FUND INST		44,626
	ALLSPRING SHORT TERM BOND PLUS FD A		1,072
	ALLSPRING SHORT TERM HIGH YIELD BD INST		559
	ALLSPRING SMALL COMPANY VLUE FD A		31,528
	ALLSPRING SPECIAL MID CAP VLUE FD A		24,829
	ALLSPRING SPECTRUM AGRSSIV GRTH FD A		8,472

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Identity of issue, borrower, lessor or similar party	Description of Investments	Cost[2]	Current Value
	ALLSPRING SPECTRUM AGRSSIV GRTH FD INST		$ 192
	ALLSPRING UTILITY & TELECOMMS FUND A		67,055
	ALLSPRING UTILITY & TELECOMMS FUND INST		7,474
	ALPHACENTRIC LIFESCI HEALTHCARE I		10,473
	ALPHACENTRIC ROBOTIC AND AUTOMATION I		87,143
	ALPHASIMPLEX MANAGED FUTURE STRAT CL A		234,924
	ALPHASIMPLEX MANAGED FUTURE STRAT CL Y		73,139
	ALPS CORECOMM MGMT COMP COMM STRT INV		7,470
	ALPS SMITH TOTAL RETURN BOND CL I		4,594
	ALTEGRIS AACA OPPORT REAL ESTATE CL N		42,034
	ALTEGRIS FUTURES EVOLUTION CL N		533
	AMANA DEVELOPING WORLD FUND		18,552
	AMANA DEVELOPING WORLD INSTITUTIONAL		11,389
	AMANA GROWTH FUND INSTITUTIONAL		12,480
	AMANA INCOME FUND INSTITUTIONAL		10,421
	AMANA MUTUAL FUND TRUST GROWTH		135,551
	AMANA MUTUAL FUND TRUST INCOME		46,984
	AMANA PARTICIPATION FD INSTITUTIONAL CL		7,568
	AMANA PARTICIPATION FD INVESTOR CLASS		616,478
	AMCAP FUND F3		125,108
	AMERICAN 2020 TARGET DATE RETIREMNT F1		96
	AMERICAN 2035 TARGET DATE RETIREMNT F1		59,910
	AMERICAN 2040 TARGET DATE RETIREMNT F1		37,244
	AMERICAN 2050 TARGET DATE RETIREMNT F1		1,220
	AMERICAN 2055 TARGET DATE RETIREMNT F1		1,289
	AMERICAN AMCAP CLASS A		13,346
	AMERICAN AMCAP FUND CLASS F1		32,703
	AMERICAN BALANCED CLASS A		95,953
	AMERICAN BALANCED CLASS F1		764,139
	AMERICAN BALANCED FUND F2		38,105
	AMERICAN BEACON AHL MNGD FUTR STRA INVS		233
	AMERICAN BEACON AHL MNGD FUTURES STRAT Y		56,348
	AMERICAN BEACON ARK TRANS INNOVTN INVSTR		888,084
	AMERICAN BEACON BALANCED INVST		23,076
	AMERICAN BEACON GL EV FRT MRKT INC INVT		12,854
	AMERICAN BEACON SIM HIGH YLD OPPS INVEST		48,823
	AMERICAN BEACON SMALL CAP INVESTOR		125,925
	AMERICAN BEACON SND PT FLT RT INC INV		1,488
	AMERICAN BEACON SOUN POINT FLOAT R5		551
	AMERICAN BEACON THE LONDON CO INC EQ INV		143,055
	AMERICAN BEACON TOCQUEVILLE INT VAL		14,319
	AMERICAN CAPITAL INCOME BUILDER CL A		10,181
	AMERICAN CAPITAL WORLD GR & INC CL F2		14,213
	AMERICAN CAPITAL WORLD GRTH & INC A		11,280
	AMERICAN CAPITAL WORLD GRWTH & INC F1		23,189
	AMERICAN CEN FOCUSED DYNAMIC GROWTH CL I		3,304
	AMERICAN CEN FOCUSED DYNAMIC GROWTH INV		290,949
	AMERICAN CEN ONE CHOICE CONV INVT CL		8,061
	AMERICAN CENT ONE CHOICE VERY CON INV		8,059
	AMERICAN CENTURY CHGAL GOLD INV CL		232,984

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Identity of issue, borrower, lessor or similar party	Description of Investments	Cost[2]	Current Value
	AMERICAN CENTURY EMERGING MARKETS INV		$ 35,702
	AMERICAN CENTURY EQUITY INCOME INV CL		91,177
	AMERICAN CENTURY GL REAL ESTATE INVSTOR		12,284
	AMERICAN CENTURY GLOBAL GOLD CL A		1,978
	AMERICAN CENTURY GOVERNMENT BOND		61,477
	AMERICAN CENTURY INFLN ADJ BOND INV		62,784
	AMERICAN CENTURY MID CAP VALUE INV SHS		16,063
	AMERICAN CENTURY ONE CHOICE AGGR PORT INV		7,918
	AMERICAN CENTURY SHT DUR STRAT INC INV		188,016
	AMERICAN CENTURY SMALL CAP GRWTH INV		55,100
	AMERICAN CENTURY SMALL CAP VALUE INV		235,927
	AMERICAN CENTURY SML CAP VAL CLASS I		1,875
	AMERICAN CENTURY STRAT ALLOC AGG INV		6,839
	AMERICAN CENTURY SUSTAINABLE EQ INV		47,564
	AMERICAN CENTURY UTILITIES INVESTOR		40,896
	AMERICAN CENTURY VALUE INV CL		30,767
	AMERICAN CLASS EMERG MARKETS BOND F-1		4,824
	AMERICAN CORPORATE BOND FUND CL F1		23,508
	AMERICAN EUROPACIFIC GROWTH CLASS A		71,859
	AMERICAN EUROPACIFIC GROWTH CLASS F1		15,019
	AMERICAN EUROPACIFIC GROWTH FUND CL F2		35,242
	AMERICAN EUROPACIFIC GROWTH FUND F3		248,013
	AMERICAN FUNDAMENTAL INVESTORS CL F1		85,673
	AMERICAN FUNDAMENTAL INVESTORS CLASS A		933
	AMERICAN FUNDS GROWTH PORT F1		24,414
	AMERICAN FUNDS GRWTH & INC PORTFOLIO F1		2,441
	AMERICAN FUNDS INFLT LINKED BOND CL F1		25,313
	AMERICAN FUNDS INFLT LINKED BOND CL F2		14,336
	AMERICAN FUNDS INTL VANTAGE F1		47,650
	AMERICAN GLOBAL BALANCED CLASS A		118,650
	AMERICAN GROWTH FUND OF AMERICA CL F2		30,913
	AMERICAN GROWTH FUND OF AMERICA CLASS A		52,880
	AMERICAN GROWTH FUND OF AMERICA CLASS F1		513
	AMERICAN HIGH INCOME CLASS F1		134,219
	AMERICAN HIGH INCOME TRUST CLASS A		3,622
	AMERICAN INCOME FUND OF AMERICA CL F2		201,750
	AMERICAN INCOME FUND OF AMERICA CLASS A		11,300
	AMERICAN INVESTMENT CO OF AMERICA CL F1		58,521
	AMERICAN MUTUAL FUND CL F2		72,912
	AMERICAN MUTUAL FUND CLASS A		868
	AMERICAN MUTUAL FUND CLASS F1		880,711
	AMERICAN NEW ECONOMY CLASS F1		988
	AMERICAN NEW PERSPECTIVE CL F2		8,667
	AMERICAN NEW PERSPECTIVE CLASS F1		145,242
	AMERICAN NEW WORLD CLASS F1		163,231
	AMERICAN NEW WORLD FUND CL F2		49,889
	AMERICAN NEW WORLD FUND CLASS A		37,717
	AMERICAN SHORT TERM BOND FD CL F1		6,482
	AMERICAN SMALL CAP WORLD CLASS A		11,703
	AMERICAN SMALLCAP WORLD CLASS F1		6,661

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Identity of issue, borrower, lessor or similar party	Description of Investments	Cost[2]	Current Value
	AMERICAN STRATEGIC BOND FUND F1		$ 132,177
	AMERICAN US GOV'T SECURITIES CLASS F1		57,802
	AMERICAN WASHINGTON MUTUAL INVESTORS F1		186,769
	AMERICAN WASHINGTON MUTUAL INVESTORS F2		137,483
	AMG GW&K ESG BOND FUND N		29,649
	AMG RIVER ROAD LRG CAP VALUE SELECT I		6,892
	AMG RIVER ROAD LRG CAP VALUE SELECT N		1,577
	AMG RIVER ROAD SMALL MID CAP VALUE CL N		3,064
	AMG TIMESSQUARE INTERNL SMALLCAP N		2,501
	AMG VERITAS ASIA PACIFIC FUND N		2,529
	AMG VERITAS CHINA FUND N		2,695
	AMG YACKTMAN FOCUSED I		213,381
	AMG YACKTMAN FOCUSED N		583,763
	AMG YACKTMAN FUND I		111,011
	AMG YACKTMAN SPECIAL OPPS FD I		10,849
	ANCHOR RISK MANAGED EQUITY STRAT INSTL		61,818
	APPLESEED FUND - INSTITUTIONAL		11,923
	APPLIED FIN EXPLORER FUND INSTL		82,482
	APPLIED FIN EXPLORER FUND INVESTOR		160,646
	APPLIED FIN SELECT FUND INVESTOR		94,941
	AQR DIVERSIFYING STRATEGIES FUND CL I		10,106
	AQR EQUITY MARKET NEUTRAL FD CL I		26,099
	AQR EQUITY MARKET NEUTRAL FD CL N		22,175
	AQR GLOBAL EQUITY FUND CLASS N		1,629
	AQR GLOBAL MACRO OPPORTUNITIES FD I		8,221
	AQR INTERNATIONAL MOMENTUM STYLE CL I		57,753
	AQR LARGE CAP DEFENSIVE STYLE CL N		354,806
	AQR LARGE CAP DEFENSIVE STYLE FD I		29,519
	AQR LARGE CAP MOMENTUM STYLE CL I		83,441
	AQR LARGE CAP MOMENTUM STYLE CL N		14,123
	AQR LONG SHORT EQUITY CL N		54,691
	AQR LONG SHORT EQUITY FUND CL I		2,753
	AQR MANAGED FUTURES FUND CL N		4,780
	AQR RISK BALANCED COMMOD STRATEGY FD I		38,493
	AQR RISK BALANCED COMMOD STRATEGY FD N		77,577
	AQR SMALL CAP MOMENTUM STYLE CL I		26,228
	AQUILA HIGH INCOME FUND CLASS A		2,505
	ARIEL APPRECIATION		16,561
	ARIEL FUND		53,463
	ARROW MANAGED FUTURES STRTGY CL I		35,092
	ARTISAN DEVELOPING WORLD FD ADVISOR CL		14
	ARTISAN DEVELOPING WORLD FD INVESTOR CL		507,869
	ARTISAN FOCUSED FUND ADVISOR CL		4,009
	ARTISAN GLOBAL EQUITY FUND INVESTOR		56,989
	ARTISAN GLOBAL OPPORTUNITIES INV		58,004
	ARTISAN HIGH INCOME FUND ADVISOR		4,283
	ARTISAN HIGH INCOME FUND INVESTOR		117,616
	ARTISAN INTERNATL EXPLORER ADVISOR		22,540
	ARTISAN INTERNATL INVESTOR CLASS		179,935
	ARTISAN INTL SMALL-MID CAP INV		103,598

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	ARTISAN INTL VALUE FUND INV CL		$ 120,240
	ARTISAN INTL VALUE FUND ADVISOR		1,992
	ARTISAN SMALL CAP FUND INVESTOR CL		56,027
	ARTISAN THEMATIC FD INVESTOR CLASS		189,965
	ARTISAN VALUE FUND INVESTOR CL		17,123
	AT INCOME OPPORTUNITIES INSTL		201
	ATAC ROTATION FUND INVESTOR CL		3,854
	AUER GROWTH		4,057
	AUXIER FOCUS FUND INSTITUTIONAL SHRS		2,843
	AVANTIS US SMALL CAP VALUE FUND		290,303
	AVE MARIA BOND CL R		998
	AVE MARIA FOCUSED FUND		368
	AVE MARIA GROWTH		45,029
	AVE MARIA RISING DIVIDEND FUND		199,184
	AVE MARIA VALUE FUND		65,299
	AVE MARIA WORLD EQUITY FUND		7,184
	AXONIC STRATEGIC INCOME FUND INSTL		18,806
	AXS ALTERNATIVE VALUE FUND CL I		960
	AXS ALTERNATIVE VALUE FUND INVESTOR		11,672
	AXS CHESAPEAKE STRATEGY I		7,884
	AXS MULTI STRATEGY ALTERNATIVES INV		27,086
	AXS THOMAS REUTERS VENTURE CAPTL INDX I		174,701
	BAIRD AGGREGATE BOND FUND INSTL		434,002
	BAIRD AGGREGATE BOND FUND INVESTOR CL		214,383
	BAIRD CORE PLUS BOND FD INVESTOR CL		24,130
	BAIRD CORE PLUS BOND INSTITUTIONAL		26,057
	BAIRD SHORT TERM BOND FUND INVESTOR		2,264,425
	BANKS ULTRA SECTOR PRO FUND INVESTOR		87
	BARON OPPORTUNITY FUND		255,992
	BARON OPPORTUNITY FUND INSTL CLASS		247,874
	BARON ASSET		97,672
	BARON ASSET FUND INSTL CLASS		2,165
	BARON DISCOVERY FUND INSTL SHARES		39,290
	BARON DISCOVERY FUND RETAIL SHARES		96,330
	BARON DURABLE ADVANTAGE FD RETAIL		65,304
	BARON EMERGING MARKETS FUND INSTL		14,432
	BARON EMERGING MARKETS FUND RETAIL		22,744
	BARON FIFTH AVE FUND INSTL CLASS		27,681
	BARON FINTECH FUND INSTL		5,810
	BARON FOCUSED GROWTH CLASS I		220,494
	BARON FOCUSED GROWTH FUND		250,328
	BARON GLOBAL ADVANTAGE FD INTSL		57,460
	BARON GLOBAL ADVANTAGE FD RETAIL		205,309
	BARON GROWTH		40,144
	BARON HEALTH CARE FD RETAIL		194,494
	BARON HEALTH CARE FUND INSTL		24,930
	BARON PARTNERS FUND		1,314,137
	BARON PARTNERS FUND INSTL CLASS		188,263
	BARON REAL ESTATE FUND INSTITUTIONAL		6,661
	BARON REAL ESTATE FUND RETAIL		270,767

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	BARON SMALL CAP FD		$ 69,919
	BARON WEALTHBUILDER FUND RETAIL		126,189
	BASIC MATERIAL ULTRA SEC PRO FD INVESTOR		322
	BEAR PRO FUND INVESTORS SHARES		99,338
	BECK, MACK & OLIVER PARTNERS FUND		2,907
	BECKER VALUE EQUITY		178,681
	BERKSHIRE FOCUS FUND		638,541
	BERNZOTT US SMALL CAP VALUE FUND		4,171
	BIOTECHNOLOGY ULTRA SECTOR PRO FD INVS		392,548
	BITCOIN STRATEGY FD INVESTOR		1,636,810
	BLACKROCK 20/80 TARGET ALLOC FD CL A		4,286
	BLACKROCK 80/20 TARGET ALLOC FD CL A		77,581
	BLACKROCK ADVANTAGE SM CAP GROWTH INV A		20,687
	BLACKROCK ADVANTAGE SMALL CAP CORE INV A		69,686
	BLACKROCK COMMODITY STRATEGIES FUND CL A		24,825
	BLACKROCK EMERGING MARKETS FD INC A		39,171
	BLACKROCK ENERGY OPPORTUNITIES CL A		272,611
	BLACKROCK ENERGY OPPORTUNITIES CL C		8,564
	BLACKROCK EQUITY DIVIDEND FD-INSTL		37,589
	BLACKROCK EVENT DRIVEN EQUITY FUND A		17,102
	BLACKROCK EVENT DRIVEN EQUITY INSTL		244,510
	BLACKROCK FOCUS GROWTH FD INC A		798
	BLACKROCK GLOBAL ALLOCATION CL A		78,287
	BLACKROCK GNMA PORT CLASS A		45,120
	BLACKROCK HEALTH SCIENCES OPP PRT A		408,301
	BLACKROCK HIGH EQUITY INCOME CL A		49,316
	BLACKROCK INCOME FUND INVESTOR A		50,565
	BLACKROCK INTERNATIONAL FD A		128,720
	BLACKROCK MID CAP GROWTH EQUITY CL A		255,889
	BLACKROCK MID CAP GROWTH EQUITY INSTL		85,083
	BLACKROCK MID CAP VALUE FUND CL A		100,315
	BLACKROCK MULTI - ASSET INCOME INSTL		286,500
	BLACKROCK MULTI ASSET INCOME PORT A		293,250
	BLACKROCK NATURAL RESOURCES TR CL A		99,543
	BLACKROCK STRATEGIC INC OPP PORT CL A		32,330
	BLACKROCK STRATEGIC INCOME OPPRTSI INSTL		677,706
	BLACKROCK SYSTEMATIC MULTI STRAT INV A		1,096
	BLACKROCK SYSTEMATIC MULTI-STRATEGY INSTL		126,552
	BLACKROCK TECHNOLOGY OPPORTUNITIES CL A		1,309,338
	BLACKROCK TECHNOLOGY OPPORTUNITIES SVS		107,213
	BLACKROCK TOTAL FACTOR FD INSTL		131,996
	BLACKROCK TOTAL RETURN INSTITUTIONAL		421,432
	BLACKSTONE ALTERV MULTI STRATEGY CL D		27,715
	BNY MELLON APPRECIATION INVSTR		60,968
	BNY MELLON DYNAMIC TOTAL RETURN A		999
	BNY MELLON DYNAMIC VALUE A		126,419
	BNY MELLON GLOBAL EMERGING MRKTS A		12,930
	BNY MELLON GLOBAL REAL ESTATE SEC I		7,818
	BNY MELLON GLOBAL REAL RETURN A		1,253
	BNY MELLON INTERNATIONAL BOND I		19,665

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Identity of issue, borrower, lessor or similar party	Description of Investments	Cost[2]	Current Value
	BNY MELLON LARGE CAP SECURITIES FUND INC		$ 2,469
	BNY MELLON MIDCAP INDEX INVESTOR		29,000
	BNY MELLON NATURAL RESOURCES A		602,264
	BNY MELLON S&P 500 INDEX FUND		1,226
	BNY MELLON SMALL MID CAP GROWTH A		134,509
	BNY MELLON SMALLCAP STOCK INDEX INVESTOR		156,702
	BNY MELLON TECHNOLOGY GROWTH A		24,852
	BOSTON PARTNERS ALL CAP VALUE INSTL		57,477
	BOSTON PARTNERS ALL CAP VALUE INVS		115,487
	BOSTON PARTNERS GLOBL LONG SHRT INVS		542
	BOSTON TRUST ASSET MANAGEMENT FUND		4,113
	BOSTON TRUST WALDEN SMALL CAP FUND		94,549
	BRANDYWINEGLOBAL GLOBAL FLEX INCOME I		1,097
	BRIDGEWAY SMALL CAP VALUE FUND CL N		67,157
	BRIDGEWAY ULTRA SMALL CO MARKET		28,831
	BROWN ADVISORY SMALL CAP FUNDMNTL VAL ADV		72,551
	BROWN ADVISORY SUSTAIN GROWTH ADV		37,111
	BROWN ADVISORY SUSTAIN GROWTH INV		10,330
	BROWN ADVISORY WMC STRAT EUROPN EQ INVS		4,425
	BROWN CAPITAL MGMT SMALL COMPANY INSTL		209,831
	BROWN CAPITAL MGT SMALL COMPANY INV		78,549
	BROWN INTERNATIONAL SMALL COMPANY INSTL		76,470
	BROWN INTERNATIONAL SMALL COMPANY INVEST		53,596
	BUFFALO DISCOVERY FUND		33,380
	BUFFALO DIVIDEND FOCUS FUND		5,147
	BUFFALO EARLY STAGE GROWTH FUND		5,268
	BUFFALO FLEXIBLE INCOME FUND		58,895
	BUFFALO HIGH YIELD		22,891
	BUFFALO INTERNATIONAL FUND		25,310
	BUFFALO LARGE CAP		1,612
	BUFFALO MID CAP FUND		980
	BUFFALO SMALL CAP FUND INSTL		34,518
	BUFFALO SMALL CAP GROWTH		236,316
	BULL PRO FUND INVESTORS SHARES		18,944
	CALAMOS EVOLVING WORLD GROWTH CL A		29,591
	CALAMOS HEDGED EQUITY INCOME CL A		43,481
	CALAMOS MARKET NEUTRAL INCOME CL A		102,464
	CALAMOS PHINEUS LONG /SHORT CLASS A		3,100
	CALAMOS TIMPANI SM CAP GR FD CL A		1,191
	CALVERT BALANCED FUND CLASS A		21,352
	CALVERT EMERGING MARKETS EQUITY CL A		21,484
	CALVERT EQUITY FUND CLASS A		197,083
	CALVERT GLOBAL ENERGY SOLUTIONS A		149,334
	CALVERT GLOBAL WATER FUND CL A		130,172
	CALVERT INTL EQUITY CLASS A		99,251
	CALVERT INTRNTL RESPBL INDEX A		6,118
	CALVERT U.S. LRG CAP CORE RESPNSBL INDX A		244,183
	CALVERT ULTRA SHORT DURATION INCOME CL A		51,051
	CALVERT US MID CAP CORE RSPNSBL INDEX A		130,026
	CAMBIAR AGGRESSIVE VALUE INVESTOR CL		12,012

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FIDELITY RETIREMENT SAVINGS PLAN
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Identity of issue, borrower, lessor or similar party	Description of Investments	Cost[2]	Current Value
	CAMBIAR OPPORTUNITY INVESTOR CL		$ 58,890
	CARILLON CLARIVEST INTERNATIONAL STK I		916
	CARILLON REAMS CORE PLUS BOND CL I		8,906
	CARILLON SCOUT MID CAP FUND CL I		77,550
	CATALYST DYNAMIC ALPHA FUND CL I		5,257
	CATALYST ENHANCED INCOME STRATEGY I		67,465
	CATALYST INSIDER INCOME FUND CL I		3,478
	CATALYST MILLBURN HEDGE STRTGY FD CL I		14,743
	CAUSEWAY EMERGING MRKTS FD INV CL		59,564
	CAUSEWAY INTERNATNAL VALUE INSTL		17,887
	CAUSEWAY INTERNATNAL VALUE INVESTOR		5,098
	CBOE VEST BITCOIN STRATEGY MANAGED VOL		7,634
	CBOE VEST S&P 500 DIV ARISTO TGT INC I		2,554
	CBOE VEST US LARGE CAP 20% BUFFER INSTL		1,092
	CENTRE AMERICAN SELECT EQUITY INSTL		13,750
	CENTRE AMERICAN SELECT EQUITY INVSTR		88,891
	CHAMPLAIN MID CAP ADVISOR SHARE		229,506
	CHAMPLAIN MID CAP CLASS I		8,506
	CITY NATIONAL ROCHDALE EQTY INC N		33,307
	CLARKSTON PARTNERS FUND CL I		1,562,305
	CLEARBRIDGE AGGRESSIVE GROWTH A		13,924
	CLEARBRIDGE GROWTH FUND CL I		2,996
	CLEARBRIDGE INTERN'L SMALL CAP FUND CL A		73,259
	CLEARBRIDGE INTERN'T GROWTH FD CL A		71,394
	CLEARBRIDGE INTERN'T GROWTH FD CL I		11,919
	CLEARBRIDGE SELECT FUND CL A		254,640
	CLEARBRIDGE SELECT FUND I		60,573
	CLEARBRIDGE SMALL CAP FUND CLASS A		7,791
	CLEARBRIDGE SMALL CAP FUND CLASS I		914
	CLEARBRIDGE SUSTAINABILITY LDR I		54
	CLIFFWATER CORPORATE LENDING FUND I		132,076
	COHEN & STEERS INSTL REALTY SHARES		41,995
	COHEN & STEERS MLP AND ENERGY OPPORT A		44,145
	COHEN & STEERS MLP AND ENERGY OPPORT I		1,023
	COHEN & STEERS PREF SECURITIES INC A		93,293
	COHEN & STEERS PREF SECURITIES INCOME I		22,906
	COHEN & STEERS REAL ASSET FUND CL I		9,478
	COHEN & STEERS REAL ASSETS FD CL A		1,575
	COHEN & STEERS REAL ESTATE SECURITIES A		80,095
	COHEN & STEERS REALTY CLASS A		29,007
	COHEN & STEERS REALTY SHARES		21,376
	COHEN& STEERS GLBAL REALTY CL I		68,920
	COLUMBIA ACORN EUROPEAN FUND CL A		22,435
	COLUMBIA ADAPTIVE RISK ALLOCATION CL A		52,744
	COLUMBIA ADAPTIVE RISK ALLOCATION I2		22,111
	COLUMBIA BALANCED FUND CL A		7,292
	COLUMBIA COMMODITY STRATEGY FUND CL A		51,879
	COLUMBIA CONTRARIAN CORE FUND CL A		564,218
	COLUMBIA CONVERTIBLE SECURITIES FD A		19,181
	COLUMBIA CORPORATE INCOME FUND CLASS A		6,745

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Identity of issue, borrower, lessor or similar party	Description of Investments	Cost[2]	Current Value
	COLUMBIA DIVIDEND INCOME CL A		$ 1,003,823
	COLUMBIA DIVIDEND INCOME FUND CL I2		305,493
	COLUMBIA DIVIDEND OPPORTUNITY CL A		6,495
	COLUMBIA DIVIDEND OPPORTUNITY CL C		432
	COLUMBIA EMERGING MARKETS FUND CL I2		32,392
	COLUMBIA GLOBAL TECH GROWTH CL A		111,281
	COLUMBIA GLOBAL TECH GROWTH CL I2		23,731
	COLUMBIA INTEGRATED LARGE CAP VALUE FD A		30,268
	COLUMBIA MORTGAGE OPPORTUNITIES CL A		43,312
	COLUMBIA MORTGAGE OPPORTUNITIES I2 CL		18,845
	COLUMBIA OVERSEAS CORE A		8,961
	COLUMBIA OVERSEAS VALUE CL I2		64,785
	COLUMBIA SELECT GLOBAL EQUITY CL A		19,825
	COLUMBIA SELECT LARGE CAP VALUE I2		62,175
	COLUMBIA SELIGMAN GLOBAL TECHNOLGY A		212,932
	COLUMBIA SELIGMAN TECH AND INFO CL A		624,153
	COLUMBIA SELIGMAN TECH AND INFO CL I2		26,429
	COLUMBIA SHORT-TERM BOND FUND CL I2		24,723
	COLUMBIA SMALL CAP GROWTH FD CL A		17,532
	COLUMBIA SMALL CAP VAL I FUND CL A		3,551
	COLUMBIA STRATEGIC INCOME FUND ADV		5,331
	COLUMBIA STRATEGIC INCOME FUND CL I2		46,604
	COLUMBIA THERMOSTAT CL A		84,841
	COLUMBIA THERMOSTAT FUND CL I2		102,570
	COMMERCE VALUE INSTITUTIONAL		85,559
	COMMONWEALTH NEW ZEALAND		24,459
	CONESTOGA SMALL CAP INVESTOR CLASS		132,377
	CONESTOGA SMID CAP FUND INVESTORS CL		10,922
	CONGRESS MID CAP GROWTH RETAIL		27,385
	CONGRESS SMALL CAP GROWTH INSTL CL		1,537
	CONGRESS SMALL CAP GROWTH RETAIL CLASS		84,019
	CONSUMER SERV ULTRA SECTOR PRO FD-INVEST		39,584
	COVE STREET CAPITAL SMALL CAP VALUE INST		7,357
	CREDIT SUISSE COMMOD RETURN STRATEGY A		307
	CREDIT SUISSE MULTI ALTERNATIVE STRAT I		623
	CROMWELL CENTERSQUAR REAL ESTATE INVESTOR		20,152
	CULLEN HIGH DIVIDEND EQUITY FUND RETAIL		16,841
	CULLEN INTL HIGH DIV FD RETAIL CL SH		19,484
	DAVIS FINANCIAL CLASS A		26,062
	DAVIS FINANCIAL FUND CLASS Y		108,974
	DAVIS INTERNATIONAL CL A		14,715
	DELAWARE CLIMATE SOLUTIONS FD CL A		6
	DELAWARE IVY EMERG MARKETS EQUITY A		17,986
	DELAWARE IVY INTL CORE EQUITY FD CL A		104,918
	DELAWARE IVY MID CAP GROWTH CL A		371
	DFA EMERGING MARKETS SUSTAIN CORE 1 INSTL		90,473
	DFA EMERGING MRKTS CORE EQU PORTF		309,581
	DFA FIVE YEAR GLBL FIXED INC PRTF INSTL		152,559
	DFA GLB SUSTAINABLTY FIXED INCOME INSTL		30,659
	DFA GLOBAL CORE PLUS FIXED INC INSTL		48,151

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	DFA GLOBAL REAL ESTATE SEC PORTFOLIO		$ 310,815
	DFA INTERM EXTENDED QUALITY PORT INSTL		7,613
	DFA INTERNATIONAL CORE EQUITY		904,972
	DFA INTERNATIONAL VECTOR EQUITY PORT		69,318
	DFA INTL HIGH REL PROF PORT INSTL		5,658
	DFA INT'L SMALL CAP VALUE		30,035
	DFA INVESTMENT GRADE PORTFOLIO INSTL		96,690
	DFA SELECTIVELY HEDGED GL FIXED INC		177,173
	DFA SHORT TERM EXTENDED QUAL INSTL		51,947
	DFA SHORT-DURATION REAL RETURN INSTL		30,402
	DFA US CORE EQUITY I		1,580,251
	DFA US CORE EQUITY II		511,081
	DFA US HIGH RELATIVE PROFIT PORT INSTL		36,646
	DFA US LARGE CAP VALUE PRTF INSTL		123,883
	DFA US SMALL CAP VALUE PRTF INSTL		38,948
	DFA US SUSTAIN CORE 1 PORTFOLIO I		251,180
	DIAMOND HILL LARGE CAP INVESTOR		15,952
	DIAMOND HILL SMALL CAP FUND CLASS I		2,461
	DIMENSIONAL GLOBAL ALL 60/40 PRTF INSTL		33,709
	DIMENSIONAL GLOBAL EQUITY PORT INST		4,060
	DIREXION MONTHLY NASDAQ100BULL2X INV		3,647,021
	DIREXION MONTHLY S&P 500 BEAR 2X INV		1,018,979
	DIREXION MONTHLY S&P 500 BULL 2X INV		1,341,471
	DIREXION MONTHLY SM CAP BULL 2X INV		314,935
	DIREXION MONTHLY SML CAP BEAR 2X INV		246,829
	DODGE & COX BALANCED CL I		18,264
	DODGE & COX EMERGING MARKETS STOCK FUND		34,964
	DODGE & COX GLOBAL STOCK CL I		77,028
	DODGE & COX INCOME CL I		364,255
	DODGE & COX INTERNATL STOCK CL I		482,470
	DODGE & COX STOCK CL I		2,026,443
	DOMINI IMPACT EQUITY INVESTOR		4,734
	DOMINI IMPACT INTL EQUITY INVESTOR		51,617
	DOMINI SUSTAINABLE SOLUTIONS INVESTOR		48,927
	DOUBLELINE CORE FIXED INCOME CL I		36,155
	DOUBLELINE CORE FIXED INCOME FD CL N		25
	DOUBLELINE EMERGING MRTKS FIXED INC I		3,932
	DOUBLELINE FLEXIBLE INCOME CL I		14,424
	DOUBLELINE FLOATING RATE FUND CL N		53,897
	DOUBLELINE LOW DURATION BOND CL I		9,368
	DOUBLELINE LOW DURATION CL N		803,574
	DOUBLELINE LOW DURTN EMER MKTS FIX INC I		9,384
	DOUBLELINE MULTI ASSET TREND FUND I		54,126
	DOUBLELINE SHILLER ENH INTL CAPE CL I		2,141
	DOUBLELINE SHILLER ENHANCED CAP CL I		461,885
	DOUBLELINE SHILLER ENHANCED CAP CL N		253,270
	DOUBLELINE STRATEGIC COMMODITY CL N		3,343
	DOUBLELINE TOTAL RETURN BOND FD CL I		289,757
	DOUBLELINE TOTAL RT BOND FD CL N		165,918
	DOUBLINE SHILLER ENH INTL CAPE CL N		7,070

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Identity of issue, borrower, lessor or similar party	Description of Investments	Cost[2]	Current Value
	DOW JONES WILSHIRE 5000 INDEX PORT INVT		$ 5,712
	DRIEHAUS EMERGING MARKETS		124,711
	DRIEHAUS EMERGING MARKETS SM CAP GRWTH		4,613
	DRIEHAUS EVENT DRIVEN FUND		6,946
	DRIEHAUS MICRO CAP GROWTH FUND		221,849
	DRIEHAUS SMALL CAP GROWTH INSTL CL		6,144
	DRIEHAUS SMALL CAP GROWTH INVESTOR CL		75,050
	DWS GLOBAL INFRASTRU FD -INST		3,312
	DWS GLOBAL INFRASTRUCTURE FD-A		10,811
	DWS LATIN AMERICA EQUITY CL I		39,217
	DWS LATIN AMERICA EQUITY FUND-A		52,119
	DWS SCIENCE AND TECHNOLOGY FUND INST		452
	DWS SCIENCE AND TECHNOLOGY FUND-A		236
	EATON VANCE BALANCED CLASS A		5,176
	EATON VANCE EMERGING MRKTS DEBT OPPOR A		16,525
	EATON VANCE FLOATING RATE ADVANTAGE CL A		6,329
	EATON VANCE FLOATING RATE CLASS I		5,544
	EATON VANCE FLOATING RATE HI INCOME CL I		10,830
	EATON VANCE GL MACRO ABSOLUTE RTRN ADV I		21,155
	EATON VANCE GL MACRO ABSOLUTE RTRN ADVT A		1,154
	EATON VANCE GREATER INDIA FUND CLASS A		6,993
	EATON VANCE GREATER INDIA FUND CLASS I		6,978
	EATON VANCE HIGH INC OPPORTUNITIES CL A		1,398
	EATON VANCE HIGH INCOME OPPT CL I		17,639
	EATON VANCE MULTI - ASSET CREDIT FD CL I		9,270
	EATON VANCE PARAMETR DIVIDEND INC CL A		167,676
	EATON VANCE PARAMETR DIVIDEND INCOME CL I		54,383
	EATON VANCE SHORT DURATION GOV INC I		4,613
	EATON VANCE SHT DUR STRATEGIC INC A		4,932
	EATON VANCE SHT DUR STRATEGIC INC FD I		8,998
	EATON VANCE TOTAL RETURN BOND CL A		209
	EATON VANCE TOTAL RETURN BOND CL I		12,038
	ECOFIN GLOBAL RENEWABLES INFRA INS		10,078
	EDGEWOOD GROWTH FUND INSTL CL		37
	EDGEWOOD GROWTH FUND RETAIL CLASS		13,155
	EMERALD FINANCE AND BANKING INNOV INSTL		4,403
	EMERALD FINANCE AND BANKING INNOV INV		4,379
	EMERALD GROWTH INSTITUTIONAL		20,567
	EP EMERGING MARKETS CLASS A		26,987
	EP EMERGING MARKETS CLASS I		70,116
	EP INTERNATIONAL VALUE FUND CL I		24,506
	EUROPAC GOLD FUND CL I		79,739
	EUROPAC GOLD FUND CLASS A		27,148
	EUROPAC INTERNATNL DIVIDEND INC CL A		3,079
	EUROPAC INTERNATNL DIVIDEND INC CL I		4,258
	EUROPAC INTL VALUE FUND CLASS A		10,449
	EV FOCUSED VALUE OPPORTUNITIES CL A		15,153
	EVENTIDE CORE BOND FUND CL I		1,502
	EVENTIDE DIVIDEND OPPORTUNITIES CL I		1,409
	EVENTIDE DIVIDEND OPPORTUNITIES CL N		34

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Identity of issue, borrower, lessor or similar party	Description of Investments	Cost[2]	Current Value
	EVENTIDE EXPONENTIAL TECHNOLOGIES FD CL N		$ 34,776
	EVENTIDE EXPONENTIAL TECHNOLOGIES I		134,967
	EVENTIDE GILEAD FUND CLASS I		171,269
	EVENTIDE GILEAD FUND CLASS N		411,815
	EVENTIDE HEALTHCARE AND LIFE SCIENCES N		486,968
	EVENTIDE LARGE CAP FOCUS FD CL N		6,022
	EVERMORE GLOBAL VALUE FD INVESTOR		462
	FA ASSET MGR 20% Z (1)		9,559,304
	FA ASSET MGR 30% Z (1)		6,293,930
	FA ASSET MGR 40% Z (1)		8,173,888
	FA ASSET MGR 50% Z (1)		11,361,793
	FA ASSET MGR 60% Z (1)		14,770,641
	FA ASSET MGR 70% Z (1)		20,722,683
	FA ASSET MGR 85% Z (1)		19,604,706
	FA CONS STAPLES Z (1)		37,074,841
	FA CONSUMER DISC Z (1)		39,270,152
	FA CONV SEC Z (1)		19,163,628
	FA CORP BOND Z (1)		12,186,784
	FA EMERG MKTS DISC Z (1)		12,024,296
	FA ENERGY Z (1)		191,898,178
	FA FINANCIAL SVCS Z (1)		74,314,767
	FA FLOATING RATE Z (1)		38,175,590
	FA FOCUS EMRG MKTS Z (1)		119,180,225
	FA GLB COMDTY STK Z (1)		108,946,359
	FA GLOBAL CAP APP I (1)		2,530,642
	FA GLOBAL CREDIT Z (1)		928,573
	FA GLOBAL EQ INC Z (1)		5,371,662
	FA GOLD Z (1)		72,736,509
	FA GOV INCOME Z (1)		49,594,903
	FA GROWTH OPPS Z (1)		127,059,653
	FA HEALTH CARE Z (1)		181,720,218
	FA HIGH INC ADV Z (1)		111,021,246
	FA HIGH INCOME Z (1)		33,537,209
	FA INDUSTRIALS Z (1)		72,645,811
	FA INTL GROWTH Z (1)		166,198,858
	FA INTL SM CAP OPP Z (1)		16,161,790
	FA INTL SM CAP Z (1)		41,274,251
	FA INTL VALUE Z (1)		7,907,916
	FA INVST GRD BOND Z (1)		71,462,439
	FA MATERIALS Z (1)		43,960,989
	FA MID CAP II Z (1)		1,539,731
	FA MORTGAGE SEC Z (1)		67,374,483
	FA MULTI-ASSET INC Z (1)		15,606,026
	FA NEW MARKETS INC Z (1)		31,510,850
	FA REAL ESTATE INC Z (1)		17,590,282
	FA SH DUR HIGH INC Z (1)		4,439,152
	FA SHORT-TERM BOND Z (1)		22,360,031
	FA SM CAP VAL Z (1)		63,659,791
	FA SMALL CAP Z (1)		74,615,655
	FA STK SEL MID CAP Z (1)		102,147,537

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	FA STK SEL SM CAP Z (1)		$ 36,084,234
	FA STRAT DIV INC Z (1)		38,775,063
	FA STRAT INCOME Z (1)		126,864,779
	FA TECHNOLOGY Z (1)		183,404,845
	FA UTILITIES Z (1)		34,948,781
	FA WOMENS LDRSHP Z (1)		5,597,173
	FA WORLDWIDE Z (1)		26,661,489
	FAIRHOLME FUND		52,417
	FAM DIVIDEND FOCUS FUND		58,328
	FEDERATED HERMES CAPTL INCOME CL A		4,038
	FEDERATED HERMES CAPTL INCOME CL IS		1,418
	FEDERATED HERMES CLOVER SM VAL CL A		32,677
	FEDERATED HERMES INSTL HIGH YLD BD IS		4,242
	FEDERATED HERMES KAUFMANN SM CAP A		180,800
	FEDERATED HERMES KAUFMANN SM CAP IS		4,395
	FEDERATED HERMES MDT MARKET NEUTRAL FD A		213
	FEDERATED HERMES OPPOR HIGH YLD BD SS		46,792
	FEDERATED HERMES STR VAL DIV CL A		12,211
	FEDERATED HERMES STR VAL DIV CL IS		11
	FID 500 INDEX (1)		2,538,277,703
	FID BALANCED K6 (1)		172,443,189
	FID BLUE CHIP GR K6 (1)		345,512,984
	FID CONSV INC BD IS (1)		162,155,899
	FID CONTRAFUND K6 (1)		1,092,642,205
	FID DIVERSFD INTL K6 (1)		99,974,581
	FID DIVIDEND GR K (1)		565,140,799
	FID EMERGING MKTS K (1)		204,294,295
	FID EMRG MKTS IDX (1)		449,559,978
	FID EQ DIV INCOME K (1)		611,642,181
	FID EQUITY INCOME K6 (1)		46,162,622
	FID EXTD MKT IDX (1)		76,771,018
	FID FDM IDX 2005 IPR (1)		4,830,678
	FID FDM IDX 2010 IPR (1)		1,226,340
	FID FDM IDX 2015 IPR (1)		2,300,454
	FID FDM IDX 2020 IPR (1)		3,224,217
	FID FDM IDX 2025 IPR (1)		10,747,472
	FID FDM IDX 2030 IPR (1)		18,253,337
	FID FDM IDX 2035 IPR (1)		20,032,677
	FID FDM IDX 2040 IPR (1)		19,195,874
	FID FDM IDX 2045 IPR (1)		19,199,028
	FID FDM IDX 2050 IPR (1)		13,552,512
	FID FDM IDX 2055 IPR (1)		10,692,135
	FID FDM IDX 2060 IPR (1)		8,771,921
	FID FDM IDX 2065 IPR (1)		2,205,657
	FID FDM IDX INC IPR (1)		1,615,798
	FID FRDM BLD 2005 K6 (1)		29,988
	FID FRDM BLD 2010 K6 (1)		6,675
	FID FRDM BLD 2015 K6 (1)		731,518
	FID FRDM BLD 2020 K6 (1)		2,253,983
	FID FRDM BLD 2025 K6 (1)		4,427,376

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Identity of issue, borrower, lessor or similar party	Description of Investments	Cost[2]	Current Value
	FID FRDM BLD 2030 K6 (1)		$ 7,033,128
	FID FRDM BLD 2035 K6 (1)		12,282,847
	FID FRDM BLD 2040 K6 (1)		9,921,773
	FID FRDM BLD 2045 K6 (1)		6,709,364
	FID FRDM BLD 2050 K6 (1)		5,905,063
	FID FRDM BLD 2055 K6 (1)		3,247,504
	FID FRDM BLD 2060 K6 (1)		1,940,487
	FID FRDM BLD 2065 K6 (1)		3,165,979
	FID FRDM BLD INC K6 (1)		80,441
	FID FREEDOM 2005 K6 (1)		1,645,116
	FID FREEDOM 2010 K6 (1)		8,452,450
	FID FREEDOM 2015 K6 (1)		18,163,278
	FID FREEDOM 2020 K6 (1)		84,264,585
	FID FREEDOM 2025 K6 (1)		230,718,718
	FID FREEDOM 2030 K6 (1)		433,816,631
	FID FREEDOM 2035 K6 (1)		482,198,204
	FID FREEDOM 2040 K6 (1)		420,142,285
	FID FREEDOM 2045 K6 (1)		280,361,601
	FID FREEDOM 2050 K6 (1)		226,944,738
	FID FREEDOM 2055 K6 (1)		148,068,568
	FID FREEDOM 2060 K6 (1)		99,297,454
	FID FREEDOM 2065 K6 (1)		17,714,589
	FID FREEDOM INC K6 (1)		7,571,898
	FID GLB EX US IDX (1)		238,306,265
	FID GNMA (1)		14,954,393
	FID GOV CASH RESERVE (1)		3
	FID GROWTH & INC K (1)		136,551,374
	FID GROWTH CO K6 (1)		1,160,325,276
	FID GROWTH STRAT K6 (1)		73,476,099
	FID INFL PR BD IDX (1)		81,420,810
	FID INTERMED BOND (1)		27,635,676
	FID INTL BOND INDEX (1)		1,409,678
	FID INTL CAP APPR K6 (1)		162,305,252
	FID INTL DISCOV K6 (1)		45,012,594
	FID INTL ENH INDEX (1)		39,335,142
	FID INTL INDEX (1)		747,124,822
	FID INTL SUSTN IDX (1)		2,889,352
	FID INTM TR BD IDX (1)		382,422,893
	FID LC CORE ENH INDX (1)		77,970,619
	FID LC GRO ENH INDX (1)		112,088,849
	FID LC VAL ENH INDX (1)		122,086,187
	FID LG CAP GR IDX (1)		712,422,051
	FID LG CAP VAL IDX (1)		34,213,052
	FID LOW-PRICED ST K6 (1)		445,328,946
	FID LT TR BD IDX (1)		19,933,814
	FID LTD TERM GOVT (1)		3,370,627
	FID MAGELLAN K6 (1)		156,954,716
	FID MGD RET 2010 K6 (1)		46,584
	FID MGD RET 2015 K6 (1)		3,593
	FID MGD RET 2020 K6 (1)		152,655

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	FID MGD RET 2025 K6 (1)		$ 478,695
	FID MGD RET 2030 K6 (1)		207,654
	FID MGD RET INC K6 (1)		380,030
	FID MID CAP ENH INDX (1)		89,879,627
	FID MID CAP GR IDX (1)		6,012,711
	FID MID CAP IDX (1)		44,958,187
	FID MID CAP STOCK K6 (1)		121,328,685
	FID MID CAP VAL IDX (1)		3,386,170
	FID MID CAP VALUE K6 (1)		23,239,639
	FID MULTI ASSET IDX (1)		68,148,442
	FID NASDAQ COMP INDX (1)		146,105,125
	FID NEW MILLEN (1)		169,649,955
	FID OTC K6 (1)		177,946,627
	FID OVERSEAS K (1)		157,264,239
	FID PURITAN K6 (1)		80,356,165
	FID REAL ESTATE IDX (1)		17,042,870
	FID REAL ESTATE INVS (1)		35,832,297
	FID SEL BIOTECH (1)		124,193,056
	FID SEL COMM SERV (1)		21,986,867
	FID SEL MED TECH&DV (1)		83,025,349
	FID SEL RETAILING (1)		42,214,335
	FID SEL SEMICONDUCT (1)		111,607,021
	FID SEL SOFTWARE (1)		77,992,024
	FID SM CAP DISCOVERY (1)		78,877,634
	FID SM CAP ENH INDX (1)		12,428,537
	FID SM CAP GR IDX (1)		5,476,712
	FID SM CAP IDX (1)		54,031,256
	FID SM CAP VAL IDX (1)		10,564,119
	FID SMALL CAP GR K6 (1)		76,664,753
	FID SMALL CAP STK K6 (1)		35,522,514
	FID ST BOND IDX (1)		8,546,855
	FID ST TR BD IDX (1)		12,205,457
	FID STOCK SELECTOR LARGE CAP VALUE FD (1)		118,746
	FID STR REAL RET K6 (1)		11,358,581
	FID SUSTAINABLE EMERGING MARKETS FD (1)		11,223
	FID SUSTAINABLE INTERNATIONAL EQ FD (1)		8,452
	FID SUSTAINABLE U.S. EQUITY FUND (1)		10,613
	FID SUSTN BOND IDX (1)		2,635,961
	FID TOTAL BOND K6 (1)		256,208,712
	FID TOTAL INTL IDX (1)		162,587,262
	FID TOTAL MKT IDX (1)		332,522,910
	FID US BOND IDX (1)		657,666,015
	FID US SUSTN IDX (1)		61,842,529
	FID VALUE DISCOV K6 (1)		161,375,605
	FID VALUE K (1)		515,378,021
	FID VALUE STRAT K (1)		54,402,834
	FIDELITY ADVISOR FOCUSED EMERG MKTS I (1)		66
	FIDELITY ADVISOR GROWTH OPPTY CL I (1)		62
	FIDELITY ADVISOR INTL CAP APPREC CL I (1)		63
	FIDELITY ADVISOR NEW INSIGHTS CL I (1)		63

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Identity of issue, borrower, lessor or similar party	Description of Investments	Cost[2]	Current Value
	FIDELITY ADVISOR SMALL CAP GRWTH CL I (1)		$ 63
	FIDELITY ADVISOR SMALL CAP VALUE CL I (1)		63
	FIDELITY ADVISOR STK SELECTR SMAL CP CL I (1)		63
	FIDELITY AGRICULTURL PRODUCT FUND (1)		1,342,924
	FIDELITY BLUE CHIP VALUE (1)		891
	FIDELITY CANADA (1)		1,073,476
	FIDELITY CAPITAL APPRECIATION (1)		528,672
	FIDELITY CHINA REGION (1)		1,113,610
	FIDELITY CLIMATE ACTION FUND (1)		150,674
	FIDELITY DISCIPLINED EQUITY (1)		215,615
	FIDELITY DISRUPTIVE AUTOMATION FUND (1)		118,318
	FIDELITY DISRUPTIVE COMMUNICATIONS FUND (1)		66,527
	FIDELITY DISRUPTIVE FINANCE FUND (1)		64,641
	FIDELITY DISRUPTIVE MEDICINE FUND (1)		62,979
	FIDELITY DISRUPTIVE TECHNOLOGY FUND (1)		124,593
	FIDELITY DISRUPTORS FUND (1)		165,801
	FIDELITY EMERGING ASIA FUND (1)		269,808
	FIDELITY ENDURING OPPORTUNITIES FUND (1)		127,007
	FIDELITY ENVIRONMENT & ALTERNATIVE ENERGY (1)		38,983
	FIDELITY EUROPE (1)		11,553
	FIDELITY FOCUSED STOCK FUND (1)		5,187,907
	FIDELITY FOUNDERS FUND (1)		713,867
	FIDELITY FUND (1)		585,810
	FIDELITY GOVERNMENT CASH RESERVES (1)		56,666,267
	FIDELITY GROWTH DISCOVERY FUND (1)		589,391
	FIDELITY HEALTHY FUTURE FUND (1)		46,951
	FIDELITY HEDGED EQUITY FUND (1)		136,740
	FIDELITY INFRASTRUCTURE FUND (1)		358,126
	FIDELITY INTERNAT'L REAL ESTATE FUND (1)		47,248
	FIDELITY JAPAN (1)		85,793
	FIDELITY JAPAN SMALLER COMPANIES (1)		96,781
	FIDELITY LARGE CAP STOCK (1)		2,081
	FIDELITY LATIN AMERICA (1)		108,540
	FIDELITY LEVERAGED COMPANY STOCK (1)		329,591
	FIDELITY MACRO OPPORTUNITIES FUND (1)		91,922
	FIDELITY MEGA CAP STOCK FUND (1)		4,613
	FIDELITY NATURAL RESOURCES FUND (1)		832,649
	FIDELITY NORDIC (1)		31,264
	FIDELITY PACIFIC BASIN (1)		9,518
	FIDELITY RISK PARITY FUND (1)		80,275
	FIDELITY SELECT AUTOMOTIVE (1)		16,622
	FIDELITY SELECT BANKING PORTFOLIO (1)		14,679
	FIDELITY SELECT BROKERAGE & INVS MGT (1)		1,079
	FIDELITY SELECT CHEMICALS (1)		12,966
	FIDELITY SELECT CONSTRUCTN & HOUSING (1)		118,284
	FIDELITY SELECT DEFENSE & AEROSPACE (1)		920,661
	FIDELITY SELECT HEALTH CARE SRVC (1)		653,103
	FIDELITY SELECT INSURANCE (1)		43,394
	FIDELITY SELECT LEISURE (1)		216,122
	FIDELITY SELECT PHARMACEUTICAL (1)		1,184,912

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	FIDELITY SELECT TECH HARDWARE PORT (1)		$ 6,755
	FIDELITY SELECT TELECOMM (1)		21,341
	FIDELITY SELECT TRANSPORT (1)		34,445
	FIDELITY STOCK SELECTOR ALL CAP FD (1)		3,152
	FIDELITY TELECOM AND UTILITIES FUND (1)		10,746
	FIDELITY TREND (1)		247,580
	FIDELITY US LOW VOLATILITY EQUITY FD (1)		210,428
	FIDELITY WATER SUSTAINABILITY FUND (1)		18,863
	FIDELITY ZERO EXTND MARKET INDEX FUND (1)		763,358
	FIDELITY ZERO INTERNATIONAL INDEX (1)		1,459,095
	FIDELITY ZERO LARGE CAP INDEX FUND (1)		2,671,885
	FIDELITY ZERO TOTAL MARKET INDEX (1)		5,478,135
	FIMM GOVT INST (1)		329,634,323
	FIMM MMKT INST (1)		1,075,869,554
	FINANCIALS ULTRA SECTOR PRO FD INVS		11,607
	FIRST EAGLE GLOBAL CLASS A		88,695
	FIRST EAGLE GLOBAL CLASS I		78,030
	FIRST EAGLE GLOBAL INCOME BUILDER CL A		3,629
	FIRST EAGLE GOLD CLASS A		765,834
	FIRST EAGLE GOLD FUND CL I		120,151
	FIRST EAGLE OVERSEAS CLASS A		79,361
	FIRST EAGLE OVERSEAS CLASS I		253,901
	FIRST EAGLE US VALUE CLASS A		21,599
	FIRST TRUST ALTER OPPORTUNITIES CL I		195,622
	FIRSTHAND ALTERNATIVE ENERGY		182,091
	FIRSTHAND TECHNOLOGY OPPORTUNITIES FUND		99,769
	FMI COMMON STOCK FUND		3,857
	FMI INTERNATIONAL		195,471
	FMI INTERNATIONAL FD II CURRENCY UNHEDGED		9,320
	FMI LARGE CAP FUND		4,451
	FPA CRESCENT FUND		626,480
	FPA NEW INCOME		4,161
	FPA QUEENS ROAD SMALL CAP VALUE FUND		159,077
	FRANKLIN BIOTECH DISCOVERY FUND A		37,274
	FRANKLIN DYNATECH CLASS C		25,563
	FRANKLIN DYNATECH FUND A		93,272
	FRANKLIN FOCUSED GROWTH FUND CL A		1,425
	FRANKLIN GOLD AND PRECIOUS METALS CL A		98,606
	FRANKLIN INCOME CL A		2,465
	FRANKLIN INCOME CLASS A1		3,435
	FRANKLIN MUTUAL EUROPEAN FUND CL A		656
	FRANKLIN MUTUAL SHARES FD CLASS A		30,153
	FRANKLIN NATURAL RESOURCES A		27
	FRANKLIN SMALL-MID CAP GROWTH A		6,757
	FRANKLIN UTILITIES CL A		69,249
	FRANKLIN UTILITIES CLASS A1		7,499
	FRONTIER MFG CORE INFRASTRUCTURE SERV		207
	FROST TOTAL RETURN BOND FD INVESTOR		16,289
	FULLER & THALER BEHV MID CAP VALUE INSTL		62,610
	FULLER & THALER BEHV MID CAP VALUE INVSTR		6,093

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	FULLER & THALER BEHV SMALL CAP EQTY INV		$ 22,372
	FULLER & THALER BEHV SMALL CAP GROWTH INV		21,382
	GABELLI GOLD FUND CL A		16,958
	GABELLI GOLD FUND CL AAA		103,461
	GABELLI SMALL CAP GROWTH AAA		10,887
	GABELLI SMALL CAP GROWTH FUND CL I		43,167
	GATEWAY EQUITY CALL PREMIUM FUND CL A		42,684
	GATEWAY FUND CLASS A		2,571
	GLENMEDE LARGE CAP CORE		157,538
	GLENMEDE LARGE CAP GROWTH		197,709
	GLENMEDE SECURED OPTIONS PORTFOLIO		8,615
	GLENMEDE SMALL CAP EQUITY - ADVISOR CL		3,835
	GLENMEDE TOTAL MARKET PORTFOLIO		45,890
	GOEHRING & ROZENCWAJG RES INSTL		43,969
	GOLD AND PRECIOUS METALS FUND		222,966
	GOLDMAN SACHS ASSET ALLOC GRWTH STRAT A		2,866
	GOLDMAN SACHS CHINA EQUITY CLASS A		55,670
	GOLDMAN SACHS CLEAN ENERGY INCOME A		118,946
	GOLDMAN SACHS EMERG MRKTS EQ INSTL CL		6,416
	GOLDMAN SACHS EMERGING MARKETS A		21,480
	GOLDMAN SACHS EMRGN MRKTS EQTY INSIGHT A		29
	GOLDMAN SACHS ENHAN DIV GLBL EQU PORT A		362
	GOLDMAN SACHS GQG PART INTERNTL OPP A		120,519
	GOLDMAN SACHS GQG PARTNERS INTL OPP I		322,377
	GOLDMAN SACHS INCOME BUILDER FUND A		6,068
	GOLDMAN SACHS INTL EQUITY ESG CL A		11,626
	GOLDMAN SACHS INTL SM CAP INSIGHTS A		7,444
	GOLDMAN SACHS INTL SM CAP INSIGHTS INST		50,002
	GOLDMAN SACHS MANGD FUTURES STRATEGY A		1,407
	GOLDMAN SACHS MID CAP VALUE CLASS A		23,544
	GOLDMAN SACHS MLP ENERGY INFRSTCTR A		16,458
	GOTHAM ENHANCED RETURN FUND INSTL		122,544
	GOTHAM INDEX PLUS FUND INSTL		39,968
	GOTHAM INDEX PLUS FUND INVESTOR CL		2,078
	GOTHAM NEUTRAL FUND INSTITUTIONAL		1,036
	GQG PARTNERS EMRGING MARKETS EQUITY INV		69,331
	GQG PARTNERS US QUAL DIVIDEND INCOME INST		61,871
	GQG PARTNERS US QUALITY SEL EQ INSTL		35,923
	GRANDEUR PEAK GLOBAL CONTRARIAN INSTL		45,650
	GRANDEUR PEAK GLOBAL STALWARTS INSTL		3,027
	GRANDEUR PEAK GLOBAL STALWARTS INVESTOR		29,233
	GRANDEUR PEAK INTNTL STALWARTS INSTL		52,704
	GRANDEUR PEAK INTNTL STALWARTS INVESTOR		30,388
	GRANT PARK MULTI ALT STRATIGIES FD CL I		2,269
	GRANT PARK MULTI ALT STRATIGIES FD CL N		1,008
	GREEN CENTURY BALANCED		19,118
	GUGGENHEIM CORE BOND FUND P		12,748
	GUGGENHEIM MULTI - HEDGE STRATEGIES P		964
	GUGGENHEIM RBP DIVIDEND FUND CL I		44,230
	GUGGENHEIM RBP DIVIDEND FUND CL P		8,466

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	GUGGENHEIM RBP LRG CAP DEFENSIVE P		$ 9,671
	GUGGENHEIM RISK MANAGED REAL EST P		59
	GUGGENHEIM TOTAL RETURN BOND CL P		19,344
	GUINNESS ATKINSON ALTERNATIVE ENERGY		112,262
	GUINNESS ATKINSON ASIA FOCUS		2,639
	GUINNESS ATKINSON GLOBAL ENERGY		51,352
	GUINNESS ATKINSON GLOBAL INNOVATORS		90,529
	HARBOR CAP APP ADM		12,266
	HARBOR CAP APP INST		92,216
	HARBOR CONV SEC INST		4,817
	HARBOR DISRUPTIVE INNOVATION FD INST		6,450
	HARBOR DISRUPTIVE INNOVATION FD INVSTR		2,638
	HARBOR INTL INST		68,708
	HARBOR INTL INV		8,635
	HARBOR LARGE CAP VALUE INV CLASS		24,136
	HARBOR LCV INST		60,288
	HARBOR MCV INV		32,851
	HARDING LOEVNER EMERG MRKTS PORT ADV		168,354
	HARDING LOEVNER FRNT EMERG MRKTS INVESTOR		2,576
	HARDING LOEVNER INST EMERGING MRKTS CL I		9,807
	HARDING LOEVNER INTL EQUITY PORT INV		298
	HARTFORD CLIMATE OPPORTUNITIES CL A		31,492
	HARTFORD CORE EQUITY CLASS A		235,761
	HARTFORD DIVIDEND & GROWTH CLASS A		15,739
	HARTFORD GLOBAL IMPACT CL A		1,633
	HARTFORD GROWTH OPPORTUNITY CLASS A		114,521
	HARTFORD GROWTH OPPT FUND CL Y		7,031
	HARTFORD INTL VALUE FUND CLASS Y		56,102
	HARTFORD MID CAP FD CLASS I		6,123
	HARTFORD SCHRODER EMERG MKTS EQ CL Y		1,939
	HARTFORD SCHRODERS CHINA A FUND CL I		16,740
	HARTFORD SCHRODERS CHINA FUND CL A		1,208
	HARTFORD SCHRODERS EMRG MRKT EQTY CL A		16,887
	HARTFORD SCHRODERS INTL MULTICAP CL A		3,423
	HARTFORD SCHRODERS INTL STOCK CL A		49,495
	HARTFORD STRATEGIC INCOME FUND CL A		77,611
	HARTFORD STRATEGIC INCOME FUND CL I		91,614
	HARTFORD WORLD BOND FUND CL Y		236,124
	HCM DIVIDEND SECTOR PLUS FUND CL A		34
	HCM DIVIDEND SECTOR PLUS FUND INVESTOR		105,919
	HCM TACTICAL GROWTH FUND INVESTOR		6,841
	HEALTH CARE ULTRA SECTOR PRO FD INVSTR		55,824
	HEARTLAND MID CAP VALUE INSTL		16,637
	HEARTLAND MID CAP VALUE INVESTOR		18,690
	HEARTLAND VALUE PLUS		62,688
	HENNESSY CORNERSTONE LARGE GRWTH INV CL		16,079
	HENNESSY CORNERSTONE MID CAP 30 INV CL		172,279
	HENNESSY ENERGY TRANSITION INVESTOR		34,611
	HENNESSY FOCUS FUND INSTITUTIONAL CL		239,936
	HENNESSY FOCUS FUND INVESTOR CLASS		200,706

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	HENNESSY GAS UTILITY INSTITUTIONAL		$ 10,695
	HENNESSY GAS UTILITY INVESTOR CL		83,789
	HENNESSY JAPAN INVST CLASS		62,293
	HENNESSY JAPAN SMALL CAP INVESTOR CL		79,051
	HENNESSY LARGE CAP FINANCIAL CL INST		45
	HENNESSY LARGE CAP FINANCIAL INVSTR CL		13,138
	HENNESSY SMALL CAP FINANCIAL INVSTR CL		53,747
	HODGES FUND		31,578
	HODGES SMALL CAP FUND RETAIL		44,660
	HOLBROOK INCOME FD A		164,309
	HOTCHKIS & WILEY HIGH YIELD FUND CL A		4,548
	HOTCHKIS & WILEY LARGE CAP VALUE CL A		3,942
	HOTCHKIS & WILEY SML CAP DIV VAL I		27,723
	HOTCHKIS & WILEY VALUE OPP CLASS A		116,702
	HUSSMAN STRATEGIC GROWTH		55,368
	ICON CONSUMER SELECT FUND INSTL		22,241
	ICON HEALTH AND INFORM TECH INSTL		49,570
	ICON NATURAL RES AND INFRA FUND INSTL		139,054
	ICON UTILITIES AND INCOME INVESTOR		2,708
	IMAN FUND RETAIL SHARES		15,469
	IMPAX ELLEVATE GLBL WOMENS LDERSP INV		303
	IMPAX GLOBAL ENVIRON MARKETS INVESTOR		53,683
	IMPAX GLOBAL SUSTAIN INFRASTRUCTURE INSTL		118
	IMPAX LARGE CAP FD INVESTOR		46
	IMPAX SMALL CAP FD INVESTOR CL		24,658
	IMPAX SUSTAINABLE ALLOCATION INVESTOR		61,411
	IMPAX US SUSTAINABLE ECONOMY INSTL		41,078
	INTERNET ULTRASECTOR PRO FD INVESTOR		38,707
	INTREPID INCOME FUND INSTITUTIONAL		2,887
	INVENOMIC INSTL CL		330,358
	INVENOMIC INVESTOR CLASS		85,467
	INVESCO FLOATING RATE ESG CLASS A		31,581
	INVESCO BALANCED RISK COMM STRATEGY A		858
	INVESCO COMSTOCK FUND CL A		1,078
	INVESCO COMSTOCK SELECT A		97
	INVESCO CONVERTIBLE SECURITIES FUND CL A		22,044
	INVESCO CORE BOND A		22,755
	INVESCO CORPORATE BOND FUND CL A		12,576
	INVESCO DEVELOPING MARKETS A		1,489
	INVESCO DIVERSIFIED DIVIDEND CLASS A		38,085
	INVESCO DIVERSIFIED DIVIDEND FUND CL R5		4,007
	INVESCO DIVIDEND INCOME FUND A		25,679
	INVESCO ENERGY CLASS A		223,357
	INVESCO EQUALLY WEIGHTED S&P 500 A		193,963
	INVESCO EQV EUROPEAN EQUITY CLASS A		16,867
	INVESCO GLOBAL A		2,137
	INVESCO GLOBAL FOCUS A		15,066
	INVESCO GLOBAL OPPORTUNITIES A		262,665
	INVESCO GLOBAL OPPORTUNITIES R		9,708
	INVESCO GOLD & SPEC MINERALS A		1,127,601

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Identity of issue, borrower, lessor or similar party	Description of Investments	Cost[2]	Current Value
	INVESCO GREATER CHINA CLASS A		$ 2,838
	INVESCO INTL SMALL MID COMPANY A		248,560
	INVESCO MAIN STREET A		5,030
	INVESCO MULTI ASSET INCOME FD CL A		6,452
	INVESCO S&P 500 INDEX CLASS A		9,505
	INVESCO SENIOR FLOATING RATE A		38,024
	INVESCO SMALL CAP VALUE FUND CL A		531
	INVESCO STEELPATH MLP ALPHA PLUS A		3,472
	INVESCO STEELPATH MLP INCOME A		43,334
	ISHARES S&P 500 INDEX INSTITUTIONAL		90,324
	ISHARES S&P 500 INDEX INVESTOR A		980,329
	ISHARES DEVELOPED REAL ESTATE IDX INST		22,461
	ISHARES DEVELOPED RL ESTATE IDX INV A		4,718
	ISHARES MSCI EAFE INTL IDX INSTL		24,619
	ISHARES RUSSELL 1000 LARGE CAP IDX INSTL		104,737
	ISHARES RUSSELL 2000 SMALL CAP IDX INSTL		20,446
	ISHARES RUSSELL 2000 SMALL CAP IDX INV A		57,253
	ISHARES RUSSELL SM MID CP IDX INV A		25,367
	ISHARES S&P 500 INDEX SERVICE		531,757
	ISHARES TOTAL US STOCK MRKT INDX A		27,006
	JACKSON SQUARE SMID CAP GROWTH FD INVEST		40,035
	JACKSON SQUARE SMID CAP GROWTH INSTL		2,514
	JACOB INTERNET		74,160
	JACOB MICRO CAP GROWTH INSTL CL		3,743
	JACOB MICRO CAP GROWTH INV CL		98,030
	JAMES BALANCED: GOLDEN RAINBOW FUND		3,357
	JANUS HENDERSON ABS RET INC OPPOR T		4
	JANUS HENDERSON ADAP RISK MNGD US EQ CL T		18,077
	JANUS HENDERSON BALANCED I		9,250
	JANUS HENDERSON BALANCED T		933,275
	JANUS HENDERSON CONTRARIAN I		1,890
	JANUS HENDERSON CONTRARIAN T		205,090
	JANUS HENDERSON ENTERPRISE I		68,037
	JANUS HENDERSON ENTERPRISE T		613,006
	JANUS HENDERSON EUROPEAN FOCUS A		24,319
	JANUS HENDERSON EUROPEAN FOCUS CL T		41,405
	JANUS HENDERSON EUROPEAN FOCUS I		11,106
	JANUS HENDERSON FLEXIBLE BOND T		59,127
	JANUS HENDERSON FORTY T		134,779
	JANUS HENDERSON GL LIFE SCIENCES T		1,501,708
	JANUS HENDERSON GL REAL ESTATE I		4,464
	JANUS HENDERSON GL REAL ESTATE T		5,856
	JANUS HENDERSON GLBL EQUITY INCOME CL A		4,236
	JANUS HENDERSON GLBL EQUITY INCOME T		70,837
	JANUS HENDERSON GLOB TECH & INNOV I		63,620
	JANUS HENDERSON GLOB TECH & INNOV T		415,325
	JANUS HENDERSON GLOBAL SELECT T		3,867
	JANUS HENDERSON GROWTH & INCOME T		41,505
	JANUS HENDERSON HIGH-YIELD T		4,104
	JANUS HENDERSON MULTI-SECTOR INCME I		18,369

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Identity of issue, borrower, lessor or similar party	Description of Investments	Cost[2]	Current Value
	JANUS HENDERSON MULTISECTOR INCOME T		$ 9,430
	JANUS HENDERSON OVERSEAS T		2,736
	JANUS HENDERSON RESEARCH T		128,616
	JANUS HENDERSON SM MID CAP VALUE T		38,254
	JANUS HENDERSON SMALL CAP VALUE T		23,588
	JANUS HENDERSON TRITON T		238,783
	JANUS HENDERSON VENTURE T		295,302
	JENSEN QUALITY GROWTH FD CL I		201,155
	JENSEN QUALITY GROWTH FD CL J		96,728
	JENSEN QUALITY VALUE FUND CLASS J		36,485
	JOHCM INTERNATIONAL SELECT INV		33,782
	JOHN HANCOCK BLUE CHIP GROWTH CL A		11,424
	JOHN HANCOCK ESG LRG CAP CORE FUND CL I		1,036
	JOHN HANCOCK FDMTL LRG CAP CORE CL A		7,463
	JOHN HANCOCK FINC'L INDUSTRIES CLASS A		3,454
	JOHN HANCOCK II INTL SM COMPANY A		14,087
	JOHN HANCOCK INCOME FUND A		126
	JOHN HANCOCK INFRASTRUCTURE A		7
	JOHN HANCOCK REAL ESTATE SECURITIES A		10,028
	JOHN HANCOCK REGIONAL BANK CL A		29,648
	JOHN HANCOCK REGIONAL BANK CL I		117,714
	JOHN HANCOCK SMALL CAP CORE FUND CL A		34
	JOHN HANCOCK STR INC OPPORTUNITIES CL I		4,739
	JOHN HANCOCK US GROWTH FUND CL A		40
	JPMORGAN DIVERS MID CAP GROWTH CLASS I		2,574
	JPMORGAN EMERGING MARKETS EQUITY CL A		61,426
	JPMORGAN EMERGING MKTS EQUITY CLASS I		191
	JPMORGAN EQUITY FOCUS FD CL A		4,367
	JPMORGAN EQUITY INCOME CLASS I		588
	JPMORGAN EQUITY INCOME FUND CL A		39,747
	JPMORGAN EQUITY INDEX FUND CLASS A		69,008
	JPMORGAN EQUITY PREM INCOME CL I		186,547
	JPMORGAN EQUITY PREMIUM INCOME CL A		18,690
	JPMORGAN EUROPE DYNAMIC CLASS A		60,300
	JPMORGAN GLOBAL ALLOCATION FUND CL A		13,151
	JPMORGAN GROWTH ADVANTAGE FUND CL A		43,539
	JPMORGAN GRWTH ADV FUND CLASS I		91,973
	JPMORGAN HEDGED EQUITY 2 FUND A		474,532
	JPMORGAN HEDGED EQUITY 3 FUND A		50,391
	JPMORGAN HEDGED EQUITY CLASS A		110,981
	JPMORGAN HEDGED EQUITY CLASS I		36,241
	JPMORGAN INCOME FUND CLASS A		22,364
	JPMORGAN INCOME FUND CLASS I		34,510
	JPMORGAN INTERNATNL FOCUS FUND CL A		28,161
	JPMORGAN INTERNTL EQUITY FUND CLASS I		2,115
	JPMORGAN INVESTOR CONSERV GROWTH CL A		6,472
	JPMORGAN INVESTOR GROWTH & INCOME CL A		18,098
	JPMORGAN INVESTOR GROWTH FUND CLASS A		550,998
	JPMORGAN LARGE CAP GROWTH CLASS A		20,612
	JPMORGAN LARGE CAP GROWTH CLASS I		576

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FIDELITY RETIREMENT SAVINGS PLAN
Schedule of Assets (Held at End of Year)
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Identity of issue, borrower, lessor or similar party	Description of Investments	Cost[2]	Current Value
	JPMORGAN LARGE CAP VALUE FUND CLASS A		$ 52,430
	JPMORGAN MID CAP GROWTH FUDN CLASS A		20,159
	JPMORGAN SMALL CAP EQUITY FND CLASS I		20,384
	JPMORGAN U.S. GARP EQUITY FUND CL A		5,787
	JPMORGAN US EQUITY FUND CLASS A		43,671
	JPMORGAN US RESEARCH ENHANCED EQ CL I		32,389
	JPMORGAN US SUSTAIN LEADERS CL A		12,881
	JPMORGAN VALUE ADV FD CLASS L		5,509
	JPMORGAN VALUE ADVANTAGE CL A		18,887
	KAYNE ANDERSON RENEWABLE INFRA RETL		16,353
	KINETICS GLOBAL FUND NO LOAD CLASS SHARES		43,336
	KINETICS MARKET OPPORTUNITIES FD		215,235
	KINETICS PARADIGM FD INSTIT CL		848,698
	KINETICS PARADIGM FUND		128,433
	KINETICS SMALL CAP OPPORTUNITIES		368,035
	KINETICS SMALL CAP OPPORTUNITIES INSTL		33,442
	KOPERNIK GLOBAL ALL CAP FUND INSTL		42,378
	LAZARD EMERGING MKTS EQUITY OPEN CL SHRS		846
	LAZARD GLOBAL LISTED INFRASTRUCTE INSTL		150,286
	LAZARD GLOBAL LISTED INFRASTRUCTURE OPEN		511,317
	LAZARD INTERNATIONAL EQUITY OPEN CLASS		46,085
	LAZARD INTL STRAT EQUITY PORT OPEN CL		11,961
	LAZARD INTL STRATEGY EQUITY PORT INTL CL		51,131
	LAZARD US EQTY CONCE NTRATED PRT OPEN SHS		30,509
	LDR REAL ESTATE VALUE OPPORTUNITY I		407
	LEUTHOLD GRIZZLY SHORT FUND		56,377
	LONGBOARD ALT GROWTH FUND CLASS I		5,503
	LOOMIS SAYLES BOND INSTL		143,152
	LOOMIS SAYLES BOND RETAIL SHARES		64,773
	LOOMIS SAYLES CORE PLUS BD FD CL A		21,475
	LOOMIS SAYLES GLOBAL ALLOCATION CLASS Y		7,172
	LOOMIS SAYLES INFLAT PROT SEC INST'L		3,610
	LOOMIS SAYLES INVST GRADE BOND CL A		35,990
	LOOMIS SAYLES SMALL CAP GRWTH RETAIL		3,298
	LORD ABBETT BOND DEBENTURE CLASS A		164,539
	LORD ABBETT CONVERTIBLE FD CL A		17,081
	LORD ABBETT DEVELOP GROWTH CLASS A		197,732
	LORD ABBETT FOCUSED SMALL CAP VALUE A		5,984
	LORD ABBETT GROWTH LEADERS FUND CL A		12,546
	LORD ABBETT HIGH YIELD CLASS A		7,734
	LORD ABBETT INCOME CLASS A		178
	LORD ABBETT INFLTN FOCUSED CL A		199,420
	LORD ABBETT MICRO CAP GROWTH FUND A		41,859
	LORD ABBETT SHORT DURATION INCOME CL A		26,691
	LSV SMALL CAP VALUE FUND INSTITUTIONAL		128,964
	LSV SMALL CAP VALUE FUND INVESTOR		3,082
	LSV VALUE EQUITY FUND INVESTOR		6,561
	LSV VALUE EQUITY INSTITUTIONAL		132,092
	MADISON DIVIDEND INCOME FUND CL Y		52,430
	MADISON MID CAP FUND CL Y		18,164

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Identity of issue, borrower, lessor or similar party	Description of Investments	Cost[2]	Current Value
	MAINSTAY CBRE GLOBAL INFRASTRUCTURE I		$ 974
	MAINSTAY CBRE GLOBAL INFRATRUCTURE A		41,360
	MAINSTAY MACKAY CONVERTIBLE CL A		11,734
	MAINSTAY MACKAY HIGH YIELD CORP BD CL A		26,300
	MAINSTAY WINSLOW LRG CAP GROWTH A		7,220
	MAINSTAY WMC ENDURING CAPITAL A		25,520
	MAINSTAY WMC VALUE FUND CLASS A		46
	MAIRS & POWER GROWTH FUND		89,102
	MANNING & NAPIER DISCIPL VALUE SER I		3,865
	MANNING & NAPIER DISCIPL VALUE SER S		64,829
	MANNING & NAPIER HIGH YIELD BD SRS S		4,682
	MANNING & NAPIER PRO BLEND MAX TERM CL S		34,225
	MANNING & NAPIER RAINIER INTL DISCV S		146
	MANNING & NAPIER REAL ESTATE SRS S		78,802
	MARSICO FOCUS		8,908
	MARSICO GLOBAL FUND		26,642
	MARSICO GROWTH FUND		1,568
	MATTHEW 25		7,074
	MATTHEW ASIA CREDIT OPPORTUNITIES CL INV		1,682
	MATTHEW ASIAN GROWTH AND INCOME INST'L		164,915
	MATTHEWS ASIA DIVIDEND FUND		37,905
	MATTHEWS ASIA GROWTH FUND INV		17,437
	MATTHEWS ASIAN GROWTH & INCOME FUND		197,772
	MATTHEWS ASIAN INNOVATORS FD INSTL		39,637
	MATTHEWS ASIAN INNOVATORS FD INVST		450,377
	MATTHEWS CHINA DIV FUND INVESTOR CLASS		38,922
	MATTHEWS CHINA DIVIDEND FD INSTL CL		13,588
	MATTHEWS CHINA FUND		753,532
	MATTHEWS CHINA INST'L		104,213
	MATTHEWS CHINA SMALL COMPANIES FUND INSTL		10,221
	MATTHEWS CHINA SMALL COMPANIES INVESTOR		339,672
	MATTHEWS EMERG MKT SUSTAIN FUTURE INV		775
	MATTHEWS EMERG MRKTS SM COMPANIES INSTL		21,906
	MATTHEWS EMERG MRKTS SM COMPANIES INVSTR		386,720
	MATTHEWS EMERGING MKTS EQUITY INVESTOR		8,940
	MATTHEWS INDIA FUND		1,219,171
	MATTHEWS INDIA FUND INSTITUTIONAL		15,331
	MATTHEWS JAPAN FUND		90,859
	MATTHEWS JAPAN INST'L CLASS		8,728
	MATTHEWS KOREA FUND		6,614
	MATTHEWS PACIFIC TIGER FUND		42,374
	MATTHEWS PACIFIC TIGER FUND INSTL		4,192
	MEEDER MUIRFIELD		8,692
	MEEDER SPECTRUM FUND		8,015
	MERGER FUND CLASS A		58,120
	METROPOLITAN WEST FLEXIBLE INCOME I		1,246
	METROPOLITAN WEST FLEXIBLE INCOME M		258,458
	METROPOLITAN WEST HIGH YIELD BOND CL I		3,383
	METROPOLITAN WEST HIGH YIELD BOND CL M		11,915
	METROPOLITAN WEST INVESTMENT GR CR M		43,131

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FIDELITY RETIREMENT SAVINGS PLAN
Schedule of Assets (Held at End of Year)
Form 5500, Schedule H, Part IV, Line 4i
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Identity of issue, borrower, lessor or similar party	Description of Investments	Cost[2]	Current Value
	METROPOLITAN WEST STRAT INC FD CL M		$ 2,235
	METROPOLITAN WEST TOT RETURN BOND CL M		154,857
	METROPOLITAN WEST TOTAL RETURN CLASS I		97,329
	METWEST UNCONSTRAINED BOND M		406
	MFS AGGRESSIVE GWTH ALLOCATION CLASS A		321,466
	MFS BLENDED RESEARCH SM CAP EQ FD CL A		7,682
	MFS CORE EQUITY FUND CL A		104,504
	MFS GLOBAL ALTERNATIVE STRAT A		1,027
	MFS GLOBAL NEW DISCOVERY FUND CL A		30,389
	MFS GLOBAL REAL ESTATE CL A		43,579
	MFS GROWTH ALLOCATION CLASS A		2,448
	MFS GROWTH FUND CLASS A		17,315
	MFS INTERNATIONAL DIVERSIFICATION FD A		24,520
	MFS INTERNATIONAL GROWTH FD CL I		13,397
	MFS LOW VOLATILITY EQUITY A		2,388
	MFS LOW VOLATILITY GLOBAL EQUITY A		67,606
	MFS LOW VOLATILITY GLOBAL EQUITY CL I		139,921
	MFS MASS INVESTOR GROWTH STOCK A		23,136
	MFS MID CAP GROWTH CLASS A		16,567
	MFS MID CAP GROWTH CLASS C		14,321
	MFS MID CAP GROWTH FUND CL I		30,656
	MFS MID CAP VALUE CLASS A		81,915
	MFS NEW DISCOVERY FD CL I		825
	MFS NEW DISCOVERY VALUE FUND CL A		7,601
	MFS UTILITIES CLASS A		29,330
	MFS VALUE CLASS A		14,788
	MILLER OPPORTUNITY TRUST CL A		22,861
	MILLER OPPORTUNITY TRUST CL I		1,536
	MORGAN STA INST INC. INCEPTION PORT CL A		629,011
	MORGAN STA INST INC. INCEPTION PORT I		129,790
	MORGAN STAN CORE PLUS FIXED INC PT I		4,019
	MORGAN STANLEY ADVANTAGE CL I		240
	MORGAN STANLEY DEVLP OPPORTUNITY PORTF A		9,993
	MORGAN STANLEY DISCOVERY PORT CL A		1,201,050
	MORGAN STANLEY DISCOVERY PORT CL I		171,552
	MORGAN STANLEY EUROPEAN OPPORT CL A		35,793
	MORGAN STANLEY GLBL FRANCHISE CLASS I		2,882
	MORGAN STANLEY GLOBAL OPPORTUNITY A		541,967
	MORGAN STANLEY GLOBAL OPPORTUNITY I		94,063
	MORGAN STANLEY GLOBL STRATEGIST PORT CL A		3,211
	MORGAN STANLEY GROWTH PORTFOLIO A		910,293
	MORGAN STANLEY GROWTH PORTFOLIO I		39,222
	MORGAN STANLEY INSIGHT A		1,985,306
	MORGAN STANLEY INSIGHT I		926,314
	MORGAN STANLEY INSTL ADVANTAGE CL A		2,169
	MORGAN STANLEY INSTL HIGH YIELD A		13,637
	MORGAN STANLEY INSTL INTERNTL OPP CL A		760,798
	MORGAN STANLEY INSTL SHORT DURT INCOME I		9,570
	MORGAN STANLEY INTL ADVANTAGE CL A		76,298
	MORGAN STANLEY INTL ADVANTAGE CL I		125,862

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	MORGAN STANLEY MULTI ASSET REAL RTRN A		$ 9,913
	MS GLOBAL FIXED INCOME OPP CL I		4,323
	MS GLOBAL FIXED INCOME OPPORT CL A		6,392
	MS INSTIT EMRG MRKTS LEADERS CLASS A		119,274
	MS INSTIT EMRNG MRKT LEADERS FD CL I		63,243
	MSIF ASIA OPPORTUNITY CL A		213,049
	MSIF ASIA OPPORTUNITY CL I		7,918
	MSIF GLOBAL ENDURANC PORTFOLIO I		45
	MSIF GLOBAL INFRASTRUCTURE A		76,494
	MSIF GLOBAL INSIGHT PORT CL A		135,949
	MSIF GLOBAL INSIGHT PORT CL I		5,145
	MSIF INTERNATIONAL OPPORTUNITIES CL I		56,908
	MSIF NEXT GEN EMERGING MRKTS A		9,120
	MSIF US CORE CL A		275,633
	MSIF US CORE PORT I		15,524
	NASDAQ-100 PRO FUND INVESTOR CLASS		194,157
	NATIXIS OAKMARK FUND CL A		2,853
	NEEDHAM AGGRESSIVE GROWTH		7,459
	NEEDHAM AGGRESSIVE GROWTH FUND CL I		68,580
	NEEDHAM GROWTH FUND CL I		25,381
	NEEDHAM SMALL CAP GROWTH		3,684
	NEUBERGER BERMAN GENESIS FUND INST CL		31,260
	NEUBERGER BERMAN INTRINSIC VALUE CL A		8,398
	NEUBERGER BERMAN LARGE CAP VALUE CL A		4,312
	NEUBERGER BERMAN LARGE CAP VALUE INST		133,039
	NEUBERGER BERMAN LARGE CAP VALUE INVE		2,633
	NEUBERGER BERMAN LRG CAP VALUE TRUST		246,289
	NEUBERGER BERMAN REAL ESTATE CL A		7,231
	NEUBERGER BERMAN REAL ESTATE TRUST CL		88,715
	NEUBERGER BERMAN SMALL CAP GROWTH A		28,688
	NEUBERGER BERMAN US EQ IDX PUTWRITE INST		24,444
	NEW ALTERNATIVES FD		32,885
	NEXPOINT MERGER ARBITRAGE CL Z		751
	NICHOLAS FUND		37,157
	NORTH SQUARE TACTICAL GROWTH CL I		7,083
	NORTH STAR MICRO CAP FUND CL I		4,267
	NORTHERN HIGH YIELD FIXED INCOME		49,606
	NORTHERN INCOME EQUITY		93,598
	NORTHERN LARGE CAP CORE FUND		12,644
	NORTHERN MID CAP INDEX FUND		3,863
	NORTHERN US QUALITY ESG FUND CL I		292
	NUVEEN DIVIDEND GROWTH CLASS A		7,785
	NUVEEN FLEXIBLE INCOME FUND CL A3		575
	NUVEEN PREFERRED SECS AND INC CL A		57,532
	NUVEEN PREFERRED SECS AND INC CL I		175,046
	NUVEEN SMALL CAP GROWTH OPPORT CL A		63
	NUVEEN WINSLOW LARGE CAP GROWTH ESG CL A		446
	OAKMARK EQUITY & INCOME INVESTOR CL		38,774
	OAKMARK FUND INVESTOR CLASS		1,251,613
	OAKMARK GLOBAL FUND INVESTOR CLASS		5,810

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	OAKMARK GLOBAL SELECT ADVISOR CL		$ 55,334
	OAKMARK GLOBAL SELECT FD INVESTOR		202,526
	OAKMARK INTERNAT'L SMALL CAP INVESTOR		50,244
	OAKMARK INTL ADVISOR FUND		93,984
	OAKMARK INTL INVESTOR CL		318,579
	OAKMARK INTL SMALL CAP FUND ADVISOR		20,454
	OAKMARK SELECT INVESTOR CL		270,590
	OBERWEIS CHINA OPPORTUNITIES FUND		23,391
	OBERWEIS EMERGING MARKETS FUND		344
	OBERWEIS INTL OPPORTUNITIES FUND		256,255
	OBERWEIS MICRO CAP FUND		55,563
	OBERWEIS MICRO CAP FUND INSTL		175,596
	OBERWEIS SMALL CAP OPPORTUNITIES INSTL		68,382
	OBERWEIS SMALL-CAP OPPORTUNITIES		1,405
	OCM GOLD FUND ADVISOR CLASS SHARES		147,267
	OIL & GAS ULTRA SECT PRO FDS -INVESTOR		677,577
	OIL EQUIPMENT & SVC ULTRASECT PROFD INV		188,628
	OSTERWEIS EMERGING OPPORTUNITY FUND		4,419
	OSTERWEIS SHORT DURATION CREDIT FD		489,152
	OTTER CREEK LONG SHORT OPPORT INVSTR		1,219
	PALM VALLEY CAPITAL FUND INVESTOR		7,557
	PARADIGM MICRO CAP FUND		44,059
	PARADIGM SELECT FUND		100,212
	PARAMETRIC COMMODITY STRATEGIC CL A		169,076
	PARAMETRIC COMMODITY STRATEGIC CL I		10,517
	PARAMETRIC EMERGING MKTS CL A		45,908
	PARAMETRIC INT'L EQUITY CLASS A		14,333
	PARNASSUS CORE EQUITY INSTL		571,847
	PARNASSUS CORE EQUITY INVESTOR		1,245,590
	PARNASSUS MID CAP		845,669
	PARNASSUS MID CAP FD INSTITUTIONAL		2,368
	PARNASSUS MID CAP GROWTH FUND INVST		163,537
	PARNASSUS VALUE EQUITY INSTITUTIONAL		200,303
	PARNASSUS VALUE EQUITY INVESTOR		3,766,500
	PARTNER SELECT ALT STRATEGIES INV		5,606
	PAYDEN EMERGING MARKETS BOND ADVISER		39,908
	PAYDEN EQUITY INCOME FUND INVESTOR		10,907
	PAYDEN HIGH INCOME INVESTOR CLASS		73,971
	PEAR TREE ESSEX ENVIORNMNTL OPP INST		297
	PEAR TREE POLARIS FRGN VAL SM CAP ORD		72,466
	PEAR TREE POLARIS FRGN VALUE ORDINARY		23,880
	PENN CAPITAL MULTI CREDIT HIGH INC INST		10,937
	PERFORMANCE TRUST STRATEGIC BOND FD		322,062
	PERMANENT PORTFOLIO		182,847
	PFG ACTIVE CORE BOND STRATEGY FUND CL R		276,684
	PFG BNY MELLON DIVERSIFIER STRAT R		180,558
	PFG BR EQUITY ESG STRATEGY CL R		29,196
	PFG EQUITY INDEX FOCUSED STRATEGY R		74,135
	PFG JANUS HENDERSON BALANCED STRATEGY R		356,996
	PFG JP MORGAN TACTIC MODERATE STRATEGY R		302,235

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Identity of issue, borrower, lessor or similar party	Description of Investments	Cost[2]	Current Value
	PFG MEEDER TACTICAL STRATEGY FUND R		$ 91,293
	PFG SECTOR EQUITY BUS CYCLE STRAT R		72,139
	PFG TACTICAL INCOME STRATEGY CL R		137,148
	PGIM FLOATING RATE INCOME CL Z		9,840
	PGIM GLOBAL DYNAMIC BOND CL Z		2,253
	PGIM HIGH YIELD CL A		33,105
	PGIM HIGH YIELD CL Z		8,200
	PGIM JEN EMRG MRKTS EQUITY OPP CL Z		32,489
	PGIM JEN INTL OPPORTUNITIES CL Z		86,454
	PGIM JENNISON FOCUSED GROWTH CL Z		4,844
	PGIM JENNISON TECHNOLOGY CL Z		3,179
	PGIM JENNISON UTILITY CL A		5,671
	PGIM JENNISON UTILITY CL Z		40,553
	PGIM SHORT-TERM CORP BOND CL A		2,883,477
	PGIM TOTAL RETURN BOND CL A		4,406
	PGIM TOTAL RETURN BOND CL Z		83,021
	PGIM WADHWAMI SYSTEMATIC ABSL RT Z		753
	PHARMACEUTICAL ULTRA SECTOR PRO FUND INV		37,038
	PIMCO COMMODITIES PLUS STRATEGY CL A		148,136
	PIMCO COMMODITIES PLUS STRATEGY CL I-3		7,773
	PIMCO COMMODITY REALRETURN STRAT A		119,029
	PIMCO COMMODITYREAL RETURN STRATEGY I-3		996
	PIMCO DIVERSIFIED INCOME FUND CL A		3,472
	PIMCO DYNAMIC BOND FUND A		42,891
	PIMCO FLEXIBLE CREDIT INC FD INSTL		26,751
	PIMCO HIGH YIELD CLASS A		4,927
	PIMCO HIGH YIELD INSTL		175,481
	PIMCO INCOME FUND CL A		1,056,136
	PIMCO INCOME FUND INSTITUTIONAL FUND		2,718,895
	PIMCO INFLATION RSPNS MULTI ASSET A		122,213
	PIMCO INTL BD FD U S DOLLAR-HEDGED A		85,280
	PIMCO INVESTMENT GR CREDIT BOND FUND A		56,906
	PIMCO LONG DURATION TOTAL RETURN CL A		7,831
	PIMCO LOW DURATION INCOME FUND CL A		1,105
	PIMCO LOW DURATION INCOME INSTITUTIONAL		13,522
	PIMCO PREFERRED AND CAPITAL SECS CL A		25,276
	PIMCO PREFERRED AND CAPITAL SECS CL I3		4,208
	PIMCO RAE GLOBAL EX- US FUND A		2,710
	PIMCO RAE PLUS EMG FUND A		3,844
	PIMCO RAE PLUS EMG FUND INST		41,129
	PIMCO RAE PLUS SMALL FUND A		35,198
	PIMCO RAE US SMALL FUND A		214,576
	PIMCO REAL ESTATE REAL RETURN STRAT A		16,059
	PIMCO REAL RETURN CLASS A		30,349
	PIMCO REAL RETURN CLASS I3		1,852
	PIMCO STOCK PLUS ABSOLUTE RETURN I		7,457
	PIMCO STOCKSPLUS ABSOLUTE RETURN I3		58,435
	PIMCO STOCKSPLUS CLASS A		11,628
	PIMCO STOCKSPLUS INTERNAT'L (UNHDG) A		5,594
	PIMCO STOCKSPLUS INTERNATL (US$HDG) I		38,623

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Identity of issue, borrower, lessor or similar party	Description of Investments	Cost[2]	Current Value
	PIMCO STOCKSPLUS INTERNATL US$HDG A		$ 87,485
	PIMCO STOCKSPLUS LONG DURATION INSTL		521,620
	PIMCO STOCKSPLUS SHORT FUND A		198,525
	PIMCO STOCKSPLUS SHORT FUND CL I3		75,535
	PIMCO STOCKSPLUS SMALL FUND A		7,094
	PIMCO STOCKSPLUS SMALL FUND INSTL		37,827
	PIMCO TOTAL RETURN CLASS A		37,637
	PIMCO TRENDS MANAGED FUTURES STRATEGY A		107,056
	PIMCO TRENDS MANAGED FUTURES STRATEGY I3		15,425
	PIMCO TRENDS MANAGED FUTURES STRGY INSTL		129,955
	PIN OAK EQUITY FUND		30,245
	PIONEER GLOBAL SUSTAINABLE EQUITY A		2,107
	PIONEER MULTI-ASSET ULTRA SHORT INCOME A		5,439
	POLARIS GLOBAL VALUE		7,254
	POLEN DDJ OPPORTUNST HIGH YIELD CL II		45,649
	POLEN GLOBAL GROWTH FUND RETAIL SHARES		2,275
	POLEN GROWTH FUND INST'L SHARES		145,978
	POLEN GROWTH FUND RETAIL SHARES		33,530
	PRAXIS GROWTH INDEX FUND CL I		10,059
	PRAXIS IMPACT BOND FD INSTL		48,697
	PRAXIS VALUE FD CLASS I		240,421
	PRECIOUS METALS ULTRA SEC PRO INVST		1,172,528
	PRIMECAP ODYSSEY AGGRESSIVE GRWTH FD		2,294
	PRIMECAP ODYSSEY GROWTH FUND		638,761
	PRIMECAP ODYSSEY STO CK FUND		447,422
	PRINCIPAL BLUE CHIP FUND CL A		93,185
	PRINCIPAL BLUE CHIP I SHARES		50
	PRINCIPAL CAPITAL APPRECIATION CLASS A		11,762
	PRINCIPAL DIVERSIF REAL ASSET I SHARE		24,300
	PRINCIPAL DIVERSIFIE D INCOME A		3,667
	PRINCIPAL REAL ESTATE SEC FD CL A		78
	PRINCIPAL SMALL CAP FUND CLASS A		37
	PRINCIPAL SMALL-MID CAP DIVIDEND INC A		776
	PRO FUNDS SHORT REAL ESTATE INVESTOR CL		125,829
	PRO FUNDS ULTRA LATIN AMERICA INVST		25,699
	PRO FUNDS ULTRA SHORT MID-CAP-INV CL		4,544
	PUTNAM CORE EQUITY CLASS A		454
	PUTNAM EMERGING MRKT EQUITY CL A		165,380
	PUTNAM FOCUSED EQ FUND CLASS A		61,971
	PUTNAM GLOBAL TECHNOLOGY FUND CL A		590,837
	PUTNAM GROWTH OPPORTUNITIES CL A		9,103
	PUTNAM INTERNATIONAL EQUITY CL A		695
	PUTNAM LARGE CAP VAL CLASS A		36,651
	PUTNAM SMALL CAP VALUE CLASS A		9,080
	PUTNAM SUSTAINABLE FUTURE FD CL A		5,275
	PZENA EMERGING MRKTS FOCUSED VAL INVESTOR		18,361
	QUANTIFIED COMMON GROUND FD INVST		35,832
	QUANTIFIED TACTICAL SECTOR FUND INVESTOR		3,035
	RATIONAL/RESOLVE ADPTVE AST ALLOC I		10,843
	RBC EMERGING MARKETS EQUITY FD CL I		51,600

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	RED OAK TECHNOLOGY SELECT		$ 149,965
	REYNDERS MCVEIGH CORE EQUITY INSTL		80,089
	RISING RATES OPPTY PRO FUND INVESTOR		8,666
	RISING US DOLLAR PRO FUND INV CLASS		20,353
	RIVERNORTH/DOUBLE LINE STRATEGIC INC I		2,459
	RIVERPARK LONG/SHORT OPPORTUNITY INSTL		474
	RIVERPARK LONG/SHORT OPPORTUNITY RETAIL		7,254
	RIVERPARK SHORT TERM HIGH YIELD INSTL		7,713
	RIVERPARK SHORT TERM HIGH YIELD RETAIL		138,706
	RIVERPARK STRATEGIC INCOME FUND INSTL		1,304
	RMB MENDON FIN SERVICES CL I		81,810
	RONDURE NEW WORLD FUND INSTL		3,498
	ROUMELL OPPORTUNISTC VALUE INSTL		593,522
	ROYCE GLBL FINANCIAL SVCS FD SERVICE CL		22,831
	ROYCE PENNSYLVANIA MUTUAL INVST CLASS		11,430
	ROYCE PREMIER FUND INVESTMENT CL		7,591
	ROYCE SMALL CAP VALUE SERVICE CL		1,307
	ROYCE SMALL-CAP OPPORTUNITY INVEST		6,100
	ROYCE SMALL-CAP OPPORTUNITY SERVICE		59,321
	ROYCE SMALL-CAP SPEC EQUITY INVESTMENT CL		2,821
	RYDEX BASIC MATERIALS INV CLASS		27,624
	RYDEX BIOTECHNOLOGY FD CL A		30
	RYDEX BIOTECHNOLOGY INV CLASS		90,549
	RYDEX COMMODITIES STRATEGY CL H		2,185
	RYDEX CONSUMER PRODUCTS INVESTOR CL		161,508
	RYDEX DOW 2X STRATEGY CL C		3,650
	RYDEX DOW 2X STRATEGY CL H		148,627
	RYDEX ELECTRONICS INV CLASS		11,399
	RYDEX EMERGING MRKTS 2X STRATEGY H		47,606
	RYDEX ENERGY INVESTOR CLASS		53,447
	RYDEX ENERGY SVCS INVESTOR CLASS		88,083
	RYDEX HEALTH CARE INVESTOR CLASS		53,405
	RYDEX INVERSE DOW 2X STRATEGY CL H		18,515
	RYDEX INVERSE NASDAQ 100 2X STRATEGY CL A		17,877
	RYDEX INVERSE NASDAQ 100 STRATEGY INV		138,175
	RYDEX INVERSE NASDAQ 1002X CL H		1,012,731
	RYDEX INVERSE S&P 500 2X STRATEGY CL C		169,290
	RYDEX INVERSE S&P 500 2X STRATEGY CL H		377,684
	RYDEX INVERSE S&P 500 STRATEGY INV CL		946,446
	RYDEX JAPAN 2X STRATEGY CLASS H		28,997
	RYDEX LEISURE INV CLASS		56,737
	RYDEX MID CAP 1.5X STRATEGY CL H		23,640
	RYDEX MONTHLY REBAL NASDAQ 100 2X STRA H		101,969
	RYDEX NASDAQ 100 2X STRATEGY CL A		3,875
	RYDEX NASDAQ 100 2X STRATEGY CL H		565,727
	RYDEX NASDAQ 100 FUND CLASS H		49,208
	RYDEX NASDAQ 100 INV CLASS		954,131
	RYDEX NOVA INVESTOR CLASS		19,231
	RYDEX PRECIOUS METALS INVESTOR CL		54,379
	RYDEX RETAILING INV CLASS		15,214

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Identity of issue, borrower, lessor or similar party	Description of Investments	Cost[2]	Current Value
	RYDEX RUSSELL 2000 2X STRATEGY CL H		$ 17,650
	RYDEX S&P 500 2X STRATEGY CL A		403
	RYDEX S&P 500 2X STRATEGY CL H		913,998
	RYDEX S&P 500 PURE GROWTH H CLASS		38,437
	SCHWAB FUNDAMENTAL GLB REAL EST INDEX		12,538
	SCHWAB FUNDAMENTAL US LARGE CO INDEX		1,282
	SCHWAB HEALTH CARE FUND		530
	SCHWAB INTERNATIONAL CORE EQUITY		5,691
	SCHWAB INTERNATIONAL INDEX FUND		155,064
	SCHWAB S & P 500 INDEX FUND		983,250
	SCHWAB SELECT LARGE CAP GROWTH		39,585
	SCHWAB SMALL CAP INDEX FUND		17,857
	SCHWAB TOTAL STOCK MKT INDEX FUND		21,343
	SCHWAB US AGGREGATE BOND INDEX FUND		274
	SCHWARTZ VALUE		670
	SEAFARER OVERSEAS GROWTH & INCOME INV		16,490
	SEGALL BRYANT HAMILL PLUS BOND FD RETAIL		274
	SEGALL BRYANT HAMILL SML CAP GROWTH RTL		19,747
	SEMICONDUCTOR ULTRA SECTOR PRO FD INVSTR		1,278,679
	SEVEN CANYONS WORLD INNOVATORS INVESTOR		12,036
	SEXTANT GLOBAL HIGH INCOME FUND		1,226
	SEXTANT GROWTH FUND		5,423
	SGI GLOBAL EQUITY FUND CL I		7,824
	SHELTON EQUITY INCOME INVESTOR		813
	SHELTON NASDAQ 100 INDEX INVESTOR		469,719
	SHELTON SUSTAINABLE EQUITY INVESTOR		471,484
	SHELTON TACTICAL CREDIT FD INVESTOR		514
	SILVERPEPPER COMM BASED GLBL MACRO ADV		188
	SIT US GOVERNMENT SECURITIES CL Y		9,176
	SIT US GOVT SECS		12,174
	SMEAD VALUE FUND INVESTOR CL SHARES		216,625
	SMEAD VALUE INSTL SHARE CLASS		118,256
	SOUND SHORE FD INC		36,354
	SPROTT GOLD EQUITY FUND INSTL		6,222
	SPROTT GOLD EQUITY FUND INVESTOR		193,360
	SSGA EQUITY 500 INDX FUND CLASS I		39,483
	STANDPOINT MULTI ASSET FUND INSTL		53,868
	STATE STREET EQUITY 500 INDEX CL A		5,038
	STATE STREET INSTL PRE GROWTH EQ SER		807
	STATE STREET INSTL PRE GROWTH EQTY INV		2,613
	STATE STREET INTL STOCK SELECTION CL N		10,627
	STATE STREET SM/MID CAP EQ INDEX CLASS A		17,497
	STEWARD GLOBAL EQ INCOME CL A		8,988
	STEWARD GLOBAL EQUITY INCOME INSTL		189,233
	STEWARD VALUES FOC LRG CAP ENH IND A		104,345
	STONE RIDGE HIGH YLD REINSRNCE RSK PREM I		125,224
	STONERIDGE ALTERNTV LENDING RISK PREM I		194,649
	T ROWE PRICE AFRICA & MIDDLE EAST FD		24,816
	T ROWE PRICE ALL CAP OPPORTUNITIES INVST		216,937
	T ROWE PRICE BALANCED		57,323

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Identity of issue, borrower, lessor or similar party	Description of Investments	Cost[2]	Current Value
	T ROWE PRICE BLUE CHIP GROWTH INC		$ 843,552
	T ROWE PRICE COMM & TECHNOLOGY INVESTOR		192,446
	T ROWE PRICE CORPORATE INCOME		38,900
	T ROWE PRICE DIVERSD MID CAP GROWTH		147,811
	T ROWE PRICE DIVIDEND GROWTH		1,438,322
	T ROWE PRICE DYNAMIC GLOBAL BOND FD INV		227,329
	T ROWE PRICE EMERG MARKETS BOND FUND		13,028
	T ROWE PRICE EMERG MRKTS CORP BD INVEST		7,391
	T ROWE PRICE EMERGING EUROPE FUND		16,540
	T ROWE PRICE EMERGING MKTS STOCK		20,105
	T ROWE PRICE EMRG MKTS LOCAL CUR INV		3,184
	T ROWE PRICE EQUITY INCOME		104,835
	T ROWE PRICE EQUITY INDEX 500 FUND		660,924
	T ROWE PRICE EUROPEAN STOCK		39,338
	T ROWE PRICE EXTEND EQU MKT INDEX FUND		18,925
	T ROWE PRICE FINANCIAL SERVICES		431,013
	T ROWE PRICE FLOATING RATE INVEST		44,873
	T ROWE PRICE GLBL ALLOCATION INVESTOR		6,137
	T ROWE PRICE GLBL MULTI SECTOR BOND FD		192,903
	T ROWE PRICE GLOBAL CONSUMER FUND INVEST		82,959
	T ROWE PRICE GLOBAL GR STOCK INVESTOR CL		48,393
	T ROWE PRICE GLOBAL INDUSTRIALS INVESTOR		177,408
	T ROWE PRICE GLOBAL STOCK		386,400
	T ROWE PRICE GLOBAL TECHNOLOGY		215,596
	T ROWE PRICE GROWTH STOCK		346,787
	T ROWE PRICE HEALTH SCIENCES		885,875
	T ROWE PRICE INFLATION PROT BD FD		89,836
	T ROWE PRICE INTERNATIONAL STOCK		14,149
	T ROWE PRICE INTL DISCOVERY FUND		5,841
	T ROWE PRICE INT'L JAPAN		11,612
	T ROWE PRICE INT'L VALUE EQUITY FUND		952,980
	T ROWE PRICE LARGE CAP GROWTH INVESTOR		732
	T ROWE PRICE LATIN AMERICA FUND		224,357
	T ROWE PRICE MID CAP GROWTH		33,475
	T ROWE PRICE MULTI STRAT TTL RTRN INVST		7,426
	T ROWE PRICE NEW ASIA		18,067
	T ROWE PRICE OVERSEAS STOCK FUND		57,248
	T ROWE PRICE QM US BOND INDEX INVESTOR		60,854
	T ROWE PRICE QM US SML CAP GRWTH EQUITY		161,388
	T ROWE PRICE REAL ESTATE FUND		24,773
	T ROWE PRICE REAL ESTATE FUND ADV CL		7,475
	T ROWE PRICE RET 2020 FUND		479,196
	T ROWE PRICE RET 2030 FD		588,423
	T ROWE PRICE RET 2040 FD		404,841
	T ROWE PRICE RETIRE 2050 FUND		17,867
	T ROWE PRICE RETIREMENT 2025 FD		982,557
	T ROWE PRICE RETIREMENT 2035 FUND		275,383
	T ROWE PRICE RETIREMENT 2045 FD		1,056,043
	T ROWE PRICE SCIENCE & TECHNOLOGY		13,254
	T ROWE PRICE SMALL CAP VALUE FUND		337,696

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Identity of issue, borrower, lessor or similar party	Description of Investments	Cost[2]	Current Value
	T ROWE PRICE SPECT MOD GRWTH ALLOC		$ 4,381
	T ROWE PRICE SPECTRUM INCOME		33,296
	T ROWE PRICE TARGET 2045 FD		33,585
	T ROWE PRICE TOTAL EQUITY MARKET INDEX		4,868
	T ROWE PRICE U.S EQUITY RESEARCH FD		187,850
	T ROWE PRICE ULTRA SHORT TERM BD INVEST		5,021
	T ROWE PRICE US LARGE CAP CORE FUND		21,581
	T ROWE PRICE US TREA LONG TERM INDEX INV		113,165
	T ROWE PRICE VALUE		247,866
	T. ROWE PRICE CHINA EVOLUTION EQUITY INV		1,218
	T.ROWE PRICE ASIA OPPORTUNITI INVESTOR		62,096
	T.ROWE PRICE LTD DUR INFLAT FOCD BD INVST		7,779
	TCW EMERGING MKTS INCOME CL I		23,640
	TCW RELATIVE MID CAP VALUE FD CL N		2,177
	TCW TOTAL RETURN BOND CLASS I		7,068
	TCW TOTAL RETURN BOND CLASS N		10,511
	TCW ARTIFICIAL INTELLIGENCE EQ I		16,168
	TCW ARTIFICIAL INTELLIGENCE EQ N		19,536
	TCW EMERGING MARKETS INCOME CL N		13,201
	TCW EMERGING MRKTS MULTI ASSET OPP N		5,117
	TCW ENHANCED COMMDTY STRATEGY FUND CL N		37,758
	TCW ENHANCED COMMODITY STRATEGY I		639
	TCW GLOBAL REAL ESTATE CLASS N		32
	TCW NEW AMERICAS PREMIER EQUITIES N		21,778
	TECHNOLOGY ULTRA SECTOR PRO FD INVSTR		97,102
	TEMPLETON FOREIGN CLASS A		21,382
	TEMPLETON SUSTAIN EMERG MRKTS BOND A		391
	TERRA FIRMA US CONCNTRTED REALTY EQ		576
	TETON WESTWOOD MIGHTY MITES FD AAA		3,521
	THE HARTFORD FLOATING RATE CL Y		6,914
	THE HARTFORD INTL OPPT FD CLASS I		3,367
	THE INTERNET FUND		3,202,309
	THE INVESTMENT HOUSE GROWTH FUND		24,637
	THE OSTERWEIS STRATEGIC INCOME FD		284,794
	THIRD AVENUE REAL ESTATE VALUE INSTL		2,809
	THIRD AVENUE REAL ESTATE VALUE INVST		5,972
	THIRD AVENUE VALUE FUND INVESTOR CLASS		2,160
	THOMPSON BOND FUND		246,044
	THORNBURG DEVELOPING WORLD FUND CL A		12,895
	THORNBURG DEVELOPING WORLD FUND CL I		29,335
	THORNBURG GLOBAL OPPT FD INSTL CL		15,942
	THORNBURG LTD TERM INCOME CLASS A		8,569
	THORNBURG LTD TERM INCOME CLASS I		73,698
	THORNBURG SMALL MID CAP CORE FUND CL A		11,692
	THORNBURG STRATEGIC INCOME FUND CL I		4,545
	THRIVENT LARGE CAP VALUE FUND CL S		2,026
	THRIVENT MID CAP STOCK FUND CL S		241,387
	THRIVENT SMALL CAP STOCK FUND CL S		205,061
	TIAA-CREF LARGE CAP GROWTH INDEX INSTL		602
	TIAA-CREF REAL ESTATE SEC INSTL		96,025

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	TIMOTHY PLAN ISRAEL COMMON VALUES CL C		$ 13,795
	TIMOTHY PLAN LARGE / MID CAP GROWTH CL A		21,133
	TIMOTHY SMALL CAP VALUE CLASS A		23,412
	TORTOISE MLP & PIPELINE FD INSTL		107,970
	TOUCHSTONE IMPACT BOND FUND CLASS I		105,091
	TOUCHSTONE MID CAP FUND INSTL		5,035
	TOUCHSTONE SANDS CAP EMERG MRKTS GROWTH I		406,689
	TOUCHSTONE SANDS CAP EMERG MRKTS GROWTH Y		20,936
	TOUCHSTONE SANDS CAP SEL GRWTH Z		10,186
	TOWLE DEEP VALUE FUND		333,448
	TRANSAMERICA BOND CLASS I		72,948
	TRANSAMERICA CAPITAL GROWTH CL A		137,334
	TRANSAMERICA CAPITAL GROWTH CL C		24
	TRANSAMERICA MID CAP VALUE OPPORT CL I		508,816
	TRANSAMERICA MID CAP VALUE OPPS CL A		16,778
	TRILLIUM ESG GLOBAL EQUITY FUND RETAIL		294
	TRILLIUM ESG GLOBAL EQUITY INSTL		100,487
	TRILLIUM SMALL/MID CAP FUND INSTL		128,211
	TROWE PRICE SPECTRM INTERNATIONAL EQUITY		23,394
	TWEEDY BROWNE INTERNATL VALUE FUND		44,344
	ULTRA BEAR PRO FUND INVESTORS SHARES		26,384
	ULTRA BULL PRO FUND INVESTORS SHARES		997,699
	ULTRA CHINA PRO FUND - INVESTOR CLASS		362,371
	ULTRA DOW 30 PRO FUND INVESTOR		179,759
	ULTRA EMERGING MRKTS PRO FD INVT CL		106,572
	ULTRA MID CAP PRO FUND INVESTOR SHS		69,838
	ULTRA NASDAQ-100 PRO FUND INVESTOR CLASS		1,390,670
	ULTRA SHORT CHINA PRO FUND - INVESTOR		9,488
	ULTRA SHORT DOW 30 INVESTOR SHARES		88,864
	ULTRA SHORT EMERGING MRKTS PRO FD INV CL		26,713
	ULTRA SHORT INTL PRO FD INVT CL		472,356
	ULTRA SHORT JAPAN PRO INVT CL SHS		1,479
	ULTRA SHORT NASDAQ- 100 PROFUND INVESTOR		892,773
	ULTRA SHORT SMALL CAP PRO FDS-INVST CL		20,441
	ULTRA SMALL CAP PRO FUND INVESTOR SHS		101,171
	UNDISCOVERED MANAGER BEHAVIORAL VAL CL A		36,228
	USA MUTUALS VICE FD INVESTOR		68,279
	USAA CAPITAL GROWTH FUND RETAIL SHARES		3,216
	USAA HIGH INCOME FUND RETAIL		16,354
	USAA INCOME FUND CL A		22,294
	USAA INCOME STOCK FUND RETAIL		9,913
	USAA INTERMEDIATE TERM BOND RETAIL		93,102
	USAA INTERNATIONAL FUND RETAIL		55,828
	USAA NASDAQ 100 INDEX FUND A		108,461
	USAA NASDAQ 100 INDEX RETAIL		602,942
	USAA PRECIOUS METALS & MINERALS CL A		394
	USAA PRECIOUS METALS AND MINERALS RETAIL		14,525
	USAA SCIENCE & TECHNOLOGY CL A		246,408
	USAA SCIENCE & TECHNOLOGY RETAIL		75,990
	USAA SUSTAINABLE WORLD FUND		4,764

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	USAA SUSTAINABLE WORLD FUND A		$ 14,314
	UTILITIES ULTRA SECTOR PRO FUND INV		16,833
	VALUE LINE ASSET ALLOCATION INVESTOR		273,703
	VALUE LINE CAPITAL APPRECIATION INV		89,290
	VALUE LINE MID CAP FOCUSED FUND CL I		11,062
	VALUE LINE MID CAP FOCUSED INVESTORS FD		42,071
	VAN ECK CM COMMODITY INDEX FUND A		46,657
	VAN ECK EMERGING MARKETS CLASS A		374
	VAN ECK GLOBAL RESOURCES FUND CL A		398
	VAN ECK INTERNATN'L INVESTORS GOLD CL A		4,069
	VANGUARD 500 INDEX ADMIRAL		4,070,739
	VANGUARD BALANCED INDEX ADMIRAL		287,412
	VANGUARD COMMODITY STRATEGY FD ADMIRAL		47,887
	VANGUARD DEVELOPED MRKTS INDEX ADMIRAL		72,610
	VANGUARD DIV APPREC INDEX FD ADMIRAL SHS		423,217
	VANGUARD DIVERSIFIED EQUITY FD INV CL SHS		102,356
	VANGUARD DIVIDEND GROWTH INVESTOR CL		2,201,366
	VANGUARD EMERG MKTS SELECT STOCK INVSTR		12,481
	VANGUARD EMERGING MRKTS INDEX ADMIRAL		328,343
	VANGUARD ENERGY INDEX ADMIRAL CL		71,247
	VANGUARD ENERGY INVESTOR FUND		427,737
	VANGUARD EQUITY INCOME ADMIRAL FD		763,404
	VANGUARD EQUITY INCOME INVESTOR CL		1,595,658
	VANGUARD EUROPEAN STOCK INDEX ADMIRAL		61,236
	VANGUARD EXPLORER INVESTOR CL		45,386
	VANGUARD EXTENDED MARKET INDEX ADMIRAL		257,312
	VANGUARD FINANCIALS INDEX ADMIRAL SHRS		21,434
	VANGUARD FTSE ALL - WRLD EX US INDEX ADM		20,180
	VANGUARD FTSE ALL WD EX US SM CP IDX ADM		119,847
	VANGUARD FTSE SOCIAL IDX FD ADMIRAL SHS		71,393
	VANGUARD GL MINIMUM VOLATILITY INVESTOR		88,266
	VANGUARD GLOBAL CAPITAL CYCLES INV		65,135
	VANGUARD GLOBAL EQUITY INVESTOR CL		92,722
	VANGUARD GLOBAL WELLESLEY INVESTOR		9,536
	VANGUARD GLOBAL WELLINGTON ADMIRAL		241,895
	VANGUARD GLOBAL WELLINGTON INVESTOR		137,901
	VANGUARD GNMA INVESTOR CL		31,671
	VANGUARD GROWTH & INCOME INVESTOR CL		1,295
	VANGUARD GROWTH INDEX ADMIRAL		360,089
	VANGUARD HEALTH CARE ADMIRAL SHS		37,211
	VANGUARD HEALTH CARE INDEX ADMIRAL SHARES		33,829
	VANGUARD HEALTH CARE INVESTOR		536,574
	VANGUARD HIGH DIV YLD IDX ADMIRAL SHS		345,316
	VANGUARD HIGH YIELD CORP INVESTOR CL		1,617,614
	VANGUARD INFLATION PROTECTED SECS INV		106,192
	VANGUARD INFORMATION TECH IND ADMIR SHS		21,847
	VANGUARD INTERMED TRM INVST GR INVEST		188,299
	VANGUARD INTERNATL VALUE PORT INV CL		103,604
	VANGUARD INTERNATNAL EXPLORER INVESTOR		280
	VANGUARD INT'L GROWTH PORT INV CL		534,664

The above information is certified as complete and accurate by Fidelity Management Trust Company, the Trustee.
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Identity of issue, borrower, lessor or similar party	Description of Investments	Cost[2]	Current Value
	VANGUARD INTMDT TERM TREASURY INDEX FD		$ 302,854
	VANGUARD INTNTL HIGH DIV YLD INDEX ADMIRL		27,641
	VANGUARD INT-TERM BOND INDEX ADMIRAL		72,871
	VANGUARD LONG TERM INVMT GRADE INV		393,083
	VANGUARD LONG TERM TREASURY INDEX ADM		3,168,925
	VANGUARD LONG TERM US TREASURY INVESTOR		1,553,240
	VANGUARD MID CAP INDEX ADMIRAL SHS		217,063
	VANGUARD MID-CAP GROWTH INDEX ADMIRAL		40,348
	VANGUARD MID-CAP VALUE INDEX ADMIRAL		166,117
	VANGUARD PACIFIC STOCK INDEX ADML SHS		31,581
	VANGUARD REAL ESTATE INDEX ADMIRAL		130,920
	VANGUARD SELECTED VALUE INVESTOR		47,689
	VANGUARD SHORT TERM BOND INDEX ADMIRAL		90,616
	VANGUARD SHORT TERM INVMT GRADE ADMIRAL		430,723
	VANGUARD SHORT TERM INVMT GRADE INVESTOR		326,163
	VANGUARD SHORT TERM TREASURY INVESTOR		39,211
	VANGUARD SHORT-TERM GOVT BD INDEX ADM		50,011
	VANGUARD SMALL-CAP GROWTH INDEX ADMIRAL		214,695
	VANGUARD SMALL-CAP INDEX ADMIRAL		290,816
	VANGUARD SMALL-CAP VALUE INDEX ADMIRAL		71,751
	VANGUARD STAR INVESTOR CLASS		97,531
	VANGUARD STRATEGIC EQUITY INVESTOR		80,081
	VANGUARD TARGET RET 2025 FD INVESTOR CL		451,512
	VANGUARD TARGET RET 2035 FD INVESTOR CL		271,082
	VANGUARD TARGET RET 2055 FUND INVESTOR		446,185
	VANGUARD TARGET RET 2060 FD INVESTOR		1,169
	VANGUARD TARGET RET INC FD INVESTOR CL		4,309
	VANGUARD TARGET RETIREMENT 2020 INVT		45,125
	VANGUARD TARGET RETIREMENT 2030 INVT		718,046
	VANGUARD TARGET RETIREMENT 2040 INV		175,793
	VANGUARD TARGET RETIREMENT 2050 INVT		865,324
	VANGUARD TOTAL BOND MARKET INDEX ADMIRAL		474,027
	VANGUARD TOTAL INTERNTL BD INDX ADM		97,291
	VANGUARD TOTAL INTNL STOCK INDEX ADMIRAL		654,135
	VANGUARD TOTAL STOCK MARKET INDEX ADMIRAL		2,912,883
	VANGUARD TTL WORLD STK IDX ADMIRAL SHS		22,370
	VANGUARD ULTRA SHORT TERM BOND INVESTOR		16,443
	VANGUARD US GROWTH FUND INVESTOR		623,784
	VANGUARD VALUE INDEX ADMIRAL		561,505
	VANGUARD WELLESLEY INCOME ADMIRAL		50,763
	VANGUARD WELLINGTON INVESTOR		120,021
	VANGUARD WINDSOR INVESTOR		30,218
	VANGUARD/WELLESLEY INCOME INVESTOR		2,001,674
	VAUGHAN NELSON SELECT FUND CL Y		476
	VERSUS CAPITAL REAL ASSETS CL I		104,481
	VICTORY FLOATING RATE CL Y		4,368
	VICTORY GLOBAL ENERGY TRANSITION A		2,424
	VICTORY MARKET NEUTRAL INCOME FD I		11,558
	VICTORY RS GLOBAL FUND CLASS A		3,931
	VICTORY RS SCIENCE AND TECHNOLOGY CL A		11,051

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Identity of issue, borrower, lessor or similar party	Description of Investments	Cost[2]	Current Value
	VICTORY SYCAMORE ESTABLISHED VALUE A		$ 61,559
	VICTORY THB US SMALL OPPORTUNITIES CL A		3,784
	VICTORY TRIVALENT INTL SMALL CAP A		14,755
	VIRTUS CEREDEX LRG CAP VALUE EQUITY I		83,086
	VIRTUS CEREDEX MID CAP VALUE EQUITY I		4,314
	VIRTUS CONVERTIBLE FUND A		6,927
	VIRTUS CONVERTIBLE FUND C		10,547
	VIRTUS DUFF & PHELPS GLBL REAL EST SECS A		1,208
	VIRTUS DUFF & PHELPS GLBL REAL EST SECS I		4,874
	VIRTUS DUFF & PHELPS GLOBAL INFRA CL I		5,456
	VIRTUS DUFF & PHELPS WATER FUND A		132,602
	VIRTUS KAR EMERG MKTS SMALL CAP A		280
	VIRTUS KAR EMERG MKTS SMALL CAP I		84,037
	VIRTUS KAR HEALTH SCIENCES FUND INSTL		6,574
	VIRTUS KAR INTL SMALL MID CAP A		11,280
	VIRTUS KAR MID CAP CORE FUND CLASS A		160,195
	VIRTUS KAR MID CAP CORE FUND CLASS I		2,873
	VIRTUS KAR MID CAP GROWTH FUND CL A		279,143
	VIRTUS KAR MID CAP GROWTH FUND CL I		97,426
	VIRTUS KAR SMALL CAP CORE FUND CL A		29,755
	VIRTUS KAR SMALL CAP GROWTH CL A		429,630
	VIRTUS KAR SMALL CAP GROWTH CL C		15,895
	VIRTUS KAR SMALL CAP GROWTH FUND CL I		218,875
	VIRTUS KAR SMALL CAP VALUE CLASS I		26,148
	VIRTUS KAR SMALL MID CAP CORE FD CL I		108,059
	VIRTUS NFJ EMERGING MARKETS VALUE A		2,641
	VIRTUS NFJ MID CAP VALUE A		6,547
	VIRTUS SEIX CORPORATE BOND A		74,198
	VIRTUS SEIX CORPORATE BOND I		3,602
	VIRTUS SEIX HIGH YIELD CL A		75,316
	VIRTUS SEIX HIGH YIELD CL I		4,245
	VIRTUS SILVANT MID CAP GROWTH FUND A		55,151
	VIRTUS SILVANT MID CAP GROWTH FUND INST		4,709
	VIRTUS TACTICAL ALLOCATION FUND A		29,936
	VIRTUS ZEVENBERGEN INNOVATIVE GR STK A		141,575
	VIRTUS ZEVENBERGEN INNOVATIVE GR STK I		111,265
	VOYA CORPORATE LEAD TRUST SERIES B		77,330
	VOYA MULTI MANAGER INTL SMALL CAP I		53,036
	VOYA RUSSIA CLASS A		2,132
	VULCAN VALUE PARTNER FUND INVESTOR		81,064
	WASATCH CORE GROWTH		216,586
	WASATCH CORE GROWTH INSTITUTIONAL		23,584
	WASATCH EMERGING INDIA FUND		1,037,112
	WASATCH EMERGING INDIA FUND INSTL CL		50,545
	WASATCH EMERGING MARKETS SELECT FUND		52,843
	WASATCH EMERGING MARKETS SMALL CAP FD		31,893
	WASATCH EMG MRKTS SELECT FUND INSTL		81,398
	WASATCH FRONTIER EMG SM COUNTRIES INS		4,938
	WASATCH GLOBAL OPPORTUNITIES RETAIL		57,228
	WASATCH HOISINGTON US TREASURY		264,521

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FIDELITY RETIREMENT SAVINGS PLAN
Schedule of Assets (Held at End of Year)
Form 5500, Schedule H, Part IV, Line 4i
December 31, 2022

Identity of issue, borrower, lessor or similar party	Description of Investments	Cost[2]	Current Value
	WASATCH INTERNATIONAL GROWTH		$ 2,962
	WASATCH INTERNATIONL OPPORTUNITIES FD		109,666
	WASATCH MICRO CAP VALUE FD INSTL		82,773
	WASATCH MICROCAP		505,307
	WASATCH MICRO-CAP VALUE FUND		156,795
	WASATCH SMALL CAP GROWTH		43,474
	WASATCH SMALL CAP GROWTH FUND INSTL CL		84,823
	WASATCH SMALL CAP VALUE		73,348
	WASATCH ULTRA GROWTH		576,630
	WASATCH ULTRA GROWTH FUND INSTL CL		70,084
	WCM CHINA QUALITY GR OWTH FUND INSTL		16,764
	WCM FOCUSED EMERGING MARKETS FUND INSTL		21,599
	WCM FOCUSED EMERGING MARKETS INVESTOR		13,596
	WCM FOCUSED GLOBAL GROWTH INVESTOR		8,509
	WCM FOCUSED INTL GROWTH FUND INSTL		21,083
	WCM FOCUSED INTL GROWTH FUND INVESTOR		21,575
	WEITZ PARTNERS VALUE		8,376
	WESTERN ASSET CORE BOND FUND CL I		96,815
	WESTERN ASSET CORE BOND PLUS FUND CL A		38,581
	WESTWOOD SALIENT GLOBAL REAL ESTATE A		3,922
	WESTWOOD SALIENT SELECT INCOME A		777
	WILLIAM BLAIR EMERG MARKETS GRTH FD CL N		210
	WILLIAM BLAIR LARGE CAP GROWTH FD N		70,063
	WILLIAM BLAIR SMALL CAP FD CLASS I		50,884
	WILLIAM BLAIR SMALL CAP GROWTH CLASS N		58,045
	WILLIAM BLAIR SMALL MID CAP GROWTH CL N		36,510
	YCG ENHANCED FUND SERVICE/REGULAR		256,008
	ZACKS SMALL CAP CORE FUND INSTL		1,983
			22,232,307,939
	Notes Receivable from Participants (for a term not exceeding 10 years at interest rates of 3.75% to 10.00% per annum)[1]		102,000,244
	Total Investments and Notes Receivable from Participants		22,334,308,183

1 Denotes an investment that is party in interest to the Plan.
2 Investments are all participant directed. Cost information is not required.

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Report of Independent Auditors

To the Administrator of Fidelity Retirement Savings Plan

Scope and Nature of the ERISA Section 103(a)(3)(C) Audit

We have performed an audit of the accompanying financial statements of Fidelity Retirement Savings Plan (the "Plan"), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statements of net assets available for plan benefits as of December 31, 2022 and 2021, and the related statement of changes in net assets available for plan benefits for the year ended December 31, 2022, including the related notes (collectively referred to as the "financial statements").

Management, having determined it is permissible in the circumstances, has elected to have the audit of the Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audit need not extend to any statements or information related to assets held for investment of the plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

Management has obtained certifications from a qualified institution as of December 31, 2022 and 2021 and for the year ended December 31, 2022, stating that the certified investment information, as described in Note C to the financial statements, is complete and accurate.

Opinion

In our opinion, based on our audit and on the procedures performed as described in the Auditors' Responsibilities for the Audit of the Financial Statements section of our report

- the amounts and disclosures in the accompanying financial statements, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.

- the information in the accompanying financial statements related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Basis for Opinion

We conducted our audit in accordance with auditing standards generally accepted in the United States of America (US GAAS). Our responsibilities under those standards are further described in the Auditors' Responsibilities for the Audit of the Financial Statements section of our report. We are required to be



independent of the Plan and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) 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. Management's election of the ERISA Section 103(a)(3)(C) audit does not affect management's responsibility for the financial statements.

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 Plan's ability to continue as a going concern for one year after the date the financial statements are available to be issued.

Management is also responsible for maintaining a current plan instrument, including all plan amendments, administering the plan, and determining that the plan's transactions that are presented and disclosed in the financial statements are in conformity with the plan's 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.

Auditors' Responsibilities for the Audit of the Financial Statements

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit section of our report, 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 auditors' 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 US 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 US 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 Plan's 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 Plan's ability to continue as a going concern for a reasonable period of time.

Our audit did not extend to the certified investment information, except for obtaining and reading the certification, comparing the certified investment information with the related information presented and disclosed in the financial statements, and reading the disclosures relating to the certified investment information to assess whether they are in accordance with the presentation and disclosure requirements of accounting principles generally accepted in the United States of America.

Accordingly, the objective of an ERISA Section 103(a)(3)(C) audit is not to express an opinion about whether the financial statements as a whole are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.

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.

Other Matter – Supplemental Schedule Required by ERISA

Schedule of Assets (Held at End of Year), Form 5500, Schedule H, Part IV, Line 4i as of December 31, 2022 ("supplemental schedule"), is-presented for purposes of additional analysis and is not a required part of the financial statements but is 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 included in the supplemental schedule, other than that agreed to or derived from the certified investment information, has been subjected to the auditing procedures applied in the audit 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 US GAAS. For information included in the supplemental schedule that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

In forming our opinion on the supplemental schedule, we evaluated whether the supplemental schedule, other than the information agreed to or derived from the certified investment information, including its form and content, is presented in conformity with the Department of Labor’s Rules and Regulations for Reporting and Disclosure under ERISA. In our opinion

- the form and content of the supplemental schedule, other than the information in the supplemental schedule that agreed to or is derived from the certified investment information, is presented, in all material respects, in conformity with the Department of Labor’s Rules and Regulations for Reporting and Disclosure under ERISA.
- the information in the supplemental schedule related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information



prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

PricewaterhouseCoopers LLP
August 31, 2023

Schedule C, Line 2(h) Formula Descriptions

Fidelity Retirement Savings Plan
EIN: 04-3532603, PN: 002
Plan Year Ending: December 31, 2022

Indirect compensation in the form of sub-transfer agency fees was paid to: Fidelity Investments Institutional Operations Company, EIN: 04-2647786

Payor Name	Street Address 1	Street Address 2	City	State	Zip	Compensation
13D ACTIVIST FUND CL I	250 WEST 57TH STREET	SUITE 915	NEW YORK	NY	10107	0.08%
1919 FINANCIAL SERVICES CLASS I	2020 E. FINANCIAL WAY	SUITE 100	GLENDORA	CA	91741	0.12%
AB CONCENTRATED GROWTH C	8000 IH 10 WEST	SUITE 1400, 14TH FLOOR	SAN ANTONIO	TX	78230	0.10%
AB EMERGING MARKETS MULTI ASSET CL A	8000 IH 10 WEST	SUITE 1400, 14TH FLOOR	SAN ANTONIO	TX	78230	0.40%
AB EMERGING MRKT MULTI ASSET CL C	8000 IH 10 WEST	SUITE 1400, 14TH FLOOR	SAN ANTONIO	TX	78230	0.10%
AB LARGE CAP GROWTH CL C	8000 IH 10 WEST	SUITE 1400, 14TH FLOOR	SAN ANTONIO	TX	78230	0.10%
AB LARGE CAP GROWTH CLASS A	8000 IH 10 WEST	SUITE 1400, 14TH FLOOR	SAN ANTONIO	TX	78230	0.40%
AB SELECT US LONG SHORT PORT CLASS A	8000 IH 10 WEST	SUITE 1400, 14TH FLOOR	SAN ANTONIO	TX	78230	0.40%
AB SMALL CAP GROWTH FUND CL C	8000 IH 10 WEST	SUITE 1400, 14TH FLOOR	SAN ANTONIO	TX	78230	0.10%
AB SMALL CAP GROWTH PORT CLASS A	8000 IH 10 WEST	SUITE 1400, 14TH FLOOR	SAN ANTONIO	TX	78230	0.40%
AB SUSTAINABLE GLOBAL THEMATIC A	8000 IH 10 WEST	SUITE 1400, 14TH FLOOR	SAN ANTONIO	TX	78230	0.40%
AB SUSTAINABLE GLOBAL THEMATIC C	8000 IH 10 WEST	SUITE 1400, 14TH FLOOR	SAN ANTONIO	TX	78230	0.10%
AB SUSTAINABLE INTRL THEMATIC FD CL C	8000 IH 10 WEST	SUITE 1400, 14TH FLOOR	SAN ANTONIO	TX	78230	0.10%
ABERDEEN CHINA A SHARE EQ INSTL SVC	1735 MARKET STREET	32ND FLOOR	PHILADELPHIA	PA	19103	0.10%
ABERDEEN CHINA A SHARE EQUITY CL A	1735 MARKET STREET	32ND FLOOR	PHILADELPHIA	PA	19103	0.40%
ABERDEEN DYNAMIC DIVIDEND CL A	1735 MARKET STREET	32ND FLOOR	PHILADELPHIA	PA	19103	0.40%
ABERDEEN EMERGING MARKETS FD INSTL CL	1735 MARKET STREET	32ND FLOOR	PHILADELPHIA	PA	19103	0.15%
ABERDEEN EMERGING MRKTS FD INSTL SV CL	1735 MARKET STREET	32ND FLOOR	PHILADELPHIA	PA	19103	0.10%
ABERDEEN GLOBAL INFRASTRUCTURE INSTL	1735 MARKET STREET	32ND FLOOR	PHILADELPHIA	PA	19103	0.10%
ABERDEEN INTL SMALL CAP FUND CL A	1735 MARKET STREET	32ND FLOOR	PHILADELPHIA	PA	19103	0.40%
ABERDEEN U.S. SMALL CAP EQUITY FD CL A	1735 MARKET STREET	32ND FLOOR	PHILADELPHIA	PA	19103	0.40%
ABERDEEN U.S. SMALL CAP EQUITY INSTL CL	1735 MARKET STREET	32ND FLOOR	PHILADELPHIA	PA	19103	0.10%
ABR 50/50 VOLATILITY FUND INSTL	P.O. BOX 588		PORTLAND,	ME	04112	0.10%
ABR DYNAMIC BLEND EQ & VOLATILITY INSTL	P.O. BOX 588		PORTLAND,	ME	04112	0.10%
ABR DYNAMIC BLEND EQ& VOLATILITY INVST	P.O. BOX 588		PORTLAND,	ME	04112	0.40%
ACADIAN EMERGING MARKETS PORT INVSTR	1 FREEDOM VALLEY DRIVE		OAKS	PA	19456	0.40%
ADV PREFERRED GOLD BULLION STRAT INV	1445 RESEARCH BLVD.	SUITE 530	ROCKVILLE	MD	20850	0.40%
ADVISORS PREFERRED ONTRACK CORE FD ADV	1445 RESEARCH BLVD.	SUITE 530	ROCKVILLE	MD	20850	0.40%
ADVISORS PREFERRED QUANTIFIED STF INVST	1445 RESEARCH BLVD.	SUITE 530	ROCKVILLE	MD	20850	0.40%
AEGIS VALUE FUND INC	6862 ELM STREET	SUITE 830	MCLEAN	VA	22101	0.10%
AKRE FOCUS FUND INSTL	777 E. WISCONSIN AVENUE	4TH FLOOR	MILWAUKEE	WI	53202	0.10%
AKRE FOCUS FUND RETAIL	777 E. WISCONSIN AVENUE	4TH FLOOR	MILWAUKEE	WI	53202	0.40%
ALGER CAPITAL APPRECIATION CL A	600 PLAZA ONE	6TH FLOOR	JERSEY CITY	NJ	07311	0.40%
ALGER DYNAMIC OPPORTUNITIES CL A	600 PLAZA ONE	6TH FLOOR	JERSEY CITY	NJ	07311	0.40%
ALGER FOCUS EQUITY CL I	600 PLAZA ONE	6TH FLOOR	JERSITY CITY	NJ	07311	0.40%
ALGER GROWTH&INCOME CLASS A	600 PLAZA ONE	6TH FLOOR	JERSEY CITY	NJ	07311	0.40%
ALGER HEALTH SCIENCES FD CL A	600 PLAZA ONE	6TH FLOOR	JERSEY CITY	NJ	07311	0.40%
ALGER MID CAP FOCUS CL I	600 PLAZA ONE	6TH FLOOR	JERSITY CITY	NJ	07311	0.40%
ALGER MID CAP GROWTH FUND A	600 PLAZA ONE	6TH FLOOR	JERSEY CITY	NJ	07311	0.40%
ALGER SMALL CAP FOCUS CLASS A	600 PLAZA ONE	6TH FLOOR	JERSEY CITY	NJ	07311	0.40%
ALGER SMALL CAP FOCUS CLASS Z	600 PLAZA ONE	6TH FLOOR	JERSEY CITY	NJ	07311	0.15%
ALGER SMALL CAP GROWTH CL Z	600 PLAZA ONE	6TH FLOOR	JERSEY CITY	NJ	07311	0.10%
ALGER SMALL CAP GROWTH FUND A	600 PLAZA ONE	6TH FLOOR	JERSEY CITY	NJ	07311	0.40%
ALGER SPECTRA CL Z	600 PLAZA ONE	6TH FLOOR	JERSEY CITY	NJ	07311	0.10%
ALGER SPECTRA FUND CLASS CL A	600 PLAZA ONE	6TH FLOOR	JERSEY CITY	NJ	07311	0.40%
ALGER WEATHERBIE SPECIALIZED GR A	600 PLAZA ONE	6TH FLOOR	JERSEY CITY	NJ	07311	0.40%
ALLSPRING C&B MID CAP VALUE FD A	525 MARKET STREET	MAC #A0103-122	SAN FRANCISCO	CA	94105	0.40%
ALLSPRING CORE PLUS BOND FUND INST	525 MARKET STREET	MAC #A0103-122	SAN FRANCISCO	CA	94105	0.10%
ALLSPRING DISCIPLINEUS CORE FD A	525 MARKET STREET	MAC #A0103-122	SAN FRANCISCO	CA	94105	0.40%
ALLSPRING DIVRSFD CAP BUILDER FD A	525 MARKET STREET	MAC #A0103-122	SAN FRANCISCO	CA	94105	0.40%
ALLSPRING DIVRSFD INCME BUILD FD A	525 MARKET STREET	MAC #A0103-122	SAN FRANCISCO	CA	94105	0.40%
ALLSPRING LOW VOLTLTY US EQTY INST	525 MARKET STREET	MAC #A0103-122	SAN FRANCISCO	CA	94105	$16.00/PPT
ALLSPRING PRECIOUS METALS FUND A	525 MARKET STREET	MAC #A0103-122	SAN FRANCISCO	CA	94105	0.40%
ALLSPRING SHORT TERMBOND PLUS FD A	525 MARKET STREET	MAC #A0103-122	SAN FRANCISCO	CA	94105	0.40%
ALLSPRING SPECIAL MID CAP VLUE FD A	525 MARKET STREET	MAC #A0103-122	SAN FRANCISCO	CA	94105	0.40%
ALLSPRING SPECTRUM AGRSSIV GRTH FD A	525 MARKET STREET	MAC #A0103-122	SAN FRANCISCO	CA	94105	0.40%
ALLSPRING UTILITY & TELECOMMS FUND A	525 MARKET STREET	MAC #A0103-122	SAN FRANCISCO	CA	94105	0.40%
ALLSPRING UTILITY & TELECOMMS FUND INST	525 MARKET STREET	MAC #A0103-122	SAN FRANCISCO	CA	94105	0.10%
ALPHACENTRIC PREMIUM OPPORTUNITY CL I	80 ARKAY DRIVE		HAUPPAUGE	NY	11788	0.10%
ALPHACENTRIC ROBOTIC AND AUTOMATION I	80 ARKAY DRIVE		HAUPPAUGE	NY	11788	0.10%
ALPHASIMPLEX MANAGED FUTURE STRAT CL Y	399 BOYLSTON STREET	8TH FLOOR	BOSTON	MA	02116	0.05%
ALPHASIMPLEX MANAGEDFUTURE STRAT CL A	399 BOYLSTON STREET	8TH FLOOR	BOSTON	MA	02116	0.40%
ALPS CORECOMM MGMT COMP COMM STRT INV	1290 BROADWAY STREET	SUITE 1100	DENVER	CO	80203	0.40%
ALPS RED ROCKS GLOB OPPORTUNITY CL INV	1290 BROADWAY STREET	SUITE 1100	DENVER	CO	80203	0.40%
ALPS/SMITH CREDIT OPPORTUNITIES CL I	1290 BROADWAY STREET	SUITE 1100	DENVER	CO	80203	0.08%
ALTEGRIS AACA OPPORTREAL ESTATE CL N	1200 PROSPECT STREET	SUITE 400	LAJOLLA	CA	92037	0.40%
ALTEGRIS FUTURES EVOLUTION CL N	1200 PROSPECT STREET	SUITE 400	LAJOLLA	CA	92037	0.40%
AMANA DEVELOPING WORLD FUND	1300 NORTH STATE STREET		BELLINGHAM	WA	98225	0.40%
AMANA DEVELOPING WORLD INSTITUTIONAL	1300 NORTH STATE STREET		BELLINGHAM	WA	98225	0.10%
AMANA GROWTH FUND INSTITUTIONAL	1300 NORTH STATE STREET		BELLINGHAM	WA	98225	0.10%
AMANA INCOME FUND INSTITUTIONAL	1300 NORTH STATE STREET		BELLINGHAM	WA	98225	0.10%
AMANA MUTUAL FUND TRUST GROWTH	1300 NORTH STATE STREET		BELLINGHAM	WA	98225	0.40%
AMANA MUTUAL FUND TRUST INCOME	1300 NORTH STATE STREET		BELLINGHAM	WA	98225	0.40%
AMANA PARTICIPATION FD INSTITUTIONAL CL	1300 NORTH STATE STREET		BELLINGHAM	WA	98225	0.10%
AMANA PARTICIPATION FD INVESTOR CLASS	1300 NORTH STATE STREET		BELLINGHAM	WA	98225	0.40%
AMERICAN 2020 TARGETDATE RETIREMNT F1	3500 WISEMAN BLVD		SAN ANTONIO	TX	78251-4321	0.37%
AMERICAN 2035 TARGETDATE RETIREMNT F1	3500 WISEMAN BLVD		SAN ANTONIO	TX	78251-4321	0.37%
AMERICAN 2040 TARGETDATE RETIREMNT F1	3500 WISEMAN BLVD		SAN ANTONIO	TX	78251-4321	0.37%

Schedule C, Line 2(h) Formula Descriptions

Fidelity Retirement Savings Plan
EIN: 04-3532603, PN: 002
Plan Year Ending: December 31, 2022

Indirect compensation in the form of sub-transfer agency fees was paid to: Fidelity Investments Institutional Operations Company, EIN: 04-2647786

Payor Name	Street Address 1	Street Address 2	City	State	Zip	Compensation
AMERICAN 2050 TARGETDATE RETIREMNT F1	3500 WISEMAN BLVD		SAN ANTONIO	TX	78251-4321	0.37%
AMERICAN AMCAP CLASS A	3500 WISEMAN BLVD		SAN ANTONIO	TX	78251-4321	$18.00/PPT
AMERICAN AMCAP FUND CLASS F1	3500 WISEMAN BLVD		SAN ANTONIO	TX	78251-4321	0.37%
AMERICAN AMCAP FUND F2	3500 WISEMAN BLVD		SAN ANTONIO	TX	78251-4321	0.12%
AMERICAN BALANCED CLASS A	3500 WISEMAN BLVD		SAN ANTONIO	TX	78251-4321	$18.00/PPT
AMERICAN BALANCED CLASS F1	3500 WISEMAN BLVD		SAN ANTONIO	TX	78251-4321	0.37%
AMERICAN BALANCED FUND F2	3500 WISEMAN BLVD		SAN ANTONIO	TX	78251-4321	0.12%
AMERICAN BEACON AHL MNGD FUTR STRA INVS	220 EAST LAS COLINAS BLVD.	SUITE 1200	IRVING	TX	75039	0.40%
AMERICAN BEACON ARK TRANS INNOVTN INVSTR	220 EAST LAS COLINAS BLVD.	SUITE 1200	IRVING	TX	75039	0.40%
AMERICAN BEACON BALANCED INVST	220 EAST LAS COLINAS BLVD.	SUITE 1200	IRVING	TX	75039	0.40%
AMERICAN BEACON GL EV FRT MRKT INC INVT	220 EAST LAS COLINAS BLVD.	SUITE 1200	IRVING	TX	75039	0.40%
AMERICAN BEACON SIM HIGH YLD OPPS INVEST	220 EAST LAS COLINAS BLVD.	SUITE 1200	IRVING	TX	75039	0.40%
AMERICAN BEACON SMALL CAP INVESTOR	220 EAST LAS COLINAS BLVD.	SUITE 1200	IRVING	TX	75039	0.40%
AMERICAN BEACON SND PT FLT RT INC INV	220 EAST LAS COLINAS BLVD.	SUITE 1200	IRVING	TX	75039	0.40%
AMERICAN BEACON SOUN POINT FLOAT R5	220 EAST LAS COLINAS BLVD.	SUITE 1200	IRVING	TX	75039	0.04%
AMERICAN BEACON THE LONDON CO INC EQ INV	220 EAST LAS COLINAS BLVD.	SUITE 1200	IRVING	TX	75039	0.40%
AMERICAN BEACON TOCQUEVILLE INT VAL	220 EAST LAS COLINAS BLVD.	SUITE 1200	IRVING	TX	75039	0.40%
AMERICAN BOND FUND OF AMERICA CLASS F1	3500 WISEMAN BLVD		SAN ANTONIO	TX	78251-4321	0.37%
AMERICAN CAPITAL INCOME BUILDER CL A	3500 WISEMAN BLVD		SAN ANTONIO	TX	78251-4321	$18.00/PPT
AMERICAN CAPITAL WORLD GR & INC CL F2	3500 WISEMAN BLVD		SAN ANTONIO	TX	78251-4321	0.15%
AMERICAN CAPITAL WORLD GRTH & INC A	3500 WISEMAN BLVD		SAN ANTONIO	TX	78251-4321	$18.00/PPT
AMERICAN CAPITAL WORLD GRWTH & INC F1	3500 WISEMAN BLVD		SAN ANTONIO	TX	78251-4321	0.37%
AMERICAN CEN FOCUSED DYNAMIC GROWTH CL I	4400 MAIN STREET	1ST FLOOR	KANSAS CITY	MO	64111	0.07%
AMERICAN CEN FOCUSEDDYNAMIC GROWTH INV	4400 MAIN STREET	1ST FLOOR	KANSAS CITY	MO	64111	0.35%
AMERICAN CEN ONE CHOICE CONV INVT CL	4400 MAIN STREET	1ST FLOOR	KANSAS CITY	MO	64111	0.35%
AMERICAN CEN SHT DURINFL PROTECTN BD INV	4400 MAIN STREET	1ST FLOOR	KANSAS CITY	MO	64111	0.25%
AMERICAN CENT ONE CHOICE VERY CON INV	4400 MAIN STREET	1ST FLOOR	KANSAS CITY	MO	64111	0.35%
AMERICAN CENTURY CHGAL GOLD INV CL	4400 MAIN STREET	1ST FLOOR	KANSAS CITY	MO	64111	0.35%
AMERICAN CENTURY EMERGING MARKETS INV	4400 MAIN STREET	1ST FLOOR	KANSAS CITY	MO	64111	0.35%
AMERICAN CENTURY EQUITY INCOME INV CL	4400 MAIN STREET	1ST FLOOR	KANSAS CITY	MO	64111	0.35%
AMERICAN CENTURY GL REAL ESTATE INVSTOR	4400 MAIN STREET	1ST FLOOR	KANSAS CITY	MO	64111	0.35%
AMERICAN CENTURY GLOBAL GOLD CL A	4400 MAIN STREET	1ST FLOOR	KANSAS CITY	MO	64111	0.09%
AMERICAN CENTURY GOVERNMENT BOND	4400 MAIN STREET	1ST FLOOR	KANSAS CITY	MO	64111	0.25%
AMERICAN CENTURY INFLN ADJ BOND INV	4400 MAIN STREET	1ST FLOOR	KANSAS CITY	MO	64111	0.25%
AMERICAN CENTURY MIDCAP VALUE INV SHS	4400 MAIN STREET	1ST FLOOR	KANSAS CITY	MO	64111	0.35%
AMERICAN CENTURY ONECHOICE AGGR PORT INV	4400 MAIN STREET	1ST FLOOR	KANSAS CITY	MO	64111	0.35%
AMERICAN CENTURY SHTDUR STRAT INC INV	4400 MAIN STREET	1ST FLOOR	KANSAS CITY	MO	64111	0.25%
AMERICAN CENTURY SMALL CAP GRWTH INV	4400 MAIN STREET	1ST FLOOR	KANSAS CITY	MO	64111	0.35%
AMERICAN CENTURY SMALL CAP VALUE INV	4400 MAIN STREET	1ST FLOOR	KANSAS CITY	MO	64111	0.35%
AMERICAN CENTURY SMLCAP VAL CLASS I	4400 MAIN STREET	1ST FLOOR	KANSAS CITY	MO	64111	0.15%
AMERICAN CENTURY STRAT ALLOC AGG INV	4400 MAIN STREET	1ST FLOOR	KANSAS CITY	MO	64111	0.35%
AMERICAN CENTURY SUSTAINABLE EQ INV	4400 MAIN STREET	1ST FLOOR	KANSAS CITY	MO	64111	0.35%
AMERICAN CENTURY UTILITIES INVESTOR	4400 MAIN STREET	1ST FLOOR	KANSAS CITY	MO	64111	0.35%
AMERICAN CENTURY VALUE INV CL	4400 MAIN STREET	1ST FLOOR	KANSAS CITY	MO	64111	0.35%
AMERICAN CLASS EMERGMARKETS BOND F-1	3500 WISEMAN BLVD		SAN ANTONIO	TX	78251-4321	0.37%
AMERICAN EUROPACIFICGROWTH CLASS A	3500 WISEMAN BLVD		SAN ANTONIO	TX	78251-4321	$18.00/PPT
AMERICAN EUROPACIFICGROWTH CLASS F1	3500 WISEMAN BLVD		SAN ANTONIO	TX	78251-4321	0.37%
AMERICAN EUROPACIFICGROWTH FUND CL F2	3500 WISEMAN BLVD		SAN ANTONIO	TX	78251-4321	0.15%
AMERICAN FUNDAMENTALINVESTORS CL F1	3500 WISEMAN BLVD		SAN ANTONIO	TX	78251-4321	0.37%
AMERICAN FUNDAMENTALINVESTORS CLASS A	3500 WISEMAN BLVD		SAN ANTONIO	TX	78251-4321	$18.00/PPT
AMERICAN FUNDS GLBL GROWTH PORT F1	3500 WISEMAN BLVD		SAN ANTONIO	TX	78251-4321	0.37%
AMERICAN FUNDS GLOBAL INSIGHT F1	3500 WISEMAN BLVD		SAN ANTONIO	TX	78251-4321	0.37%
AMERICAN FUNDS GROWTH PORT F1	3500 WISEMAN BLVD		SAN ANTONIO	TX	78251-4321	0.37%
AMERICAN FUNDS GRWTH& INC PORTFOLIO F1	3500 WISEMAN BLVD		SAN ANTONIO	TX	78251-4321	0.37%
AMERICAN FUNDS INFLT LINKED BOND CL F2	3500 WISEMAN BLVD		SAN ANTONIO	TX	78251-4321	0.12%
AMERICAN FUNDS INFLTLINKED BOND CL F1	3500 WISEMAN BLVD		SAN ANTONIO	TX	78251-4321	0.37%
AMERICAN FUNDS PRESERVATION PORT F1	3500 WISEMAN BLVD		SAN ANTONIO	TX	78251-4321	0.37%
AMERICAN GLOBAL BALANCED CLASS A	3500 WISEMAN BLVD		SAN ANTONIO	TX	78251-4321	$18.00/PPT
AMERICAN GROWTH FUNDOF AMERICA CL F2	3500 WISEMAN BLVD		SAN ANTONIO	TX	78251-4321	0.15%
AMERICAN GROWTH FUNDOF AMERICA CLASS A	3500 WISEMAN BLVD		SAN ANTONIO	TX	78251-4321	$18.00/PPT
AMERICAN GROWTH FUNDOF AMERICA CLASS F1	3500 WISEMAN BLVD		SAN ANTONIO	TX	78251-4321	0.37%
AMERICAN HIGH INCOMECLASS F1	3500 WISEMAN BLVD		SAN ANTONIO	TX	78251-4321	0.37%
AMERICAN HIGH INCOMETRUST CLASS A	3500 WISEMAN BLVD		SAN ANTONIO	TX	78251-4321	$18.00/PPT
AMERICAN INCOME FUND OF AMERICA CL F2	3500 WISEMAN BLVD		SAN ANTONIO	TX	78251-4321	0.12%
AMERICAN INCOME FUND OF AMERICA CLASS A	3500 WISEMAN BLVD		SAN ANTONIO	TX	78251-4321	$18.00/PPT
AMERICAN INVESTMENT CO OF AMERICA CL F1	3500 WISEMAN BLVD		SAN ANTONIO	TX	78251-4321	0.37%
AMERICAN MUTUAL FUNDCLASS A	3500 WISEMAN BLVD		SAN ANTONIO	TX	78251-4321	$18.00/PPT
AMERICAN MUTUAL FUNDCLASS F1	3500 WISEMAN BLVD		SAN ANTONIO	TX	78251-4321	0.37%
AMERICAN NEW ECONOMYCLASS F1	3500 WISEMAN BLVD		SAN ANTONIO	TX	78251-4321	0.37%
AMERICAN NEW PERSPECTIVE CL F2	3500 WISEMAN BLVD		SAN ANTONIO	TX	78251-4321	0.15%
AMERICAN NEW PERSPECTIVE CLASS F1	3500 WISEMAN BLVD		SAN ANTONIO	TX	78251-4321	0.37%
AMERICAN NEW WORLD CLASS F1	3500 WISEMAN BLVD		SAN ANTONIO	TX	78251-4321	0.37%
AMERICAN NEW WORLD FUND CL F2	3500 WISEMAN BLVD		SAN ANTONIO	TX	78251-4321	0.15%
AMERICAN NEW WORLD FUND CLASS A	3500 WISEMAN BLVD		SAN ANTONIO	TX	78251-4321	$18.00/PPT
AMERICAN SHORT TERM BOND FD CL F1	3500 WISEMAN BLVD		SAN ANTONIO	TX	78251-4321	0.37%
AMERICAN SMALL CAP WORLD CLASS A	3500 WISEMAN BLVD		SAN ANTONIO	TX	78251-4321	$18.00/PPT
AMERICAN SMALLCAP WORLD CLASS F1	3500 WISEMAN BLVD		SAN ANTONIO	TX	78251-4321	0.37%
AMERICAN STRATEGIC BOND FUND F1	3500 WISEMAN BLVD		SAN ANTONIO	TX	78251-4321	0.37%
AMERICAN WASHINGTON MUTUAL INVESTORS F1	3500 WISEMAN BLVD		SAN ANTONIO	TX	78251-4321	0.37%

Schedule C, Line 2(h) Formula Descriptions

Fidelity Retirement Savings Plan
EIN: 04-3532603, PN: 002
Plan Year Ending: December 31, 2022

Indirect compensation in the form of sub-transfer agency fees was paid to: Fidelity Investments Institutional Operations Company, EIN: 04-2647786

Payor Name	Street Address 1	Street Address 2	City	State	Zip	Compensation
AMERICAN WASHINGTON MUTUAL INVESTORS F2	3500 WISEMAN BLVD		SAN ANTONIO	TX	78251-4321	0.15%
AMG GW&K ESG BOND FUND N	600 STEAMBOAT ROAD	SUITE 300	GREENWICH	CT	06830	0.40%
AMG GW&K SMALL MID CAP GROWTH FUND N	600 STEAMBOAT ROAD	SUITE 300	GREENWICH	CT	06830	0.40%
AMG MANAGERS CENTER SQUARE REAL ESTATE N	600 STEAMBOAT ROAD	SUITE 300	GREENWICH	CT	06830	0.40%
AMG RIVER ROAD LRG CAP VALUE SELECT I	600 STEAMBOAT ROAD	SUITE 300	GREENWICH	CT	06830	0.15%
AMG RIVER ROAD LRG CAP VALUE SELECT N	600 STEAMBOAT ROAD	SUITE 300	GREENWICH	CT	06830	0.40%
AMG RIVER ROAD SMALLMID CAP VALUE CL N	600 STEAMBOAT ROAD	SUITE 300	GREENWICH	CT	06830	0.40%
AMG TIMESSQUARE INTERNL SMALLCAP N	600 STEAMBOAT ROAD	SUITE 300	GREENWICH	CT	06830	0.40%
AMG YACKTMAN FOCUSED I	600 STEAMBOAT ROAD	SUITE 300	GREENWICH	CT	06830	0.07%
AMG YACKTMAN FOCUSED N	600 STEAMBOAT ROAD	SUITE 300	GREENWICH	CT	06830	0.40%
AMG YACKTMAN FUND I	600 STEAMBOAT ROAD	SUITE 300	GREENWICH	CT	06830	0.40%
AMG YACKTMAN SPECIAL OPPS FD I	600 STEAMBOAT ROAD	SUITE 300	GREENWICH	CT	06830	0.07%
APPLESEED FUND - INSTITUTIONAL	161 NORTH CLARK ST.	SUITE 680	CHICAGO	IL	60601	0.12%
APPLIED FIN EXPLORER FUND INSTL	8730 STONY POINT PARKWAY	SUITE 205	RICHMOND	VA	23235	0.08%
APPLIED FIN EXPLORERFUND INVESTOR	8730 STONY POINT PARKWAY	SUITE 205	RICHMOND	VA	23235	0.40%
APPLIED FIN SELECT FUND INVESTOR	8730 STONY POINT PARKWAY	SUITE 205	RICHMOND	VA	23235	0.40%
AQR DIVERSIFIED ARBITRAGE CLASS I	1 GREENWICH PLAZA		GREENWICH	CT	06830	0.10%
AQR EQUITY MARKET NEUTRAL FD CL N	1 GREENWICH PLAZA		GREENWICH	CT	06830	0.40%
AQR GLOBAL EQUITY FUND CLASS N	1 GREENWICH PLAZA		GREENWICH	CT	06830	0.40%
AQR INTERNATIONAL DEFENSIVE STYLE CL I	1 GREENWICH PLAZA		GREENWICH	CT	06830	0.10%
AQR INTERNATIONAL MOMENTUM STYLE CL I	1 GREENWICH PLAZA		GREENWICH	CT	06830	0.10%
AQR LARGE CAP DEFENSIVE STYLE CL N	1 GREENWICH PLAZA		GREENWICH	CT	06830	0.40%
AQR LARGE CAP DEFENSIVE STYLE FD I	1 GREENWICH PLAZA		GREENWICH	CT	06830	0.10%
AQR LARGE CAP MOMENTUM STYLE CL I	1 GREENWICH PLAZA		GREENWICH	CT	06830	0.10%
AQR LARGE CAP MOMENTUM STYLE CL N	1 GREENWICH PLAZA		GREENWICH	CT	06830	0.40%
AQR LONG SHORT EQUITY CL N	1 GREENWICH PLAZA		GREENWICH	CT	06830	0.40%
AQR LONG SHORT EQUITY FUND CL I	1 GREENWICH PLAZA		GREENWICH	CT	06830	0.10%
AQR RISK BALANCED COMMOD STRATEGY FD I	1 GREENWICH PLAZA		GREENWICH	CT	06830	0.10%
AQR RISK BALANCED COMMOD STRATEGY FD N	1 GREENWICH PLAZA		GREENWICH	CT	06830	0.40%
AQR SMALL CAP MOMENTUM STYLE CL I	1 GREENWICH PLAZA		GREENWICH	CT	06830	0.10%
AQUILA HIGH INCOME FUND CLASS A	120 WEST 45TH STREET		NEW YORK	NY	10036	0.05%
ARIEL APPRECIATION	811 E. WISCONSIN AVENUE	MK-WI-J8NF	MILWAUKEE	WI	53202	0.40%
ARIEL FUND	811 E. WISCONSIN AVENUE	MK-WI-J8NF	MILWAUKEE	WI	53202	0.40%
ARIEL FUND CLASS I	811 E. WISCONSIN AVENUE	MK-WI-J8NF	MILWAUKEE	WI	53202	$16.00/PPT
ARIEL INTERNATIONAL FUND INVESTOR	811 E. WISCONSIN AVENUE	MK-WI-J8NF	MILWAUKEE	WI	53202	0.40%
ARIN LARGE CAP THETA FUND INSTL CLASS	116 SOUTH FRANKLIN STREET		ROCKY MOUNT	NC	27804	0.08%
ARROW MANAGED FUTURES STRTGY CL I	6100 CHEVY CHASE DRIVE	SUITE 100	LAUREL	MD	20707	0.10%
ARTISAN DEVELOPING WORLD FD ADVISOR CL	875 E. WISCONSIN AVENUE	SUITE 800	MILWAUKEE	WI	53202	0.15%
ARTISAN DEVELOPING WORLD FD INVESTOR CL	875 E. WISCONSIN AVENUE	SUITE 800	MILWAUKEE	WI	53202	0.39%
ARTISAN FOCUSED FUNDADVISOR CL	875 E. WISCONSIN AVENUE	SUITE 800	MILWAUKEE	WI	53202	0.15%
ARTISAN GLOBAL EQUITY FUND INVESTOR	875 E. WISCONSIN AVENUE	SUITE 800	MILWAUKEE	WI	53202	0.39%
ARTISAN GLOBAL OPPORTUNITIES INV	875 E. WISCONSIN AVENUE	SUITE 800	MILWAUKEE	WI	53202	0.39%
ARTISAN HIGH INCOME FUND ADVISOR	875 E. WISCONSIN AVENUE	SUITE 800	MILWAUKEE	WI	53202	0.15%
ARTISAN HIGH INCOME FUND INVESTOR	875 E. WISCONSIN AVENUE	SUITE 800	MILWAUKEE	WI	53202	0.39%
ARTISAN INTERNATL INVESTOR CLASS	875 E. WISCONSIN AVENUE	SUITE 800	MILWAUKEE	WI	53202	0.39%
ARTISAN INTL SMALL-MID CAP INV	875 E. WISCONSIN AVENUE	SUITE 800	MILWAUKEE	WI	53202	0.39%
ARTISAN INTL VALUE FUND ADVISOR	875 E. WISCONSIN AVENUE	SUITE 800	MILWAUKEE	WI	53202	0.15%
ARTISAN INTL VALUE FUND INV CL	875 E. WISCONSIN AVENUE	SUITE 800	MILWAUKEE	WI	53202	0.39%
ARTISAN MID CAP	875 E. WISCONSIN AVENUE	SUITE 800	MILWAUKEE	WI	53202	0.39%
ARTISAN MID CAP VALUE	875 E. WISCONSIN AVENUE	SUITE 800	MILWAUKEE	WI	53202	0.39%
ARTISAN SMALL CAP FUND INVESTOR CL	875 E. WISCONSIN AVENUE	SUITE 800	MILWAUKEE	WI	53202	0.39%
ARTISAN THEMATIC FD INVESTOR CLASS	875 E. WISCONSIN AVENUE	SUITE 800	MILWAUKEE	WI	53202	0.39%
ARTISAN VALUE FUND INVESTOR CL	875 E. WISCONSIN AVENUE	SUITE 800	MILWAUKEE	WI	53202	0.39%
ATAC ROTATION FUND INVESTOR CL	615 E. MICHIGAN STREET		MILWAUKEE	WI	53202	0.40%
ATHENA BEHAVIORAL TACTICAL FD CL I	1580 LINCOLN ST.	SUITE 680	GREENWOOD VILLAGE	CO	80111	0.10%
AUXIER FOCUS FUND INSTITUTIONAL SHRS	3 CANAL PLAZA	SUITE 600	PORTLAND	ME	04101	$16.00/PPT
AVANTIS US SMALL CAP VALUE FUND	4400 MAIN STREET	1ST FLOOR	KANSAS CITY	MO	64111	0.04%
AVE MARIA FOCUSED FUND	801 W. ANN ARBOR TRAIL SUITE 244		PLYMOUTH	MI	48170	0.40%
AVE MARIA GROWTH	801 W. ANN ARBOR TRAIL SUITE 244		PLYMOUTH	MI	48170	0.40%
AVE MARIA RISING DIVIDEND FUND	801 W. ANN ARBOR TRAIL SUITE 244		PLYMOUTH	MI	48170	0.40%
AVE MARIA VALUE FUND	801 W. ANN ARBOR TRAIL	SUITE 244	PLYMOUTH	MI	48170	0.40%
AVE MARIA WORLD EQUITY FUND	801 W. ANN ARBOR TRAIL SUITE 244		PLYMOUTH	MI	48170	0.40%
AXONIC STRATEGIC INCOME FUND INSTL	520 MADISON AVENUE	42ND FLOOR	NEW YORK	NY	10022	0.10%
AXS CHESAPEAKE STRATEGY I	181 WESTCHESTER AVENUE	SUITE 402	PORT CHESTER	NY	10573	0.10%
AXS MULTI STRATEGY ALTERNATIVES R1	181 WESTCHESTER AVENUE	SUITE 402	PORT CHESTER	NY	10573	0.40%
AXS THOMAS REUTERS VENTURE CAPTL INDX I	181 WESTCHESTER AVENUE	SUITE 402	PORT CHESTER	NY	10573	0.10%
BAIRD AGGREGATE BOND FUND INSTL	777 E. WISCONSIN AVENUE	18TH FLOOR	MILWAUKEE	WI	53202	0.02%
BAIRD AGGREGATE BONDFUND INVESTOR CL	777 E. WISCONSIN AVENUE	18TH FLOOR	MILWAUKEE	WI	53202	0.28%
BAIRD CORE PLUS BOND FD INVESTOR CL	777 E. WISCONSIN AVENUE	18TH FLOOR	MILWAUKEE	WI	53202	0.28%
BAIRD CORE PLUS BOND INSTITUTIONAL	777 E. WISCONSIN AVENUE	18TH FLOOR	MILWAUKEE	WI	53202	0.02%
BAIRD SHORT TERM BOND FUND INVESTOR	777 E. WISCONSIN AVENUE	18TH FLOOR	MILWAUKEE	WI	53202	0.28%
BAIRD ULTRA SHORT BOND FD INVESTOR	777 E. WISCONSIN AVENUE	18TH FLOOR	MILWAUKEE	WI	53202	0.28%
BANKS ULTRA SECTOR PRO FUND INVESTOR	7501 WISCONSIN AVE.	SUITE 1000 EAST TOWER	BETHESDA	MD	20814	0.40%
BARON ASSET	767 5TH AVENUE	49TH FLOOR	NEW YORK	NY	10153	0.40%
BARON ASSET FUND INSTL CLASS	767 5TH AVENUE	49TH FLOOR	NEW YORK	NY	10153	0.15%
BARON DISCOVERY FUND INSTL SHARES	767 5TH AVENUE	49TH FLOOR	NEW YORK	NY	10153	0.10%
BARON DISCOVERY FUNDRETAIL SHARES	767 5TH AVENUE	49TH FLOOR	NEW YORK	NY	10153	0.40%
BARON DURABLE ADVANTAGE FD RETAIL	767 5TH AVENUE	49TH FLOOR	NEW YORK	NY	10153	0.40%
BARON EMERGING MARKETS FUND INSTL	767 5TH AVENUE	49TH FLOOR	NEW YORK	NY	10153	0.15%

Schedule C, Line 2(h) Formula Descriptions

Fidelity Retirement Savings Plan
EIN: 04-3532603, PN: 002
Plan Year Ending: December 31, 2022

Indirect compensation in the form of sub-transfer agency fees was paid to: Fidelity Investments Institutional Operations Company, EIN: 04-2647786

Payor Name	Street Address 1	Street Address 2	City	State	Zip	Compensation
BARON EMERGING MARKETS FUND RETAIL	767 5TH AVENUE	49TH FLOOR	NEW YORK	NY	10153	0.40%
BARON FIFTH AVE FUND INSTL CLASS	767 5TH AVENUE	49TH FLOOR	NEW YORK	NY	10153	0.10%
BARON FINTECH FUND INSTL	767 5TH AVENUE	49TH FLOOR	NEW YORK	NY	10153	0.15%
BARON FINTECH FUND RETAIL	767 5TH AVENUE	49TH FLOOR	NEW YORK	NY	10153	0.40%
BARON FOCUSED GROWTH CLASS I	767 5TH AVENUE	49TH FLOOR	NEW YORK	NY	10153	0.15%
BARON FOCUSED GROWTHFUND	767 5TH AVENUE	49TH FLOOR	NEW YORK	NY	10153	0.40%
BARON GLOBAL ADVANTAGE FD INTSL	767 5TH AVENUE	49TH FLOOR	NEW YORK	NY	10153	0.15%
BARON GLOBAL ADVANTAGE FD RETAIL	767 5TH AVENUE	49TH FLOOR	NEW YORK	NY	10153	0.40%
BARON GROWTH	767 5TH AVENUE	49TH FLOOR	NEW YORK	NY	10153	0.40%
BARON HEALTH CARE FDRETAIL	767 5TH AVENUE	49TH FLOOR	NEW YORK	NY	10153	0.40%
BARON HEALTH CARE FUND INSTL	767 5TH AVENUE	49TH FLOOR	NEW YORK	NY	10153	0.10%
BARON OPPORTUNITY FUND	767 5TH AVENUE	49TH FLOOR	NEW YORK	NY	10153	0.40%
BARON OPPORTUNITY FUND INSTL CLASS	767 5TH AVENUE	49TH FLOOR	NEW YORK	NY	10153	0.15%
BARON PARTNERS FUND	767 5TH AVENUE	49TH FLOOR	NEW YORK	NY	10153	0.40%
BARON PARTNERS FUND INSTL CLASS	767 5TH AVENUE	49TH FLOOR	NEW YORK	NY	10153	0.10%
BARON REAL ESTATE FUND INSTITUTIONAL	767 5TH AVENUE	49TH FLOOR	NEW YORK	NY	10153	0.10%
BARON REAL ESTATE FUND RETAIL	767 5TH AVENUE	49TH FLOOR	NEW YORK	NY	10153	0.40%
BARON REAL ESTATE INCOME FUND INSTL	767 5TH AVENUE	49TH FLOOR	NEW YORK	NY	10153	0.10%
BARON SMALL CAP FD	767 5TH AVENUE	49TH FLOOR	NEW YORK	NY	10153	0.40%
BARON WEALTHBUILDER FUND RETAIL	767 5TH AVENUE	49TH FLOOR	NEW YORK	NY	10153	0.40%
BASIC MATERIAL ULTRASEC PRO FD INVESTOR	7501 WISCONSIN AVE.	SUITE 1000 EAST TOWER	BETHESDA	MD	20814	0.40%
BBH LIMITED DURATION FUND CLASS I	140 BROADWAY		NEW YORK	NY	10005	0.05%
BEAR PRO FUND INVESTORS SHARES	7501 WISCONSIN AVE.	SUITE 1000 EAST TOWER	BETHESDA	MD	20814	0.40%
BECK, MACK & OLIVER PARTNERS FUND	THREE CANAL PLAZA	SUITE 600	PORTLAND	ME	04100	0.40%
BECKER VALUE EQUITY	1211 SW 5TH AVE		PORTLAND	OR	97204	0.40%
BERKSHIRE FOCUS FUND	475 MILAN DRIVE	SUITE 103	SAN JOSE	CA	95134	0.40%
BERNZOTT US SMALL CAP VALUE FUND	2220 E. ROUTE 66		GLENDORA	CA	91740	0.10%
BIOTECHNOLOGY ULTRA SECTOR PRO FD INVS	7501 WISCONSIN AVE.	SUITE 1000 EAST TOWER	BETHESDA	MD	20814	0.40%
BITCOIN STRATEGY FD INVESTOR	7501 WISCONSIN AVE.	SUITE 1000 EAST TOWER	BETHESDA	MD	20814	0.40%
BLACKROCK 20/80 TARGET ALLOC FD CL A	40 EAST 52ND STREET		NEW YORK	NY	10022	0.40%
BLACKROCK 80/20 TARGET ALLOC FD CL A	40 EAST 52ND STREET		NEW YORK	NY	10022	0.40%
BLACKROCK ADVANTAGE SM CAP GROWTH INV A	40 EAST 52ND STREET		NEW YORK	NY	10022	0.40%
BLACKROCK ADVANTAGE SMALL CAP CORE INV A	40 EAST 52ND STREET		NEW YORK	NY	10022	0.40%
BLACKROCK BALANCED CAP FD CL A	40 EAST 52ND STREET		NEW YORK	NY	10022	0.40%
BLACKROCK COMMODITY STRATEGIES FUND CL A	40 EAST 52ND STREET		NEW YORK	NY	10022	0.40%
BLACKROCK EMERGING MARKETS FD INC A	40 EAST 52ND STREET		NEW YORK	NY	10022	0.40%
BLACKROCK ENERGY OPPORTUNITIES CL A	40 EAST 52ND STREET		NEW YORK	NY	10022	0.40%
BLACKROCK EQUITY DIVIDEND FD CL A	40 EAST 52ND STREET		NEW YORK	NY	10022	0.40%
BLACKROCK EQUITY DIVIDEND FD-INSTL	40 EAST 52ND STREET		NEW YORK	NY	10022	0.08%
BLACKROCK EVENT DRIVEN EQUITY FUND A	40 EAST 52ND STREET		NEW YORK	NY	10022	0.40%
BLACKROCK EVENT DRIVEN EQUITY INSTL	40 EAST 52ND STREET		NEW YORK	NY	10022	0.15%
BLACKROCK FOCUS GROWTH FD INC A	40 EAST 52ND STREET		NEW YORK	NY	10022	0.40%
BLACKROCK GLOBAL ALLOCATION CL A	40 EAST 52ND STREET		NEW YORK	NY	10022	0.40%
BLACKROCK GNMA PORT CLASS A	40 EAST 52ND STREET		NEW YORK	NY	10022	0.40%
BLACKROCK HEALTH SCIENCES OPP PRT A	40 EAST 52ND STREET		NEW YORK	NY	10022	0.40%
BLACKROCK HIGH EQUITY INCOME CL A	40 EAST 52ND STREET		NEW YORK	NY	10022	0.40%
BLACKROCK INCOME FUND INVESTOR A	40 EAST 52ND STREET		NEW YORK	NY	10022	0.40%
BLACKROCK INTERNATIONAL FD A	40 EAST 52ND STREET		NEW YORK	NY	10022	0.40%
BLACKROCK LATIN AMERICA FD CL A	40 EAST 52ND STREET		NEW YORK	NY	10022	0.40%
BLACKROCK MID CAP GROWTH EQUITY CL A	40 EAST 52ND STREET		NEW YORK	NY	10022	0.40%
BLACKROCK MID CAP GROWTH EQUITY INSTL	40 EAST 52ND STREET		NEW YORK	NY	10022	0.15%
BLACKROCK MID CAP VALUE FUND CL A	40 EAST 52ND STREET		NEW YORK	NY	10022	0.40%
BLACKROCK MULTI - ASSET INCOME INSTL	40 EAST 52ND STREET		NEW YORK	NY	10022	0.08%
BLACKROCK MULTI ASSET INCOME PORT A	40 EAST 52ND STREET		NEW YORK	NY	10022	0.40%
BLACKROCK NATURAL RESOURCES TR CL A	40 EAST 52ND STREET		NEW YORK	NY	10022	0.40%
BLACKROCK STRATEGIC INC OPP PORT CL A	40 EAST 52ND STREET		NEW YORK	NY	10022	0.40%
BLACKROCK STRATEGIC INCOME OPPRTSI INSTL	40 EAST 52ND STREET		NEW YORK	NY	10022	0.15%
BLACKROCK SYSTEMATICMULTI STRAT INV A	40 EAST 52ND STREET		NEW YORK	NY	10022	0.40%
BLACKROCK TACTICAL OPPORTUNITIES CL A	40 EAST 52ND STREET		NEW YORK	NY	10022	0.40%
BLACKROCK TECHNOLOGY OPPORTUNITIES CL C	40 EAST 52ND STREET		NEW YORK	NY	10022	0.08%
BLACKROCK TECHNOLOGY OPPORTUNITIES SVS	40 EAST 52ND STREET		NEW YORK	NY	10022	0.08%
BLACKROCK TECHNOLOGYOPPORTUNITIES CL A	40 EAST 52ND STREET		NEW YORK	NY	10022	0.40%
BLACKROCK TOTAL FACTOR FD INSTL	40 EAST 52ND STREET		NEW YORK	NY	10022	0.08%
BLACKROCK TOTAL RETURN INSTITUTIONAL	40 EAST 52ND STREET		NEW YORK	NY	10022	0.15%
BLACKSTONE ALTERV MULTI STRATEGY CL D	345 PARK AVENUE		NEW YORK	NY	10154	0.40%
BNY MELLON APPRECIATION INVSTR	144 GLENN CURTISS BLVD.	8TH FLOOR	UNIONDALE	NY	11556	0.40%
BNY MELLON DYNAMIC TOTAL RETURN A	144 GLENN CURTISS BLVD.	8TH FLOOR	UNIONDALE	NY	11556	0.40%
BNY MELLON GLOBAL EMERGING MRKTS A	144 GLENN CURTISS BLVD.	8TH FLOOR	UNIONDALE	NY	11556	0.40%
BNY MELLON GLOBAL REAL ESTATE SEC I	144 GLENN CURTISS BLVD.	8TH FLOOR	UNIONDALE	NY	11556	0.40%
BNY MELLON GLOBAL REAL RETURN A	144 GLENN CURTISS BLVD.	8TH FLOOR	UNIONDALE	NY	11556	0.40%
BNY MELLON INTERNATIONAL BOND I	144 GLENN CURTISS BLVD.	8TH FLOOR	UNIONDALE	NY	11556	0.35%
BNY MELLON MIDCAP INDEX INVESTOR	144 GLENN CURTISS BLVD.	8TH FLOOR	UNIONDALE	NY	11556	0.35%
BNY MELLON NATURAL RESOURCES A	144 GLENN CURTISS BLVD.	8TH FLOOR	UNIONDALE	NY	11556	0.40%
BNY MELLON S&P 500 INDEX FUND	144 GLENN CURTISS BLVD.	8TH FLOOR	UNIONDALE	NY	11556	0.30%
BNY MELLON SMALL MIDCAP GROWTH A	144 GLENN CURTISS BLVD.	8TH FLOOR	UNIONDALE	NY	11556	0.40%
BNY MELLON SMALLCAP STOCK INDEX INVESTOR	144 GLENN CURTISS BLVD.	8TH FLOOR	UNIONDALE	NY	11556	0.35%
BNY MELLON TECHNOLOGY GROWTH A	144 GLENN CURTISS BLVD.	8TH FLOOR	UNIONDALE	NY	11556	0.40%
BOSTON PARTNERS ALL CAP VALUE INSTL	223 WILMINGTON WEST CHESTER PIKE #216		CHADDS FORD	PA	19317	0.10%
BOSTON PARTNERS ALL CAP VALUE INVS	223 WILMINGTON WEST CHESTER PIKE #216		CHADDS FORD	PA	19317	0.40%

Schedule C, Line 2(h) Formula Descriptions

Fidelity Retirement Savings Plan
EIN: 04-3532603, PN: 002
Plan Year Ending: December 31, 2022

Indirect compensation in the form of sub-transfer agency fees was paid to: Fidelity Investments Institutional Operations Company, EIN: 04-2647786

Payor Name	Street Address 1	Street Address 2	City	State	Zip	Compensation
BOSTON TRUST ASSET MANAGEMENT FUND	1 BEACON ST.	33RD FLOOR	BOSTON	MA	02108	0.40%
BOSTON TRUST WALDEN MIDCAP FUND	1 BEACON ST.	33RD FLOOR	BOSTON	MA	02108	0.40%
BOSTON TRUST WALDEN SMALL CAP FUND	1 BEACON ST.	33RD FLOOR	BOSTON	MA	02108	0.40%
BRIDGEWAY SMALL CAP VALUE FUND CL N	20 GREENWAY PLAZA	STE 450	HOUSTON	TX	77046	0.10%
BRIDGEWAY ULTRA SMALL CO MARKET	20 GREENWAY PLAZA	STE 450	HOUSTON	TX	77046	0.10%
BROWN ADVISORY SMALLCAP FUNDMNTL VAL ADV	777 E. WISCONSIN AVENUE	4TH FLOOR	MILWAUKEE	WI	53202	0.40%
BROWN ADVISORY SMALLCAP GROWTH ADVISOR	777 E. WISCONSIN AVENUE	4TH FLOOR	MILWAUKEE	WI	53202	0.40%
BROWN ADVISORY SUSTAIN GROWTH ADV	777 E. WISCONSIN AVENUE	4TH FLOOR	MILWAUKEE	WI	53202	0.40%
BROWN ADVISORY SUSTAIN GROWTH INV	777 E. WISCONSIN AVENUE	4TH FLOOR	MILWAUKEE	WI	53202	0.08%
BROWN ADVISORY WMC STRAT EUROPN EQ ADV	777 E. WISCONSIN AVENUE	4TH FLOOR	MILWAUKEE	WI	53202	0.40%
BROWN ADVISORY WMC STRAT EUROPN EQ INVS	777 E. WISCONSIN AVENUE	4TH FLOOR	MILWAUKEE	WI	53202	0.08%
BROWN CAPITAL MGMT SMALL COMPANY INSTL	1290 BROADWAY STREET	SUITE 1100	DENVER	CO	80203	0.10%
BROWN CAPITAL MGT SMALL COMPANY INV	1290 BROADWAY STREET	SUITE 1100	DENVER	CO	80203	0.10%
BROWN INTERNATIONAL SMALL COMPANY INSTL	1290 BROADWAY STREET	SUITE 1100	DENVER	CO	80203	0.10%
BROWN INTERNATIONAL SMALL COMPANY INVEST	1290 BROADWAY STREET	SUITE 1100	DENVER	CO	80203	0.40%
BUFFALO DISCOVERY FUND	615 E. MICHIGAN STREET		MILWAUKEE	WI	53202	0.40%
BUFFALO DIVIDEND FOCUS FUND	615 E. MICHIGAN STREET		MILWAUKEE	WI	53202	0.40%
BUFFALO EARLY STAGE GROWTH FUND	615 E. MICHIGAN STREET		MILWAUKEE	WI	53202	0.40%
BUFFALO FLEXIBLE INCOME FUND	615 E. MICHIGAN STREET		MILWAUKEE	WI	53202	0.40%
BUFFALO GROWTH FUND	615 E. MICHIGAN STREET		MILWAUKEE	WI	53202	0.40%
BUFFALO HIGH YIELD	615 E. MICHIGAN STREET		MILWAUKEE	WI	53202	0.40%
BUFFALO INTERNATIONAL FUND	615 E. MICHIGAN STREET		MILWAUKEE	WI	53202	0.40%
BUFFALO LARGE CAP	615 E. MICHIGAN STREET		MILWAUKEE	WI	53202	0.40%
BUFFALO MID CAP FUND	615 E. MICHIGAN STREET		MILWAUKEE	WI	53202	0.40%
BUFFALO SMALL CAP FUND INSTL	615 E. MICHIGAN STREET		MILWAUKEE	WI	53202	0.12%
BUFFALO SMALL CAP GROWTH	615 E. MICHIGAN STREET		MILWAUKEE	WI	53202	0.40%
BULL PRO FUND INVESTORS SHARES	7501 WISCONSIN AVE.	SUITE 1000 EAST TOWER	BETHESDA	MD	20814	0.40%
CALAMOS EVOLVING WORLD GROWTH CL A	2020 CALAMOS COURT		NAPERVILLE	IL	60563	0.40%
CALAMOS HEDGED EQUITY INCOME CL A	2020 CALAMOS COURT		NAPERVILLE	IL	60563	0.40%
CALAMOS MARKET NEUTRAL INCOME CL A	2020 CALAMOS COURT		NAPERVILLE	IL	60563	0.40%
CALAMOS TIMPANI SM CAP GR FD CL A	2020 CALAMOS COURT		NAPERVILLE	IL	60563	0.40%
CALVERT BALANCED FUND CLASS A	4550 MONTGOMERY AVENUE	SUITE 1000 N	BETHESDA	MD	20814	0.40%
CALVERT EMERGING MARKETS EQUITY CL A	4550 MONTGOMERY AVENUE	SUITE 1000 N	BETHESDA	MD	20814	0.40%
CALVERT EQUITY FUND CLASS A	4550 MONTGOMERY AVENUE	SUITE 1000 N	BETHESDA	MD	20814	0.40%
CALVERT GLOBAL ENERGY SOLUTIONS A	4550 MONTGOMERY AVENUE	SUITE 1000 N	BETHESDA	MD	20814	0.40%
CALVERT GLOBAL WATERFUND CL A	4550 MONTGOMERY AVENUE	SUITE 1000 N	BETHESDA	MD	20814	0.40%
CALVERT INTL EQUITY CLASS A	4550 MONTGOMERY AVENUE	SUITE 1000 N	BETHESDA	MD	20814	0.40%
CALVERT U.S. LRG CAPCORE RESPNSBL INDX A	4550 MONTGOMERY AVENUE	SUITE 1000 N	BETHESDA	MD	20814	0.40%
CALVERT ULTRA SHORT DURATION INCOME CL A	4550 MONTGOMERY AVENUE	SUITE 1000 N	BETHESDA	MD	20814	0.40%
CALVERT US MID CAP CORE RSPNSBL INDEX A	4550 MONTGOMERY AVENUE	SUITE 1000 N	BETHESDA	MD	20814	0.40%
CAMBIAR AGGRESSIVE VALUE INVESTOR CL	1 FREEDOM VALLEY DRIVE		OAKS	PA	19456	0.40%
CAMBIAR OPPORTUNITY INVESTOR CL	1 FREEDOM VALLEY DRIVE		OAKS	PA	19456	0.40%
CARILLON REAMS CORE PLUS BOND CL I	P.O. BOX 33022		ST. PETERSBURG	FL	33733-8022	0.10%
CARILLON SCOUT INTERNATIONAL CL I	P.O. BOX 33022		ST. PETERSBURG	FL	33733-8022	0.40%
CARILLON SCOUT MID CAP FUND CL I	P.O. BOX 33022		ST. PETERSBURG	FL	33733-8022	0.40%
CATALYST DYNAMIC ALPHA FUND CL I	80 ARKAY DRIVE	SUITE 110	HAUPPAUGE	NY	11788	0.10%
CATALYST INSIDER INCOME FUND CL I	80 ARKAY DRIVE	SUITE 110	HAUPPAUGE	NY	11788	0.10%
CATALYST MILLBURN HEDGE STRTGY FD CL I	80 ARKAY DRIVE	SUITE 110	HAUPPAUGE	NY	11788	0.10%
CAUSEWAY EMERGING MRKTS FD INV CL	P.O. BOX 1100		OAKS	PA	19456	0.40%
CAUSEWAY GLOBAL VALUE FUND - INSTL	P.O. BOX 1100		OAKS	PA	19456	0.12%
CAUSEWAY INTERNATNALVALUE INSTL	P.O. BOX 1100		OAKS	PA	19456	0.15%
CAUSEWAY INTERNATNALVALUE INVESTOR	P.O. BOX 1100		OAKS	PA	19456	0.40%
CBOE VEST BITCOIN STRATEGY MANAGED VOL	8730 STONY POINT PARKWAY	SUITE 205	RICHMOND	VA	23235	0.40%
CBOE VEST S&P 500 DIV ARISTO TGT INC I	8730 STONY POINT PARKWAY	SUITE 205	RICHMOND	VA	23235	0.40%
CENTRE AMERICAN SELECT EQUITY INSTL	1290 BROADWAY STREET	SUITE 1100	DENVER	CO	80203	0.10%
CHAMPLAIN MID CAP ADVISOR SHARE	ONE FREEDOM VALLEY DRIVE		OAKS	PA	19456	0.40%
CHAMPLAIN MID CAP CLASS I	ONE FREEDOM VALLEY DRIVE		OAKS	PA	19456	0.12%
CHIRON CAPITAL ALLOCATION FUND CL I	1 FREEDOM VALLEY DRIVE		OAKS	PA	19456	0.12%
CITY NATIONAL ROCHDALE EQTY INC N	400 PARK AVENUE	3RD FLOOR	NEW YORK	NY	10022	$16.00/PPT
CLARKSTON PARTNERS FUND CL I	1290 BROADWAY STREET	SUITE 1100	DENVER	CO	80203	0.12%
CLEARBRIDGE AGGRESSIVE GROWTH A	620 8TH AVENUE	49TH FLOOR	NEW YORK	NY	10018	0.40%
CLEARBRIDGE INTERN'LSMALL CAP FUND CL A	620 8TH AVENUE	49TH FLOOR	NEW YORK	NY	10018	0.40%
CLEARBRIDGE INTERN'TGROWTH FD CL A	620 8TH AVENUE	49TH FLOOR	NEW YORK	NY	10018	0.40%
CLEARBRIDGE INTERN'TGROWTH FD CL I	620 8TH AVENUE	49TH FLOOR	NEW YORK	NY	10018	0.15%
CLEARBRIDGE LARGE CAP GROWTH A	620 8TH AVENUE	49TH FLOOR	NEW YORK	NY	10018	0.40%
CLEARBRIDGE SELECT FUND CL A	620 8TH AVENUE	49TH FLOOR	NEW YORK	NY	10018	0.40%
CLEARBRIDGE SELECT FUND I	620 8TH AVENUE	49TH FLOOR	NEW YORK	NY	10018	0.10%
CLEARBRIDGE SMALL CAP FUND CLASS A	620 8TH AVENUE	49TH FLOOR	NEW YORK	NY	10018	0.40%
CLEARBRIDGE SMALL CAP FUND CLASS I	620 8TH AVENUE	49TH FLOOR	NEW YORK	NY	10018	0.10%
CLEARBRIDGE SMALL CAP GR CL I	620 8TH AVENUE	49TH FLOOR	NEW YORK	NY	10018	0.10%
CLEARBRIDGE SUSTAINABILITY LDR I	620 8TH AVENUE	49TH FLOOR	NEW YORK	NY	10018	0.10%
COHEN & STEERS INSTL REALTY SHARES	280 PARK AVENUE	10TH FLOOR	NEW YORK	NY	10017	0.10%
COHEN & STEERS MLP AND ENERGY OPPORT A	280 PARK AVENUE	10TH FLOOR	NEW YORK	NY	10017	0.40%
COHEN & STEERS PREF SECURITIES INC A	280 PARK AVENUE	10TH FLOOR	NEW YORK	NY	10017	0.40%
COHEN & STEERS PREF SECURITIES INCOME I	280 PARK AVENUE	10TH FLOOR	NEW YORK	NY	10017	0.15%
COHEN & STEERS REAL ASSET FUND CL I	280 PARK AVENUE	10TH FLOOR	NEW YORK	NY	10017	0.10%
COHEN & STEERS REAL ESTATE SECURITIES A	280 PARK AVENUE	10TH FLOOR	NEW YORK	NY	10017	0.40%
COHEN & STEERS REALTY CLASS A	280 PARK AVENUE	10TH FLOOR	NEW YORK	NY	10017	0.40%
COHEN & STEERS REALTY SHARES	280 PARK AVENUE	10TH FLOOR	NEW YORK	NY	10017	0.40%

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Fidelity Retirement Savings Plan
EIN: 04-3532603, PN: 002
Plan Year Ending: December 31, 2022

Indirect compensation in the form of sub-transfer agency fees was paid to: Fidelity Investments Institutional Operations Company, EIN: 04-2647786

Payor Name	Street Address 1	Street Address 2	City	State	Zip	Compensation
COLUMBIA ACORN EUROPEAN FUND CL A	225 FRANKLIN ST.	BX25 10320	BOSTON	MA	02110	0.40%
COLUMBIA ADAPTIVE RISK ALLOCATION CL A	225 FRANKLIN ST.	BX25 10320	BOSTON	MA	02110	0.40%
COLUMBIA ADAPTIVE RISK ALLOCATION I2	225 FRANKLIN ST.	BX25 10320	BOSTON	MA	02110	0.10%
COLUMBIA BALANCED FUND CL A	225 FRANKLIN ST.	BX25 10320	BOSTON	MA	02110	0.40%
COLUMBIA CONTRARIAN CORE FUND CL A	225 FRANKLIN ST.	BX25 10320	BOSTON	MA	02110	0.40%
COLUMBIA CONVERTIBLESECURITIES FD A	225 FRANKLIN ST.	BX25 10320	BOSTON	MA	02110	0.40%
COLUMBIA CORPORATE INCOME FUND CLASS A	225 FRANKLIN ST.	BX25 10320	BOSTON	MA	02110	0.40%
COLUMBIA DIVIDEND INCOME CL A	225 FRANKLIN ST.	BX25 10320	BOSTON	MA	02110	0.40%
COLUMBIA DIVIDEND INCOME FUND CL I2	225 FRANKLIN ST.	BX25 10320	BOSTON	MA	02110	0.15%
COLUMBIA DIVIDEND OPPORTUNITY CL A	225 FRANKLIN ST.	BX25 10320	BOSTON	MA	02110	0.40%
COLUMBIA DIVIDEND OPPORTUNITY CL C	225 FRANKLIN ST.	BX25 10320	BOSTON	MA	02110	0.10%
COLUMBIA EMERGING MARKETS FUND CL I2	225 FRANKLIN ST.	BX25 10320	BOSTON	MA	02110	0.10%
COLUMBIA FLEXIBLE CAPITAL INCOME A	225 FRANKLIN ST.	BX25 10320	BOSTON	MA	02110	0.40%
COLUMBIA FLOATING RATE FUND CLASS I2	225 FRANKLIN ST.	BX25 10320	BOSTON	MA	02110	0.10%
COLUMBIA GLOBAL TECHGROWTH CL A	225 FRANKLIN ST.	BX25 10320	BOSTON	MA	02110	0.40%
COLUMBIA HIGH YIELD BD FD CL I2	225 FRANKLIN ST.	BX25 10320	BOSTON	MA	02110	0.10%
COLUMBIA MORTGAGE OPPORTUNITIES CL A	225 FRANKLIN ST.	BX25 10320	BOSTON	MA	02110	0.40%
COLUMBIA MORTGAGE OPPORTUNITIES I2 CL	225 FRANKLIN ST.	BX25 10320	BOSTON	MA	02110	0.15%
COLUMBIA OVERSEAS CORE A	225 FRANKLIN ST.	BX25 10320	BOSTON	MA	02110	0.10%
COLUMBIA OVERSEAS VALUE CL I2	225 FRANKLIN ST.	BX25 10320	BOSTON	MA	02110	0.10%
COLUMBIA SELECT GLOBAL EQUITY CL A	225 FRANKLIN ST.	BX25 10320	BOSTON	MA	02110	0.40%
COLUMBIA SELECT LARGE CAP VALUE I2	225 FRANKLIN ST.	BX25 10320	BOSTON	MA	02110	0.15%
COLUMBIA SELIGMAN GLOBAL TECHNOLGY A	225 FRANKLIN ST.	BX25 10320	BOSTON	MA	02110	0.40%
COLUMBIA SELIGMAN TECH AND INFO CL A	225 FRANKLIN ST.	BX25 10320	BOSTON	MA	02110	0.40%
COLUMBIA SHORT-TERM BOND FUND CL I2	225 FRANKLIN ST.	BX25 10320	BOSTON	MA	02110	0.10%
COLUMBIA SMALL CAP GROWTH FD CL A	225 FRANKLIN ST.	BX25 10320	BOSTON	MA	02110	0.40%
COLUMBIA SMALL CAP VAL I FUND CL A	225 FRANKLIN ST.	BX25 10320	BOSTON	MA	02110	0.40%
COLUMBIA STRATEGIC INCOME FUND ADV	225 FRANKLIN ST.	BX25 10320	BOSTON	MA	02110	0.10%
COLUMBIA STRATEGIC INCOME FUND CL I2	225 FRANKLIN ST.	BX25 10320	BOSTON	MA	02110	0.15%
COLUMBIA THERMOSTAT CL A	225 FRANKLIN ST.	BX25 10320	BOSTON	MA	02110	0.40%
COLUMBIA THERMOSTAT FUND CL I2	225 FRANKLIN ST.	BX25 10320	BOSTON	MA	02110	0.10%
COMMERCE VALUE INSTITUTIONAL	922 WALNUT STREET	4TH FLOOR	KANSAS CITY	MO	64106	0.35%
COMMONWEALTH NEW ZEALAND	2 EASTON OVAL	SUITE 300	COLUMBUS	OH	43219	0.40%
CONESTOGA SMALL CAP INVESTOR CLASS	225 PICTORIA DRIVE	SUITE 450	CINCINNATI	OH	45246	0.40%
CONESTOGA SMID CAP FUND INVESTORS CL	225 PICTORIA DRIVE	SUITE 450	CINCINNATI	OH	45246	0.40%
CONGRESS MID CAP GROWTH RETAIL	TWO SEAPORT LANE		BOSTON	MA	02210	0.40%
CONGRESS SMALL CAP GROWTH INSTL CL	TWO SEAPORT LANE		BOSTON	MA	02210	0.10%
CONGRESS SMALL CAP GROWTH RETAIL CLASS	TWO SEAPORT LANE		BOSTON	MA	02210	0.40%
CONSUMER SERV ULTRA SECTOR PRO FD-INVEST	7501 WISCONSIN AVE.	SUITE 1000 EAST TOWER	BETHESDA	MD	20814	0.40%
COVE STREET CAPITAL SMALL CAP VALUE INST	2101 EAST EL SEGUNDO BLVD		EL SEGUNDO	CA	90245	0.08%
CULLEN HIGH DIVIDENDEQUITY FUND RETAIL	645 FIFTH AVENUE		NEW YORK	NY	10022	0.40%
CULLEN INTL HIGH DIVFD RETAIL CL SH	645 FIFTH AVENUE		NEW YORK	NY	10022	0.40%
DAVIS FINANCIAL CLASS A	2949 EAST ELVIRA ROAD	SUITE 101	TUCSON	AZ	85756	0.40%
DAVIS FINANCIAL FUND CLASS Y	2949 EAST ELVIRA ROAD	SUITE 101	TUCSON	AZ	85756	0.08%
DAVIS INTERNATIONAL CL A	2949 EAST ELVIRA ROAD	SUITE 101	TUCSON	AZ	85756	0.40%
DDJ OPPORTUNISTIC HIGH YIELD CL II	1290 BROADWAY STREET	SUITE 1100	DENVER	CO	80203	0.40%
DELAWARE IVY EMERG MARKETS EQUITY A	6300 LAMAR AVE		SMITHFIELD	RI	02917	0.40%
DELAWARE IVY ENERGY CL A	6300 LAMAR AVE		SMITHFIELD	RI	02917	0.40%
DELAWARE IVY INTL CORE EQUITY FD CL A	6300 LAMAR AVE		SMITHFIELD	RI	02917	0.40%
DELAWARE IVY MID CAPGROWTH CL A	6300 LAMAR AVE		SMITHFIELD	RI	02917	0.40%
DF DENT MIDCAP GROWTH FUND INSTL	2 EAST READ ST.	6TH FLOOR	BALTIMORE	MD	21202	0.12%
DFA EMERGING MRKTS CORE EQU PORTF	6300 BEE CAVES ROAD	BUILDING ONE	AUSTIN	TX	78746	0.02%
DFA FIVE YEAR GLBL FIXED INC PRTF INSTL	6300 BEE CAVES ROAD	BUILDING ONE	AUSTIN	TX	78746	0.02%
DFA GLOBAL CORE PLUS FIXED INC INSTL	6300 BEE CAVES ROAD	BUILDING ONE	AUSTIN	TX	78746	0.02%
DFA GLOBAL REAL ESTATE SEC PORTFOLIO	6300 BEE CAVES ROAD	BUILDING ONE	AUSTIN	TX	78746	0.02%
DFA INTERM EXTENDED QUALITY PORT INSTL	6300 BEE CAVES ROAD	BUILDING ONE	AUSTIN	TX	78746	0.02%
DFA INTERNATIONAL CORE EQUITY	6300 BEE CAVES ROAD	BUILDING ONE	AUSTIN	TX	78746	0.02%
DFA INT'L SMALL CAP VALUE	6300 BEE CAVES ROAD	BUILDING ONE	AUSTIN	TX	78746	0.02%
DFA INVESTMENT GRADE PORTFOLIO INSTL	6300 BEE CAVES ROAD	BUILDING ONE	AUSTIN	TX	78746	0.02%
DFA SHORT TERM EXTENDED QUAL INSTL	6300 BEE CAVES ROAD	BUILDING ONE	AUSTIN	TX	78746	0.02%
DFA US CORE EQUITY I	6300 BEE CAVES ROAD	BUILDING ONE	AUSTIN	TX	78746	0.02%
DFA US CORE EQUITY II	6300 BEE CAVES ROAD	BUILDING ONE	AUSTIN	TX	78746	0.02%
DFA US HIGH RELATIVE PROFIT PORT INSTL	6300 BEE CAVES ROAD	BUILDING ONE	AUSTIN	TX	78746	0.02%
DFA US SMALL CAP VALUE PRTF INSTL	6300 BEE CAVES ROAD	BUILDING ONE	AUSTIN	TX	78746	0.02%
DIAMOND HILL ALL CAPSELECT INVESTOR	325 JOHN H. MCCONNELL BLVD.	SUITE 200	COLUMBUS	OH	43215	0.40%
DIAMOND HILL LARGE CAP FUND CLASS I	325 JOHN H. MCCONNELL BLVD.	SUITE 200	COLUMBUS	OH	43215	0.10%
DIAMOND HILL LARGE CAP INVESTOR	325 JOHN H. MCCONNELL BLVD.	SUITE 200	COLUMBUS	OH	43215	0.40%
DIAMOND HILL SMALL CAP FUND CLASS I	325 JOHN H. MCCONNELL BLVD.	SUITE 200	COLUMBUS	OH	43215	0.10%
DIMENSIONAL GLOBAL EQUITY PORT INST	6300 BEE CAVES ROAD	BUILDING ONE	AUSTIN	TX	78746	0.02%
DIREXION MONTHLY 10 YR BEAR 2X INVST	155 SEAPORT BOULEVARD	SUITE P8	BOSTON	MA	02210	0.40%
DIREXION MONTHLY 10 YR NOTE BULL 2X INV	155 SEAPORT BOULEVARD	SUITE P8	BOSTON	MA	02210	0.40%
DIREXION MONTHLY EMRG MKT BULL 2X INV	155 SEAPORT BOULEVARD	SUITE P8	BOSTON	MA	02210	0.40%
DIREXION MONTHLY NASDAQ 100 BULL1.25X	155 SEAPORT BOULEVARD	SUITE P8	BOSTON	MA	02210	0.40%
DIREXION MONTHLY NASDAQ100BULL2X INV	155 SEAPORT BOULEVARD	SUITE P8	BOSTON	MA	02210	0.40%
DIREXION MONTHLY S&P 500 BEAR 2X INV	155 SEAPORT BOULEVARD	SUITE P8	BOSTON	MA	02210	0.40%
DIREXION MONTHLY S&P 500 BULL 2X INV	155 SEAPORT BOULEVARD	SUITE P8	BOSTON	MA	02210	0.40%
DIREXION MONTHLY SM CAP BULL 2X INV	155 SEAPORT BOULEVARD	SUITE P8	BOSTON	MA	02210	0.40%
DIREXION MONTHLY SML CAP BEAR 2X INV	155 SEAPORT BOULEVARD	SUITE P8	BOSTON	MA	02210	0.40%
DOMINI IMPACT EQUITYINVESTOR	536 BROADWAY	7TH FLOOR	NEW YORK	NY	10012	0.40%

Schedule C, Line 2(h) Formula Descriptions

Fidelity Retirement Savings Plan
EIN: 04-3532603, PN: 002
Plan Year Ending: December 31, 2022

Indirect compensation in the form of sub-transfer agency fees was paid to: Fidelity Investments Institutional Operations Company, EIN: 04-2647786

Payor Name	Street Address 1	Street Address 2	City	State	Zip	Compensation
DOMINI IMPACT INTL EQUITY INVESTOR	536 BROADWAY	7TH FLOOR	NEW YORK	NY	10012	0.40%
DOMINI SUSTAINABLE SOLUTIONS INVESTOR	536 BROADWAY	7TH FLOOR	NEW YORK	NY	10012	0.40%
DOUBLELINE CORE FIXED INCOME CL I	777 E. WISCONSIN AVENUE		MILWAUKEE	WI	53202	0.06%
DOUBLELINE CORE FIXED INCOME FD CL N	777 E. WISCONSIN AVENUE		MILWAUKEE	WI	53202	0.40%
DOUBLELINE EMERGING MRTKS FIXED INC I	777 E. WISCONSIN AVENUE		MILWAUKEE	WI	53202	0.06%
DOUBLELINE FLEXIBLE INCOME CL I	777 E. WISCONSIN AVENUE		MILWAUKEE	WI	53202	0.06%
DOUBLELINE FLOATING RATE FUND CL N	777 E. WISCONSIN AVENUE		MILWAUKEE	WI	53202	0.40%
DOUBLELINE LOW DURATION BOND CL I	777 E. WISCONSIN AVENUE		MILWAUKEE	WI	53202	0.06%
DOUBLELINE LOW DURATION CL N	777 E. WISCONSIN AVENUE		MILWAUKEE	WI	53202	0.40%
DOUBLELINE LOW DURTN EMER MKTS FIX INC I	777 E. WISCONSIN AVENUE		MILWAUKEE	WI	53202	0.06%
DOUBLELINE LOW DURTNEMERG MKTS FIX INC N	777 E. WISCONSIN AVENUE		MILWAUKEE	WI	53202	0.40%
DOUBLELINE SHILLER ENH INTL CAPE CL I	777 E. WISCONSIN AVENUE		MILWAUKEE	WI	53202	0.06%
DOUBLELINE SHILLER ENHANCED CAP CL I	777 E. WISCONSIN AVENUE		MILWAUKEE	WI	53202	0.06%
DOUBLELINE SHILLER ENHANCED CAP CL N	777 E. WISCONSIN AVENUE		MILWAUKEE	WI	53202	0.40%
DOUBLELINE STRATEGIC COMMODITY CL I	777 E. WISCONSIN AVENUE		MILWAUKEE	WI	53202	0.06%
DOUBLELINE STRATEGICCOMMODITY CL N	777 E. WISCONSIN AVENUE		MILWAUKEE	WI	53202	0.40%
DOUBLELINE TOTAL RETURN BOND FD CL I	777 E. WISCONSIN AVENUE		MILWAUKEE	WI	53202	0.06%
DOUBLELINE TOTAL RT BOND FD CL N	777 E. WISCONSIN AVENUE		MILWAUKEE	WI	53202	0.40%
DOUBLINE SHILLER ENH INTL CAPE CL N	777 E. WISCONSIN AVENUE		MILWAUKEE	WI	53202	0.40%
DOW JONES WILSHIRE 5000 INDEX PORT INVT	225 PICTORIA DRIVE	SUITE 450	CINCINNATI	OH	45246	0.40%
DRIEHAUS EMERGING MARKETS	25 EAST ERIE STREET		CHICAGO	IL	60611	0.40%
DRIEHAUS EMERGING MARKETS SM CAP GRWTH	25 EAST ERIE STREET		CHICAGO	IL	60611	0.40%
DRIEHAUS EVENT DRIVEN FUND	25 EAST ERIE STREET		CHICAGO	IL	60611	0.40%
DRIEHAUS MICRO CAP GROWTH FUND	25 EAST ERIE STREET		CHICAGO	IL	60611	0.40%
DRIEHAUS SMALL CAP GROWTH INSTL CL	25 EAST ERIE STREET		CHICAGO	IL	60611	0.12%
DRIEHAUS SMALL CAP GROWTH INVESTOR CL	25 EAST ERIE STREET		CHICAGO	IL	60611	0.40%
DWS GLOBAL INFRASTRU FD -INST	280 PARK AVENUE	FINANCE-PCAM CTRL, 9TH FLOOR	NEW YORK	NY	10026	0.10%
DWS GLOBAL INFRASTRUCTURE FD-A	280 PARK AVENUE	FINANCE-PCAM CTRL, 9TH FLOOR	NEW YORK	NY	10026	0.40%
DWS LATIN AMERICA EQUITY FUND-A	280 PARK AVENUE	FINANCE-PCAM CTRL, 9TH FLOOR	NEW YORK	NY	10026	0.40%
DWS SCIENCE AND TECHNOLOGY FUND-A	280 PARK AVENUE	FINANCE-PCAM CTRL, 9TH FLOOR	NEW YORK	NY	10026	0.40%
DWS SMALL CAP CORE FUND-A	280 PARK AVENUE	FINANCE-PCAM CTRL, 9TH FLOOR	NEW YORK	NY	10026	0.40%
EATON VANCE BALANCED CLASS A	TWO INTERNATIONAL PLACE		BOSTON	MA	02110	$16.00/PPT
EATON VANCE EMERGING MRKTS DEBT OPPOR A	TWO INTERNATIONAL PLACE		BOSTON	MA	02110	0.40%
EATON VANCE EMRG MARKETS LOCAL INC A	TWO INTERNATIONAL PLACE		BOSTON	MA	02110	$16.00/PPT
EATON VANCE FLOATING RATE HI INCOME CL I	TWO INTERNATIONAL PLACE		BOSTON	MA	02110	$16.00/PPT
EATON VANCE FLOATINGRATE ADVANTAGE CL A	TWO INTERNATIONAL PLACE		BOSTON	MA	02110	$16.00/PPT
EATON VANCE FLOATINGRATE CLASS I	TWO INTERNATIONAL PLACE		BOSTON	MA	02110	$16.00/PPT
EATON VANCE GL MACROABSOLUTE RTRN ADV I	TWO INTERNATIONAL PLACE		BOSTON	MA	02110	$16.00/PPT
EATON VANCE GL MACROABSOLUTE RTRN ADVT A	TWO INTERNATIONAL PLACE		BOSTON	MA	02110	0.40%
EATON VANCE GREATER INDIA FUND CLASS A	TWO INTERNATIONAL PLACE		BOSTON	MA	02110	$16.00/PPT
EATON VANCE GREATER INDIA FUND CLASS I	TWO INTERNATIONAL PLACE		BOSTON	MA	02110	$16.00/PPT
EATON VANCE HIGH INCOME OPPT CL I	TWO INTERNATIONAL PLACE		BOSTON	MA	02110	$16.00/PPT
EATON VANCE HIGH INCOPPORTUNITIES CL A	TWO INTERNATIONAL PLACE		BOSTON	MA	02110	$16.00/PPT
EATON VANCE MULTI - ASSET CREDIT FD CL I	TWO INTERNATIONAL PLACE		BOSTON	MA	02110	$16.00/PPT
EATON VANCE PARAMETRDIVIDEND INC INVS	TWO INTERNATIONAL PLACE		BOSTON	MA	02110	0.40%
EATON VANCE PARAMETRDIVIDEND INCOME INST	TWO INTERNATIONAL PLACE		BOSTON	MA	02110	$16.00/PPT
EATON VANCE SHORT DURATION GOV INC I	TWO INTERNATIONAL PLACE		BOSTON	MA	02110	$16.00/PPT
EATON VANCE SHT DUR INFLAT PRO INCOME A	TWO INTERNATIONAL PLACE		BOSTON	MA	02110	0.40%
EATON VANCE SHT DUR STRATEGIC INC A	TWO INTERNATIONAL PLACE		BOSTON	MA	02110	$16.00/PPT
EATON VANCE SHT DUR STRATEGIC INC FD I	TWO INTERNATIONAL PLACE		BOSTON	MA	02110	$16.00/PPT
EATON VANCE TOTAL RETURN BOND CL I	TWO INTERNATIONAL PLACE		BOSTON	MA	02110	$16.00/PPT
ECOFIN GLOBAL RENEWABLES INFRA INS	4100 WEST 115TH STREET	SUITE 1000	LEAWOOD	KS	66211	0.15%
EDGEWOOD GROWTH FUND INSTL CL	1 FREEDOM VALLEY DRIVE		OAKS	PA	19456	0.12%
EDGEWOOD GROWTH FUND RETAIL CLASS	1 FREEDOM VALLEY DRIVE		OAKS	PA	19456	0.40%
EMERALD FINANCE AND BANKING INNOV INSTL	3175 OREGON PIKE		LEOLA	PA	17540	0.08%
EMERALD FINANCE AND BANKING INNOV INV	3175 OREGON PIKE		LEOLA	PA	17540	0.40%
EMERALD GROWTH INSTITUTIONAL	3175 OREGON PIKE		LEOLA	PA	17540	0.08%
EP EMERGING MARKETS SMALL COMPANIES CL A	LOTS 81-82, STREET C	SUITE 204	DORADO	PR	00646	0.08%
EP EMERGING MARKETS SMALL COMPANIES CL I	LOTS 81-82, STREET C	SUITE 204	DORADO	PR	00646	0.10%
EP INTERNATIONAL VALUE FUND CL I	LOTS 81-82, STREET C	SUITE 204	DORADO	PR	00646	0.10%
EUROPAC GOLD FUND CL I	LOTS 81-82, STREET C	SUITE 204	DORADO	PR	00646	0.10%
EUROPAC GOLD FUND CLASS A	LOTS 81-82, STREET C	SUITE 204	DORADO	PR	00646	0.08%
EUROPAC INTERNATNL DIVIDEND INC CL A	LOTS 81-82, STREET C	SUITE 204	DORADO	PR	00646	0.08%
EUROPAC INTERNATNL DIVIDEND INC CL I	LOTS 81-82, STREET C	SUITE 204	DORADO	PR	00646	0.10%
EUROPAC INTL VALUE FUND CLASS A	LOTS 81-82, STREET C	SUITE 204	DORADO	PR	00646	0.08%
EV FOCUSED VALUE OPPORTUNITIES CL A	TWO INTERNATIONAL PLACE		BOSTON	MA	02110	0.40%
EVENTIDE DIVIDEND OPPORTUNITIES CL I	80 ARKAY DRIVE	SUITE 110	HAUPPAUGE	NY	11788	0.10%
EVENTIDE DIVIDEND OPPORTUNITIES CL N	80 ARKAY DRIVE	SUITE 110	HAUPPAUGE	NY	11788	0.40%
EVENTIDE EXPONENTIAL TECHNOLOGIES I	80 ARKAY DRIVE	SUITE 110	HAUPPAUGE	NY	11788	0.10%
EVENTIDE EXPONENTIALTECHNOLOGIES FD CL N	80 ARKAY DRIVE	SUITE 110	HAUPPAUGE	NY	11788	0.40%
EVENTIDE GILEAD FUND CLASS I	80 ARKAY DRIVE	SUITE 110	HAUPPAUGE	NY	11788	0.10%
EVENTIDE GILEAD FUND CLASS N	80 ARKAY DRIVE	SUITE 110	HAUPPAUGE	NY	11788	0.40%
EVENTIDE HEALTHCARE AND LIFE SCIENCES N	80 ARKAY DRIVE	SUITE 110	HAUPPAUGE	NY	11788	0.40%
EVERMORE GLOBAL VALUE FD INVESTOR	777 E. WISCONSIN AVENUE		MILWAUKEE	WI	53202	0.40%
FAIRHOLME FUND	4400 BISCAYNE BOULEVARD		MIAMI	FL	33137	0.10%
FAM DIVIDEND FOCUS FUND	384 NORTH GRAND STREET		COBLESKILL	NY	12043	0.40%
FEDERATED HERMES CAPTL INCOME CL A	4000 ERICSSON DRIVE		WARRENDALE	PA	15086-7515	0.40%
FEDERATED HERMES CAPTL INCOME CL IS	4000 ERICSSON DRIVE		WARRENDALE	PA	15086-7515	0.10%
FEDERATED HERMES INSTL HIGH YLD BD IS	4000 ERICSSON DRIVE		WARRENDALE	PA	15086-7515	0.15%

Schedule C, Line 2(h) Formula Descriptions

Fidelity Retirement Savings Plan
EIN: 04-3532603, PN: 002
Plan Year Ending: December 31, 2022

Indirect compensation in the form of sub-transfer agency fees was paid to: Fidelity Investments Institutional Operations Company, EIN: 04-2647786

Payor Name	Street Address 1	Street Address 2	City	State	Zip	Compensation
FEDERATED HERMES KAUFMANN SM CAP A	4000 ERICSSON DRIVE		WARRENDALE	PA	15086-7515	0.40%
FEDERATED HERMES KAUFMANN SM CAP IS	4000 ERICSSON DRIVE		WARRENDALE	PA	15086-7515	0.10%
FEDERATED HERMES MDT SMALL CAP CORE A	4000 ERICSSON DRIVE		WARRENDALE	PA	15086-7515	0.40%
FEDERATED HERMES OPPOR HIGH YLD BD SS	4000 ERICSSON DRIVE		WARRENDALE	PA	15086-7515	0.40%
FEDERATED HERMES PRUDENT BEAR CL A	4000 ERICSSON DRIVE		WARRENDALE	PA	15086-7515	0.40%
FEDERATED HERMES STR VAL DIV CL A	4000 ERICSSON DRIVE		WARRENDALE	PA	15086-7515	0.40%
FINANCIALS ULTRA SECTOR PRO FD INVS	7501 WISCONSIN AVE.	SUITE 1000 EAST TOWER	BETHESDA	MD	20814	0.40%
FIRST EAGLE GLOBAL CLASS A	1345 AVENUE OF THE AMERICAS	48TH FLOOR	NEW YORK	NY	10105	0.40%
FIRST EAGLE GLOBAL CLASS I	1345 AVENUE OF THE AMERICAS	48TH FLOOR	NEW YORK	NY	10105	0.15%
FIRST EAGLE GLOBAL INCOME BUILDER CL A	1345 AVENUE OF THE AMERICAS	48TH FLOOR	NEW YORK	NY	10105	0.40%
FIRST EAGLE GOLD CLASS A	1345 AVENUE OF THE AMERICAS	48TH FLOOR	NEW YORK	NY	10105	0.40%
FIRST EAGLE GOLD FUND CL I	1345 AVENUE OF THE AMERICAS	48TH FLOOR	NEW YORK	NY	10105	0.15%
FIRST EAGLE OVERSEAS CLASS A	1345 AVENUE OF THE AMERICAS	48TH FLOOR	NEW YORK	NY	10105	0.40%
FIRST EAGLE OVERSEAS CLASS I	1345 AVENUE OF THE AMERICAS	48TH FLOOR	NEW YORK	NY	10105	0.09%
FIRSTHAND ALTERNATIVE ENERGY	150 ALMADEN BLVD.	SUITE 1250	SAN JOSE	CA	95113	0.40%
FIRSTHAND TECHNOLOGYOPPORTUNITIES FUND	150 ALMADEN BLVD.	SUITE 1250	SAN JOSE	CA	95113	0.40%
FMI COMMON STOCK FUND	777 E. WISCONSIN AVENUE	MAIL STOP - MK-WI-T4	MILWAUKEE	WI	53202	0.40%
FMI INTERNATIONAL	777 E. WISCONSIN AVENUE	MAIL STOP - MK-WI-T4	MILWAUKEE	WI	53202	0.40%
FMI INTERNATIONAL FD II CURRENCY UNHEDGE	777 E. WISCONSIN AVENUE	MAIL STOP - MK-WI-T4	MILWAUKEE	WI	53202	0.10%
FMI LARGE CAP FUND	777 E. WISCONSIN AVENUE	MAIL STOP - MK-WI-T4	MILWAUKEE	WI	53202	0.40%
FPA CRESCENT FUND	11601 WILSHIRE BLVD.	SUITE 1200	LOS ANGELES	CA	90025	0.35%
FPA NEW INCOME	11601 WILSHIRE BLVD.	SUITE 1200	LOS ANGELES	CA	90025	0.08%
FPA QUEENS ROAD SMALL CAP VALUE FUND	11601 WILSHIRE BLVD.	SUITE 1200	LOS ANGELES	CA	90025	0.40%
FRANKLIN BIOTECH DISCOVERY FUND A	100 FOUNTAIN PARKWAY		ST. PETERSBURG	FL	33716	$16.00/PPT
FRANKLIN DYNATECH CLASS C	100 FOUNTAIN PARKWAY		ST. PETERSBURG	FL	33716	$19.00/PPT
FRANKLIN DYNATECH FUND A	100 FOUNTAIN PARKWAY		ST. PETERSBURG	FL	33716	$16.00/PPT
FRANKLIN FOCUSED GROWTH FUND CL A	100 FOUNTAIN PARKWAY		ST. PETERSBURG	FL	33716	0.35%
FRANKLIN GLOBAL EQT FD CLASS A	620 8TH AVENUE	49TH FLOOR	NEW YORK	NY	10018	0.40%
FRANKLIN GOLD AND PRECIOUS METALS CL A	100 FOUNTAIN PARKWAY		ST. PETERSBURG	FL	33716	$16.00/PPT
FRANKLIN INCOME CL A	100 FOUNTAIN PARKWAY		ST. PETERSBURG	FL	33716	$16.00/PPT
FRANKLIN INCOME CLASS A1	100 FOUNTAIN PARKWAY		ST. PETERSBURG	FL	33716	$16.00/PPT
FRANKLIN MUTUAL EUROPEAN FUND CL A	100 FOUNTAIN PARKWAY		ST. PETERSBURG	FL	33716	$16.00/PPT
FRANKLIN MUTUAL SHARES FD CLASS A	100 FOUNTAIN PARKWAY		ST. PETERSBURG	FL	33716	$16.00/PPT
FRANKLIN SMALL-MID CAP GROWTH A	100 FOUNTAIN PARKWAY		ST. PETERSBURG	FL	33716	$16.00/PPT
FRANKLIN UTILITIES CL A	100 FOUNTAIN PARKWAY		ST. PETERSBURG	FL	33716	0.35%
FRANKLIN UTILITIES CLASS A1	100 FOUNTAIN PARKWAY		ST. PETERSBURG	FL	33716	$16.00/PPT
FRONTIER MFG CORE INFRASTRUCTURE SERV	400 SKOKIE BOULEVARD	SUITE 500	NORTHBROOK	IL	60062-2815	0.10%
FROST TOTAL RETURN BOND FD INVESTOR	P.O. BOX 2509		SAN ANTONIO	TX	78299-2509	0.40%
FULLER & THALER BEHV MICRO CAP EQ INSTL	411 BOREL AVENUE	SUITE 300	SAN MATEO	CA	94402	0.10%
FULLER & THALER BEHV MID CAP VALUE INSTL	411 BOREL AVENUE	SUITE 300	SAN MATEO	CA	94402	0.10%
FULLER & THALER BEHVSMALL CAP EQTY INV	411 BOREL AVENUE	SUITE 300	SAN MATEO	CA	94402	0.40%
FULLER & THALER BEHVSMALL CAP GROWTH INV	411 BOREL AVENUE	SUITE 300	SAN MATEO	CA	94402	0.40%
GABELLI GOLD FUND CL A	401 THEODORE FREMD. AVE.		RYE	NY	10580	0.10%
GABELLI GOLD FUND CLAAA	401 THEODORE FREMD. AVE.		RYE	NY	10580	0.40%
GABELLI SMALL CAP GROWTH AAA	401 THEODORE FREMD. AVE.		RYE	NY	10580	0.35%
GABELLI SMALL CAP GROWTH FUND CL I	401 THEODORE FREMD. AVE.		RYE	NY	10580	0.10%
GATEWAY EQUITY CALL PREMIUM FUND CL A	399 BOYLSTON STREET	8TH FLOOR	BOSTON	MA	02116	0.40%
GATEWAY FUND CLASS A	399 BOYLSTON STREET	8TH FLOOR	BOSTON	MA	02116	0.40%
GLENMEDE LARGE CAP CORE	1650 MARKET STREET	SUITE 1200	PHILADELPHIA	PA	19103	0.40%
GLENMEDE LARGE CAP GROWTH	1650 MARKET STREET	SUITE 1200	PHILADELPHIA	PA	19103	0.40%
GLENMEDE SECURED OPTIONS PORTFOLIO	1650 MARKET STREET	SUITE 1200	PHILADELPHIA	PA	19103	0.40%
GLENMEDE TOTAL MARKET PORTFOLIO	1650 MARKET STREET	SUITE 1200	PHILADELPHIA	PA	19103	0.40%
GOEHRING & ROZENCWAJG RES INSTL	1290 BROADWAY STREET	SUITE 1100	DENVER	CO	80203	0.10%
GOLD AND PRECIOUS METALS FUND	3 CANAL PLAZA	SUITE 600	PORTLAND	ME	04101	0.40%
GOLDMAN SACHS ABSOLURETURN TRACKER A	71 S. WACKER DRIVE	4TH FLOOR	CHICAGO	IL	60606	0.40%
GOLDMAN SACHS CHINA EQUITY CLASS A	71 S. WACKER DRIVE	4TH FLOOR	CHICAGO	IL	60606	0.40%
GOLDMAN SACHS CLEAN ENERGY INCOME A	71 S. WACKER DRIVE	4TH FLOOR	CHICAGO	IL	60606	0.40%
GOLDMAN SACHS EMERG MRKTS EQ INSTL CL	71 S. WACKER DRIVE	4TH FLOOR	CHICAGO	IL	60606	0.12%
GOLDMAN SACHS EMERGING MARKETS A	71 S. WACKER DRIVE	4TH FLOOR	CHICAGO	IL	60606	0.40%
GOLDMAN SACHS EMRGN MRKTS EQTY INSIGHT A	71 S. WACKER DRIVE	4TH FLOOR	CHICAGO	IL	60606	0.40%
GOLDMAN SACHS GQG PART INTERNTL OPP A	71 S. WACKER DRIVE	4TH FLOOR	CHICAGO	IL	60606	0.40%
GOLDMAN SACHS INCOMEBUILDER FUND A	71 S. WACKER DRIVE	4TH FLOOR	CHICAGO	IL	60606	0.40%
GOLDMAN SACHS INTL EQUITY ESG CL A	71 S. WACKER DRIVE	4TH FLOOR	CHICAGO	IL	60606	0.40%
GOLDMAN SACHS INTL EQUITY INCOME CL A	71 S. WACKER DRIVE	4TH FLOOR	CHICAGO	IL	60606	0.40%
GOLDMAN SACHS INTL SM CAP INSIGHTS A	71 S. WACKER DRIVE	4TH FLOOR	CHICAGO	IL	60606	0.40%
GOLDMAN SACHS MID CAP VALUE CLASS A	71 S. WACKER DRIVE	4TH FLOOR	CHICAGO	IL	60606	0.40%
GOLDMAN SACHS MLP ENERGY INFRSTCTR A	71 S. WACKER DRIVE	4TH FLOOR	CHICAGO	IL	60606	0.40%
GOLDMAN SACHS TECH OPPORTUNITIES CL A	71 S. WACKER DRIVE	4TH FLOOR	CHICAGO	IL	60606	0.40%
GOTHAM ENHANCED RETURN FUND INSTL	535 MADISON AVENUE	30TH FLOOR	NEW YORK	NY	10022	0.10%
GOTHAM INDEX PLUS FUND INSTL	535 MADISON AVENUE	30TH FLOOR	NEW YORK	NY	10022	0.10%
GOTHAM INDEX PLUS FUND INVESTOR CL	535 MADISON AVENUE	30TH FLOOR	NEW YORK	NY	10022	0.40%
GOTHAM NEUTRAL FUND INSTITUTIONAL	535 MADISON AVENUE	30TH FLOOR	NEW YORK	NY	10022	0.10%
GQG PARTNERS EMRGING MARKETS EQUITY INV	1 FREEDOM VALLEY DRIVE		OAKS	PA	19456	0.40%
GRANDEUR PEAK GLOBAL CONTRARIAN INSTL	1290 BROADWAY STREET	SUITE 1100	DENVER	CO	80203	0.12%
GRANDEUR PEAK GLOBAL STALWARTS INSTL	1290 BROADWAY STREET	SUITE 1100	DENVER	CO	80203	0.12%
GRANDEUR PEAK GLOBALSTALWARTS INVESTOR	1290 BROADWAY STREET	SUITE 1100	DENVER	CO	80203	0.40%
GRANDEUR PEAK INTNTL STALWARTS INSTL	1290 BROADWAY STREET	SUITE 1100	DENVER	CO	80203	0.12%
GRANDEUR PEAK INTNTLSTALWARTS INVESTOR	1290 BROADWAY STREET	SUITE 1100	DENVER	CO	80203	0.40%
GRANT PARK MULTI ALT STRATIGIES FD CL I	555 WEST JACKSON BLVD.	SUITE 600	CHICAGO	IL	60661	0.10%

Schedule C, Line 2(h) Formula Descriptions

Fidelity Retirement Savings Plan
EIN: 04-3532603, PN: 002
Plan Year Ending: December 31, 2022

Indirect compensation in the form of sub-transfer agency fees was paid to: Fidelity Investments Institutional Operations Company, EIN: 04-2647786

Payor Name	Street Address 1	Street Address 2	City	State	Zip	Compensation
GRANT PARK MULTI ALTSTRATIGIES FD CL N	555 WEST JACKSON BLVD.	SUITE 600	CHICAGO	IL	60661	0.40%
GREEN CENTURY BALANCED	114 STATE ST.	SUITE 200	BOSTON	MA	02111	0.40%
GUGGENHEIM CORE BOND FUND P	9601 BLACKWELL RD.	SUITE 500	ROCKVILLE	MD	20850	0.40%
GUGGENHEIM MACRO OPPORTUNITIES CL P	9601 BLACKWELL RD.	SUITE 500	ROCKVILLE	MD	20850	0.40%
GUGGENHEIM MULTI - HEDGE STRATEGIES P	9601 BLACKWELL RD.	SUITE 500	ROCKVILLE	MD	20850	0.40%
GUGGENHEIM RBP DIVIDEND FUND CL I	9601 BLACKWELL RD.	SUITE 500	ROCKVILLE	MD	20850	0.07%
GUGGENHEIM RBP DIVIDEND FUND CL P	9601 BLACKWELL RD.	SUITE 500	ROCKVILLE	MD	20850	0.40%
GUGGENHEIM RISK MANAGED REAL EST P	9601 BLACKWELL RD.	SUITE 500	ROCKVILLE	MD	20850	0.40%
GUGGENHEIM TOTAL RETURN BOND CL P	9601 BLACKWELL RD.	SUITE 500	ROCKVILLE	MD	20850	0.40%
GUINNESS ATKINSON ALTERNATIVE ENERGY	2220 E. ROUTE 66	SUITE 226	GLENDORA	CA	91740	0.40%
GUINNESS ATKINSON GLOBAL ENERGY	2220 E. ROUTE 66	SUITE 226	GLENDORA	CA	91740	0.40%
GUINNESS ATKINSON GLOBAL INNOVATORS	2220 E. ROUTE 66	SUITE 226	GLENDORA	CA	91740	0.40%
HARBOR CAP APP INST	111 SOUTH WACKER DR.	34TH FLOOR	CHICAGO	IL	60606	0.15%
HARBOR CONV SEC INST	111 SOUTH WACKER DR.	34TH FLOOR	CHICAGO	IL	60606	0.10%
HARBOR DISRUPTIVE INNOVATION FD INST	111 SOUTH WACKER DR.	34TH FLOOR	CHICAGO	IL	60606	0.10%
HARBOR DISRUPTIVE INNOVATION FD INVSTR	111 SOUTH WACKER DR.	34TH FLOOR	CHICAGO	IL	60606	0.35%
HARBOR EMGMKTEQ INST	111 SOUTH WACKER DR.	34TH FLOOR	CHICAGO	IL	60606	0.10%
HARBOR INTL INST	111 SOUTH WACKER DR.	34TH FLOOR	CHICAGO	IL	60606	0.10%
HARBOR INTL INV	111 SOUTH WACKER DR.	34TH FLOOR	CHICAGO	IL	60606	0.35%
HARBOR LARGE CAP VALUE INV CLASS	111 SOUTH WACKER DR.	34TH FLOOR	CHICAGO	IL	60606	0.35%
HARBOR LCV INST	111 SOUTH WACKER DR.	34TH FLOOR	CHICAGO	IL	60606	0.10%
HARBOR MCV INV	111 SOUTH WACKER DR.	34TH FLOOR	CHICAGO	IL	60606	0.35%
HARDING LOEVNER EMERG MRKTS PORT ADV	P.O. BOX 4766		CHICAGO	IL	60680	0.40%
HARDING LOEVNER FRNTEMERG MRKTS INVESTOR	P.O. BOX 4766		CHICAGO	IL	60680	0.40%
HARDING LOEVNER INST EMERGING MRKTS CL I	P.O. BOX 4766		CHICAGO	IL	60680	0.15%
HARDING LOEVNER INTLSMALL CO PORT INV CL	P.O. BOX 4766		CHICAGO	IL	60680	0.40%
HARTFORD CLIMATE OPPORTUNITIES CL A	100 MATSONFORD RD.	SUITE 300	RADNOR	PA	19087	0.40%
HARTFORD CORE EQUITYCLASS A	100 MATSONFORD RD.	SUITE 300	RADNOR	PA	19087	0.40%
HARTFORD GLOBAL IMPACT CL A	100 MATSONFORD RD.	SUITE 300	RADNOR	PA	19087	0.40%
HARTFORD GROWTH OPPORTUNITY CLASS A	100 MATSONFORD RD.	SUITE 300	RADNOR	PA	19087	0.40%
HARTFORD GROWTH OPPT FUND CL Y	100 MATSONFORD RD.	SUITE 300	RADNOR	PA	19087	0.10%
HARTFORD INTL VALUE FUND CLASS Y	100 MATSONFORD RD.	SUITE 300	RADNOR	PA	19087	0.10%
HARTFORD MID CAP FD CLASS I	100 MATSONFORD RD.	SUITE 300	RADNOR	PA	19087	0.15%
HARTFORD SCHRODER EMERG MKTS EQ CL Y	100 MATSONFORD RD.	SUITE 300	RADNOR	PA	19087	0.10%
HARTFORD SCHRODERS CHINA A FUND CL I	100 MATSONFORD RD.	SUITE 300	RADNOR	PA	19087	0.15%
HARTFORD SCHRODERS CHINA FUND CL A	100 MATSONFORD RD.	SUITE 300	RADNOR	PA	19087	0.40%
HARTFORD SCHRODERS EMRG MRKT EQTY CL A	100 MATSONFORD RD.	SUITE 300	RADNOR	PA	19087	0.40%
HARTFORD SCHRODERS INTL MULTICAP CL A	100 MATSONFORD RD.	SUITE 300	RADNOR	PA	19087	0.40%
HARTFORD SCHRODERS INTL STOCK CL A	100 MATSONFORD RD.	SUITE 300	RADNOR	PA	19087	0.40%
HARTFORD STRATEGIC INCOME FUND CL A	100 MATSONFORD RD.	SUITE 300	RADNOR	PA	19087	0.35%
HARTFORD STRATEGIC INCOME FUND CL I	100 MATSONFORD RD.	SUITE 300	RADNOR	PA	19087	0.15%
HARTFORD WORLD BOND FUND CL Y	100 MATSONFORD RD.	SUITE 300	RADNOR	PA	19087	0.10%
HCM DIVIDEND SECTOR PLUS FUND CL A	1145 HEMBREE ROAD		ROSWELL	GA	30076	0.10%
HCM DIVIDEND SECTOR PLUS FUND INVESTOR	1145 HEMBREE ROAD		ROSWELL	GA	30076	0.40%
HCM TACTICAL GROWTH FUND INVESTOR	1145 HEMBREE ROAD		ROSWELL	GA	30076	0.40%
HEALTH CARE ULTRA SECTOR PRO FD INVSTR	7501 WISCONSIN AVE.	SUITE 1000 EAST TOWER	BETHESDA	MD	20814	0.40%
HEARTLAND MID CAP VALUE INVESTOR	789 N. WATER STREET		MILWAUKEE	WI	53202	0.40%
HEARTLAND VALUE PLUS	789 N. WATER STREET		MILWAUKEE	WI	53202	0.40%
HENNESSY BP ENERGY TRANSITION INVESTOR	7250 REDWOOD BLVD.	SUITE 200	NOVATO	CA	94945	0.40%
HENNESSY CORNERSTONELARGE GRWTH INV CL	7250 REDWOOD BLVD.	SUITE 200	NOVATO	CA	94945	0.40%
HENNESSY CORNERSTONEMID CAP 30 INV CL	7250 REDWOOD BLVD.	SUITE 200	NOVATO	CA	94945	0.40%
HENNESSY CORNERSTONEVALUE INV CL	7250 REDWOOD BLVD.	SUITE 200	NOVATO	CA	94945	0.40%
HENNESSY FOCUS FUND INSTITUTIONAL CL	7250 REDWOOD BLVD.	SUITE 200	NOVATO	CA	94945	0.12%
HENNESSY FOCUS FUND INVESTOR CLASS	7250 REDWOOD BLVD.	SUITE 200	NOVATO	CA	94945	0.40%
HENNESSY GAS UTILITYINVESTOR CL	7250 REDWOOD BLVD.	SUITE 200	NOVATO	CA	94945	0.40%
HENNESSY JAPAN INVSTCLASS	7250 REDWOOD BLVD.	SUITE 200	NOVATO	CA	94945	0.40%
HENNESSY JAPAN SMALLCAP INVESTOR CL	7250 REDWOOD BLVD.	SUITE 200	NOVATO	CA	94945	0.40%
HENNESSY LARGE CAP FINANCIAL CL INST	7250 REDWOOD BLVD.	SUITE 200	NOVATO	CA	94945	0.12%
HENNESSY LARGE CAP FINANCIAL INVSTR CL	7250 REDWOOD BLVD.	SUITE 200	NOVATO	CA	94945	0.40%
HENNESSY SMALL CAP FINANCIAL INVSTR CL	7250 REDWOOD BLVD.	SUITE 200	NOVATO	CA	94945	0.40%
HODGES FUND	2905 MAPLE AVENUE		DALLAS	TX	75201	0.40%
HODGES SMALL CAP FUND RETAIL	2905 MAPLE AVENUE		DALLAS	TX	75201	0.40%
HOOD RIVER SMALL CAP GROWTH FUND INSTL	6001 SHADY OAK ROAD	SUITE 200	MINNETONKA	MN	55343	0.12%
HOTCHKIS & WILEY HIGH YIELD FUND CL A	725 SOUTH FIGUEROA	39TH FLOOR	LOS ANGELES	CA	90017	0.40%
HOTCHKIS & WILEY LARGE CAP VALUE CL A	725 SOUTH FIGUEROA	39TH FLOOR	LOS ANGELES	CA	90017	0.40%
HOTCHKIS & WILEY VALUE OPP CLASS A	725 SOUTH FIGUEROA	39TH FLOOR	LOS ANGELES	CA	90017	0.40%
HUSSMAN STRATEGIC GROWTH	225 PICTORIA DRIVE	SUITE 450	CINCINNATI	OH	45246	$12.00/PPT
ICON CONSUMER SELECT FUND INSTL	P.O. BOX 87		DENVER	CO	80201-0087	0.15%
ICON HEALTH AND INFORM TECH INSTL	P.O. BOX 87		DENVER	CO	80201-0087	0.15%
ICON NATURAL RES AND INFRA FUND INSTL	P.O. BOX 87		DENVER	CO	80201-0087	0.15%
ICON UTILITIES AND INCOME INVESTOR	P.O. BOX 87		DENVER	CO	80201-0087	0.40%
IMAN FUND RETAIL SHARES	721 ENTERPRISE DRIVE		OAKBROOK	IL	60523	0.40%
INTERNET ULTRASECTORPRO FD INVESTOR	7501 WISCONSIN AVE.	SUITE 1000 EAST TOWER	BETHESDA	MD	20814	0.40%
INTREPID INCOME FUND INSTITUTIONAL	1400 MARSH LANDING PKWY.	SUITE 106	JACKSONVILLE BEACH	FL	32250	0.12%
INVENOMIC INSTL CL	211 CONGRESS STREET	7TH FLOOR	BOSTON	MA	02110	0.08%
INVENOMIC INVESTOR CLASS	211 CONGRESS STREET	7TH FLOOR	BOSTON	MA	02110	0.40%
INVESCO CONVERTIBLE SECURITIES FUND CL A	11 GREENWAY PLAZA	SUITE 100	HOUSTON	TX	77046	0.40%
INVESCO CORE BOND A	11 GREENWAY PLAZA	SUITE 100	HOUSTON	TX	77046	0.40%
INVESCO DEVELOPING MARKETS A	11 GREENWAY PLAZA	SUITE 100	HOUSTON	TX	77046	0.40%

Schedule C, Line 2(h) Formula Descriptions

Fidelity Retirement Savings Plan
EIN: 04-3532603, PN: 002
Plan Year Ending: December 31, 2022

Indirect compensation in the form of sub-transfer agency fees was paid to: Fidelity Investments Institutional Operations Company, EIN: 04-2647786

Payor Name	Street Address 1	Street Address 2	City	State	Zip	Compensation
INVESCO DIVERSIFIED DIVIDEND CLASS A	11 GREENWAY PLAZA	SUITE 100	HOUSTON	TX	77046	0.40%
INVESCO DIVERSIFIED DIVIDEND FUND CL R5	11 GREENWAY PLAZA	SUITE 100	HOUSTON	TX	77046	0.10%
INVESCO DIVIDEND INCOME FUND A	11 GREENWAY PLAZA	SUITE 100	HOUSTON	TX	77046	0.40%
INVESCO ENERGY CLASSA	11 GREENWAY PLAZA	SUITE 100	HOUSTON	TX	77046	0.40%
INVESCO EQUALLY WEIGHTED S&P 500 A	11 GREENWAY PLAZA	SUITE 100	HOUSTON	TX	77046	0.40%
INVESCO EQUITY AND INCOME FUND CL A	11 GREENWAY PLAZA	SUITE 100	HOUSTON	TX	77046	0.40%
INVESCO EUROPEAN GROWTH CLASS A	11 GREENWAY PLAZA	SUITE 100	HOUSTON	TX	77046	0.40%
INVESCO FLOATING RATE ESG CLASS A	11 GREENWAY PLAZA	SUITE 100	HOUSTON	TX	77046	0.40%
INVESCO GLOBAL A	11 GREENWAY PLAZA	SUITE 100	HOUSTON	TX	77046	0.40%
INVESCO GLOBAL FOCUS A	11 GREENWAY PLAZA	SUITE 100	HOUSTON	TX	77046	0.40%
INVESCO GLOBAL OPPORTUNITIES A	11 GREENWAY PLAZA	SUITE 100	HOUSTON	TX	77046	0.40%
INVESCO GLOBAL OPPORTUNITIES R	11 GREENWAY PLAZA	SUITE 100	HOUSTON	TX	77046	$10.00/PPT
INVESCO GOLD & SPEC MINERALS A	11 GREENWAY PLAZA	SUITE 100	HOUSTON	TX	77046	0.40%
INVESCO HEALTH CARE CL A	11 GREENWAY PLAZA	SUITE 100	HOUSTON	TX	77046	0.40%
INVESCO INTL SMALL MID COMPANY A	11 GREENWAY PLAZA	SUITE 100	HOUSTON	TX	77046	0.40%
INVESCO MAIN STREET A	11 GREENWAY PLAZA	SUITE 100	HOUSTON	TX	77046	0.40%
INVESCO MULTI ASSET INCOME FD CL A	11 GREENWAY PLAZA	SUITE 100	HOUSTON	TX	77046	0.40%
INVESCO S&P 500 INDEX CLASS A	11 GREENWAY PLAZA	SUITE 100	HOUSTON	TX	77046	0.40%
INVESCO SENIOR FLOATING RATE A	11 GREENWAY PLAZA	SUITE 100	HOUSTON	TX	77046	0.40%
INVESCO STEELPATH MLP INCOME A	11 GREENWAY PLAZA	SUITE 100	HOUSTON	TX	77046	0.40%
ISHARES DEVELOPED REAL ESTATE IDX INST	40 EAST 52ND STREET		NEW YORK	NY	10022	0.05%
ISHARES DEVELOPED RL ESTATE IDX INV A	40 EAST 52ND STREET		NEW YORK	NY	10022	0.30%
ISHARES MSCI EAFE INTL IDX INSTL	40 EAST 52ND STREET		NEW YORK	NY	10022	0.05%
ISHARES RUSSELL 2000 SMALL CAP IDX INSTL	40 EAST 52ND STREET		NEW YORK	NY	10022	0.05%
ISHARES RUSSELL 2000SMALL CAP IDX INV A	40 EAST 52ND STREET		NEW YORK	NY	10022	0.30%
ISHARES RUSSELL SM MID CP IDX INV A	40 EAST 52ND STREET		NEW YORK	NY	10022	0.30%
ISHARES S&P 500 INDEX INSTITUTIONAL	40 EAST 52ND STREET		NEW YORK	NY	10022	0.05%
ISHARES S&P 500 INDEX INVESTOR A	40 EAST 52ND STREET		NEW YORK	NY	10022	0.30%
ISHARES S&P 500 INDEX SERVICE	40 EAST 52ND STREET		NEW YORK	NY	10022	0.05%
ISHARES TOTAL US STOCK MRKT INDX A	40 EAST 52ND STREET		NEW YORK	NY	10022	0.30%
JACKSON SQUARE SMID CAP GROWTH FD INVEST	1 LETTERMAN DRIVE		SAN FRANCISCO	CA	94129	0.40%
JACKSON SQUARE SMID CAP GROWTH INSTL	1 LETTERMAN DRIVE		SAN FRANCISCO	CA	94129	0.12%
JACOB INTERNET	727 2ND STREET	SUITE 106	HERMOSA BEACH	CA	90254	0.40%
JACOB MICRO CAP GROWTH INSTL CL	727 2ND STREET	SUITE 106	HERMOSA BEACH	CA	90254	$16.00/PPT
JACOB MICRO CAP GROWTH INV CL	727 2ND STREET	SUITE 106	HERMOSA BEACH	CA	90254	0.40%
JACOB SMALL CAP GROWTH FUND	727 2ND STREET	SUITE 106	HERMOSA BEACH	CA	90254	$12.00/PPT
JAMES BALANCED: GOLDEN RAINBOW FUND	1290 BROADWAY STREET	SUITE 1100	DENVER	CO	80203	0.40%
JANUS HENDERSON ABS RET INC OPPOR T	151 DETROIT ST.		DENVER	CO	80206	0.35%
JANUS HENDERSON BALANCED I	151 DETROIT ST.		DENVER	CO	80206	$14.00/PPT
JANUS HENDERSON BALANCED T	151 DETROIT ST.		DENVER	CO	80206	0.35%
JANUS HENDERSON CONTRARIAN I	151 DETROIT ST.		DENVER	CO	80206	$14.00/PPT
JANUS HENDERSON CONTRARIAN T	151 DETROIT ST.		DENVER	CO	80206	0.35%
JANUS HENDERSON ENTERPRISE I	151 DETROIT ST.		DENVER	CO	80206	$14.00/PPT
JANUS HENDERSON ENTERPRISE T	151 DETROIT ST.		DENVER	CO	80206	0.35%
JANUS HENDERSON EUROPEAN FOCUS A	151 DETROIT ST.		DENVER	CO	80206	$14.00/PPT
JANUS HENDERSON EUROPEAN FOCUS CL T	151 DETROIT ST.		DENVER	CO	80206	0.35%
JANUS HENDERSON EUROPEAN FOCUS I	151 DETROIT ST.		DENVER	CO	80206	$14.00/PPT
JANUS HENDERSON FORTY T	151 DETROIT ST.		DENVER	CO	80206	$14.00/PPT
JANUS HENDERSON GL LIFE SCIENCES T	151 DETROIT ST.		DENVER	CO	80206	0.35%
JANUS HENDERSON GL REAL ESTATE I	151 DETROIT ST.		DENVER	CO	80206	$14.00/PPT
JANUS HENDERSON GL REAL ESTATE T	151 DETROIT ST.		DENVER	CO	80206	0.35%
JANUS HENDERSON GLBLEQUITY INCOME CL A	151 DETROIT ST.		DENVER	CO	80206	$14.00/PPT
JANUS HENDERSON GLBLEQUITY INCOME T	151 DETROIT ST.		DENVER	CO	80206	0.35%
JANUS HENDERSON GLOB TECH & INNOV I	151 DETROIT ST.		DENVER	CO	80206	$14.00/PPT
JANUS HENDERSON GLOB TECH & INNOV T	151 DETROIT ST.		DENVER	CO	80206	0.35%
JANUS HENDERSON GROWTH & INCOME T	151 DETROIT ST.		DENVER	CO	80206	0.35%
JANUS HENDERSON HIGH-YIELD T	151 DETROIT ST.		DENVER	CO	80206	0.35%
JANUS HENDERSON MULTI-SECTOR INCME I	151 DETROIT ST.		DENVER	CO	80206	$14.00/PPT
JANUS HENDERSON MULTISECTOR INCOME T	151 DETROIT ST.		DENVER	CO	80206	0.35%
JANUS HENDERSON OVERSEAS T	151 DETROIT ST.		DENVER	CO	80206	0.35%
JANUS HENDERSON RESEARCH T	151 DETROIT ST.		DENVER	CO	80206	0.35%
JANUS HENDERSON SM MID CAP VALUE T	151 DETROIT ST.		DENVER	CO	80206	0.35%
JANUS HENDERSON SMALL CAP VALUE T	151 DETROIT ST.		DENVER	CO	80206	0.35%
JANUS HENDERSON TRITON T	151 DETROIT ST.		DENVER	CO	80206	0.35%
JANUS HENDERSON U.S.MANAGED VOLATILITY T	151 DETROIT ST.		DENVER	CO	80206	0.35%
JANUS HENDERSON VENTURE T	151 DETROIT ST.		DENVER	CO	80206	0.35%
JENSEN QUALITY GROWTH FD CL I	811 E. WISCONSIN AVENUE		MILWAUKEE	WI	53202	0.06%
JENSEN QUALITY GROWTH FD CL J	811 E. WISCONSIN AVENUE		MILWAUKEE	WI	53202	0.40%
JENSEN QUALITY VALUE FUND CLASS I	811 E. WISCONSIN AVENUE		MILWAUKEE	WI	53202	0.06%
JENSEN QUALITY VALUEFUND CLASS J	811 E. WISCONSIN AVENUE		MILWAUKEE	WI	53202	0.40%
JOHCM INTERNATIONAL SELECT INV	14 RYDER STREET	RYDER COURT, GROUND FLOOR	LONDON	GB	SW1Y 6QB	0.40%
JOHN HANCOCK BLUE CHIP GROWTH CL A	601 CONGRESS STREET	9TH FLOOR	BOSTON	MA	02210	0.40%
JOHN HANCOCK CLASSIC VALUE CL A	601 CONGRESS STREET	9TH FLOOR	BOSTON	MA	02210	0.40%
JOHN HANCOCK CLASSIC VALUE CL I	601 CONGRESS STREET	9TH FLOOR	BOSTON	MA	02210	0.10%
JOHN HANCOCK ESG LRG CAP CORE FUND CL I	601 CONGRESS STREET	9TH FLOOR	BOSTON	MA	02210	0.10%
JOHN HANCOCK FDMTL LRG CAP CORE CL A	601 CONGRESS STREET	9TH FLOOR	BOSTON	MA	02210	0.40%
JOHN HANCOCK FINC'L INDUSTRIES CLASS A	601 CONGRESS STREET	9TH FLOOR	BOSTON	MA	02210	0.40%
JOHN HANCOCK II INTL SM COMPANY A	601 CONGRESS STREET	9TH FLOOR	BOSTON	MA	02210	0.40%
JOHN HANCOCK INFRASTRUCTURE A	601 CONGRESS STREET	9TH FLOOR	BOSTON	MA	02210	0.40%

Schedule C, Line 2(h) Formula Descriptions

Fidelity Retirement Savings Plan
EIN: 04-3532603, PN: 002
Plan Year Ending: December 31, 2022

Indirect compensation in the form of sub-transfer agency fees was paid to: Fidelity Investments Institutional Operations Company, EIN: 04-2647786

Payor Name	Street Address 1	Street Address 2	City	State	Zip	Compensation
JOHN HANCOCK REAL ESTATE SECURITIES A	601 CONGRESS STREET	9TH FLOOR	BOSTON	MA	02210	0.40%
JOHN HANCOCK REGIONAL BANK CL A	601 CONGRESS STREET	9TH FLOOR	BOSTON	MA	02210	0.40%
JOHN HANCOCK REGIONAL BANK CL I	601 CONGRESS STREET	9TH FLOOR	BOSTON	MA	02210	0.10%
JOHN HANCOCK SMALL CAP CORE FUND CL A	601 CONGRESS STREET	9TH FLOOR	BOSTON	MA	02210	0.40%
JOHN HANCOCK STR INCOPPORTUNITIES CL I	601 CONGRESS STREET	9TH FLOOR	BOSTON	MA	02210	0.15%
JP MORGAN HEDGED EQUITY 2 FD I	1111 POLARIS PARKWAY		COLUMBUS	OH	43240	0.08%
JPMORGAN DIVERS MID CAP GROWTH CLASS I	1111 POLARIS PARKWAY		COLUMBUS	OH	43240	0.15%
JPMORGAN EMERGING MARKETS EQUITY CL A	1111 POLARIS PARKWAY		COLUMBUS	OH	43240	0.40%
JPMORGAN EMERGING MKTS EQUITY CLASS I	1111 POLARIS PARKWAY		COLUMBUS	OH	43240	0.15%
JPMORGAN EQUITY INCOME CLASS I	1111 POLARIS PARKWAY		COLUMBUS	OH	43240	0.15%
JPMORGAN EQUITY INCOME FUND CL A	1111 POLARIS PARKWAY		COLUMBUS	OH	43240	0.40%
JPMORGAN EQUITY INDEX FUND CLASS A	1111 POLARIS PARKWAY		COLUMBUS	OH	43240	0.25%
JPMORGAN EQUITY PREM INCOME CL I	1111 POLARIS PARKWAY		COLUMBUS	OH	43240	0.08%
JPMORGAN EQUITY PREMIUM INCOME CL A	1111 POLARIS PARKWAY		COLUMBUS	OH	43240	0.40%
JPMORGAN EUROPE DYNAMIC CLASS A	1111 POLARIS PARKWAY		COLUMBUS	OH	43240	0.40%
JPMORGAN GLOBAL ALLOCATION FUND CL A	1111 POLARIS PARKWAY		COLUMBUS	OH	43240	0.40%
JPMORGAN GROWTH ADVANTAGE FUND CL A	1111 POLARIS PARKWAY		COLUMBUS	OH	43240	0.40%
JPMORGAN GRWTH ADV FUND CLASS I	1111 POLARIS PARKWAY		COLUMBUS	OH	43240	0.15%
JPMORGAN HEDGED EQUITY 2 FUND A	1111 POLARIS PARKWAY		COLUMBUS	OH	43240	0.40%
JPMORGAN HEDGED EQUITY 3 FUND A	1111 POLARIS PARKWAY		COLUMBUS	OH	43240	0.40%
JPMORGAN HEDGED EQUITY CLASS A	1111 POLARIS PARKWAY		COLUMBUS	OH	43240	0.40%
JPMORGAN HEDGED EQUITY CLASS I	1111 POLARIS PARKWAY		COLUMBUS	OH	43240	0.15%
JPMORGAN INCOME FUNDCLASS A	1111 POLARIS PARKWAY		COLUMBUS	OH	43240	0.40%
JPMORGAN INTERNATNL FOCUS FUND CL A	1111 POLARIS PARKWAY		COLUMBUS	OH	43240	0.40%
JPMORGAN INTERNTL EQUITY FUND CLASS I	1111 POLARIS PARKWAY		COLUMBUS	OH	43240	0.15%
JPMORGAN INVESTOR CONSERV GROWTH CL A	1111 POLARIS PARKWAY		COLUMBUS	OH	43240	0.40%
JPMORGAN INVESTOR GROWTH & INCOME CL A	1111 POLARIS PARKWAY		COLUMBUS	OH	43240	0.40%
JPMORGAN INVESTOR GROWTH FUND CLASS A	1111 POLARIS PARKWAY		COLUMBUS	OH	43240	0.40%
JPMORGAN LARGE CAP GROWTH CLASS A	1111 POLARIS PARKWAY		COLUMBUS	OH	43240	0.40%
JPMORGAN LARGE CAP GROWTH CLASS I	1111 POLARIS PARKWAY		COLUMBUS	OH	43240	0.15%
JPMORGAN LARGE CAP VALUE FUND CLASS A	1111 POLARIS PARKWAY		COLUMBUS	OH	43240	0.40%
JPMORGAN MRKT EXPNSNENHANCED INDEX CL A	1111 POLARIS PARKWAY		COLUMBUS	OH	43240	0.35%
JPMORGAN REALTY INCOME FUND CLASS A	1111 POLARIS PARKWAY		COLUMBUS	OH	43240	0.40%
JPMORGAN U.S. GARP EQUITY FUND CL A	1111 POLARIS PARKWAY		COLUMBUS	OH	43240	0.40%
JPMORGAN U.S. GARP EQUITY FUND CL I	1111 POLARIS PARKWAY		COLUMBUS	OH	43240	0.15%
JPMORGAN US EQUITY FUND CLASS A	1111 POLARIS PARKWAY		COLUMBUS	OH	43240	0.40%
JPMORGAN US RESEARCHENHANCED EQ CL I	1111 POLARIS PARKWAY		COLUMBUS	OH	43240	0.15%
JPMORGAN US SUSTAIN LEADERS CL A	1111 POLARIS PARKWAY		COLUMBUS	OH	43240	0.40%
JPMORGAN VALUE ADV FD CLASS L	1111 POLARIS PARKWAY		COLUMBUS	OH	43240	0.08%
JPMORGAN VALUE ADVANTAGE CL A	1111 POLARIS PARKWAY		COLUMBUS	OH	43240	0.40%
KAYNE ANDERSON RENEWABLE INFRA RETL	811 MAIN STREET	14TH FLOOR	HOUSTON	TX	77002	0.40%
KINETICS GLOBAL FUNDNO LOAD CLASS SHARES	470 PARK AVENUE SOUTH		NEW YORK	NY	10016	0.40%
KINETICS MARKET OPPORTUNITIES FD	470 PARK AVENUE SOUTH		NEW YORK	NY	10016	0.40%
KINETICS PARADIGM FD INSTIT CL	470 PARK AVENUE SOUTH		NEW YORK	NY	10016	0.12%
KINETICS PARADIGM FUND	470 PARK AVENUE SOUTH		NEW YORK	NY	10016	0.40%
KINETICS SMALL CAP OPPORTUNITIES	470 PARK AVENUE SOUTH		NEW YORK	NY	10016	0.40%
KINETICS SMALL CAP OPPORTUNITIES INSTL	470 PARK AVENUE SOUTH		NEW YORK	NY	10016	0.40%
KOPERNIK GLOBAL ALL CAP FUND INSTL	ONE FREEDOM VALLEY DRIVE		OAKS	PA	19456	0.15%
LAZARD EMERGING MKTSEQUITY OPEN CL SHRS	30 ROCKEFELLER PLAZA	57TH FLOOR	NEW YORK	NY	10112	0.40%
LAZARD GLOBAL LISTED INFRASTRUCTE INSTL	30 ROCKEFELLER PLAZA	57TH FLOOR	NEW YORK	NY	10112	0.10%
LAZARD GLOBAL LISTEDINFRASTRUCTURE OPEN	30 ROCKEFELLER PLAZA	57TH FLOOR	NEW YORK	NY	10112	0.40%
LAZARD INTERNATIONALEQUITY OPEN CLASS	30 ROCKEFELLER PLAZA	57TH FLOOR	NEW YORK	NY	10112	0.40%
LAZARD INTL STRAT EQUITY PORT OPEN CL	30 ROCKEFELLER PLAZA	57TH FLOOR	NEW YORK	NY	10112	0.40%
LAZARD INTL STRATEGYEQUITY PORT INTL CL	30 ROCKEFELLER PLAZA	57TH FLOOR	NEW YORK	NY	10112	0.15%
LAZARD US EQTY CONCENTRATED PRT OPEN SHS	30 ROCKEFELLER PLAZA	57TH FLOOR	NEW YORK	NY	10112	0.40%
LEGG MASON WESTERN ASSET MACRO OPP I	620 8TH AVENUE	49TH FLOOR	NEW YORK	NY	10018	0.10%
LEUTHOLD GRIZZLY SHORT FUND	33 SOUTH SIXTH ST.	SUITE 4600	MINNEAPOLIS	MN	55402	0.40%
LONGBOARD ALT GROWTHFUND CLASS I	P.O. BOX 97730		PHOENIX	AZ	85060	0.40%
LOOMIS SAYLES BOND INSTL	399 BOYLSTON STREET	8TH FLOOR	BOSTON	MA	02116	0.20%
LOOMIS SAYLES BOND RETAIL SHARES	399 BOYLSTON STREET	8TH FLOOR	BOSTON	MA	02116	0.35%
LOOMIS SAYLES CORE PLUS BD FD CL A	399 BOYLSTON STREET	8TH FLOOR	BOSTON	MA	02116	0.40%
LOOMIS SAYLES GLOBAL ALLOCATION CLASS Y	399 BOYLSTON STREET	8TH FLOOR	BOSTON	MA	02116	0.05%
LOOMIS SAYLES INFLATPROT SEC INST'L	399 BOYLSTON STREET	8TH FLOOR	BOSTON	MA	02116	0.15%
LOOMIS SAYLES INTERM DURATION BD CLASS A	399 BOYLSTON STREET	8TH FLOOR	BOSTON	MA	02116	0.40%
LOOMIS SAYLES INVST GRADE BOND CL A	399 BOYLSTON STREET	8TH FLOOR	BOSTON	MA	02116	0.40%
LOOMIS SAYLES SMALL CAP GRWTH RETAIL	399 BOYLSTON STREET	8TH FLOOR	BOSTON	MA	02116	0.40%
LORD ABBETT BOND DEBENTURE CLASS A	90 HUDSON STREET	10TH FLOOR	JERSEY CITY	NJ	07302	0.37%
LORD ABBETT CONVERTIBLE FD CL A	90 HUDSON STREET	10TH FLOOR	JERSEY CITY	NJ	07302	0.37%
LORD ABBETT DEVELOP GROWTH CLASS A	90 HUDSON STREET	10TH FLOOR	JERSEY CITY	NJ	07302	0.45%
LORD ABBETT FOCUSED SMALL CAP VALUE A	90 HUDSON STREET	10TH FLOOR	JERSEY CITY	NJ	07302	0.45%
LORD ABBETT GROWTH LEADERS FUND CL A	90 HUDSON STREET	10TH FLOOR	JERSEY CITY	NJ	07302	0.45%
LORD ABBETT HIGH YIELD CLASS A	90 HUDSON STREET	10TH FLOOR	JERSEY CITY	NJ	07302	0.37%
LORD ABBETT INFLTN FOCUSED CL A	90 HUDSON STREET	10TH FLOOR	JERSEY CITY	NJ	07302	0.37%
LORD ABBETT MICRO CAP GROWTH FUND A	90 HUDSON STREET	10TH FLOOR	JERSEY CITY	NJ	07302	0.45%
LORD ABBETT SHORT DURATION INCOME CL A	90 HUDSON STREET	10TH FLOOR	JERSEY CITY	NJ	07302	0.37%
LORD ABBETT SHORT DURATION INCOME CL I	90 HUDSON STREET	10TH FLOOR	JERSEY CITY	NJ	07302	0.15%
LSV EMERGING MARKETS EQUITY FUND I	155 NORTH WACKER DR.	SUITE 4600	CHICAGO	IL	60606	0.12%
LSV SMALL CAP VALUE FUND INSTITUTIONAL	155 NORTH WACKER DR.	SUITE 4600	CHICAGO	IL	60606	0.12%
LSV SMALL CAP VALUE FUND INVESTOR	155 NORTH WACKER DR.	SUITE 4600	OAKS	PA	19456	0.40%

Schedule C, Line 2(h) Formula Descriptions

Fidelity Retirement Savings Plan
EIN: 04-3532603, PN: 002
Plan Year Ending: December 31, 2022

Indirect compensation in the form of sub-transfer agency fees was paid to: Fidelity Investments Institutional Operations Company, EIN: 04-2647786

Payor Name	Street Address 1	Street Address 2	City	State	Zip	Compensation
LSV VALUE EQUITY FUND INVESTOR	155 NORTH WACKER DR.	SUITE 4600	OAKS	PA	19456	0.40%
LSV VALUE EQUITY INSTITUTIONAL	155 NORTH WACKER DR.	SUITE 4600	CHICAGO	IL	60606	0.12%
MADISON DIVIDEND INCOME FUND CL Y	550 SCIENCE DRIVE		MADISON	WI	53711	0.40%
MADISON MID CAP FUNDCL Y	550 SCIENCE DRIVE		MADISON	WI	53711	0.40%
MAINSTAY CBRE GLOBAL INFRASTRUCTURE I	30 HUDSON STREET	23RD FLOOR	ARLINGTON	NJ	07032	0.10%
MAINSTAY CBRE GLOBALINFRATRUCTURE A	30 HUDSON STREET	23RD FLOOR	ARLINGTON	NJ	07032	0.40%
MAINSTAY INCOME BUILDER FUND CLASS I	30 HUDSON STREET	23RD FLOOR	ARLINGTON	NJ	07032	0.15%
MAINSTAY MACKAY CONVERTIBLE CL A	30 HUDSON STREET	23RD FLOOR	ARLINGTON	NJ	07032	0.40%
MAINSTAY MACKAY HIGHYIELD CORP BD CL A	30 HUDSON STREET	23RD FLOOR	ARLINGTON	NJ	07032	0.40%
MAINSTAY WINSLOW LRG CAP GROWTH A	30 HUDSON STREET	23RD FLOOR	ARLINGTON	NJ	07032	0.40%
MAINSTAY WMC VALUE FUND CLASS A	30 HUDSON STREET	23RD FLOOR	ARLINGTON	NJ	07032	0.40%
MAIRS & POWER GROWTH FUND	777 E. WISCONSIN AVENUE	MAIL STOP - MK-WI-T4	MILWAUKEE	WI	53202	0.12%
MANNING & NAPIER DISCIPL VALUE SER I	290 WOODCLIFF DR.		FAIRPORT	NY	14450	0.15%
MANNING & NAPIER DISCIPL VALUE SER S	290 WOODCLIFF DR.		FAIRPORT	NY	14450	0.40%
MANNING & NAPIER HIGH YIELD BD SRS S	290 WOODCLIFF DR.		FAIRPORT	NY	14450	0.40%
MANNING & NAPIER PROBLEND MAX TERM CL S	290 WOODCLIFF DR.		FAIRPORT	NY	14450	0.40%
MANNING & NAPIER RAINIER INTL DISCV S	290 WOODCLIFF DR.		FAIRPORT	NY	14450	0.40%
MANNING & NAPIER REAL ESTATE SRS S	290 WOODCLIFF DR.		FAIRPORT	NY	14450	0.40%
MARSICO FOCUS	235 WEST GALENA STREET		MILWAUKEE	WI	53212	0.40%
MARSICO GLOBAL FUND	235 WEST GALENA STREET		MILWAUKEE	WI	53212	0.40%
MARSICO GROWTH FUND	235 WEST GALENA STREET		MILWAUKEE	WI	53212	0.40%
MATTHEW 25	P.O. BOX 2479		JENKINTOWN	PA	19046	0.40%
MATTHEW ASIA CREDIT OPPORTUNITIES CL INV	4 EMBARCADERO CENTER	SUITE 5500	SAN FRANCISCO	CA	94111	0.40%
MATTHEWS ASIA DIVIDEND FUND	4 EMBARCADERO CENTER	SUITE 5500	SAN FRANCISCO	CA	94111	0.40%
MATTHEWS ASIA ESG FUND INVESTOR	4 EMBARCADERO CENTER	SUITE 5500	SAN FRANCISCO	CA	94111	0.40%
MATTHEWS ASIA GROWTH FUND INV	4 EMBARCADERO CENTER	SUITE 5500	SAN FRANCISCO	CA	94111	0.40%
MATTHEWS ASIAN GROWTH & INCOME FUND	4 EMBARCADERO CENTER	SUITE 5500	SAN FRANCISCO	CA	94111	0.40%
MATTHEWS ASIAN INNOVATORS FD INSTL	4 EMBARCADERO CENTER	SUITE 5500	SAN FRANCISCO	CA	94111	0.15%
MATTHEWS ASIAN INNOVATORS FD INVST	4 EMBARCADERO CENTER	SUITE 5500	SAN FRANCISCO	CA	94111	0.40%
MATTHEWS CHINA DIV FUND INVESTOR CLASS	4 EMBARCADERO CENTER	SUITE 5500	SAN FRANCISCO	CA	94111	0.40%
MATTHEWS CHINA DIVIDEND FD INSTL CL	4 EMBARCADERO CENTER	SUITE 5500	SAN FRANCISCO	CA	94111	0.10%
MATTHEWS CHINA FUND	4 EMBARCADERO CENTER	SUITE 5500	SAN FRANCISCO	CA	94111	0.40%
MATTHEWS CHINA INST'L	4 EMBARCADERO CENTER	SUITE 5500	SAN FRANCISCO	CA	94111	0.10%
MATTHEWS CHINA SMALL COMPANIES FUND INST	4 EMBARCADERO CENTER	SUITE 5500	SAN FRANCISCO	CA	94111	0.10%
MATTHEWS CHINA SMALLCOMPANIES INVESTOR	4 EMBARCADERO CENTER	SUITE 5500	SAN FRANCISCO	CA	94111	0.40%
MATTHEWS EMERG MRKTS SM COMPANIES INSTL	4 EMBARCADERO CENTER	SUITE 5500	SAN FRANCISCO	CA	94111	0.10%
MATTHEWS EMERG MRKTSSM COMPANIES INVSTR	4 EMBARCADERO CENTER	SUITE 5500	SAN FRANCISCO	CA	94111	0.40%
MATTHEWS EMERGING MKTS EQUITY INVESTOR	4 EMBARCADERO CENTER	SUITE 5500	SAN FRANCISCO	CA	94111	0.40%
MATTHEWS INDIA FUND	4 EMBARCADERO CENTER	SUITE 5500	SAN FRANCISCO	CA	94111	0.40%
MATTHEWS INDIA FUND INSTITUTIONAL	4 EMBARCADERO CENTER	SUITE 5500	SAN FRANCISCO	CA	94111	0.10%
MATTHEWS JAPAN FUND	4 EMBARCADERO CENTER	SUITE 5500	SAN FRANCISCO	CA	94111	0.40%
MATTHEWS JAPAN INST'L CLASS	4 EMBARCADERO CENTER	SUITE 5500	SAN FRANCISCO	CA	94111	0.10%
MATTHEWS KOREA FUND	4 EMBARCADERO CENTER	SUITE 5500	SAN FRANCISCO	CA	94111	0.40%
MATTHEWS PACIFIC TIGER FUND	4 EMBARCADERO CENTER	SUITE 5500	SAN FRANCISCO	CA	94111	0.40%
MATTHEWS PACIFIC TIGER FUND INSTL	4 EMBARCADERO CENTER	SUITE 5500	SAN FRANCISCO	CA	94111	0.15%
MEEDER MUIRFIELD	6125 MEMORIAL DRIVE		DUBLIN	OH	43017	0.40%
MEEDER SPECTRUM FUND	6125 MEMORIAL DRIVE		DUBLIN	OH	43017	0.40%
MERGER FUND CLASS A	100 SUMMIT LAKE DRIVE #201		VALHALLA	NY	10595	0.40%
MERK HARD CURRENCY FUND INVESTOR CL	THREE CANAL PLAZA	SUITE 600	PORTLAND	ME	04100	0.40%
METROPOLITAN WEST FLEXIBLE INCOME M	865 SOUTH FIGUEROA STREET	#1400	LOS ANGELES	CA	90017	0.40%
METROPOLITAN WEST HIGH YIELD BOND CL I	865 SOUTH FIGUEROA STREET	#1400	LOS ANGELES	CA	90017	0.10%
METROPOLITAN WEST HIGH YIELD BOND CL M	865 SOUTH FIGUEROA STREET	#1400	LOS ANGELES	CA	90017	0.40%
METROPOLITAN WEST INVESTMENT GR CR M	865 SOUTH FIGUEROA STREET	#1400	LOS ANGELES	CA	90017	0.40%
METROPOLITAN WEST STRAT INC FD CL M	865 SOUTH FIGUEROA STREET	#1400	LOS ANGELES	CA	90017	0.40%
METROPOLITAN WEST TOT RETURN BOND CL M	865 SOUTH FIGUEROA STREET	#1400	LOS ANGELES	CA	90017	0.35%
METROPOLITAN WEST TOTAL RETURN CLASS I	865 SOUTH FIGUEROA STREET	#1400	LOS ANGELES	CA	90017	0.10%
METWEST UNCONSTRAINED BOND M	865 SOUTH FIGUEROA STREET	#1400	LOS ANGELES	CA	90017	0.40%
MFS AGGRESSIVE GWTH ALLOCATION CLASS A	111 HUNTINGTON AVE.		BOSTON	MA	02199-7632	0.40%
MFS BLENDED RESEARCH SM CAP EQ FD CL A	111 HUNTINGTON AVE.		BOSTON	MA	02199-7632	0.40%
MFS CORE EQUITY FUND CL A	111 HUNTINGTON AVE.		BOSTON	MA	02199-7632	0.40%
MFS GLOBAL ALTERNATIVE STRAT A	111 HUNTINGTON AVE.		BOSTON	MA	02199-7632	0.40%
MFS GLOBAL NEW DISCOVERY FUND CL A	111 HUNTINGTON AVE.		BOSTON	MA	02199-7632	0.40%
MFS GLOBAL REAL ESTATE CL A	111 HUNTINGTON AVE.		BOSTON	MA	02199-7632	0.40%
MFS GROWTH ALLOCATION CLASS A	111 HUNTINGTON AVE.		BOSTON	MA	02199-7632	0.40%
MFS GROWTH FUND CLASS A	111 HUNTINGTON AVE.		BOSTON	MA	02199-7632	0.40%
MFS INTERNATIONAL DIVERSIFICATION FD A	111 HUNTINGTON AVE.		BOSTON	MA	02199-7632	0.40%
MFS INTERNATIONAL GROWTH FD CL I	111 HUNTINGTON AVE.		BOSTON	MA	02199-7632	0.15%
MFS LOW VOLATILITY EQUITY A	111 HUNTINGTON AVE.		BOSTON	MA	02199-7632	0.40%
MFS LOW VOLATILITY GLOBAL EQUITY A	111 HUNTINGTON AVE.		BOSTON	MA	02199-7632	0.40%
MFS LOW VOLATILITY GLOBAL EQUITY CL I	111 HUNTINGTON AVE.		BOSTON	MA	02199-7632	0.08%
MFS MASS INVESTOR GROWTH STOCK A	111 HUNTINGTON AVE.		BOSTON	MA	02199-7632	0.40%
MFS MID CAP GROWTH CLASS A	111 HUNTINGTON AVE.		BOSTON	MA	02199-7632	0.40%
MFS MID CAP GROWTH CLASS C	111 HUNTINGTON AVE.		BOSTON	MA	02199-7632	0.08%
MFS MID CAP GROWTH FUND CL I	111 HUNTINGTON AVE.		BOSTON	MA	02199-7632	0.08%
MFS MID CAP VALUE CLASS A	111 HUNTINGTON AVE.		BOSTON	MA	02199-7632	0.40%
MFS NEW DISCOVERY VALUE FUND CL A	111 HUNTINGTON AVE.		BOSTON	MA	02199-7632	0.40%
MFS UTILITIES CLASS A	111 HUNTINGTON AVE.		BOSTON	MA	02199-7632	0.40%
MFS VALUE CLASS A	111 HUNTINGTON AVE.		BOSTON	MA	02199-7632	0.40%
MID CAP VALUE PRO FUND INVESTOR	7501 WISCONSIN AVE.	SUITE 1000 EAST TOWER	BETHESDA	MD	20814	0.40%

Schedule C, Line 2(h) Formula Descriptions

Fidelity Retirement Savings Plan
EIN: 04-3532603, PN: 002
Plan Year Ending: December 31, 2022

Indirect compensation in the form of sub-transfer agency fees was paid to: Fidelity Investments Institutional Operations Company, EIN: 04-2647786

Payor Name	Street Address 1	Street Address 2	City	State	Zip	Compensation
MILLER OPPORTUNITY TRUST CL A	100 SALEM STREET		SMITHFIELD	RI	02917	0.40%
MILLER OPPORTUNITY TRUST CL I	100 SALEM STREET		SMITHFIELD	RI	02917	0.12%
MORGAN STA INST INC.INCEPTION PORT CL A	522 FIFTH AVENUE	4TH FLOOR	NEW YORK	NY	10036	0.40%
MORGAN STA INST INC.INCEPTION PORT I	522 FIFTH AVENUE	4TH FLOOR	NEW YORK	NY	10036	0.15%
MORGAN STAN CORE PLUS FIXED INC PT I	522 FIFTH AVENUE	4TH FLOOR	NEW YORK	NY	10036	0.10%
MORGAN STANLEY ADVANTAGE CL I	522 FIFTH AVENUE	4TH FLOOR	NEW YORK	NY	10036	0.15%
MORGAN STANLEY DEVLPOPPORTUNITY PORTF A	522 FIFTH AVENUE	4TH FLOOR	NEW YORK	NY	10036	0.40%
MORGAN STANLEY DISCOVERY PORT CL A	522 FIFTH AVENUE	4TH FLOOR	NEW YORK	NY	10036	0.40%
MORGAN STANLEY DISCOVERY PORT CL I	522 FIFTH AVENUE	4TH FLOOR	NEW YORK	NY	10036	0.15%
MORGAN STANLEY EUROPEAN OPPORT CL A	522 FIFTH AVENUE	4TH FLOOR	NEW YORK	NY	10036	0.40%
MORGAN STANLEY GLBL FRANCHISE CLASS I	522 FIFTH AVENUE	4TH FLOOR	NEW YORK	NY	10036	0.10%
MORGAN STANLEY GLOBAL OPPORTUNITY A	522 FIFTH AVENUE	4TH FLOOR	NEW YORK	NY	10036	0.40%
MORGAN STANLEY GLOBAL OPPORTUNITY I	522 FIFTH AVENUE	4TH FLOOR	NEW YORK	NY	10036	0.15%
MORGAN STANLEY GLOBLSTRATEGIST PORT CL A	522 FIFTH AVENUE	4TH FLOOR	NEW YORK	NY	10036	0.40%
MORGAN STANLEY GROWTH PORTFOLIO A	522 FIFTH AVENUE	4TH FLOOR	NEW YORK	NY	10036	0.40%
MORGAN STANLEY GROWTH PORTFOLIO I	522 FIFTH AVENUE	4TH FLOOR	NEW YORK	NY	10036	0.15%
MORGAN STANLEY INSIGHT A	522 FIFTH AVENUE	4TH FLOOR	NEW YORK	NY	10036	0.40%
MORGAN STANLEY INSIGHT I	522 FIFTH AVENUE	4TH FLOOR	NEW YORK	NY	10036	0.15%
MORGAN STANLEY INSTL SHORT DURT INCOME I	522 FIFTH AVENUE	4TH FLOOR	NEW YORK	NY	10036	0.10%
MORGAN STANLEY INSTLADVANTAGE CL A	522 FIFTH AVENUE	4TH FLOOR	NEW YORK	NY	10036	0.40%
MORGAN STANLEY INSTLHIGH YIELD A	522 FIFTH AVENUE	4TH FLOOR	NEW YORK	NY	10036	0.40%
MORGAN STANLEY INSTLINTERNTL OPP CL A	522 FIFTH AVENUE	4TH FLOOR	NEW YORK	NY	10036	0.40%
MORGAN STANLEY INTL ADVANTAGE CL A	522 FIFTH AVENUE	4TH FLOOR	NEW YORK	NY	10036	0.40%
MORGAN STANLEY INTL ADVANTAGE CL I	522 FIFTH AVENUE	4TH FLOOR	NEW YORK	NY	10036	0.15%
MS GLOBAL FIXED INCOME OPP CL I	522 FIFTH AVENUE	4TH FLOOR	NEW YORK	NY	10036	0.10%
MS GLOBAL FIXED INCOME OPPORT CL A	522 FIFTH AVENUE	4TH FLOOR	NEW YORK	NY	10036	0.40%
MS INSTIT EMRG MRKTSLEADERS CLASS A	522 FIFTH AVENUE	4TH FLOOR	NEW YORK	NY	10036	0.40%
MS INSTIT EMRNG MRKT LEADERS FD CL I	522 FIFTH AVENUE	4TH FLOOR	NEW YORK	NY	10036	0.10%
MSIF ASIA OPPORTUNITY CL A	522 FIFTH AVENUE	4TH FLOOR	NEW YORK	NY	10036	0.40%
MSIF ASIA OPPORTUNITY CL I	522 FIFTH AVENUE	4TH FLOOR	NEW YORK	NY	10036	0.10%
MSIF GLOBAL ENDURANC PORTFOLIO I	522 FIFTH AVENUE	4TH FLOOR	NEW YORK	NY	10036	0.10%
MSIF GLOBAL INFRASTRUCTURE A	522 FIFTH AVENUE	4TH FLOOR	NEW YORK	NY	10036	0.40%
MSIF GLOBAL INSIGHT PORT CL A	522 FIFTH AVENUE	4TH FLOOR	NEW YORK	NY	10036	0.40%
MSIF GLOBAL INSIGHT PORT CL I	522 FIFTH AVENUE	4TH FLOOR	NEW YORK	NY	10036	0.10%
MSIF INTERNATIONAL OPPORTUNITIES CL I	522 FIFTH AVENUE	4TH FLOOR	NEW YORK	NY	10036	0.15%
MSIF NEXT GEN EMERGING MRKTS A	522 FIFTH AVENUE	4TH FLOOR	NEW YORK	NY	10036	0.40%
MSIF US CORE CL A	522 FIFTH AVENUE	4TH FLOOR	NEW YORK	NY	10036	0.40%
NASDAQ-100 PRO FUND INVESTOR CLASS	7501 WISCONSIN AVE.	SUITE 1000 EAST TOWER	BETHESDA	MD	20814	0.40%
NATIXIS OAKMARK FUND CL A	399 BOYLSTON STREET	8TH FLOOR	BOSTON	MA	02116	0.40%
NAVIGATOR TACTICAL FIXED INCOME CL I	1650 MARKET STREET	53RD FLOOR	PHILADELPHIA	PA	19103	0.15%
NEEDHAM AGGRESSIVE GROWTH	445 PARK AVENUE	15TH FLOOR	NEW YORK	NY	10022	0.40%
NEEDHAM AGGRESSIVE GROWTH FUND CL I	445 PARK AVENUE	15TH FLOOR	NEW YORK	NY	10022	$16.00/PPT
NEEDHAM GROWTH FUND CL I	445 PARK AVENUE	15TH FLOOR	NEW YORK	NY	10022	$16.00/PPT
NEEDHAM SMALL CAP GROWTH	445 PARK AVENUE	15TH FLOOR	NEW YORK	NY	10022	0.40%
NEEDHAM SMALL CAP GROWTH FUND CL I	445 PARK AVENUE	15TH FLOOR	NEW YORK	NY	10022	$16.00/PPT
NEUBERGER BERMAN GENESIS FUND INST CL	1290 AVENUE OF THE AMERICAS	22ND FLOOR	NEW YORK	NY	10104-0002	0.10%
NEUBERGER BERMAN INTRINSIC VALUE CL A	1290 AVENUE OF THE AMERICAS	22ND FLOOR	NEW YORK	NY	10104-0002	0.40%
NEUBERGER BERMAN LARGE CAP VALUE CL A	1290 AVENUE OF THE AMERICAS	22ND FLOOR	NEW YORK	NY	10104-0002	0.40%
NEUBERGER BERMAN LARGE CAP VALUE INST	1290 AVENUE OF THE AMERICAS	22ND FLOOR	NEW YORK	NY	10104-0002	0.15%
NEUBERGER BERMAN LARGE CAP VALUE INVE	1290 AVENUE OF THE AMERICAS	22ND FLOOR	NEW YORK	NY	10104-0002	$16.00/PPT
NEUBERGER BERMAN LRG CAP VALUE TRUST	1290 AVENUE OF THE AMERICAS	22ND FLOOR	NEW YORK	NY	10104-0002	0.40%
NEUBERGER BERMAN REAL ESTATE CL A	1290 AVENUE OF THE AMERICAS	22ND FLOOR	NEW YORK	NY	10104-0002	0.40%
NEUBERGER BERMAN REAL ESTATE TRUST CL	1290 AVENUE OF THE AMERICAS	22ND FLOOR	NEW YORK	NY	10104-0002	0.40%
NEUBERGER BERMAN SMALL CAP GROWTH A	1290 AVENUE OF THE AMERICAS	22ND FLOOR	NEW YORK	NY	10104-0002	0.40%
NEUBERGER BERMAN US EQ IDX PUTWRITE INST	1290 AVENUE OF THE AMERICAS	22ND FLOOR	NEW YORK	NY	10104-0002	0.10%
NEW ALTERNATIVES FD	150 BROADHOLLOW ROAD		MELVILLE	NY	11747	$12.00/PPT
NICHOLAS FUND	411 E. WISCONSIN AVE		MILWAUKEE	WI	53202	0.12%
NORTH SQUARE TACTICAL GROWTH CL I	10 SOUTH LASALLE STREET	SUITE 1925	CHICAGO	IL	60603	0.40%
NORTH STAR MICRO CAP FUND CL I	20 N. WACKER DRIVE #1416		CHICAGO	IL	60606	0.10%
NORTHERN HIGH YIELD FIXED INCOME	801 SOUTH CANAL, C-5S		CHICAGO	IL	60675	0.35%
NORTHERN INCOME EQUITY	801 SOUTH CANAL, C-5S		CHICAGO	IL	60675	0.40%
NORTHERN LARGE CAP CORE FUND	801 SOUTH CANAL, C-5S		CHICAGO	IL	60675	0.10%
NORTHERN MID CAP INDEX FUND	801 SOUTH CANAL, C-5S		CHICAGO	IL	60675	0.10%
NUVEEN FLEXIBLE INCOME FUND CL A3	333 WEST WACKER DRIVE		CHICAGO	IL	60606	0.40%
NUVEEN PREFERRED SECS AND INC CL A	333 WEST WACKER DRIVE		CHICAGO	IL	60606	0.40%
NUVEEN PREFERRED SECS AND INC CL I	333 WEST WACKER DRIVE		CHICAGO	IL	60606	0.07%
OAKMARK EQUITY & INCOME INVESTOR CL	111 SOUTH WACKER DR.		CHICAGO	IL	60606	0.35%
OAKMARK FUND INVESTOR CLASS	111 SOUTH WACKER DR.		CHICAGO	IL	60606	0.35%
OAKMARK GLOBAL FUND INVESTOR CLASS	111 SOUTH WACKER DR.		CHICAGO	IL	60606	0.35%
OAKMARK GLOBAL SELECT ADVISOR CL	111 SOUTH WACKER DR.		CHICAGO	IL	60606	0.10%
OAKMARK GLOBAL SELECT FD INVESTOR	111 SOUTH WACKER DR.		CHICAGO	IL	60606	0.35%
OAKMARK INTERNAT'L SMALL CAP INVESTOR	111 SOUTH WACKER DR.		CHICAGO	IL	60606	0.35%
OAKMARK INTL ADVISOR FUND	111 SOUTH WACKER DR.		CHICAGO	IL	60606	0.15%
OAKMARK INTL INVESTOR CL	111 SOUTH WACKER DR.		CHICAGO	IL	60606	0.35%
OAKMARK INTL SMALL CAP FUND ADVISOR	111 SOUTH WACKER DR.		CHICAGO	IL	60606	0.10%
OAKMARK SELECT INVESTOR CL	111 SOUTH WACKER DR.		CHICAGO	IL	60606	0.35%
OBERWEIS CHINA OPPORTUNITIES FUND	3333 WARRENVILLE ROAD	SUITE 500	LISLE	IL	60532	0.40%
OBERWEIS EMERGING MARKETS FUND	3333 WARRENVILLE ROAD	SUITE 500	LISLE	IL	60532	0.40%
OBERWEIS INTL OPPORTUNITIES FUND	3333 WARRENVILLE ROAD	SUITE 500	LISLE	IL	60532	0.40%

Schedule C, Line 2(h) Formula Descriptions

Fidelity Retirement Savings Plan
EIN: 04-3532603, PN: 002
Plan Year Ending: December 31, 2022

Indirect compensation in the form of sub-transfer agency fees was paid to: Fidelity Investments Institutional Operations Company, EIN: 04-2647786

Payor Name	Street Address 1	Street Address 2	City	State	Zip	Compensation
OBERWEIS MICRO CAP FUND	3333 WARRENVILLE ROAD	SUITE 500	LISLE	IL	60532	0.40%
OBERWEIS MICRO CAP FUND INSTL	3333 WARRENVILLE ROAD	SUITE 500	LISLE	IL	60532	0.08%
OBERWEIS SMALL CAP OPPORTUNITIES INSTL	3333 WARRENVILLE ROAD	SUITE 500	LISLE	IL	60532	0.08%
OBERWEIS SMALL-CAP OPPORTUNITIES	3333 WARRENVILLE ROAD	SUITE 500	LISLE	IL	60532	0.40%
OCM GOLD FUND ADVISOR CLASS SHARES	235 WEST GALENA STREET		MILWAUKEE	WI	53212	0.40%
OIL & GAS ULTRA SECTPRO FDS -INVESTOR	7501 WISCONSIN AVE.	SUITE 1000 EAST TOWER	BETHESDA	MD	20814	0.40%
OIL EQUIPMENT & SVC ULTRASECT PROFD INV	7501 WISCONSIN AVE.	SUITE 1000 EAST TOWER	BETHESDA	MD	20814	0.40%
ORINDA INCOME OPPORTUNITIES CL I	3390 MT. DIABLO BLVD		LAFAYETTE	CA	94549	0.10%
OSTERWEIS EMERGING OPPORTUNITY FUND	777 E. WISCONSIN AVENUE	4TH FLOOR	MILWAUKEE	WI	53202	0.10%
PALMER SQUARE INCOME PLUS INSTL	2220 E. ROUTE 66	SUITE 226	GLENDORA	CA	91740	0.12%
PARADIGM MICRO CAP FUND	9 ELK STREET		ALBANY	NY	12207	0.40%
PARADIGM SELECT FUND	9 ELK STREET		ALBANY	NY	12207	0.40%
PARAMETRIC COMMODITYSTRATEGIC INST CL	TWO INTERNATIONAL PLACE		BOSTON	MA	02110	$16.00/PPT
PARAMETRIC COMMODITYSTRATEGIC INV CL	TWO INTERNATIONAL PLACE		BOSTON	MA	02110	0.40%
PARAMETRIC EMERGING MKTS INV CL	TWO INTERNATIONAL PLACE		BOSTON	MA	02110	0.40%
PARAMETRIC INT'L EQUITY CLASS A	TWO INTERNATIONAL PLACE		BOSTON	MA	02110	0.40%
PARNASSUS CORE EQUITY INSTL	ONE MARKET STREET	STEUART TOWER SUITE 1600	SAN FRANCISCO	CA	94105	0.10%
PARNASSUS CORE EQUITY INVESTOR	ONE MARKET STREET	STEUART TOWER SUITE 1600	SAN FRANCISCO	CA	94105	0.40%
PARNASSUS ENDEAVOR FUND	ONE MARKET STREET	STEUART TOWER SUITE 1600	SAN FRANCISCO	CA	94105	0.40%
PARNASSUS ENDEAVOR INSTITUTIONAL FD	ONE MARKET STREET	STEUART TOWER SUITE 1600	SAN FRANCISCO	CA	94105	0.10%
PARNASSUS MID CAP	ONE MARKET STREET	STEUART TOWER SUITE 1600	SAN FRANCISCO	CA	94105	0.40%
PARNASSUS MID CAP FD INSTITUTIONAL	ONE MARKET STREET	STEUART TOWER SUITE 1600	SAN FRANCISCO	CA	94105	0.10%
PARNASSUS MID CAP GROW FUND INSTL	ONE MARKET STREET	STEUART TOWER SUITE 1600	SAN FRANCISCO	CA	94105	0.10%
PARNASSUS MID CAP GROWTH FUND INVST	ONE MARKET STREET	STEUART TOWER SUITE 1600	SAN FRANCISCO	CA	94105	0.40%
PARTNER SELECT ALT STRATEGIES INSTL	1290 BROADWAY STREET	SUITE 1100	DENVER	CO	80203	$16.00/PPT
PARTNER SELECT ALT STRATEGIES INV	1290 BROADWAY STREET	SUITE 1100	DENVER	CO	80203	0.40%
PAX ELLEVATE GLOBAL WOMENS LDERSP INV	1290 BROADWAY STREET	SUITE 1100	DENVER	CO	80203	0.40%
PAX GLOBAL ENVIRONMENTAL MRKTS	1290 BROADWAY STREET	SUITE 1100	DENVER	CO	80203	0.40%
PAX LARGE CAP FD INVESTOR	1290 BROADWAY STREET	SUITE 1100	DENVER	CO	80203	0.40%
PAX SMALL CAP FD INVESTOR CL	1290 BROADWAY STREET	SUITE 1100	DENVER	CO	80203	0.40%
PAX SUSTAINABLE ALLOCATION INVESTOR	1290 BROADWAY STREET	SUITE 1100	DENVER	CO	80203	0.40%
PAX U.S. SUSTAINABLE ECONOMY INSTL	1290 BROADWAY STREET	SUITE 1100	DENVER	CO	80203	0.12%
PAX WORLD HIGH YIELDBOND INV CL	1290 BROADWAY STREET	SUITE 1100	DENVER	CO	80203	0.40%
PAYDEN EMERGING MARKETS BOND ADVISER	333 SOUTH GRAND AVENUE	32ND FLOOR	LOS ANGELES	CA	90071	0.40%
PAYDEN EQUITY INCOMEFUND INVESTOR	333 SOUTH GRAND AVENUE	32ND FLOOR	LOS ANGELES	CA	90071	0.40%
PAYDEN HIGH INCOME INVESTOR CLASS	333 SOUTH GRAND AVENUE	32ND FLOOR	LOS ANGELES	CA	90071	0.38%
PEAR TREE POLARIS FRGN VAL SM CAP ORD	55 OLD BEDFORD ROAD		LINCOLN	MA	01773	0.40%
PEAR TREE POLARIS FRGN VALUE ORDINARY	55 OLD BEDFORD ROAD		LINCOLN	MA	01773	0.40%
PENN CAPITAL MULTI CREDIT HIGH INC INST	1200 INTREPID AVE.	SUITE 400	PHILADELPHIA	PA	19112	0.12%
PERFORMANCE TRUST STRATEGIC BOND FD	500 WEST MADISON	SUITE 470	CHICAGO	IL	60661	0.40%
PERMANENT PORTFOLIO	600 MONTGOMERY ST.	SUITE 4100	SAN FRANCISCO	CA	94111-2702	0.38%
PFG ACTIVE CORE BOND STRATEGY FUND CL R	777 108TH AVE NE	STE 2100	BELLEVUE	WA	98004	0.40%
PFG BNY MELLON DIVERSIFIER STRAT R	777 108TH AVE NE	STE 2100	BELLEVUE	WA	98004	0.40%
PFG BR EQUITY ESG STRATEGY CL R	777 108TH AVE NE	STE 2100	BELLEVUE	WA	98004	0.40%
PFG EQUITY INDEX FOCUSED STRATEGY R	777 108TH AVE NE	STE 2100	BELLEVUE	WA	98004	0.40%
PFG JANUS HENDERSON BALANCED STRATEGY R	777 108TH AVE NE	STE 2100	BELLEVUE	WA	98004	0.40%
PFG JP MORGAN TACTICMODERATE STRATEGY R	777 108TH AVE NE	STE 2100	BELLEVUE	WA	98004	0.40%
PFG MEEDER TACTICAL STRATEGY FUND R	777 108TH AVE NE	STE 2100	BELLEVUE	WA	98004	0.40%
PFG SECTOR EQUITY BUS CYCLE STRAT R	777 108TH AVE NE	STE 2100	BELLEVUE	WA	98004	0.40%
PFG TACTICAL INCOME STRATEGY CL R	777 108TH AVE NE	STE 2100	BELLEVUE	WA	98004	0.40%
PGIM FLOATING RATE INCOME CL Z	655 BROAD STREET		NEWARK	NJ	07102	0.15%
PGIM GLOBAL DYNAMIC BOND CL Z	655 BROAD STREET		NEWARK	NJ	07102	0.10%
PGIM HIGH YIELD CL A	655 BROAD STREET		NEWARK	NJ	07102	0.40%
PGIM HIGH YIELD CL Z	655 BROAD STREET		NEWARK	NJ	07102	0.15%
PGIM JEN EMRG MRKTS EQUITY OPP CL Z	655 BROAD STREET		NEWARK	NJ	07102	0.10%
PGIM JEN INTL OPPORTUNITIES CL Z	655 BROAD STREET		NEWARK	NJ	07102	0.10%
PGIM JENNISON FOCUSED GROWTH CL Z	655 BROAD STREET		NEWARK	NJ	07102	0.10%
PGIM JENNISON TECHNOLOGY CL Z	655 BROAD STREET		NEWARK	NJ	07102	0.10%
PGIM JENNISON UTILITY CL A	655 BROAD STREET		NEWARK	NJ	07102	0.10%
PGIM JENNISON UTILITY CL Z	655 BROAD STREET		NEWARK	NJ	07102	0.10%
PGIM SHORT-TERM CORP BOND CL A	655 BROAD STREET		NEWARK	NJ	07102	0.40%
PGIM TOTAL RETURN BOND CL A	655 BROAD STREET		NEWARK	NJ	07102	0.40%
PGIM TOTAL RETURN BOND CL Z	655 BROAD STREET		NEWARK	NJ	07102	0.15%
PHARMACEUTICAL ULTRASECTOR PRO FUND INV	7501 WISCONSIN AVE.	SUITE 1000 EAST TOWER	BETHESDA	MD	20814	0.40%
PIMCO COMMODITIES PLUS STRATEGY CL A	1633 BROADWAY		NEW YORK	NY	10019	0.40%
PIMCO COMMODITIES PLUS STRATEGY CL I-3	1633 BROADWAY		NEW YORK	NY	10019	0.10%
PIMCO COMMODITY REALRETURN STRAT A	1633 BROADWAY		NEW YORK	NY	10019	0.40%
PIMCO DIVERSIFIED INCOME FUND CL A	1633 BROADWAY		NEW YORK	NY	10019	0.40%
PIMCO DYNAMIC BOND FUND A	1633 BROADWAY		NEW YORK	NY	10019	0.40%
PIMCO HIGH YIELD CLASS A	1633 BROADWAY		NEW YORK	NY	10019	0.40%
PIMCO INCOME FUND CL A	1633 BROADWAY		NEW YORK	NY	10019	0.40%
PIMCO INFLATION RSPNS MULTI ASSET A	1633 BROADWAY		NEW YORK	NY	10019	0.40%
PIMCO INTL BD FD U SDOLLAR-HEDGED A	1633 BROADWAY		NEW YORK	NY	10019	0.40%
PIMCO INVESTMENT GR CREDIT BOND FUND A	1633 BROADWAY		NEW YORK	NY	10019	0.40%
PIMCO LONG DURATION TOTAL RETURN CL A	1633 BROADWAY		NEW YORK	NY	10019	0.40%
PIMCO PREFERRED AND CAPITAL SECS CL A	1633 BROADWAY		NEW YORK	NY	10019	0.40%
PIMCO PREFERRED AND CAPITAL SECS CL I3	1633 BROADWAY		NEW YORK	NY	10019	0.10%
PIMCO RAE EMERGING MARKETS FUND A	1633 BROADWAY		NEW YORK	NY	10019	0.40%
PIMCO RAE GLOBAL EX-US FUND A	1633 BROADWAY		NEW YORK	NY	10019	0.40%

Schedule C, Line 2(h) Formula Descriptions

Fidelity Retirement Savings Plan
EIN: 04-3532603, PN: 002
Plan Year Ending: December 31, 2022

Indirect compensation in the form of sub-transfer agency fees was paid to: Fidelity Investments Institutional Operations Company, EIN: 04-2647786

Payor Name	Street Address 1	Street Address 2	City	State	Zip	Compensation
PIMCO RAE PLUS EMG FUND A	1633 BROADWAY		NEW YORK	NY	10019	0.40%
PIMCO RAE PLUS SMALL FUND A	1633 BROADWAY		NEW YORK	NY	10019	0.40%
PIMCO RAE US SMALL FUND A	1633 BROADWAY		NEW YORK	NY	10019	0.40%
PIMCO REAL ESTATE REAL RETURN STRAT A	1633 BROADWAY		NEW YORK	NY	10019	0.40%
PIMCO REAL RETURN CLASS A	1633 BROADWAY		NEW YORK	NY	10019	0.40%
PIMCO REAL RETURN CLASS I3	1633 BROADWAY		NEW YORK	NY	10019	0.10%
PIMCO SHORT TERM CLASS A	1633 BROADWAY		NEW YORK	NY	10019	0.38%
PIMCO STOCKSPLUS ABSOLUTE RETURN I3	1633 BROADWAY		NEW YORK	NY	10019	0.10%
PIMCO STOCKSPLUS CLASS A	1633 BROADWAY		NEW YORK	NY	10019	0.40%
PIMCO STOCKSPLUS INTERNAT'L (UNHDG) A	1633 BROADWAY		NEW YORK	NY	10019	0.40%
PIMCO STOCKSPLUS INTERNATL US$HDG A	1633 BROADWAY		NEW YORK	NY	10019	0.40%
PIMCO STOCKSPLUS SHORT FUND A	1633 BROADWAY		NEW YORK	NY	10019	0.40%
PIMCO STOCKSPLUS SMALL FUND A	1633 BROADWAY		NEW YORK	NY	10019	0.40%
PIMCO TOTAL RETURN CLASS A	1633 BROADWAY		NEW YORK	NY	10019	0.40%
PIMCO TRENDS MANAGED FUTURES STRATEGY I3	1633 BROADWAY		NEW YORK	NY	10019	0.10%
PIMCO TRENDS MANAGEDFUTURES STRATEGY A	1633 BROADWAY		NEW YORK	NY	10019	0.40%
PIN OAK EQUITY FUND	225 PICTORIA DRIVE	SUITE 450	CINCINNATI	OH	45246	0.40%
PIONEER MULTI-ASSET ULTRA SHORT INCOME A	60 STATE STREET	17TH FLOOR	BOSTON	MA	02109	0.40%
POLARIS GLOBAL VALUE	THREE CANAL PLAZA	SUITE 600	PORTLAND	ME	04101	0.12%
POLEN GLOBAL GROWTH FUND RETAIL SHARES	1825 NW CORPORATE BLVD.	SUITE 300	BOCA RATON	FL	33431	0.40%
POLEN GROWTH FUND INST'L SHARES	1825 NW CORPORATE BLVD.	SUITE 300	BOCA RATON	FL	33431	0.12%
POLEN GROWTH FUND RETAIL SHARES	1825 NW CORPORATE BLVD.	SUITE 300	BOCA RATON	FL	33431	0.40%
POLEN US SMALL COMPANY GROWTH INSTL	1825 NW CORPORATE BLVD.	SUITE 300	BOCA RATON	FL	33431	0.12%
PORTFOLIO 21 GLOBAL EQUITY FUND RETAIL	777 E. WISCONSIN AVENUE	MAIL STOP - MK-WI-T4	MILWAUKEE	WI	53202	0.40%
PRAXIS GROWTH INDEX FUND CL I	1110 N. MAIN STREET		GOSHEN	IN	46527	0.10%
PRAXIS IMPACT BOND FD INSTL	1110 N. MAIN STREET		GOSHEN	IN	46527	0.10%
PRAXIS VALUE FD CLASS I	1110 N. MAIN STREET		GOSHEN	IN	46527	0.10%
PRECIOUS METALS ULTRA SEC PRO INVST	7501 WISCONSIN AVE.	SUITE 1000 EAST TOWER	BETHESDA	MD	20814	0.40%
PRIMECAP ODYSSEY AGGRESSIVE GRWTH FD	2020 E. FINANCIAL WAY	SUITE 100	GLENDORA	CA	91741	0.10%
PRIMECAP ODYSSEY GROWTH FUND	2020 E. FINANCIAL WAY	SUITE 100	GLENDORA	CA	91741	0.10%
PRIMECAP ODYSSEY STO CK FUND	2020 E. FINANCIAL WAY	SUITE 100	GLENDORA	CA	91741	0.10%
PRINCIPAL BLUE CHIP FUND CL A	620 COOLIDGE DRIVE	SUITE 300	FOLSOM	CA	95630	0.40%
PRINCIPAL CAPITAL APPRECIATION CLASS A	620 COOLIDGE DRIVE	SUITE 300	FOLSOM	CA	95630	0.40%
PRINCIPAL DIVERSIF REAL ASSET I SHARE	620 COOLIDGE DRIVE	SUITE 300	FOLSOM	CA	95630	0.10%
PRINCIPAL GLOBAL DIVERSIFIED INCOME A	620 COOLIDGE DRIVE	SUITE 300	FOLSOM	CA	95630	0.40%
PRINCIPAL ORIGIN EMERGING MARKETS I	620 COOLIDGE DRIVE	SUITE 300	FOLSOM	CA	95630	0.15%
PRINCIPAL REAL ESTATE SEC FD CL A	620 COOLIDGE DRIVE	SUITE 300	FOLSOM	CA	95630	0.40%
PRINCIPAL SMALL CAP FUND CLASS A	620 COOLIDGE DRIVE	SUITE 300	FOLSOM	CA	95630	0.40%
PRINCIPAL SMALL CAP S&P 600 INDEX INSTL	620 COOLIDGE DRIVE	SUITE 300	FOLSOM	CA	95630	0.10%
PRINCIPAL SMALL-MID CAP DIVIDEND INC A	620 COOLIDGE DRIVE	SUITE 300	FOLSOM	CA	95630	0.40%
PRINCIPAL SPECTRUM PREF CAPT SEC INC A	620 COOLIDGE DRIVE	SUITE 300	FOLSOM	CA	95630	0.40%
PRO FUNDS ULTRA LATIN AMERICA INVST	7501 WISCONSIN AVE.	SUITE 1000 EAST TOWER	BETHESDA	MD	20814	0.40%
PRO FUNDS ULTRA SHORT MID-CAP-INV CL	7501 WISCONSIN AVE.	SUITE 1000 EAST TOWER	BETHESDA	MD	20814	0.40%
PUTNAM EMERGING MRKTEQUITY CL A	ONE POST OFFICE SQUARE	MAILZONE G3C	BOSTON	MA	02109	0.40%
PUTNAM FOCUSED EQ FUND CLASS A	ONE POST OFFICE SQUARE	MAILZONE G3C	BOSTON	MA	02109	0.40%
PUTNAM GLOBAL TECHNOLOGY FUND CL A	ONE POST OFFICE SQUARE	MAILZONE G3C	BOSTON	MA	02109	0.40%
PUTNAM GROWTH OPPORTUNITIES CL A	ONE POST OFFICE SQUARE	MAILZONE G3C	BOSTON	MA	02109	0.40%
PUTNAM INTERNATIONAL EQUITY CL A	ONE POST OFFICE SQUARE	MAILZONE G3C	BOSTON	MA	02109	0.40%
PUTNAM LARGE CAP VALCLASS A	ONE POST OFFICE SQUARE	MAILZONE G3C	BOSTON	MA	02109	0.40%
PUTNAM MULTI-CAP CORE FUND CL A	ONE POST OFFICE SQUARE	MAILZONE G3C	BOSTON	MA	02109	0.40%
PUTNAM SMALL CAP VALUE CLASS A	ONE POST OFFICE SQUARE	MAILZONE G3C	BOSTON	MA	02109	0.40%
PUTNAM SUSTAINABLE FUTURE FD CL A	ONE POST OFFICE SQUARE	MAILZONE G3C	BOSTON	MA	02109	0.40%
PZENA EMERGING MRKTSFOCUSED VAL INVESTOR	320 PARK AVENUE	8TH FLOOR	NEW YORK	NY	10022	0.40%
QUANTIFIED COMMON GROUND FD INVST	1445 RESEARCH BLVD.	SUITE 530	ROCKVILLE	MD	20850	0.40%
QUANTIFIED TACTICAL SECTOR FUND INVESTOR	1445 RESEARCH BLVD.	SUITE 530	ROCKVILLE	MD	20850	0.40%
RATIONAL/RESOLVE ADPTVE AST ALLOC INS	80 ARKAY DRIVE	SUITE 110	HAUPPAUGE	NY	11788	0.10%
RBC EMERGING MARKETS EQUITY FD CL I	50 SOUTH SIXTH STREET	SUITE 2350	MINNEAPOLIS	MN	55402	0.08%
REAL ESTATE ULTRA SECTOR PRO FD INVSTR	7501 WISCONSIN AVE.	SUITE 1000 EAST TOWER	BETHESDA	MD	20814	0.40%
RED OAK TECHNOLOGY SELECT	225 PICTORIA DRIVE	SUITE 450	CINCINNATI	OH	45246	0.40%
REYNDERS MCVEIGH CORE EQUITY INSTL	225 PICTORIA DRIVE	SUITE 450	CINCINNATI	OH	45246	0.12%
RG AURUM+ FUND INSTL	8000 TOWN CENTRE DRIVE	SUITE 400	BROADVIEW HEIGHTS	OH	44147	0.15%
RISING RATES OPP 10 PROFUND INV CLASS	7501 WISCONSIN AVE.	SUITE 1000 EAST TOWER	BETHESDA	MD	20814	0.40%
RISING US DOLLAR PROFUND INV CLASS	7501 WISCONSIN AVE.	SUITE 1000 EAST TOWER	BETHESDA	MD	20814	0.40%
RIVERNORTH/DOUBLE LINE STRATEGIC INC I	325 NORTH LASALLE ST.	SUITE 645	CHICAGO	IL	60654	0.15%
RIVERPARK LONG/SHORT OPPORTUNITY INSTL	ONE FREEDOM VALLEY DRIVE		OAKS	PA	19456	0.12%
RIVERPARK LONG/SHORTOPPORTUNITY RETAIL	ONE FREEDOM VALLEY DRIVE		OAKS	PA	19456	0.40%
RIVERPARK SHORT TERM HIGH YIELD INSTL	ONE FREEDOM VALLEY DRIVE		OAKS	PA	19456	0.12%
RIVERPARK SHORT TERMHIGH YIELD RETAIL	ONE FREEDOM VALLEY DRIVE		OAKS	PA	19456	0.40%
RMB MENDON FIN SERVICES CL I	1251 AVENUE OF THE AMERICAS	8TH FLOOR, SUITE A	NEW YORK	NY	10020	0.10%
RONDURE NEW WORLD FUND INSTL	1290 BROADWAY STREET	SUITE 1100	DENVER	CO	80203	0.12%
RONDURE NEW WORLD FUND INVESTORS	1290 BROADWAY STREET	SUITE 1100	DENVER	CO	80203	0.40%
ROUMELL OPPORTUNISTC VALUE INSTL	116 SOUTH FRANKLIN STREET		ROCKY MOUNT	NC	27804	0.10%
ROYCE GLBL FINANCIALSVCS FD SERVICE CL	745 FIFTH AVENUE	SUITE 2400	NEW YORK	NY	10151	0.40%
ROYCE OPPORTUNITY FDSVCS CL	745 FIFTH AVENUE	SUITE 2400	NEW YORK	NY	10151	0.40%
ROYCE OPPORTUNITY FUND INVEST CLASS	745 FIFTH AVENUE	SUITE 2400	NEW YORK	NY	10151	0.15%
ROYCE PENNSYLVANIA MUTUAL INVST CLASS	745 FIFTH AVENUE	SUITE 2400	NEW YORK	NY	10151	0.15%
ROYCE PREMIER FUND INVESTMENT CL	745 FIFTH AVENUE	SUITE 2400	NEW YORK	NY	10151	0.40%
ROYCE SMALL CAP VALUE SERVICE CL	745 FIFTH AVENUE	SUITE 2400	NEW YORK	NY	10151	0.40%
ROYCE SPECIAL EQUITYINVESTMENT CL	745 FIFTH AVENUE	SUITE 2400	NEW YORK	NY	10151	0.15%

Schedule C, Line 2(h) Formula Descriptions

Fidelity Retirement Savings Plan
EIN: 04-3532603, PN: 002
Plan Year Ending: December 31, 2022

Indirect compensation in the form of sub-transfer agency fees was paid to: Fidelity Investments Institutional Operations Company, EIN: 04-2647786

Payor Name	Street Address 1	Street Address 2	City	State	Zip	Compensation
RYDEX BANKING FD CL A	9601 BLACKWELL RD.	SUITE 500	ROCKVILLE	MD	20850	0.40%
RYDEX BASIC MATERIALS INV CLASS	9601 BLACKWELL RD.	SUITE 500	ROCKVILLE	MD	20850	0.40%
RYDEX BIOTECHNOLOGY FD CL A	9601 BLACKWELL RD.	SUITE 500	ROCKVILLE	MD	20850	0.40%
RYDEX BIOTECHNOLOGY INV CLASS	9601 BLACKWELL RD.	SUITE 500	ROCKVILLE	MD	20850	0.40%
RYDEX COMMODITIES STRATEGY CL H	9601 BLACKWELL RD.	SUITE 500	ROCKVILLE	MD	20850	0.40%
RYDEX CONSUMER PRODUCTS INVESTOR CL	9601 BLACKWELL RD.	SUITE 500	ROCKVILLE	MD	20850	0.40%
RYDEX DOW 2X STRATEGY CL C	9601 BLACKWELL RD.	SUITE 500	ROCKVILLE	MD	20850	0.07%
RYDEX DOW 2X STRATEGY CL H	9601 BLACKWELL RD.	SUITE 500	ROCKVILLE	MD	20850	0.40%
RYDEX ELECTRONICS INV CLASS	9601 BLACKWELL RD.	SUITE 500	ROCKVILLE	MD	20850	0.40%
RYDEX EMERGING MRKTS 2X STRATEGY H	9601 BLACKWELL RD.	SUITE 500	ROCKVILLE	MD	20850	0.40%
RYDEX ENERGY INVESTOR CLASS	9601 BLACKWELL RD.	SUITE 500	ROCKVILLE	MD	20850	0.40%
RYDEX ENERGY SVCS INVESTOR CLASS	9601 BLACKWELL RD.	SUITE 500	ROCKVILLE	MD	20850	0.40%
RYDEX GOVERNMENT LONG BD 1.2X STRAT H	9601 BLACKWELL RD.	SUITE 500	ROCKVILLE	MD	20850	0.40%
RYDEX HEALTH CARE INVESTOR CLASS	9601 BLACKWELL RD.	SUITE 500	ROCKVILLE	MD	20850	0.40%
RYDEX INVERSE DOW 2XSTRATEGY CL H	9601 BLACKWELL RD.	SUITE 500	ROCKVILLE	MD	20850	0.40%
RYDEX INVERSE HIGH YIELD STRATEGY CL H	9601 BLACKWELL RD.	SUITE 500	ROCKVILLE	MD	20850	0.40%
RYDEX INVERSE NASDAQ 100 STRATEGY INV	9601 BLACKWELL RD.	SUITE 500	ROCKVILLE	MD	20850	0.40%
RYDEX INVERSE NASDAQ 1002X CL H	9601 BLACKWELL RD.	SUITE 500	ROCKVILLE	MD	20850	0.40%
RYDEX INVERSE S&P 500 2X STRATEGY CL H	9601 BLACKWELL RD.	SUITE 500	ROCKVILLE	MD	20850	0.40%
RYDEX INVERSE S&P 500 STRATEGY INV CL	9601 BLACKWELL RD.	SUITE 500	ROCKVILLE	MD	20850	0.40%
RYDEX JAPAN 2X STRATEGY CLASS H	9601 BLACKWELL RD.	SUITE 500	ROCKVILLE	MD	20850	0.40%
RYDEX LEISURE INV CLASS	9601 BLACKWELL RD.	SUITE 500	ROCKVILLE	MD	20850	0.40%
RYDEX MID CAP 1.5X STRATEGY CL H	9601 BLACKWELL RD.	SUITE 500	ROCKVILLE	MD	20850	0.40%
RYDEX MONTHLY REBAL NASDAQ 100 2X STRA H	9601 BLACKWELL RD.	SUITE 500	ROCKVILLE	MD	20850	0.40%
RYDEX NASDAQ 100 2X STRATEGY CL A	9601 BLACKWELL RD.	SUITE 500	ROCKVILLE	MD	20850	0.40%
RYDEX NASDAQ 100 2X STRATEGY CL H	9601 BLACKWELL RD.	SUITE 500	ROCKVILLE	MD	20850	0.40%
RYDEX NASDAQ 100 FUND CLASS H	9601 BLACKWELL RD.	SUITE 500	ROCKVILLE	MD	20850	0.40%
RYDEX NASDAQ 100 INV CLASS	9601 BLACKWELL RD.	SUITE 500	ROCKVILLE	MD	20850	0.40%
RYDEX NOVA INVESTOR CLASS	9601 BLACKWELL RD.	SUITE 500	ROCKVILLE	MD	20850	0.40%
RYDEX PRECIOUS METALS INVESTOR CL	9601 BLACKWELL RD.	SUITE 500	ROCKVILLE	MD	20850	0.40%
RYDEX RETAILING INV CLASS	9601 BLACKWELL RD.	SUITE 500	ROCKVILLE	MD	20850	0.40%
RYDEX RUSSELL 2000 2X STRATEGY CL H	9601 BLACKWELL RD.	SUITE 500	ROCKVILLE	MD	20850	0.40%
RYDEX S&P 500 2X STRATEGY CL H	9601 BLACKWELL RD.	SUITE 500	ROCKVILLE	MD	20850	0.40%
RYDEX S&P 500 PURE GROWTH H CLASS	9601 BLACKWELL RD.	SUITE 500	ROCKVILLE	MD	20850	0.40%
RYDEX S&P SMALL CAP 600 PURE GROWTH A	9601 BLACKWELL RD.	SUITE 500	ROCKVILLE	MD	20850	0.07%
RYDEX S&P SMALLCAP 600 PURE VALUE H	9601 BLACKWELL RD.	SUITE 500	ROCKVILLE	MD	20850	0.40%
RYDEX TRANSPORTATIONINVESTOR CLASS	9601 BLACKWELL RD.	SUITE 500	ROCKVILLE	MD	20850	0.40%
SALIENT GLOBAL REAL ESTATE INVESTOR CL	345 CALIFORNIA STREET	16TH FLOOR	SAN FRANCISCO	CA	94104	0.40%
SALIENT SELECT INCOME FUND INVESTOR	345 CALIFORNIA STREET	16TH FLOOR	SAN FRANCISCO	CA	94104	0.40%
SCHWAB BALANCED FUND	211 MAIN ST		SAN FRANCISCO	CA	94105	0.40%
SCHWAB CORE EQUITY	211 MAIN ST		SAN FRANCISCO	CA	94105	0.40%
SEAFARER OVERSEAS GROWTH & INCOME INV	1290 BROADWAY STREET	SUITE 1100	DENVER	CO	80203	0.40%
SEGALL BRYANT HAMILL SML CAP GROWTH RTL	370 17TH STREET	SUITE 5000	DENVER	CO	80202	0.40%
SEMICONDUCTOR ULTRA SECTOR PRO FD INVSTR	7501 WISCONSIN AVE.	SUITE 1000 EAST TOWER	BETHESDA	MD	20814	0.40%
SEQUOIA FD INC	9 WEST 57TH STREET	SUITE 5000	NEW YORK	NY	10019	0.10%
SEVEN CANYONS WORLD INNOVATORS INSTL	505 WAKARA WAY	SUITE 300	SALT LAKE CITY	UT	84108	0.12%
SEVEN CANYONS WORLD INNOVATORS INVESTOR	505 WAKARA WAY	SUITE 300	SALT LAKE CITY	UT	84108	0.40%
SEXTANT GLOBAL HIGH INCOME FUND	1300 NORTH STATE STREET		BELLINGHAM	WA	98225	0.40%
SEXTANT GROWTH FUND	1300 NORTH STATE STREET		BELLINGHAM	WA	98225	0.40%
SGI GLOBAL EQUITY FUND CL I	1055 WESTLAKES DRIVE		BERWYN	PA	19312	0.40%
SHELTON EQUITY INCOME DIRECT CLASS	P.O. BOX 87		DENVER	CO	80201-0087	0.12%
SHELTON GREEN ALPHA FUND S CLASS	P.O. BOX 87		DENVER	CO	80201-0087	0.40%
SHELTON NASDAQ 100 INDEX	P.O. BOX 87		DENVER	CO	80201-0087	0.12%
SHELTON TACTICAL CREDIT FD INVESTOR	P.O. BOX 87		DENVER	CO	80201-0087	0.40%
SHORT NASDAQ-100 PRO FUND INVESTOR CLASS	7501 WISCONSIN AVE.	SUITE 1000 EAST TOWER	BETHESDA	MD	20814	0.40%
SIT US GOVERNMENT SECURITIES CL Y	80 SOUTH 8TH STREET		MINNEAPOLIS	MN	55402	0.10%
SMEAD VALUE FUND INVESTOR CL SHARES	1290 BROADWAY STREET	SUITE 1100	DENVER	CO	80203	0.40%
SMEAD VALUE INSTL SHARE CLASS	1290 BROADWAY STREET	SUITE 1100	DENVER	CO	80203	0.15%
SOUND SHORE FD INC	8 SOUND SHORE DRIVE	SUITE 180	GREENWICH	CT	06830	0.40%
SPROTT GOLD EQUITY FUND INSTL	200 BAY STREET	SUITE 2600	TORONTO	CA	M5J 2J1	0.12%
SPROTT GOLD EQUITY FUND INVESTOR	200 BAY STREET	SUITE 2600	TORONTO	CA	M5J 2J1	0.40%
SSGA EMERGING MARKETS	ONE LINCOLN ST.		BOSTON	MA	02111-2900	0.40%
SSGA EQUITY 500 INDX FUND CLASS I	ONE LINCOLN ST.		BOSTON	MA	02111-2900	0.10%
STATE STREET EQUITY 500 INDEX CL A	ONE LINCOLN ST.		BOSTON	MA	02111-2900	0.40%
STATE STREET INSTL PRE GROWTH EQ SER	1600 SUMMER STREET		STAMFORD	CT	06905	0.35%
STATE STREET INSTL PRE GROWTH EQTY INV	1600 SUMMER STREET		STAMFORD	CT	06905	$16.00/PPT
STATE STREET INTL STOCK SELECTION CL N	ONE LINCOLN ST.		BOSTON	MA	02111-2900	0.40%
STATE STREET SM/MID CAP EQ INDEX CLASS A	ONE LINCOLN ST.		BOSTON	MA	02111-2900	0.40%
STEWARD GLOBAL EQ INCOME CL A	15375 MEMORIAL DR.	SUITE 200	HOUSTON	TX	77079	0.40%
STEWARD GLOBAL EQUITY INCOME INSTL	15375 MEMORIAL DR.	SUITE 200	HOUSTON	TX	77079	0.12%
STEWARD VALUES FOC LRG CAP ENH IND A	15375 MEMORIAL DR.	SUITE 200	HOUSTON	TX	77079	0.40%
STONE RIDGE BITCOIN STRATEGY FUND CL M	510 MADISON AVENUE		NEW YORK	NY	10022	0.10%
STONE RIDGE BITCOIN STRATEGY FUND I	510 MADISON AVENUE		NEW YORK	NY	10022	0.10%
STONE RIDGE HIGH YLD REINSRNCE RSK PREM	510 MADISON AVENUE		NEW YORK	NY	10022	0.10%
T ROWE PRICE AFRICA & MIDDLE EAST FD	4515 PAINTERS MILL RD		OWINGS MILLS	MD	21117	0.15%
T ROWE PRICE ALL CAPOPPORTUNITIES INVST	4515 PAINTERS MILL RD		OWINGS MILLS	MD	21117	0.15%
T ROWE PRICE BALANCED	4515 PAINTERS MILL RD		OWINGS MILLS	MD	21117	0.15%
T ROWE PRICE BLUE CHIP GROWTH INC	4515 PAINTERS MILL RD		OWINGS MILLS	MD	21117	0.15%
T ROWE PRICE COMM & TECHNOLOGY INVESTOR	4515 PAINTERS MILL RD		OWINGS MILLS	MD	21117	0.15%

Schedule C, Line 2(h) Formula Descriptions

Fidelity Retirement Savings Plan
EIN: 04-3532603, PN: 002
Plan Year Ending: December 31, 2022

Indirect compensation in the form of sub-transfer agency fees was paid to: Fidelity Investments Institutional Operations Company, EIN: 04-2647786

Payor Name	Street Address 1	Street Address 2	City	State	Zip	Compensation
T ROWE PRICE DIVERSDMID CAP GROWTH	4515 PAINTERS MILL RD		OWINGS MILLS	MD	21117	0.15%
T ROWE PRICE DIVIDEND GROWTH	4515 PAINTERS MILL RD		OWINGS MILLS	MD	21117	0.15%
T ROWE PRICE EMERG MARKETS BOND FUND	4515 PAINTERS MILL RD		OWINGS MILLS	MD	21117	0.15%
T ROWE PRICE EMERG MKTS DIS STK INVEST	4515 PAINTERS MILL RD		OWINGS MILLS	MD	21117	0.15%
T ROWE PRICE EMERG MRKTS CORP BD INVEST	4515 PAINTERS MILL RD		OWINGS MILLS	MD	21117	0.15%
T ROWE PRICE EMERGING EUROPE FUND	4515 PAINTERS MILL RD		OWINGS MILLS	MD	21117	0.15%
T ROWE PRICE EMERGING MKTS STOCK	4515 PAINTERS MILL RD		OWINGS MILLS	MD	21117	0.15%
T ROWE PRICE EQUITY INCOME	4515 PAINTERS MILL RD		OWINGS MILLS	MD	21117	0.15%
T ROWE PRICE EQUITY INDEX 500 FUND	4515 PAINTERS MILL RD		OWINGS MILLS	MD	21117	0.15%
T ROWE PRICE EUROPEAN STOCK	4515 PAINTERS MILL RD		OWINGS MILLS	MD	21117	0.15%
T ROWE PRICE EXTEND EQU MKT INDEX FUND	4515 PAINTERS MILL RD		OWINGS MILLS	MD	21117	0.15%
T ROWE PRICE FINANCIAL SERVICES	4515 PAINTERS MILL RD		OWINGS MILLS	MD	21117	0.15%
T ROWE PRICE FLOATING RATE INVEST	4515 PAINTERS MILL RD		OWINGS MILLS	MD	21117	0.15%
T ROWE PRICE GLBL ALLOCATION INVESTOR	4515 PAINTERS MILL RD		OWINGS MILLS	MD	21117	0.15%
T ROWE PRICE GLBL MULTI SECTOR BOND FD	4515 PAINTERS MILL RD		OWINGS MILLS	MD	21117	0.15%
T ROWE PRICE GLOBAL CONSUMER FUND INVEST	4515 PAINTERS MILL RD		OWINGS MILLS	MD	21117	0.15%
T ROWE PRICE GLOBAL GR STOCK INVESTOR CL	4515 PAINTERS MILL RD		OWINGS MILLS	MD	21117	0.15%
T ROWE PRICE GLOBAL INDUSTRIALS INVESTOR	4515 PAINTERS MILL RD		OWINGS MILLS	MD	21117	0.15%
T ROWE PRICE GLOBAL STOCK	4515 PAINTERS MILL RD		OWINGS MILLS	MD	21117	0.15%
T ROWE PRICE GLOBAL TECHNOLOGY	4515 PAINTERS MILL RD		OWINGS MILLS	MD	21117	0.15%
T ROWE PRICE GROWTH STOCK	4515 PAINTERS MILL RD		OWINGS MILLS	MD	21117	0.15%
T ROWE PRICE HEALTH SCIENCES	4515 PAINTERS MILL RD		OWINGS MILLS	MD	21117	0.15%
T ROWE PRICE INFLATION PROT BD FD	4515 PAINTERS MILL RD		OWINGS MILLS	MD	21117	0.15%
T ROWE PRICE INTERNATIONAL STOCK	4515 PAINTERS MILL RD		OWINGS MILLS	MD	21117	0.15%
T ROWE PRICE INTL DISCOVERY FUND	4515 PAINTERS MILL RD		OWINGS MILLS	MD	21117	0.15%
T ROWE PRICE INT'L JAPAN	4515 PAINTERS MILL RD		OWINGS MILLS	MD	21117	0.15%
T ROWE PRICE INT'L VALUE EQUITY FUND	4515 PAINTERS MILL RD		OWINGS MILLS	MD	21117	0.15%
T ROWE PRICE LARGE CAP GROWTH INVESTOR	4515 PAINTERS MILL RD		OWINGS MILLS	MD	21117	0.15%
T ROWE PRICE LATIN AMERICA FUND	4515 PAINTERS MILL RD		OWINGS MILLS	MD	21117	0.15%
T ROWE PRICE MULTI STRAT TTL RTRN INVST	4515 PAINTERS MILL RD		OWINGS MILLS	MD	21117	0.15%
T ROWE PRICE NEW ASIA	4515 PAINTERS MILL RD		OWINGS MILLS	MD	21117	0.15%
T ROWE PRICE OVERSEAS STOCK FUND	4515 PAINTERS MILL RD		OWINGS MILLS	MD	21117	0.15%
T ROWE PRICE QM US BOND INDEX INVESTOR	4515 PAINTERS MILL RD		OWINGS MILLS	MD	21117	0.15%
T ROWE PRICE QM US SML CAP GRWTH EQUITY	4515 PAINTERS MILL RD		OWINGS MILLS	MD	21117	0.15%
T ROWE PRICE REAL ESTATE FUND	4515 PAINTERS MILL RD		OWINGS MILLS	MD	21117	0.15%
T ROWE PRICE REAL ESTATE FUND ADV CL	4515 PAINTERS MILL RD		OWINGS MILLS	MD	21117	0.40%
T ROWE PRICE RET 2020 FUND	4515 PAINTERS MILL RD		OWINGS MILLS	MD	21117	0.15%
T ROWE PRICE RET 2030 FD	4515 PAINTERS MILL RD		OWINGS MILLS	MD	21117	0.15%
T ROWE PRICE RET 2040 FD	4515 PAINTERS MILL RD		OWINGS MILLS	MD	21117	0.15%
T ROWE PRICE RETIRE 2050 FUND	4515 PAINTERS MILL RD		OWINGS MILLS	MD	21117	0.15%
T ROWE PRICE RETIREMENT 2025 FD	4515 PAINTERS MILL RD		OWINGS MILLS	MD	21117	0.15%
T ROWE PRICE RETIREMENT 2035 FUND	4515 PAINTERS MILL RD		OWINGS MILLS	MD	21117	0.15%
T ROWE PRICE RETIREMENT 2045 FD	4515 PAINTERS MILL RD		OWINGS MILLS	MD	21117	0.15%
T ROWE PRICE SCIENCE& TECHNOLOGY	4515 PAINTERS MILL RD		OWINGS MILLS	MD	21117	0.15%
T ROWE PRICE SMALL CAP VALUE FUND	4515 PAINTERS MILL RD		OWINGS MILLS	MD	21117	0.15%
T ROWE PRICE SPECT MOD GRWTH ALLOC	4515 PAINTERS MILL RD		OWINGS MILLS	MD	21117	0.15%
T ROWE PRICE SPECTRUM INCOME	4515 PAINTERS MILL RD		OWINGS MILLS	MD	21117	0.15%
T ROWE PRICE TARGET 2045 FD	4515 PAINTERS MILL RD		OWINGS MILLS	MD	21117	0.15%
T ROWE PRICE TOTAL EQUITY MARKET INDEX	4515 PAINTERS MILL RD		OWINGS MILLS	MD	21117	0.15%
T ROWE PRICE U.S EQUITY RESEARCH FD	4515 PAINTERS MILL RD		OWINGS MILLS	MD	21117	0.15%
T ROWE PRICE ULTRA SHORT TERM BD INVEST	4515 PAINTERS MILL RD		OWINGS MILLS	MD	21117	0.15%
T ROWE PRICE US LARGE CAP CORE FUND	4515 PAINTERS MILL RD		OWINGS MILLS	MD	21117	0.15%
T ROWE PRICE US TREAINTERMEDIATE IND INV	4515 PAINTERS MILL RD		OWINGS MILLS	MD	21117	0.15%
T ROWE PRICE US TREALONG TERM INDEX INV	4515 PAINTERS MILL RD		OWINGS MILLS	MD	21117	0.15%
T ROWE PRICE VALUE	4515 PAINTERS MILL RD		OWINGS MILLS	MD	21117	0.15%
T. ROWE PRICE CHINA EVOLUTION EQUITY INV	4515 PAINTERS MILL RD		OWINGS MILLS	MD	21117	0.15%
T.ROWE PRICE ASIA OPPORTUNITI INVESTOR	4515 PAINTERS MILL RD		OWINGS MILLS	MD	21117	0.15%
TANAKA GROWTH FUND CLASS R	369 LEXINGTON AVE.	FLOOR 20	NEW YORK	NY	10017	0.40%
TCW ARTIFICIAL INTELLIGENCE EQ I	865 SOUTH FIGUEROA STREET	22ND FLOOR	LOS ANGELES	CA	90017	0.10%
TCW ARTIFICIAL INTELLIGENCE EQ N	865 SOUTH FIGUEROA STREET	22ND FLOOR	LOS ANGELES	CA	90017	0.40%
TCW EMERGING MARKETS INCOME CL N	865 SOUTH FIGUEROA STREET	22ND FLOOR	LOS ANGELES	CA	90017	0.40%
TCW EMERGING MKTS INCOME CL I	865 SOUTH FIGUEROA STREET	22ND FLOOR	LOS ANGELES	CA	90017	0.10%
TCW EMERGING MRKTS MULTI ASSET OPP N	865 SOUTH FIGUEROA STREET	22ND FLOOR	LOS ANGELES	CA	90017	0.40%
TCW ENHANCED COMMDTYSTRATEGY FUND CL N	865 SOUTH FIGUEROA STREET	22ND FLOOR	LOS ANGELES	CA	90017	0.40%
TCW GLOBAL REAL ESTATE CLASS N	865 SOUTH FIGUEROA STREET	22ND FLOOR	LOS ANGELES	CA	90017	0.40%
TCW NEW AMERICAS PREMIER EQUITIES N	865 SOUTH FIGUEROA STREET	22ND FLOOR	LOS ANGELES	CA	90017	0.40%
TCW RELATIVE MID CAP VALUE FD CL N	865 SOUTH FIGUEROA STREET	22ND FLOOR	LOS ANGELES	CA	90017	0.40%
TCW TOTAL RETURN BOND CLASS I	865 SOUTH FIGUEROA STREET	22ND FLOOR	LOS ANGELES	CA	90017	0.10%
TCW TOTAL RETURN BOND CLASS N	865 SOUTH FIGUEROA STREET	22ND FLOOR	LOS ANGELES	CA	90017	0.35%
TECHNOLOGY ULTRA SECTOR PRO FD INVSTR	7501 WISCONSIN AVE.	SUITE 1000 EAST TOWER	BETHESDA	MD	20814	0.40%
TEMPLETON FOREIGN CLASS A	100 FOUNTAIN PARKWAY		ST. PETERSBURG	FL	33716	$16.00/PPT
TEMPLETON SUSTAIN EMERG MRKTS BOND A	100 FOUNTAIN PARKWAY		ST. PETERSBURG	FL	33716	0.35%
TERRA FIRMA US CONCNTRTED REALTY EQ	777 E. WISCONSIN AVENUE	18TH FLOOR	MILWAUKEE	WI	53202	0.40%
TETON WESTWOOD MIGHTY MITES FD AAA	401 THEODORE FREMD. AVE.		RYE	NY	10580	0.35%
THE HARTFORD INTL OPPT FD CLASS I	100 MATSONFORD RD.	SUITE 300	RADNOR	PA	19087	0.15%
THE INTERNET FUND	470 PARK AVENUE SOUTH		NEW YORK	NY	10016	0.40%
THE INVESTMENT HOUSE GROWTH FUND	300 CORPORATE POINTE	SUITE 380	CULVER CITY	CA	90230	0.08%
THE KINETICS MARKET OPPORTUNITIES INSTL	470 PARK AVENUE SOUTH		NEW YORK	NY	10016	0.12%
THE OSTERWEIS STRATEGIC INCOME FD	777 E. WISCONSIN AVENUE	4TH FLOOR	MILWAUKEE	WI	53202	0.10%

Schedule C, Line 2(h) Formula Descriptions

Fidelity Retirement Savings Plan
EIN: 04-3532603, PN: 002
Plan Year Ending: December 31, 2022

Indirect compensation in the form of sub-transfer agency fees was paid to: Fidelity Investments Institutional Operations Company, EIN: 04-2647786

Payor Name	Street Address 1	Street Address 2	City	State	Zip	Compensation
THIRD AVENUE REAL ESTATE VALUE INSTL	622 THIRD AVENUE	32ND FLOOR	NEW YORK	NY	10017	0.35%
THIRD AVENUE REAL ESTATE VALUE INVST	622 THIRD AVENUE	32ND FLOOR	NEW YORK	NY	10017	0.40%
THIRD AVENUE VALUE FUND INVESTOR CLASS	622 THIRD AVENUE	32ND FLOOR	NEW YORK	NY	10017	0.40%
THOMPSON BOND FUND	1255 FOURIER DR.	SUITE 200	MADISON	WI	53717	0.25%
THOMPSON LARGE CAP FUND	1255 FOURIER DR.	SUITE 200	MADISON	WI	53717	0.40%
THORNBURG DEVELOPING WORLD FUND CL I	2300 NORTH RIDGETOP RD		SANTA FE	NM	87506	0.10%
THORNBURG DEVELOPINGWORLD FUND CL A	2300 NORTH RIDGETOP RD		SANTA FE	NM	87506	0.40%
THORNBURG GLOBAL OPPT FD INSTL CL	2300 NORTH RIDGETOP RD		SANTA FE	NM	87506	0.10%
THORNBURG LTD TERM INCOME CLASS A	2300 NORTH RIDGETOP RD		SANTA FE	NM	87506	0.40%
THORNBURG LTD TERM INCOME CLASS I	2300 NORTH RIDGETOP RD		SANTA FE	NM	87506	0.15%
THORNBURG SMALL MID CAP CORE FUND CL A	2300 NORTH RIDGETOP RD		SANTA FE	NM	87506	0.40%
THORNBURG STRATEGIC INCOME FUND CL I	2300 NORTH RIDGETOP RD		SANTA FE	NM	87506	0.10%
THRIVENT DIVERSIFIEDINCOME PLUS FD CL S	4321 N. BALLARD ROAD		APPLETON	WI	54919-0001	0.15%
THRIVENT LARGE CAP VALUE FUND CL S	4321 N. BALLARD ROAD		APPLETON	WI	54919-0001	0.12%
THRIVENT MID CAP STOCK FUND CL S	4321 N. BALLARD ROAD		APPLETON	WI	54919-0001	0.15%
THRIVENT SMALL CAP STOCK FUND CL S	4321 N. BALLARD ROAD		APPLETON	WI	54919-0001	0.15%
TIAA-CREF LARGE CAP GROWTH INDEX INSTL	730 THIRD AVENUE		NEW YORK	NY	10017	0.02%
TIAA-CREF REAL ESTATE SEC INSTL	730 THIRD AVENUE		NEW YORK	NY	10017	0.10%
TIMOTHY PLAN ISRAEL COMMON VALUES CL C	80 ARKAY DRIVE	SUITE 110	HAUPPAUGE	NY	11788	0.08%
TIMOTHY PLAN LARGE / MID CAP GROWTH CL A	80 ARKAY DRIVE	SUITE 110	HAUPPAUGE	NY	11788	0.08%
TIMOTHY SMALL CAP VALUE CLASS A	80 ARKAY DRIVE	SUITE 110	HAUPPAUGE	NY	11788	0.08%
TORTOISE MLP & ENERGY INCOME INSTL	4100 WEST 115TH STREET	SUITE 1000	LEAWOOD	KS	66211	0.12%
TORTOISE MLP & PIPELINE FD INSTL	4100 WEST 115TH STREET	SUITE 1000	LEAWOOD	KS	66211	0.10%
TOUCHSTONE IMPACT BOND FUND CLASS I	303 BROADWAY	SUITE 1100	CINCINNATI	OH	45202-4203	0.07%
TOUCHSTONE MID CAP FUND INSTL	303 BROADWAY	SUITE 1100	CINCINNATI	OH	45202-4203	0.07%
TOUCHSTONE SANDS CAP EMERG MRKTS GROWTH	303 BROADWAY	SUITE 1100	CINCINNATI	OH	45202-4203	0.07%
TOUCHSTONE SANDS CAP SEL GRWTH Z	303 BROADWAY	SUITE 1100	CINCINNATI	OH	45202-4203	0.40%
TOUCHSTONE SANDS CAPEMERG MRKTS GROWTH Y	303 BROADWAY	SUITE 1100	CINCINNATI	OH	45202-4203	0.15%
TOWLE DEEP VALUE FUND	2220 E. ROUTE 66	SUITE 226	GLENDORA	CA	91740	0.10%
TRANSAMERICA CAPITAL GROWTH CL A	4333 EDGEWOOD RD NE		CEDAR RAPIDS	IA	52499	0.40%
TRANSAMERICA CAPITAL GROWTH CL C	4333 EDGEWOOD RD NE		CEDAR RAPIDS	IA	52499	0.10%
TRANSAMERICA MID CAP VALUE OPPORT CL I	4333 EDGEWOOD RD NE		CEDAR RAPIDS	IA	52499	0.10%
TRANSAMERICA MID CAPVALUE OPPS CL A	4333 EDGEWOOD RD NE		CEDAR RAPIDS	IA	52499	0.40%
TRILLIUM ESG GLOBAL EQUITY INSTL	777 E. WISCONSIN AVENUE	MAIL STOP - MK-WI-T4	MILWAUKEE	WI	53202	0.08%
TRILLIUM SMALL/MID CAP FUND INSTL	777 E. WISCONSIN AVENUE	MAIL STOP - MK-WI-T4	MILWAUKEE	WI	53202	0.08%
TROWE PRICE SPECTRM INTERNATIONAL EQUITY	4515 PAINTERS MILL RD		OWINGS MILLS	MD	21117	0.15%
TWEEDY BROWNE INTERNATL VALUE FUND	ONE STATION PLACE	5TH FLOOR	STAMFORD	CT	06902	$25.00/PPT
ULTRA BEAR PRO FUND INVESTORS SHARES	7501 WISCONSIN AVE.	SUITE 1000 EAST TOWER	BETHESDA	MD	20814	0.40%
ULTRA BULL PRO FUND INVESTORS SHARES	7501 WISCONSIN AVE.	SUITE 1000 EAST TOWER	BETHESDA	MD	20814	0.40%
ULTRA CHINA PRO FUND- INVESTOR CLASS	7501 WISCONSIN AVE.	SUITE 1000 EAST TOWER	BETHESDA	MD	20814	0.40%
ULTRA DOW 30 PRO FUND INVESTOR	7501 WISCONSIN AVE.	SUITE 1000 EAST TOWER	BETHESDA	MD	20814	0.40%
ULTRA EMERGING MRKTSPRO FD INVT CL	7501 WISCONSIN AVE.	SUITE 1000 EAST TOWER	BETHESDA	MD	20814	0.40%
ULTRA MID CAP PROFUND INVESTOR SHS	7501 WISCONSIN AVE.	SUITE 1000 EAST TOWER	BETHESDA	MD	20814	0.40%
ULTRA NASDAQ-100 PRO FUND INVESTOR CLASS	7501 WISCONSIN AVE.	SUITE 1000 EAST TOWER	BETHESDA	MD	20814	0.40%
ULTRA SHORT CHINA PRO FUND - INVESTOR	7501 WISCONSIN AVE.	SUITE 1000 EAST TOWER	BETHESDA	MD	20814	0.40%
ULTRA SHORT DOW 30 INVESTOR SHARES	7501 WISCONSIN AVE.	SUITE 1000 EAST TOWER	BETHESDA	MD	20814	0.40%
ULTRA SHORT EMERGING MRKTS PRO FD INV CL	7501 WISCONSIN AVE.	SUITE 1000 EAST TOWER	BETHESDA	MD	20814	0.40%
ULTRA SHORT JAPAN PRO INVT CL SHS	7501 WISCONSIN AVE.	SUITE 1000 EAST TOWER	BETHESDA	MD	20814	0.40%
ULTRA SHORT NASDAQ- 100 PROFUND INVESTOR	7501 WISCONSIN AVE.	SUITE 1000 EAST TOWER	BETHESDA	MD	20814	0.40%
ULTRA SHORT SMALL CAP PRO FDS-INVST CL	7501 WISCONSIN AVE.	SUITE 1000 EAST TOWER	BETHESDA	MD	20814	0.40%
ULTRA SMALL CAP PROFUND INVESTOR SHS	7501 WISCONSIN AVE.	SUITE 1000 EAST TOWER	BETHESDA	MD	20814	0.40%
UNDISCOVERED MANAGERBEHAVIORAL VAL CL A	1111 POLARIS PARKWAY		COLUMBUS	OH	43240	0.40%
UNDISCOVERED MGRS BEHAVIOR VALUE CL L	1111 POLARIS PARKWAY		COLUMBUS	OH	43240	0.08%
USA MUTUALS VICE FD INVESTOR	615 E. MICHIGAN STREET		MILWAUKEE	WI	53202	0.40%
USAA CAPITAL GROWTH FUND RETAIL SHARES	4900 TIEDEMAN RD.	4TH FLOOR	BROOKLYN	OH	44114	0.10%
USAA HIGH INCOME FUND RETAIL	4900 TIEDEMAN RD.	4TH FLOOR	BROOKLYN	OH	44114	0.10%
USAA INCOME FUND CL A	4900 TIEDEMAN RD.	4TH FLOOR	BROOKLYN	OH	44114	0.40%
USAA INCOME STOCK FUND RETAIL	4900 TIEDEMAN RD.	4TH FLOOR	BROOKLYN	OH	44114	0.10%
USAA INTERMEDIATE TERM BOND RETAIL	4900 TIEDEMAN RD.	4TH FLOOR	BROOKLYN	OH	44114	0.10%
USAA INTERNATIONAL FUND RETAIL	4900 TIEDEMAN RD.	4TH FLOOR	BROOKLYN	OH	44114	0.10%
USAA NASDAQ 100 INDEX FUND A	4900 TIEDEMAN RD.	4TH FLOOR	BROOKLYN	OH	44114	0.40%
USAA NASDAQ 100 INDEX RETAIL	4900 TIEDEMAN RD.	4TH FLOOR	BROOKLYN	OH	44114	0.10%
USAA PRECIOUS METALS AND MINERALS RETAIL	4900 TIEDEMAN RD.	4TH FLOOR	BROOKLYN	OH	44114	0.10%
USAA SCIENCE & TECHNOLOGY CL A	4900 TIEDEMAN RD.	4TH FLOOR	BROOKLYN	OH	44114	0.40%
USAA SCIENCE & TECHNOLOGY RETAIL	4900 TIEDEMAN RD.	4TH FLOOR	BROOKLYN	OH	44114	0.10%
USAA SUSTAINABLE WORLD FUND	4900 TIEDEMAN RD.	4TH FLOOR	BROOKLYN	OH	44114	0.10%
USAA SUSTAINABLE WORLD FUND A	4900 TIEDEMAN RD.	4TH FLOOR	BROOKLYN	OH	44114	0.40%
VALUE LINE ASSET ALLOCATION INVESTOR	7 TIMES SQUARE	SUITE 1606	NEW YORK	NY	10036	0.40%
VALUE LINE CAPITAL APPRECIATION INV	7 TIMES SQUARE	SUITE 1606	NEW YORK	NY	10036	0.40%
VALUE LINE MID CAP FOCUSED INVESTORS FD	7 TIMES SQUARE	SUITE 1606	NEW YORK	NY	10036	0.40%
VAN ECK CM COMMODITYINDEX FUND A	666 3RD AVENUE	9TH FLOOR	NEW YORK	NY	10017	0.38%
VAN ECK EMERGING MARKETS CLASS A	666 3RD AVENUE	9TH FLOOR	NEW YORK	NY	10017	0.38%
VAN ECK GLOBAL RESOURCES FUND CL A	666 3RD AVENUE	9TH FLOOR	NEW YORK	NY	10017	0.38%
VAN ECK INTERNATN'L INVESTORS GOLD CL A	666 3RD AVENUE	9TH FLOOR	NEW YORK	NY	10017	0.38%
VAUGHAN NELSON SELECT FUND CL A	399 BOYLSTON STREET	8TH FLOOR	BOSTON	MA	02116	0.40%
VERSUS CAPITAL REAL ASSETS CL I	5555 DTC PARKWAY	SUITE 330	GREENWOOD VILLAGE	CO	80111	0.15%
VICTORY FLOATING RATE CL Y	4900 TIEDEMAN RD.	4TH FLOOR	BROOKLYN	OH	44114	0.12%
VICTORY GLOBAL ENERGY TRANSITION A	4900 TIEDEMAN RD.	4TH FLOOR	BROOKLYN	OH	44114	0.40%
VICTORY HIGH YIELD FD CL Y	4900 TIEDEMAN RD.	4TH FLOOR	BROOKLYN	OH	44114	0.15%

Schedule C, Line 2(h) Formula Descriptions

Fidelity Retirement Savings Plan
EIN: 04-3532603, PN: 002
Plan Year Ending: December 31, 2022

Indirect compensation in the form of sub-transfer agency fees was paid to: Fidelity Investments Institutional Operations Company, EIN: 04-2647786

Payor Name	Street Address 1	Street Address 2	City	State	Zip	Compensation
VICTORY RS SCIENCE AND TECHNOLOGY CL A	4900 TIEDEMAN RD.	4TH FLOOR	BROOKLYN	OH	44114	0.40%
VICTORY SYCAMORE ESTABLISHED VALUE A	4900 TIEDEMAN RD.	4TH FLOOR	BROOKLYN	OH	44114	0.10%
VICTORY THB US SMALLOPPORTUNITIES CL A	4900 TIEDEMAN RD.	4TH FLOOR	BROOKLYN	OH	44114	0.40%
VICTORY TRIVALENT INTL SMALL CAP A	4900 TIEDEMAN RD.	4TH FLOOR	BROOKLYN	OH	44114	0.40%
VIRTUS ALLIANZGI CONVERTIBLE A	101 MUNSON ST.	SUITE 3	GREENFIELD	MA	01301	0.40%
VIRTUS ALLIANZGI CONVERTIBLE C	101 MUNSON ST.	SUITE 3	GREENFIELD	MA	01301	0.10%
VIRTUS ALLIANZGI HEALTH SCIENCES I	101 MUNSON ST.	SUITE 3	GREENFIELD	MA	01301	0.10%
VIRTUS ALLIANZGI MID CAP GROWTH A	101 MUNSON ST.	SUITE 3	GREENFIELD	MA	01301	0.40%
VIRTUS ALLIANZGI WATER A	101 MUNSON ST.	SUITE 3	GREENFIELD	MA	01301	0.40%
VIRTUS CEREDEX LRG CAP VALUE EQUITY I	101 MUNSON ST.	SUITE 3	GREENFIELD	MA	01301	0.40%
VIRTUS CEREDEX MID CAP VALUE EQUITY I	101 MUNSON ST.	SUITE 3	GREENFIELD	MA	01301	0.40%
VIRTUS DUFF & PHELPS GLBL REAL EST SECS	101 MUNSON ST.	SUITE 3	GREENFIELD	MA	01301	0.10%
VIRTUS DUFF & PHELPS GLOBAL INFRA CL I	101 MUNSON ST.	SUITE 3	GREENFIELD	MA	01301	0.10%
VIRTUS KAR EMERG MKTS SMALL CAP A	101 MUNSON ST.	SUITE 3	GREENFIELD	MA	01301	0.40%
VIRTUS KAR EMERG MKTS SMALL CAP I	101 MUNSON ST.	SUITE 3	GREENFIELD	MA	01301	0.15%
VIRTUS KAR INTL SMALL MID CAP A	101 MUNSON ST.	SUITE 3	GREENFIELD	MA	01301	0.40%
VIRTUS KAR LONG SHORT EQUITY I	101 MUNSON ST.	SUITE 3	GREENFIELD	MA	01301	0.10%
VIRTUS KAR MID CAP CORE FUND CLASS A	101 MUNSON ST.	SUITE 3	GREENFIELD	MA	01301	0.40%
VIRTUS KAR MID CAP GROWTH FUND CL A	101 MUNSON ST.	SUITE 3	GREENFIELD	MA	01301	0.40%
VIRTUS KAR MID CAP GROWTH FUND CL I	101 MUNSON ST.	SUITE 3	GREENFIELD	MA	01301	0.10%
VIRTUS KAR SMALL CAP CORE FUND CL A	101 MUNSON ST.	SUITE 3	GREENFIELD	MA	01301	0.40%
VIRTUS KAR SMALL CAP CORE FUND CL I	101 MUNSON ST.	SUITE 3	GREENFIELD	MA	01301	0.40%
VIRTUS KAR SMALL CAP GROWTH CL A	101 MUNSON ST.	SUITE 3	GREENFIELD	MA	01301	0.40%
VIRTUS KAR SMALL CAP GROWTH CL C	101 MUNSON ST.	SUITE 3	GREENFIELD	MA	01301	0.10%
VIRTUS KAR SMALL CAP GROWTH FUND CL I	101 MUNSON ST.	SUITE 3	GREENFIELD	MA	01301	0.10%
VIRTUS KAR SMALL CAP VALUE CLASS I	101 MUNSON ST.	SUITE 3	GREENFIELD	MA	01301	0.15%
VIRTUS KAR SMALL MID CAP CORE FD CL I	101 MUNSON ST.	SUITE 3	GREENFIELD	MA	01301	0.10%
VIRTUS NFJ EMERGING MARKETS VALUE A	101 MUNSON ST.	SUITE 3	GREENFIELD	MA	01301	0.40%
VIRTUS NFJ MID CAP VALUE A	101 MUNSON ST.	SUITE 3	GREENFIELD	MA	01301	0.40%
VIRTUS NFJ MID CAP VALUE I	101 MUNSON ST.	SUITE 3	GREENFIELD	MA	01301	0.10%
VIRTUS SEIX CORPORATE BOND A	101 MUNSON ST.	SUITE 3	GREENFIELD	MA	01301	0.40%
VIRTUS SEIX CORPORATE BOND I	101 MUNSON ST.	SUITE 3	GREENFIELD	MA	01301	0.10%
VIRTUS SEIX HIGH YIELD CL A	101 MUNSON ST.	SUITE 3	GREENFIELD	MA	01301	0.40%
VIRTUS SEIX HIGH YIELD CL I	101 MUNSON ST.	SUITE 3	GREENFIELD	MA	01301	0.10%
VIRTUS TACTICAL ALLOCATION FUND A	101 MUNSON ST.	SUITE 3	GREENFIELD	MA	01301	0.40%
VIRTUS ZEVENBERGEN INNOVATIVE GR STK A	101 MUNSON ST.	SUITE 3	GREENFIELD	MA	01301	0.40%
VIRTUS ZEVENBERGEN INNOVATIVE GR STK I	101 MUNSON ST.	SUITE 3	GREENFIELD	MA	01301	0.40%
VOYA CORPORATE LEAD TRUST SERIES B	7337 E. DOUBLETREE RANCH RD		SCOTTSDALE	AZ	85258	0.10%
VOYA RUSSIA CLASS A	7337 E. DOUBLETREE RANCH RD		SCOTTSDALE	AZ	85258	0.40%
VULCAN VALUE PARTNERFUND INVESTOR	2801 HIGHWAY 280 SOUTH	SUITE 300	BIRMINGHAM	AL	35223	0.40%
WASATCH CORE GROWTH	505 WAKARA WAY	SUITE 300	SALT LAKE CITY	UT	84108	0.40%
WASATCH CORE GROWTH INSTITUTIONAL	505 WAKARA WAY	SUITE 300	SALT LAKE CITY	UT	84108	0.15%
WASATCH EMERGING INDIA FUND	505 WAKARA WAY	SUITE 300	SALT LAKE CITY	UT	84108	0.40%
WASATCH EMERGING INDIA FUND INSTL CL	505 WAKARA WAY	SUITE 300	SALT LAKE CITY	UT	84108	0.15%
WASATCH EMERGING MARKETS SELECT FUND	505 WAKARA WAY	SUITE 300	SALT LAKE CITY	UT	84108	0.40%
WASATCH EMERGING MARKETS SMALL CAP FD	505 WAKARA WAY	SUITE 300	SALT LAKE CITY	UT	84108	0.40%
WASATCH EMERGING MARKTS SM CAP INSTL	505 WAKARA WAY	SUITE 300	SALT LAKE CITY	UT	84108	0.10%
WASATCH EMG MRKTS SELECT FUND INSTL	505 WAKARA WAY	SUITE 300	SALT LAKE CITY	UT	84108	0.10%
WASATCH FRONTIER EMG SM COUNTRIES INS	505 WAKARA WAY	SUITE 300	SALT LAKE CITY	UT	84108	0.10%
WASATCH GLOBAL OPPORTUNITIES RETAIL	505 WAKARA WAY	SUITE 300	SALT LAKE CITY	UT	84108	0.40%
WASATCH HOISINGTON US TREASURY	505 WAKARA WAY	SUITE 300	SALT LAKE CITY	UT	84108	0.25%
WASATCH INTERNATIONLOPPORTUNITIES FD	505 WAKARA WAY	SUITE 300	SALT LAKE CITY	UT	84108	0.40%
WASATCH MICRO CAP VALUE FD INSTL	505 WAKARA WAY	SUITE 300	SALT LAKE CITY	UT	84108	0.10%
WASATCH MICROCAP	505 WAKARA WAY	SUITE 300	SALT LAKE CITY	UT	84108	0.40%
WASATCH MICRO-CAP VALUE FUND	505 WAKARA WAY	SUITE 300	SALT LAKE CITY	UT	84108	0.40%
WASATCH SMALL CAP GROWTH	505 WAKARA WAY	SUITE 300	SALT LAKE CITY	UT	84108	0.40%
WASATCH SMALL CAP GROWTH FUND INSTL CL	505 WAKARA WAY	SUITE 300	SALT LAKE CITY	UT	84108	0.10%
WASATCH SMALL CAP VALUE	505 WAKARA WAY	SUITE 300	SALT LAKE CITY	UT	84108	0.40%
WASATCH ULTRA GROWTH	505 WAKARA WAY	SUITE 300	SALT LAKE CITY	UT	84108	0.40%
WASATCH ULTRA GROWTH FUND INSTL CL	505 WAKARA WAY	SUITE 300	SALT LAKE CITY	UT	84108	0.10%
WCM CHINA QUALITY GR OWTH FUND INSTL	2220 E. ROUTE 66	SUITE 226	GLENDORA	CA	91740	0.12%
WCM FOCUSED EMERGING MARKETS FUND INSTL	2220 E. ROUTE 66	SUITE 226	GLENDORA	CA	91740	0.12%
WCM FOCUSED EMERGINGMARKETS INVESTOR	2220 E. ROUTE 66	SUITE 226	GLENDORA	CA	91740	0.40%
WCM FOCUSED GLOBAL GROWTH INVESTOR	2220 E. ROUTE 66	SUITE 226	GLENDORA	CA	91740	0.40%
WCM FOCUSED INTL GROWTH FUND INSTL	2220 E. ROUTE 66	SUITE 226	GLENDORA	CA	91740	0.40%
WCM FOCUSED INTL GROWTH FUND INVESTOR	2220 E. ROUTE 66	SUITE 226	GLENDORA	CA	91740	0.40%
WEITZ PARTNERS VALUE	1125 SOUTH 103RD STREET		OMAHA	NE	68124	0.40%
WESTERN ASSET CORE BOND FUND CL A	620 8TH AVENUE	49TH FLOOR	NEW YORK	NY	10018	0.40%
WESTERN ASSET CORE BOND FUND CL I	620 8TH AVENUE	49TH FLOOR	NEW YORK	NY	10018	0.15%
WESTERN ASSET CORE BOND PLUS FUND CL A	620 8TH AVENUE	49TH FLOOR	NEW YORK	NY	10018	0.40%
WESTERN ASSET CORE PLUS BOND FUND INSTL	620 8TH AVENUE	49TH FLOOR	NEW YORK	NY	10018	0.15%
WESTERN ASSET INTERMEDIATE BD CL A	620 8TH AVENUE	49TH FLOOR	NEW YORK	NY	10018	0.40%
WESTERN ASSET MACRO OPPORTUNITIES CL A	620 8TH AVENUE	49TH FLOOR	NEW YORK	NY	10018	0.40%
WILLIAM BLAIR LARGE CAP GROWTH CL I	222 WEST ADAMS STREET	12TH FLOOR	CHICAGO	IL	60606	0.10%
WILLIAM BLAIR LARGE CAP GROWTH FD N	222 WEST ADAMS STREET	12TH FLOOR	CHICAGO	IL	60606	0.40%
WILLIAM BLAIR MACRO ALLOCTION FUND CL N	222 WEST ADAMS STREET	12TH FLOOR	CHICAGO	IL	60606	0.40%
WILLIAM BLAIR SMALL CAP FD CLASS I	222 WEST ADAMS STREET	12TH FLOOR	CHICAGO	IL	60606	0.10%
WILLIAM BLAIR SMALL CAP GROWTH CLASS N	222 WEST ADAMS STREET	12TH FLOOR	CHICAGO	IL	60606	0.40%
WILLIAM BLAIR SMALL MID CAP GROWTH CL N	222 WEST ADAMS STREET	12TH FLOOR	CHICAGO	IL	60606	0.40%

Schedule C, Line 2(h) Formula Descriptions

Fidelity Retirement Savings Plan
EIN: 04-3532603, PN: 002
Plan Year Ending: December 31, 2022

Indirect compensation in the form of sub-transfer agency fees was paid to: Fidelity Investments Institutional Operations Company, EIN: 04-2647786

Payor Name	Street Address 1	Street Address 2	City	State	Zip	Compensation
WORLD CORE EQUITY PORTFOLIO FUND	6300 BEE CAVES ROAD	BUILDING ONE	AUSTIN	TX	78746	0.02%
WORLD PRECIOUS MINERALS FUND	3 CANAL PLAZA	SUITE 600	PORTLAND	ME	04101	0.40%
YCG ENHANCED FUND SERVICE/REGULAR	400 CITY CENTER		OSHKOSH	WI	54901	0.40%
ZACKS SMALL CAP CORE FUND INSTL	SUITE 1600	10 SOUTH RIVERSIDE PLAZA	CHICAGO	IL	60606	$12.00/PPT
ZEO SHORT DURATION INCOME FUND CL I	80 ARKAY DRIVE	SUITE 110	HAUPPAUGE	NY	11788	0.10%

FIDELITY RETIREMENT SAVINGS PLAN
Schedule of Assets (Held at End of Year)
Form 5500, Schedule H, Part IV, Line 4i
December 31, 2022

Identity of issue, borrower, lessor or similar party	Description of Investments	Cost[2]	Current Value
	Mutual Funds:		
	13D ACTIVIST FUND CL I		$ 12,024
	1919 FINANCIAL SERVICES CLASS I		36,497
	AB LARGE CAP GROWTH CL C		22
	AB LARGE CAP GROWTH CLASS A		33,270
	AB SELECT US LONG SHORT PORT CLASS A		10,093
	AB SMALL CAP GROWTH PORT CLASS A		10,823
	AB SUSTAINABLE GLOBAL THEMATIC A		45,177
	ABBEY CAPITAL MULTI ASSET FUND CLASS I		444
	ABERDEEN CHINA A SHARE EQUITY CL A		53,356
	ABERDEEN DYNAMIC DIVIDEND CL A		5,236
	ABERDEEN EMERGING MARKETS FD INSTL CL		1,676
	ABERDEEN EMERGING MKTS FUND CLASS A		298
	ABERDEEN EMERGING MRKTS FD INSTL SV CL		2,599
	ABERDEEN GLOBAL INFRASTRUCTURE INSTL		3,044
	ABERDEEN INTL SMALL CAP FUND CL A		22,084
	ABERDEEN U.S. SMALL CAP EQUITY FD CL A		22,237
	ABERDEEN U.S. SMALL CAP EQUITY INSTL CL		45,533
	ABR DYNAMIC BLEND EQ & VOLATILITY INVST		8,857
	ACADIAN EMERGING MARKETS PORT INVSTR		8,227
	ADV PREFERRED GOLD BULLION STRAT INV		309,256
	ADVISORS PREFERRED ONTRACK CORE FD ADV		7,106
	ADVISORS PREFERRED QUANTIFIED STF INVST		27,297
	AEGIS VALUE FUND INC		77,037
	AKRE FOCUS FUND INSTL		260,935
	AKRE FOCUS FUND RETAIL		1,687,623
	ALGER CAPITAL APPRECIATION CL A		3,141
	ALGER DYNAMIC OPPORTUNITIES CL A		7,762
	ALGER FOCUS EQUITY CL I		862
	ALGER HEALTH SCIENCES FD CL A		21,802
	ALGER MID CAP FOCUS CL I		24,346
	ALGER SMALL CAP FOCUS CLASS A		115,078
	ALGER SMALL CAP FOCUS CLASS Z		21,076
	ALGER SMALL CAP GROWTH CL Z		30,291
	ALGER SMALL CAP GROWTH FUND A		4,574
	ALGER SPECTRA CL Z		34,412
	ALGER SPECTRA FUND CLASS CL A		5,989
	ALLSPRING C&B MID CAP VALUE FD A		11,697
	ALLSPRING CORE PLUS BOND FUND INST		4,097
	ALLSPRING DISCIPLINE US CORE FD A		1,864
	ALLSPRING DIVRSFD CAP BUILDER FD A		13,318
	ALLSPRING DIVRSFD INCME BUILD FD A		8,215
	ALLSPRING PRECIOUS METALS FUND A		20,907
	ALLSPRING PRECIOUS METALS FUND INST		44,626
	ALLSPRING SHORT TERM BOND PLUS FD A		1,072
	ALLSPRING SHORT TERM HIGH YIELD BD INST		559
	ALLSPRING SMALL COMPANY VLUE FD A		31,528
	ALLSPRING SPECIAL MID CAP VLUE FD A		24,829
	ALLSPRING SPECTRUM AGRSSIV GRTH FD A		8,472

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FIDELITY RETIREMENT SAVINGS PLAN
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Form 5500, Schedule H, Part IV, Line 4i
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Identity of issue, borrower, lessor or similar party	Description of Investments	Cost[2]	Current Value
	ALLSPRING SPECTRUM AGRSSIV GRTH FD INST		$ 192
	ALLSPRING UTILITY & TELECOMMS FUND A		67,055
	ALLSPRING UTILITY & TELECOMMS FUND INST		7,474
	ALPHACENTRIC LIFESCI HEALTHCARE I		10,473
	ALPHACENTRIC ROBOTIC AND AUTOMATION I		87,143
	ALPHASIMPLEX MANAGED FUTURE STRAT CL A		234,924
	ALPHASIMPLEX MANAGED FUTURE STRAT CL Y		73,139
	ALPS CORECOMM MGMT COMP COMM STRT INV		7,470
	ALPS SMITH TOTAL RETURN BOND CL I		4,594
	ALTEGRIS AACA OPPORT REAL ESTATE CL N		42,034
	ALTEGRIS FUTURES EVOLUTION CL N		533
	AMANA DEVELOPING WORLD FUND		18,552
	AMANA DEVELOPING WORLD INSTITUTIONAL		11,389
	AMANA GROWTH FUND INSTITUTIONAL		12,480
	AMANA INCOME FUND INSTITUTIONAL		10,421
	AMANA MUTUAL FUND TRUST GROWTH		135,551
	AMANA MUTUAL FUND TRUST INCOME		46,984
	AMANA PARTICIPATION FD INSTITUTIONAL CL		7,568
	AMANA PARTICIPATION FD INVESTOR CLASS		616,478
	AMCAP FUND F3		125,108
	AMERICAN 2020 TARGET DATE RETIREMNT F1		96
	AMERICAN 2035 TARGET DATE RETIREMNT F1		59,910
	AMERICAN 2040 TARGET DATE RETIREMNT F1		37,244
	AMERICAN 2050 TARGET DATE RETIREMNT F1		1,220
	AMERICAN 2055 TARGET DATE RETIREMNT F1		1,289
	AMERICAN AMCAP CLASS A		13,346
	AMERICAN AMCAP FUND CLASS F1		32,703
	AMERICAN BALANCED CLASS A		95,953
	AMERICAN BALANCED CLASS F1		764,139
	AMERICAN BALANCED FUND F2		38,105
	AMERICAN BEACON AHL MNGD FUTR STRA INVS		233
	AMERICAN BEACON AHL MNGD FUTURES STRAT Y		56,348
	AMERICAN BEACON ARK TRANS INNOVTN INVSTR		888,084
	AMERICAN BEACON BALANCED INVST		23,076
	AMERICAN BEACON GL EV FRT MRKT INC INVT		12,854
	AMERICAN BEACON SIM HIGH YLD OPPS INVEST		48,823
	AMERICAN BEACON SMALL CAP INVESTOR		125,925
	AMERICAN BEACON SND PT FLT RT INC INV		1,488
	AMERICAN BEACON SOUN POINT FLOAT R5		551
	AMERICAN BEACON THE LONDON CO INC EQ INV		143,055
	AMERICAN BEACON TOCQUEVILLE INT VAL		14,319
	AMERICAN CAPITAL INCOME BUILDER CL A		10,181
	AMERICAN CAPITAL WORLD GR & INC CL F2		14,213
	AMERICAN CAPITAL WORLD GRTH & INC A		11,280
	AMERICAN CAPITAL WORLD GRWTH & INC F1		23,189
	AMERICAN CEN FOCUSED DYNAMIC GROWTH CL I		3,304
	AMERICAN CEN FOCUSED DYNAMIC GROWTH INV		290,949
	AMERICAN CEN ONE CHOICE CONV INVT CL		8,061
	AMERICAN CENT ONE CHOICE VERY CON INV		8,059
	AMERICAN CENTURY CHGAL GOLD INV CL		232,984

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Identity of issue, borrower, lessor or similar party	Description of Investments	Cost[2]	Current Value
	AMERICAN CENTURY EMERGING MARKETS INV		$ 35,702
	AMERICAN CENTURY EQUITY INCOME INV CL		91,177
	AMERICAN CENTURY GL REAL ESTATE INVSTOR		12,284
	AMERICAN CENTURY GLOBAL GOLD CL A		1,978
	AMERICAN CENTURY GOVERNMENT BOND		61,477
	AMERICAN CENTURY INFLN ADJ BOND INV		62,784
	AMERICAN CENTURY MID CAP VALUE INV SHS		16,063
	AMERICAN CENTURY ONE CHOICE AGGR PORT INV		7,918
	AMERICAN CENTURY SHT DUR STRAT INC INV		188,016
	AMERICAN CENTURY SMALL CAP GRWTH INV		55,100
	AMERICAN CENTURY SMALL CAP VALUE INV		235,927
	AMERICAN CENTURY SML CAP VAL CLASS I		1,875
	AMERICAN CENTURY STRAT ALLOC AGG INV		6,839
	AMERICAN CENTURY SUSTAINABLE EQ INV		47,564
	AMERICAN CENTURY UTILITIES INVESTOR		40,896
	AMERICAN CENTURY VALUE INV CL		30,767
	AMERICAN CLASS EMERG MARKETS BOND F-1		4,824
	AMERICAN CORPORATE BOND FUND CL F1		23,508
	AMERICAN EUROPACIFIC GROWTH CLASS A		71,859
	AMERICAN EUROPACIFIC GROWTH CLASS F1		15,019
	AMERICAN EUROPACIFIC GROWTH FUND CL F2		35,242
	AMERICAN EUROPACIFIC GROWTH FUND F3		248,013
	AMERICAN FUNDAMENTAL INVESTORS CL F1		85,673
	AMERICAN FUNDAMENTAL INVESTORS CLASS A		933
	AMERICAN FUNDS GROWTH PORT F1		24,414
	AMERICAN FUNDS GRWTH & INC PORTFOLIO F1		2,441
	AMERICAN FUNDS INFLT LINKED BOND CL F1		25,313
	AMERICAN FUNDS INFLT LINKED BOND CL F2		14,336
	AMERICAN FUNDS INTL VANTAGE F1		47,650
	AMERICAN GLOBAL BALANCED CLASS A		118,650
	AMERICAN GROWTH FUND OF AMERICA CL F2		30,913
	AMERICAN GROWTH FUND OF AMERICA CLASS A		52,880
	AMERICAN GROWTH FUND OF AMERICA CLASS F1		513
	AMERICAN HIGH INCOME CLASS F1		134,219
	AMERICAN HIGH INCOME TRUST CLASS A		3,622
	AMERICAN INCOME FUND OF AMERICA CL F2		201,750
	AMERICAN INCOME FUND OF AMERICA CLASS A		11,300
	AMERICAN INVESTMENT CO OF AMERICA CL F1		58,521
	AMERICAN MUTUAL FUND CL F2		72,912
	AMERICAN MUTUAL FUND CLASS A		868
	AMERICAN MUTUAL FUND CLASS F1		880,711
	AMERICAN NEW ECONOMY CLASS F1		988
	AMERICAN NEW PERSPECTIVE CL F2		8,667
	AMERICAN NEW PERSPECTIVE CLASS F1		145,242
	AMERICAN NEW WORLD CLASS F1		163,231
	AMERICAN NEW WORLD FUND CL F2		49,889
	AMERICAN NEW WORLD FUND CLASS A		37,717
	AMERICAN SHORT TERM BOND FD CL F1		6,482
	AMERICAN SMALL CAP WORLD CLASS A		11,703
	AMERICAN SMALLCAP WORLD CLASS F1		6,661

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Identity of issue, borrower, lessor or similar party	Description of Investments	Cost[2]	Current Value
	AMERICAN STRATEGIC BOND FUND F1		$ 132,177
	AMERICAN US GOV'T SECURITIES CLASS F1		57,802
	AMERICAN WASHINGTON MUTUAL INVESTORS F1		186,769
	AMERICAN WASHINGTON MUTUAL INVESTORS F2		137,483
	AMG GW&K ESG BOND FUND N		29,649
	AMG RIVER ROAD LRG CAP VALUE SELECT I		6,892
	AMG RIVER ROAD LRG CAP VALUE SELECT N		1,577
	AMG RIVER ROAD SMALL MID CAP VALUE CL N		3,064
	AMG TIMESSQUARE INTERNL SMALLCAP N		2,501
	AMG VERITAS ASIA PACIFIC FUND N		2,529
	AMG VERITAS CHINA FUND N		2,695
	AMG YACKTMAN FOCUSED I		213,381
	AMG YACKTMAN FOCUSED N		583,763
	AMG YACKTMAN FUND I		111,011
	AMG YACKTMAN SPECIAL OPPS FD I		10,849
	ANCHOR RISK MANAGED EQUITY STRAT INSTL		61,818
	APPLESEED FUND - INSTITUTIONAL		11,923
	APPLIED FIN EXPLORER FUND INSTL		82,482
	APPLIED FIN EXPLORER FUND INVESTOR		160,646
	APPLIED FIN SELECT FUND INVESTOR		94,941
	AQR DIVERSIFYING STRATEGIES FUND CL I		10,106
	AQR EQUITY MARKET NEUTRAL FD CL I		26,099
	AQR EQUITY MARKET NEUTRAL FD CL N		22,175
	AQR GLOBAL EQUITY FUND CLASS N		1,629
	AQR GLOBAL MACRO OPPORTUNITIES FD I		8,221
	AQR INTERNATIONAL MOMENTUM STYLE CL I		57,753
	AQR LARGE CAP DEFENSIVE STYLE CL N		354,806
	AQR LARGE CAP DEFENSIVE STYLE FD I		29,519
	AQR LARGE CAP MOMENTUM STYLE CL I		83,441
	AQR LARGE CAP MOMENTUM STYLE CL N		14,123
	AQR LONG SHORT EQUITY CL N		54,691
	AQR LONG SHORT EQUITY FUND CL I		2,753
	AQR MANAGED FUTURES FUND CL N		4,780
	AQR RISK BALANCED COMMOD STRATEGY FD I		38,493
	AQR RISK BALANCED COMMOD STRATEGY FD N		77,577
	AQR SMALL CAP MOMENTUM STYLE CL I		26,228
	AQUILA HIGH INCOME FUND CLASS A		2,505
	ARIEL APPRECIATION		16,561
	ARIEL FUND		53,463
	ARROW MANAGED FUTURES STRTGY CL I		35,092
	ARTISAN DEVELOPING WORLD FD ADVISOR CL		14
	ARTISAN DEVELOPING WORLD FD INVESTOR CL		507,869
	ARTISAN FOCUSED FUND ADVISOR CL		4,009
	ARTISAN GLOBAL EQUITY FUND INVESTOR		56,989
	ARTISAN GLOBAL OPPORTUNITIES INV		58,004
	ARTISAN HIGH INCOME FUND ADVISOR		4,283
	ARTISAN HIGH INCOME FUND INVESTOR		117,616
	ARTISAN INTERNATL EXPLORER ADVISOR		22,540
	ARTISAN INTERNATL INVESTOR CLASS		179,935
	ARTISAN INTL SMALL-MID CAP INV		103,598

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Identity of issue, borrower, lessor or similar party	Description of Investments	Cost[2]	Current Value
	ARTISAN INTL VALUE FUND INV CL		$ 120,240
	ARTISAN INTL VALUE FUND ADVISOR		1,992
	ARTISAN SMALL CAP FUND INVESTOR CL		56,027
	ARTISAN THEMATIC FD INVESTOR CLASS		189,965
	ARTISAN VALUE FUND INVESTOR CL		17,123
	AT INCOME OPPORTUNITIES INSTL		201
	ATAC ROTATION FUND INVESTOR CL		3,854
	AUER GROWTH		4,057
	AUXIER FOCUS FUND INSTITUTIONAL SHRS		2,843
	AVANTIS US SMALL CAP VALUE FUND		290,303
	AVE MARIA BOND CL R		998
	AVE MARIA FOCUSED FUND		368
	AVE MARIA GROWTH		45,029
	AVE MARIA RISING DIVIDEND FUND		199,184
	AVE MARIA VALUE FUND		65,299
	AVE MARIA WORLD EQUITY FUND		7,184
	AXONIC STRATEGIC INCOME FUND INSTL		18,806
	AXS ALTERNATIVE VALUE FUND CL I		960
	AXS ALTERNATIVE VALUE FUND INVESTOR		11,672
	AXS CHESAPEAKE STRATEGY I		7,884
	AXS MULTI STRATEGY ALTERNATIVES INV		27,086
	AXS THOMAS REUTERS VENTURE CAPTL INDX I		174,701
	BAIRD AGGREGATE BOND FUND INSTL		434,002
	BAIRD AGGREGATE BOND FUND INVESTOR CL		214,383
	BAIRD CORE PLUS BOND FD INVESTOR CL		24,130
	BAIRD CORE PLUS BOND INSTITUTIONAL		26,057
	BAIRD SHORT TERM BOND FUND INVESTOR		2,264,425
	BANKS ULTRA SECTOR PRO FUND INVESTOR		87
	BARON OPPORTUNITY FUND		255,992
	BARON OPPORTUNITY FUND INSTL CLASS		247,874
	BARON ASSET		97,672
	BARON ASSET FUND INSTL CLASS		2,165
	BARON DISCOVERY FUND INSTL SHARES		39,290
	BARON DISCOVERY FUND RETAIL SHARES		96,330
	BARON DURABLE ADVANTAGE FD RETAIL		65,304
	BARON EMERGING MARKETS FUND INSTL		14,432
	BARON EMERGING MARKETS FUND RETAIL		22,744
	BARON FIFTH AVE FUND INSTL CLASS		27,681
	BARON FINTECH FUND INSTL		5,810
	BARON FOCUSED GROWTH CLASS I		220,494
	BARON FOCUSED GROWTH FUND		250,328
	BARON GLOBAL ADVANTAGE FD INTSL		57,460
	BARON GLOBAL ADVANTAGE FD RETAIL		205,309
	BARON GROWTH		40,144
	BARON HEALTH CARE FD RETAIL		194,494
	BARON HEALTH CARE FUND INSTL		24,930
	BARON PARTNERS FUND		1,314,137
	BARON PARTNERS FUND INSTL CLASS		188,263
	BARON REAL ESTATE FUND INSTITUTIONAL		6,661
	BARON REAL ESTATE FUND RETAIL		270,767

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Identity of issue, borrower, lessor or similar party	Description of Investments	Cost[2]	Current Value
	BARON SMALL CAP FD		$ 69,919
	BARON WEALTHBUILDER FUND RETAIL		126,189
	BASIC MATERIAL ULTRA SEC PRO FD INVESTOR		322
	BEAR PRO FUND INVESTORS SHARES		99,338
	BECK, MACK & OLIVER PARTNERS FUND		2,907
	BECKER VALUE EQUITY		178,681
	BERKSHIRE FOCUS FUND		638,541
	BERNZOTT US SMALL CAP VALUE FUND		4,171
	BIOTECHNOLOGY ULTRA SECTOR PRO FD INVS		392,548
	BITCOIN STRATEGY FD INVESTOR		1,636,810
	BLACKROCK 20/80 TARGET ALLOC FD CL A		4,286
	BLACKROCK 80/20 TARGET ALLOC FD CL A		77,581
	BLACKROCK ADVANTAGE SM CAP GROWTH INV A		20,687
	BLACKROCK ADVANTAGE SMALL CAP CORE INV A		69,686
	BLACKROCK COMMODITY STRATEGIES FUND CL A		24,825
	BLACKROCK EMERGING MARKETS FD INC A		39,171
	BLACKROCK ENERGY OPPORTUNITIES CL A		272,611
	BLACKROCK ENERGY OPPORTUNITIES CL C		8,564
	BLACKROCK EQUITY DIVIDEND FD-INSTL		37,589
	BLACKROCK EVENT DRIVEN EQUITY FUND A		17,102
	BLACKROCK EVENT DRIVEN EQUITY INSTL		244,510
	BLACKROCK FOCUS GROWTH FD INC A		798
	BLACKROCK GLOBAL ALLOCATION CL A		78,287
	BLACKROCK GNMA PORT CLASS A		45,120
	BLACKROCK HEALTH SCIENCES OPP PRT A		408,301
	BLACKROCK HIGH EQUITY INCOME CL A		49,316
	BLACKROCK INCOME FUND INVESTOR A		50,565
	BLACKROCK INTERNATIONAL FD A		128,720
	BLACKROCK MID CAP GROWTH EQUITY CL A		255,889
	BLACKROCK MID CAP GROWTH EQUITY INSTL		85,083
	BLACKROCK MID CAP VALUE FUND CL A		100,315
	BLACKROCK MULTI - ASSET INCOME INSTL		286,500
	BLACKROCK MULTI ASSET INCOME PORT A		293,250
	BLACKROCK NATURAL RESOURCES TR CL A		99,543
	BLACKROCK STRATEGIC INC OPP PORT CL A		32,330
	BLACKROCK STRATEGIC INCOME OPPRTSI INSTL		677,706
	BLACKROCK SYSTEMATIC MULTI STRAT INV A		1,096
	BLACKROCK SYSTEMATIC MULTI-STRATEGY INSTL		126,552
	BLACKROCK TECHNOLOGY OPPORTUNITIES CL A		1,309,338
	BLACKROCK TECHNOLOGY OPPORTUNITIES SVS		107,213
	BLACKROCK TOTAL FACTOR FD INSTL		131,996
	BLACKROCK TOTAL RETURN INSTITUTIONAL		421,432
	BLACKSTONE ALTERV MULTI STRATEGY CL D		27,715
	BNY MELLON APPRECIATION INVSTR		60,968
	BNY MELLON DYNAMIC TOTAL RETURN A		999
	BNY MELLON DYNAMIC VALUE A		126,419
	BNY MELLON GLOBAL EMERGING MRKTS A		12,930
	BNY MELLON GLOBAL REAL ESTATE SEC I		7,818
	BNY MELLON GLOBAL REAL RETURN A		1,253
	BNY MELLON INTERNATIONAL BOND I		19,665

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Identity of issue, borrower, lessor or similar party	Description of Investments	Cost[2]	Current Value
	BNY MELLON LARGE CAP SECURITIES FUND INC		$ 2,469
	BNY MELLON MIDCAP INDEX INVESTOR		29,000
	BNY MELLON NATURAL RESOURCES A		602,264
	BNY MELLON S&P 500 INDEX FUND		1,226
	BNY MELLON SMALL MID CAP GROWTH A		134,509
	BNY MELLON SMALLCAP STOCK INDEX INVESTOR		156,702
	BNY MELLON TECHNOLOGY GROWTH A		24,852
	BOSTON PARTNERS ALL CAP VALUE INSTL		57,477
	BOSTON PARTNERS ALL CAP VALUE INVS		115,487
	BOSTON PARTNERS GLOBL LONG SHRT INVS		542
	BOSTON TRUST ASSET MANAGEMENT FUND		4,113
	BOSTON TRUST WALDEN SMALL CAP FUND		94,549
	BRANDYWINEGLOBAL GLOBAL FLEX INCOME I		1,097
	BRIDGEWAY SMALL CAP VALUE FUND CL N		67,157
	BRIDGEWAY ULTRA SMALL CO MARKET		28,831
	BROWN ADVISORY SMALL CAP FUNDMNTL VAL ADV		72,551
	BROWN ADVISORY SUSTAIN GROWTH ADV		37,111
	BROWN ADVISORY SUSTAIN GROWTH INV		10,330
	BROWN ADVISORY WMC STRAT EUROPN EQ INVS		4,425
	BROWN CAPITAL MGMT SMALL COMPANY INSTL		209,831
	BROWN CAPITAL MGT SMALL COMPANY INV		78,549
	BROWN INTERNATIONAL SMALL COMPANY INSTL		76,470
	BROWN INTERNATIONAL SMALL COMPANY INVEST		53,596
	BUFFALO DISCOVERY FUND		33,380
	BUFFALO DIVIDEND FOCUS FUND		5,147
	BUFFALO EARLY STAGE GROWTH FUND		5,268
	BUFFALO FLEXIBLE INCOME FUND		58,895
	BUFFALO HIGH YIELD		22,891
	BUFFALO INTERNATIONAL FUND		25,310
	BUFFALO LARGE CAP		1,612
	BUFFALO MID CAP FUND		980
	BUFFALO SMALL CAP FUND INSTL		34,518
	BUFFALO SMALL CAP GROWTH		236,316
	BULL PRO FUND INVESTORS SHARES		18,944
	CALAMOS EVOLVING WORLD GROWTH CL A		29,591
	CALAMOS HEDGED EQUITY INCOME CL A		43,481
	CALAMOS MARKET NEUTRAL INCOME CL A		102,464
	CALAMOS PHINEUS LONG /SHORT CLASS A		3,100
	CALAMOS TIMPANI SM CAP GR FD CL A		1,191
	CALVERT BALANCED FUND CLASS A		21,352
	CALVERT EMERGING MARKETS EQUITY CL A		21,484
	CALVERT EQUITY FUND CLASS A		197,083
	CALVERT GLOBAL ENERGY SOLUTIONS A		149,334
	CALVERT GLOBAL WATER FUND CL A		130,172
	CALVERT INTL EQUITY CLASS A		99,251
	CALVERT INTRNTL RESPBL INDEX A		6,118
	CALVERT U.S. LRG CAP CORE RESPNSBL INDX A		244,183
	CALVERT ULTRA SHORT DURATION INCOME CL A		51,051
	CALVERT US MID CAP CORE RSPNSBL INDEX A		130,026
	CAMBIAR AGGRESSIVE VALUE INVESTOR CL		12,012

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	CAMBIAR OPPORTUNITY INVESTOR CL		$ 58,890
	CARILLON CLARIVEST INTERNATIONAL STK I		916
	CARILLON REAMS CORE PLUS BOND CL I		8,906
	CARILLON SCOUT MID CAP FUND CL I		77,550
	CATALYST DYNAMIC ALPHA FUND CL I		5,257
	CATALYST ENHANCED INCOME STRATEGY I		67,465
	CATALYST INSIDER INCOME FUND CL I		3,478
	CATALYST MILLBURN HEDGE STRTGY FD CL I		14,743
	CAUSEWAY EMERGING MRKTS FD INV CL		59,564
	CAUSEWAY INTERNATNAL VALUE INSTL		17,887
	CAUSEWAY INTERNATNAL VALUE INVESTOR		5,098
	CBOE VEST BITCOIN STRATEGY MANAGED VOL		7,634
	CBOE VEST S&P 500 DIV ARISTO TGT INC I		2,554
	CBOE VEST US LARGE CAP 20% BUFFER INSTL		1,092
	CENTRE AMERICAN SELECT EQUITY INSTL		13,750
	CENTRE AMERICAN SELECT EQUITY INVSTR		88,891
	CHAMPLAIN MID CAP ADVISOR SHARE		229,506
	CHAMPLAIN MID CAP CLASS I		8,506
	CITY NATIONAL ROCHDALE EQTY INC N		33,307
	CLARKSTON PARTNERS FUND CL I		1,562,305
	CLEARBRIDGE AGGRESSIVE GROWTH A		13,924
	CLEARBRIDGE GROWTH FUND CL I		2,996
	CLEARBRIDGE INTERN'L SMALL CAP FUND CL A		73,259
	CLEARBRIDGE INTERN'T GROWTH FD CL A		71,394
	CLEARBRIDGE INTERN'T GROWTH FD CL I		11,919
	CLEARBRIDGE SELECT FUND CL A		254,640
	CLEARBRIDGE SELECT FUND I		60,573
	CLEARBRIDGE SMALL CAP FUND CLASS A		7,791
	CLEARBRIDGE SMALL CAP FUND CLASS I		914
	CLEARBRIDGE SUSTAINABILITY LDR I		54
	CLIFFWATER CORPORATE LENDING FUND I		132,076
	COHEN & STEERS INSTL REALTY SHARES		41,995
	COHEN & STEERS MLP AND ENERGY OPPORT A		44,145
	COHEN & STEERS MLP AND ENERGY OPPORT I		1,023
	COHEN & STEERS PREF SECURITIES INC A		93,293
	COHEN & STEERS PREF SECURITIES INCOME I		22,906
	COHEN & STEERS REAL ASSET FUND CL I		9,478
	COHEN & STEERS REAL ASSETS FD CL A		1,575
	COHEN & STEERS REAL ESTATE SECURITIES A		80,095
	COHEN & STEERS REALTY CLASS A		29,007
	COHEN & STEERS REALTY SHARES		21,376
	COHEN& STEERS GLBAL REALTY CL I		68,920
	COLUMBIA ACORN EUROPEAN FUND CL A		22,435
	COLUMBIA ADAPTIVE RISK ALLOCATION CL A		52,744
	COLUMBIA ADAPTIVE RISK ALLOCATION I2		22,111
	COLUMBIA BALANCED FUND CL A		7,292
	COLUMBIA COMMODITY STRATEGY FUND CL A		51,879
	COLUMBIA CONTRARIAN CORE FUND CL A		564,218
	COLUMBIA CONVERTIBLE SECURITIES FD A		19,181
	COLUMBIA CORPORATE INCOME FUND CLASS A		6,745

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	COLUMBIA DIVIDEND INCOME CL A		$ 1,003,823
	COLUMBIA DIVIDEND INCOME FUND CL I2		305,493
	COLUMBIA DIVIDEND OPPORTUNITY CL A		6,495
	COLUMBIA DIVIDEND OPPORTUNITY CL C		432
	COLUMBIA EMERGING MARKETS FUND CL I2		32,392
	COLUMBIA GLOBAL TECH GROWTH CL A		111,281
	COLUMBIA GLOBAL TECH GROWTH CL I2		23,731
	COLUMBIA INTEGRATED LARGE CAP VALUE FD A		30,268
	COLUMBIA MORTGAGE OPPORTUNITIES CL A		43,312
	COLUMBIA MORTGAGE OPPORTUNITIES I2 CL		18,845
	COLUMBIA OVERSEAS CORE A		8,961
	COLUMBIA OVERSEAS VALUE CL I2		64,785
	COLUMBIA SELECT GLOBAL EQUITY CL A		19,825
	COLUMBIA SELECT LARGE CAP VALUE I2		62,175
	COLUMBIA SELIGMAN GLOBAL TECHNOLGY A		212,932
	COLUMBIA SELIGMAN TECH AND INFO CL A		624,153
	COLUMBIA SELIGMAN TECH AND INFO CL I2		26,429
	COLUMBIA SHORT-TERM BOND FUND CL I2		24,723
	COLUMBIA SMALL CAP GROWTH FD CL A		17,532
	COLUMBIA SMALL CAP VAL I FUND CL A		3,551
	COLUMBIA STRATEGIC INCOME FUND ADV		5,331
	COLUMBIA STRATEGIC INCOME FUND CL I2		46,604
	COLUMBIA THERMOSTAT CL A		84,841
	COLUMBIA THERMOSTAT FUND CL I2		102,570
	COMMERCE VALUE INSTITUTIONAL		85,559
	COMMONWEALTH NEW ZEALAND		24,459
	CONESTOGA SMALL CAP INVESTOR CLASS		132,377
	CONESTOGA SMID CAP FUND INVESTORS CL		10,922
	CONGRESS MID CAP GROWTH RETAIL		27,385
	CONGRESS SMALL CAP GROWTH INSTL CL		1,537
	CONGRESS SMALL CAP GROWTH RETAIL CLASS		84,019
	CONSUMER SERV ULTRA SECTOR PRO FD-INVEST		39,584
	COVE STREET CAPITAL SMALL CAP VALUE INST		7,357
	CREDIT SUISSE COMMOD RETURN STRATEGY A		307
	CREDIT SUISSE MULTI ALTERNATIVE STRAT I		623
	CROMWELL CENTERSQUAR REAL ESTATE INVESTOR		20,152
	CULLEN HIGH DIVIDEND EQUITY FUND RETAIL		16,841
	CULLEN INTL HIGH DIV FD RETAIL CL SH		19,484
	DAVIS FINANCIAL CLASS A		26,062
	DAVIS FINANCIAL FUND CLASS Y		108,974
	DAVIS INTERNATIONAL CL A		14,715
	DELAWARE CLIMATE SOLUTIONS FD CL A		6
	DELAWARE IVY EMERG MARKETS EQUITY A		17,986
	DELAWARE IVY INTL CORE EQUITY FD CL A		104,918
	DELAWARE IVY MID CAP GROWTH CL A		371
	DFA EMERGING MARKETS SUSTAIN CORE 1 INSTL		90,473
	DFA EMERGING MRKTS CORE EQU PORTF		309,581
	DFA FIVE YEAR GLBL FIXED INC PRTF INSTL		152,559
	DFA GLB SUSTAINABLTY FIXED INCOME INSTL		30,659
	DFA GLOBAL CORE PLUS FIXED INC INSTL		48,151

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Identity of issue, borrower, lessor or similar party	Description of Investments	Cost[2]	Current Value
	DFA GLOBAL REAL ESTATE SEC PORTFOLIO		$ 310,815
	DFA INTERM EXTENDED QUALITY PORT INSTL		7,613
	DFA INTERNATIONAL CORE EQUITY		904,972
	DFA INTERNATIONAL VECTOR EQUITY PORT		69,318
	DFA INTL HIGH REL PROF PORT INSTL		5,658
	DFA INT'L SMALL CAP VALUE		30,035
	DFA INVESTMENT GRADE PORTFOLIO INSTL		96,690
	DFA SELECTIVELY HEDGED GL FIXED INC		177,173
	DFA SHORT TERM EXTENDED QUAL INSTL		51,947
	DFA SHORT-DURATION REAL RETURN INSTL		30,402
	DFA US CORE EQUITY I		1,580,251
	DFA US CORE EQUITY II		511,081
	DFA US HIGH RELATIVE PROFIT PORT INSTL		36,646
	DFA US LARGE CAP VALUE PRTF INSTL		123,883
	DFA US SMALL CAP VALUE PRTF INSTL		38,948
	DFA US SUSTAIN CORE 1 PORTFOLIO I		251,180
	DIAMOND HILL LARGE CAP INVESTOR		15,952
	DIAMOND HILL SMALL CAP FUND CLASS I		2,461
	DIMENSIONAL GLOBAL ALL 60/40 PRTF INSTL		33,709
	DIMENSIONAL GLOBAL EQUITY PORT INST		4,060
	DIREXION MONTHLY NASDAQ100BULL2X INV		3,647,021
	DIREXION MONTHLY S&P 500 BEAR 2X INV		1,018,979
	DIREXION MONTHLY S&P 500 BULL 2X INV		1,341,471
	DIREXION MONTHLY SM CAP BULL 2X INV		314,935
	DIREXION MONTHLY SML CAP BEAR 2X INV		246,829
	DODGE & COX BALANCED CL I		18,264
	DODGE & COX EMERGING MARKETS STOCK FUND		34,964
	DODGE & COX GLOBAL STOCK CL I		77,028
	DODGE & COX INCOME CL I		364,255
	DODGE & COX INTERNATL STOCK CL I		482,470
	DODGE & COX STOCK CL I		2,026,443
	DOMINI IMPACT EQUITY INVESTOR		4,734
	DOMINI IMPACT INTL EQUITY INVESTOR		51,617
	DOMINI SUSTAINABLE SOLUTIONS INVESTOR		48,927
	DOUBLELINE CORE FIXED INCOME CL I		36,155
	DOUBLELINE CORE FIXED INCOME FD CL N		25
	DOUBLELINE EMERGING MRTKS FIXED INC I		3,932
	DOUBLELINE FLEXIBLE INCOME CL I		14,424
	DOUBLELINE FLOATING RATE FUND CL N		53,897
	DOUBLELINE LOW DURATION BOND CL I		9,368
	DOUBLELINE LOW DURATION CL N		803,574
	DOUBLELINE LOW DURTN EMER MKTS FIX INC I		9,384
	DOUBLELINE MULTI ASSET TREND FUND I		54,126
	DOUBLELINE SHILLER ENH INTL CAPE CL I		2,141
	DOUBLELINE SHILLER ENHANCED CAP CL I		461,885
	DOUBLELINE SHILLER ENHANCED CAP CL N		253,270
	DOUBLELINE STRATEGIC COMMODITY CL N		3,343
	DOUBLELINE TOTAL RETURN BOND FD CL I		289,757
	DOUBLELINE TOTAL RT BOND FD CL N		165,918
	DOUBLINE SHILLER ENH INTL CAPE CL N		7,070

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	DOW JONES WILSHIRE 5000 INDEX PORT INVT		$ 5,712
	DRIEHAUS EMERGING MARKETS		124,711
	DRIEHAUS EMERGING MARKETS SM CAP GRWTH		4,613
	DRIEHAUS EVENT DRIVEN FUND		6,946
	DRIEHAUS MICRO CAP GROWTH FUND		221,849
	DRIEHAUS SMALL CAP GROWTH INSTL CL		6,144
	DRIEHAUS SMALL CAP GROWTH INVESTOR CL		75,050
	DWS GLOBAL INFRASTRU FD -INST		3,312
	DWS GLOBAL INFRASTRUCTURE FD-A		10,811
	DWS LATIN AMERICA EQUITY CL I		39,217
	DWS LATIN AMERICA EQUITY FUND-A		52,119
	DWS SCIENCE AND TECHNOLOGY FUND INST		452
	DWS SCIENCE AND TECHNOLOGY FUND-A		236
	EATON VANCE BALANCED CLASS A		5,176
	EATON VANCE EMERGING MRKTS DEBT OPPOR A		16,525
	EATON VANCE FLOATING RATE ADVANTAGE CL A		6,329
	EATON VANCE FLOATING RATE CLASS I		5,544
	EATON VANCE FLOATING RATE HI INCOME CL I		10,830
	EATON VANCE GL MACRO ABSOLUTE RTRN ADV I		21,155
	EATON VANCE GL MACRO ABSOLUTE RTRN ADVT A		1,154
	EATON VANCE GREATER INDIA FUND CLASS A		6,993
	EATON VANCE GREATER INDIA FUND CLASS I		6,978
	EATON VANCE HIGH INC OPPORTUNITIES CL A		1,398
	EATON VANCE HIGH INCOME OPPT CL I		17,639
	EATON VANCE MULTI - ASSET CREDIT FD CL I		9,270
	EATON VANCE PARAMETR DIVIDEND INC CL A		167,676
	EATON VANCE PARAMETR DIVIDEND INCOME CL I		54,383
	EATON VANCE SHORT DURATION GOV INC I		4,613
	EATON VANCE SHT DUR STRATEGIC INC A		4,932
	EATON VANCE SHT DUR STRATEGIC INC FD I		8,998
	EATON VANCE TOTAL RETURN BOND CL A		209
	EATON VANCE TOTAL RETURN BOND CL I		12,038
	ECOFIN GLOBAL RENEWABLES INFRA INS		10,078
	EDGEWOOD GROWTH FUND INSTL CL		37
	EDGEWOOD GROWTH FUND RETAIL CLASS		13,155
	EMERALD FINANCE AND BANKING INNOV INSTL		4,403
	EMERALD FINANCE AND BANKING INNOV INV		4,379
	EMERALD GROWTH INSTITUTIONAL		20,567
	EP EMERGING MARKETS CLASS A		26,987
	EP EMERGING MARKETS CLASS I		70,116
	EP INTERNATIONAL VALUE FUND CL I		24,506
	EUROPAC GOLD FUND CL I		79,739
	EUROPAC GOLD FUND CLASS A		27,148
	EUROPAC INTERNATNL DIVIDEND INC CL A		3,079
	EUROPAC INTERNATNL DIVIDEND INC CL I		4,258
	EUROPAC INTL VALUE FUND CLASS A		10,449
	EV FOCUSED VALUE OPPORTUNITIES CL A		15,153
	EVENTIDE CORE BOND FUND CL I		1,502
	EVENTIDE DIVIDEND OPPORTUNITIES CL I		1,409
	EVENTIDE DIVIDEND OPPORTUNITIES CL N		34

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	EVENTIDE EXPONENTIAL TECHNOLOGIES FD CL N		$ 34,776
	EVENTIDE EXPONENTIAL TECHNOLOGIES I		134,967
	EVENTIDE GILEAD FUND CLASS I		171,269
	EVENTIDE GILEAD FUND CLASS N		411,815
	EVENTIDE HEALTHCARE AND LIFE SCIENCES N		486,968
	EVENTIDE LARGE CAP FOCUS FD CL N		6,022
	EVERMORE GLOBAL VALUE FD INVESTOR		462
	FA ASSET MGR 20% Z (1)		9,559,304
	FA ASSET MGR 30% Z (1)		6,293,930
	FA ASSET MGR 40% Z (1)		8,173,888
	FA ASSET MGR 50% Z (1)		11,361,793
	FA ASSET MGR 60% Z (1)		14,770,641
	FA ASSET MGR 70% Z (1)		20,722,683
	FA ASSET MGR 85% Z (1)		19,604,706
	FA CONS STAPLES Z (1)		37,074,841
	FA CONSUMER DISC Z (1)		39,270,152
	FA CONV SEC Z (1)		19,163,628
	FA CORP BOND Z (1)		12,186,784
	FA EMERG MKTS DISC Z (1)		12,024,296
	FA ENERGY Z (1)		191,898,178
	FA FINANCIAL SVCS Z (1)		74,314,767
	FA FLOATING RATE Z (1)		38,175,590
	FA FOCUS EMRG MKTS Z (1)		119,180,225
	FA GLB COMDTY STK Z (1)		108,946,359
	FA GLOBAL CAP APP I (1)		2,530,642
	FA GLOBAL CREDIT Z (1)		928,573
	FA GLOBAL EQ INC Z (1)		5,371,662
	FA GOLD Z (1)		72,736,509
	FA GOV INCOME Z (1)		49,594,903
	FA GROWTH OPPS Z (1)		127,059,653
	FA HEALTH CARE Z (1)		181,720,218
	FA HIGH INC ADV Z (1)		111,021,246
	FA HIGH INCOME Z (1)		33,537,209
	FA INDUSTRIALS Z (1)		72,645,811
	FA INTL GROWTH Z (1)		166,198,858
	FA INTL SM CAP OPP Z (1)		16,161,790
	FA INTL SM CAP Z (1)		41,274,251
	FA INTL VALUE Z (1)		7,907,916
	FA INVST GRD BOND Z (1)		71,462,439
	FA MATERIALS Z (1)		43,960,989
	FA MID CAP II Z (1)		1,539,731
	FA MORTGAGE SEC Z (1)		67,374,483
	FA MULTI-ASSET INC Z (1)		15,606,026
	FA NEW MARKETS INC Z (1)		31,510,850
	FA REAL ESTATE INC Z (1)		17,590,282
	FA SH DUR HIGH INC Z (1)		4,439,152
	FA SHORT-TERM BOND Z (1)		22,360,031
	FA SM CAP VAL Z (1)		63,659,791
	FA SMALL CAP Z (1)		74,615,655
	FA STK SEL MID CAP Z (1)		102,147,537

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	FA STK SEL SM CAP Z (1)		$ 36,084,234
	FA STRAT DIV INC Z (1)		38,775,063
	FA STRAT INCOME Z (1)		126,864,779
	FA TECHNOLOGY Z (1)		183,404,845
	FA UTILITIES Z (1)		34,948,781
	FA WOMENS LDRSHP Z (1)		5,597,173
	FA WORLDWIDE Z (1)		26,661,489
	FAIRHOLME FUND		52,417
	FAM DIVIDEND FOCUS FUND		58,328
	FEDERATED HERMES CAPTL INCOME CL A		4,038
	FEDERATED HERMES CAPTL INCOME CL IS		1,418
	FEDERATED HERMES CLOVER SM VAL CL A		32,677
	FEDERATED HERMES INSTL HIGH YLD BD IS		4,242
	FEDERATED HERMES KAUFMANN SM CAP A		180,800
	FEDERATED HERMES KAUFMANN SM CAP IS		4,395
	FEDERATED HERMES MDT MARKET NEUTRAL FD A		213
	FEDERATED HERMES OPPOR HIGH YLD BD SS		46,792
	FEDERATED HERMES STR VAL DIV CL A		12,211
	FEDERATED HERMES STR VAL DIV CL IS		11
	FID 500 INDEX (1)		2,538,277,703
	FID BALANCED K6 (1)		172,443,189
	FID BLUE CHIP GR K6 (1)		345,512,984
	FID CONSV INC BD IS (1)		162,155,899
	FID CONTRAFUND K6 (1)		1,092,642,205
	FID DIVERSFD INTL K6 (1)		99,974,581
	FID DIVIDEND GR K (1)		565,140,799
	FID EMERGING MKTS K (1)		204,294,295
	FID EMRG MKTS IDX (1)		449,559,978
	FID EQ DIV INCOME K (1)		611,642,181
	FID EQUITY INCOME K6 (1)		46,162,622
	FID EXTD MKT IDX (1)		76,771,018
	FID FDM IDX 2005 IPR (1)		4,830,678
	FID FDM IDX 2010 IPR (1)		1,226,340
	FID FDM IDX 2015 IPR (1)		2,300,454
	FID FDM IDX 2020 IPR (1)		3,224,217
	FID FDM IDX 2025 IPR (1)		10,747,472
	FID FDM IDX 2030 IPR (1)		18,253,337
	FID FDM IDX 2035 IPR (1)		20,032,677
	FID FDM IDX 2040 IPR (1)		19,195,874
	FID FDM IDX 2045 IPR (1)		19,199,028
	FID FDM IDX 2050 IPR (1)		13,552,512
	FID FDM IDX 2055 IPR (1)		10,692,135
	FID FDM IDX 2060 IPR (1)		8,771,921
	FID FDM IDX 2065 IPR (1)		2,205,657
	FID FDM IDX INC IPR (1)		1,615,798
	FID FRDM BLD 2005 K6 (1)		29,988
	FID FRDM BLD 2010 K6 (1)		6,675
	FID FRDM BLD 2015 K6 (1)		731,518
	FID FRDM BLD 2020 K6 (1)		2,253,983
	FID FRDM BLD 2025 K6 (1)		4,427,376

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	FID FRDM BLD 2030 K6 (1)		$ 7,033,128
	FID FRDM BLD 2035 K6 (1)		12,282,847
	FID FRDM BLD 2040 K6 (1)		9,921,773
	FID FRDM BLD 2045 K6 (1)		6,709,364
	FID FRDM BLD 2050 K6 (1)		5,905,063
	FID FRDM BLD 2055 K6 (1)		3,247,504
	FID FRDM BLD 2060 K6 (1)		1,940,487
	FID FRDM BLD 2065 K6 (1)		3,165,979
	FID FRDM BLD INC K6 (1)		80,441
	FID FREEDOM 2005 K6 (1)		1,645,116
	FID FREEDOM 2010 K6 (1)		8,452,450
	FID FREEDOM 2015 K6 (1)		18,163,278
	FID FREEDOM 2020 K6 (1)		84,264,585
	FID FREEDOM 2025 K6 (1)		230,718,718
	FID FREEDOM 2030 K6 (1)		433,816,631
	FID FREEDOM 2035 K6 (1)		482,198,204
	FID FREEDOM 2040 K6 (1)		420,142,285
	FID FREEDOM 2045 K6 (1)		280,361,601
	FID FREEDOM 2050 K6 (1)		226,944,738
	FID FREEDOM 2055 K6 (1)		148,068,568
	FID FREEDOM 2060 K6 (1)		99,297,454
	FID FREEDOM 2065 K6 (1)		17,714,589
	FID FREEDOM INC K6 (1)		7,571,898
	FID GLB EX US IDX (1)		238,306,265
	FID GNMA (1)		14,954,393
	FID GOV CASH RESERVE (1)		3
	FID GROWTH & INC K (1)		136,551,374
	FID GROWTH CO K6 (1)		1,160,325,276
	FID GROWTH STRAT K6 (1)		73,476,099
	FID INFL PR BD IDX (1)		81,420,810
	FID INTERMED BOND (1)		27,635,676
	FID INTL BOND INDEX (1)		1,409,678
	FID INTL CAP APPR K6 (1)		162,305,252
	FID INTL DISCOV K6 (1)		45,012,594
	FID INTL ENH INDEX (1)		39,335,142
	FID INTL INDEX (1)		747,124,822
	FID INTL SUSTN IDX (1)		2,889,352
	FID INTM TR BD IDX (1)		382,422,893
	FID LC CORE ENH INDX (1)		77,970,619
	FID LC GRO ENH INDX (1)		112,088,849
	FID LC VAL ENH INDX (1)		122,086,187
	FID LG CAP GR IDX (1)		712,422,051
	FID LG CAP VAL IDX (1)		34,213,052
	FID LOW-PRICED ST K6 (1)		445,328,946
	FID LT TR BD IDX (1)		19,933,814
	FID LTD TERM GOVT (1)		3,370,627
	FID MAGELLAN K6 (1)		156,954,716
	FID MGD RET 2010 K6 (1)		46,584
	FID MGD RET 2015 K6 (1)		3,593
	FID MGD RET 2020 K6 (1)		152,655

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	FID MGD RET 2025 K6 (1)		$ 478,695
	FID MGD RET 2030 K6 (1)		207,654
	FID MGD RET INC K6 (1)		380,030
	FID MID CAP ENH INDX (1)		89,879,627
	FID MID CAP GR IDX (1)		6,012,711
	FID MID CAP IDX (1)		44,958,187
	FID MID CAP STOCK K6 (1)		121,328,685
	FID MID CAP VAL IDX (1)		3,386,170
	FID MID CAP VALUE K6 (1)		23,239,639
	FID MULTI ASSET IDX (1)		68,148,442
	FID NASDAQ COMP INDX (1)		146,105,125
	FID NEW MILLEN (1)		169,649,955
	FID OTC K6 (1)		177,946,627
	FID OVERSEAS K (1)		157,264,239
	FID PURITAN K6 (1)		80,356,165
	FID REAL ESTATE IDX (1)		17,042,870
	FID REAL ESTATE INVS (1)		35,832,297
	FID SEL BIOTECH (1)		124,193,056
	FID SEL COMM SERV (1)		21,986,867
	FID SEL MED TECH&DV (1)		83,025,349
	FID SEL RETAILING (1)		42,214,335
	FID SEL SEMICONDUCT (1)		111,607,021
	FID SEL SOFTWARE (1)		77,992,024
	FID SM CAP DISCOVERY (1)		78,877,634
	FID SM CAP ENH INDX (1)		12,428,537
	FID SM CAP GR IDX (1)		5,476,712
	FID SM CAP IDX (1)		54,031,256
	FID SM CAP VAL IDX (1)		10,564,119
	FID SMALL CAP GR K6 (1)		76,664,753
	FID SMALL CAP STK K6 (1)		35,522,514
	FID ST BOND IDX (1)		8,546,855
	FID ST TR BD IDX (1)		12,205,457
	FID STOCK SELECTOR LARGE CAP VALUE FD (1)		118,746
	FID STR REAL RET K6 (1)		11,358,581
	FID SUSTAINABLE EMERGING MARKETS FD (1)		11,223
	FID SUSTAINABLE INTERNATIONAL EQ FD (1)		8,452
	FID SUSTAINABLE U.S. EQUITY FUND (1)		10,613
	FID SUSTN BOND IDX (1)		2,635,961
	FID TOTAL BOND K6 (1)		256,208,712
	FID TOTAL INTL IDX (1)		162,587,262
	FID TOTAL MKT IDX (1)		332,522,910
	FID US BOND IDX (1)		657,666,015
	FID US SUSTN IDX (1)		61,842,529
	FID VALUE DISCOV K6 (1)		161,375,605
	FID VALUE K (1)		515,378,021
	FID VALUE STRAT K (1)		54,402,834
	FIDELITY ADVISOR FOCUSED EMERG MKTS I (1)		66
	FIDELITY ADVISOR GROWTH OPPTY CL I (1)		62
	FIDELITY ADVISOR INTL CAP APPREC CL I (1)		63
	FIDELITY ADVISOR NEW INSIGHTS CL I (1)		63

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Identity of issue, borrower, lessor or similar party	Description of Investments	Cost[2]	Current Value
	FIDELITY ADVISOR SMALL CAP GRWTH CL I (1)		$ 63
	FIDELITY ADVISOR SMALL CAP VALUE CL I (1)		63
	FIDELITY ADVISOR STK SELECTR SMAL CP CL I (1)		63
	FIDELITY AGRICULTURL PRODUCT FUND (1)		1,342,924
	FIDELITY BLUE CHIP VALUE (1)		891
	FIDELITY CANADA (1)		1,073,476
	FIDELITY CAPITAL APPRECIATION (1)		528,672
	FIDELITY CHINA REGION (1)		1,113,610
	FIDELITY CLIMATE ACTION FUND (1)		150,674
	FIDELITY DISCIPLINED EQUITY (1)		215,615
	FIDELITY DISRUPTIVE AUTOMATION FUND (1)		118,318
	FIDELITY DISRUPTIVE COMMUNICATIONS FUND (1)		66,527
	FIDELITY DISRUPTIVE FINANCE FUND (1)		64,641
	FIDELITY DISRUPTIVE MEDICINE FUND (1)		62,979
	FIDELITY DISRUPTIVE TECHNOLOGY FUND (1)		124,593
	FIDELITY DISRUPTORS FUND (1)		165,801
	FIDELITY EMERGING ASIA FUND (1)		269,808
	FIDELITY ENDURING OPPORTUNITIES FUND (1)		127,007
	FIDELITY ENVIRONMENT & ALTERNATIVE ENERGY (1)		38,983
	FIDELITY EUROPE (1)		11,553
	FIDELITY FOCUSED STOCK FUND (1)		5,187,907
	FIDELITY FOUNDERS FUND (1)		713,867
	FIDELITY FUND (1)		585,810
	FIDELITY GOVERNMENT CASH RESERVES (1)		56,666,267
	FIDELITY GROWTH DISCOVERY FUND (1)		589,391
	FIDELITY HEALTHY FUTURE FUND (1)		46,951
	FIDELITY HEDGED EQUITY FUND (1)		136,740
	FIDELITY INFRASTRUCTURE FUND (1)		358,126
	FIDELITY INTERNAT'L REAL ESTATE FUND (1)		47,248
	FIDELITY JAPAN (1)		85,793
	FIDELITY JAPAN SMALLER COMPANIES (1)		96,781
	FIDELITY LARGE CAP STOCK (1)		2,081
	FIDELITY LATIN AMERICA (1)		108,540
	FIDELITY LEVERAGED COMPANY STOCK (1)		329,591
	FIDELITY MACRO OPPORTUNITIES FUND (1)		91,922
	FIDELITY MEGA CAP STOCK FUND (1)		4,613
	FIDELITY NATURAL RESOURCES FUND (1)		832,649
	FIDELITY NORDIC (1)		31,264
	FIDELITY PACIFIC BASIN (1)		9,518
	FIDELITY RISK PARITY FUND (1)		80,275
	FIDELITY SELECT AUTOMOTIVE (1)		16,622
	FIDELITY SELECT BANKING PORTFOLIO (1)		14,679
	FIDELITY SELECT BROKERAGE & INVS MGT (1)		1,079
	FIDELITY SELECT CHEMICALS (1)		12,966
	FIDELITY SELECT CONSTRUCTN & HOUSING (1)		118,284
	FIDELITY SELECT DEFENSE & AEROSPACE (1)		920,661
	FIDELITY SELECT HEALTH CARE SRVC (1)		653,103
	FIDELITY SELECT INSURANCE (1)		43,394
	FIDELITY SELECT LEISURE (1)		216,122
	FIDELITY SELECT PHARMACEUTICAL (1)		1,184,912

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Identity of issue, borrower, lessor or similar party	Description of Investments	Cost[2]	Current Value
	FIDELITY SELECT TECH HARDWARE PORT (1)		$ 6,755
	FIDELITY SELECT TELECOMM (1)		21,341
	FIDELITY SELECT TRANSPORT (1)		34,445
	FIDELITY STOCK SELECTOR ALL CAP FD (1)		3,152
	FIDELITY TELECOM AND UTILITIES FUND (1)		10,746
	FIDELITY TREND (1)		247,580
	FIDELITY US LOW VOLATILITY EQUITY FD (1)		210,428
	FIDELITY WATER SUSTAINABILITY FUND (1)		18,863
	FIDELITY ZERO EXTND MARKET INDEX FUND (1)		763,358
	FIDELITY ZERO INTERNATIONAL INDEX (1)		1,459,095
	FIDELITY ZERO LARGE CAP INDEX FUND (1)		2,671,885
	FIDELITY ZERO TOTAL MARKET INDEX (1)		5,478,135
	FIMM GOVT INST (1)		329,634,323
	FIMM MMKT INST (1)		1,075,869,554
	FINANCIALS ULTRA SECTOR PRO FD INVS		11,607
	FIRST EAGLE GLOBAL CLASS A		88,695
	FIRST EAGLE GLOBAL CLASS I		78,030
	FIRST EAGLE GLOBAL INCOME BUILDER CL A		3,629
	FIRST EAGLE GOLD CLASS A		765,834
	FIRST EAGLE GOLD FUND CL I		120,151
	FIRST EAGLE OVERSEAS CLASS A		79,361
	FIRST EAGLE OVERSEAS CLASS I		253,901
	FIRST EAGLE US VALUE CLASS A		21,599
	FIRST TRUST ALTER OPPORTUNITIES CL I		195,622
	FIRSTHAND ALTERNATIVE ENERGY		182,091
	FIRSTHAND TECHNOLOGY OPPORTUNITIES FUND		99,769
	FMI COMMON STOCK FUND		3,857
	FMI INTERNATIONAL		195,471
	FMI INTERNATIONAL FD II CURRENCY UNHEDGED		9,320
	FMI LARGE CAP FUND		4,451
	FPA CRESCENT FUND		626,480
	FPA NEW INCOME		4,161
	FPA QUEENS ROAD SMALL CAP VALUE FUND		159,077
	FRANKLIN BIOTECH DISCOVERY FUND A		37,274
	FRANKLIN DYNATECH CLASS C		25,563
	FRANKLIN DYNATECH FUND A		93,272
	FRANKLIN FOCUSED GROWTH FUND CL A		1,425
	FRANKLIN GOLD AND PRECIOUS METALS CL A		98,606
	FRANKLIN INCOME CL A		2,465
	FRANKLIN INCOME CLASS A1		3,435
	FRANKLIN MUTUAL EUROPEAN FUND CL A		656
	FRANKLIN MUTUAL SHARES FD CLASS A		30,153
	FRANKLIN NATURAL RESOURCES A		27
	FRANKLIN SMALL-MID CAP GROWTH A		6,757
	FRANKLIN UTILITIES CL A		69,249
	FRANKLIN UTILITIES CLASS A1		7,499
	FRONTIER MFG CORE INFRASTRUCTURE SERV		207
	FROST TOTAL RETURN BOND FD INVESTOR		16,289
	FULLER & THALER BEHV MID CAP VALUE INSTL		62,610
	FULLER & THALER BEHV MID CAP VALUE INVSTR		6,093

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Identity of issue, borrower, lessor or similar party	Description of Investments	Cost[2]	Current Value
	FULLER & THALER BEHV SMALL CAP EQTY INV		$ 22,372
	FULLER & THALER BEHV SMALL CAP GROWTH INV		21,382
	GABELLI GOLD FUND CL A		16,958
	GABELLI GOLD FUND CL AAA		103,461
	GABELLI SMALL CAP GROWTH AAA		10,887
	GABELLI SMALL CAP GROWTH FUND CL I		43,167
	GATEWAY EQUITY CALL PREMIUM FUND CL A		42,684
	GATEWAY FUND CLASS A		2,571
	GLENMEDE LARGE CAP CORE		157,538
	GLENMEDE LARGE CAP GROWTH		197,709
	GLENMEDE SECURED OPTIONS PORTFOLIO		8,615
	GLENMEDE SMALL CAP EQUITY - ADVISOR CL		3,835
	GLENMEDE TOTAL MARKET PORTFOLIO		45,890
	GOEHRING & ROZENCWAJG RES INSTL		43,969
	GOLD AND PRECIOUS METALS FUND		222,966
	GOLDMAN SACHS ASSET ALLOC GRWTH STRAT A		2,866
	GOLDMAN SACHS CHINA EQUITY CLASS A		55,670
	GOLDMAN SACHS CLEAN ENERGY INCOME A		118,946
	GOLDMAN SACHS EMERG MRKTS EQ INSTL CL		6,416
	GOLDMAN SACHS EMERGING MARKETS A		21,480
	GOLDMAN SACHS EMRGN MRKTS EQTY INSIGHT A		29
	GOLDMAN SACHS ENHAN DIV GLBL EQU PORT A		362
	GOLDMAN SACHS GQG PART INTERNTL OPP A		120,519
	GOLDMAN SACHS GQG PARTNERS INTL OPP I		322,377
	GOLDMAN SACHS INCOME BUILDER FUND A		6,068
	GOLDMAN SACHS INTL EQUITY ESG CL A		11,626
	GOLDMAN SACHS INTL SM CAP INSIGHTS A		7,444
	GOLDMAN SACHS INTL SM CAP INSIGHTS INST		50,002
	GOLDMAN SACHS MANGD FUTURES STRATEGY A		1,407
	GOLDMAN SACHS MID CAP VALUE CLASS A		23,544
	GOLDMAN SACHS MLP ENERGY INFRSTCTR A		16,458
	GOTHAM ENHANCED RETURN FUND INSTL		122,544
	GOTHAM INDEX PLUS FUND INSTL		39,968
	GOTHAM INDEX PLUS FUND INVESTOR CL		2,078
	GOTHAM NEUTRAL FUND INSTITUTIONAL		1,036
	GQG PARTNERS EMRGING MARKETS EQUITY INV		69,331
	GQG PARTNERS US QUAL DIVIDEND INCOME INST		61,871
	GQG PARTNERS US QUALITY SEL EQ INSTL		35,923
	GRANDEUR PEAK GLOBAL CONTRARIAN INSTL		45,650
	GRANDEUR PEAK GLOBAL STALWARTS INSTL		3,027
	GRANDEUR PEAK GLOBAL STALWARTS INVESTOR		29,233
	GRANDEUR PEAK INTNTL STALWARTS INSTL		52,704
	GRANDEUR PEAK INTNTL STALWARTS INVESTOR		30,388
	GRANT PARK MULTI ALT STRATIGIES FD CL I		2,269
	GRANT PARK MULTI ALT STRATIGIES FD CL N		1,008
	GREEN CENTURY BALANCED		19,118
	GUGGENHEIM CORE BOND FUND P		12,748
	GUGGENHEIM MULTI - HEDGE STRATEGIES P		964
	GUGGENHEIM RBP DIVIDEND FUND CL I		44,230
	GUGGENHEIM RBP DIVIDEND FUND CL P		8,466

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Identity of issue, borrower, lessor or similar party	Description of Investments	Cost[2]	Current Value
	GUGGENHEIM RBP LRG CAP DEFENSIVE P		$ 9,671
	GUGGENHEIM RISK MANAGED REAL EST P		59
	GUGGENHEIM TOTAL RETURN BOND CL P		19,344
	GUINNESS ATKINSON ALTERNATIVE ENERGY		112,262
	GUINNESS ATKINSON ASIA FOCUS		2,639
	GUINNESS ATKINSON GLOBAL ENERGY		51,352
	GUINNESS ATKINSON GLOBAL INNOVATORS		90,529
	HARBOR CAP APP ADM		12,266
	HARBOR CAP APP INST		92,216
	HARBOR CONV SEC INST		4,817
	HARBOR DISRUPTIVE INNOVATION FD INST		6,450
	HARBOR DISRUPTIVE INNOVATION FD INVSTR		2,638
	HARBOR INTL INST		68,708
	HARBOR INTL INV		8,635
	HARBOR LARGE CAP VALUE INV CLASS		24,136
	HARBOR LCV INST		60,288
	HARBOR MCV INV		32,851
	HARDING LOEVNER EMERG MRKTS PORT ADV		168,354
	HARDING LOEVNER FRNT EMERG MRKTS INVESTOR		2,576
	HARDING LOEVNER INST EMERGING MRKTS CL I		9,807
	HARDING LOEVNER INTL EQUITY PORT INV		298
	HARTFORD CLIMATE OPPORTUNITIES CL A		31,492
	HARTFORD CORE EQUITY CLASS A		235,761
	HARTFORD DIVIDEND & GROWTH CLASS A		15,739
	HARTFORD GLOBAL IMPACT CL A		1,633
	HARTFORD GROWTH OPPORTUNITY CLASS A		114,521
	HARTFORD GROWTH OPPT FUND CL Y		7,031
	HARTFORD INTL VALUE FUND CLASS Y		56,102
	HARTFORD MID CAP FD CLASS I		6,123
	HARTFORD SCHRODER EMERG MKTS EQ CL Y		1,939
	HARTFORD SCHRODERS CHINA A FUND CL I		16,740
	HARTFORD SCHRODERS CHINA FUND CL A		1,208
	HARTFORD SCHRODERS EMRG MRKT EQTY CL A		16,887
	HARTFORD SCHRODERS INTL MULTICAP CL A		3,423
	HARTFORD SCHRODERS INTL STOCK CL A		49,495
	HARTFORD STRATEGIC INCOME FUND CL A		77,611
	HARTFORD STRATEGIC INCOME FUND CL I		91,614
	HARTFORD WORLD BOND FUND CL Y		236,124
	HCM DIVIDEND SECTOR PLUS FUND CL A		34
	HCM DIVIDEND SECTOR PLUS FUND INVESTOR		105,919
	HCM TACTICAL GROWTH FUND INVESTOR		6,841
	HEALTH CARE ULTRA SECTOR PRO FD INVSTR		55,824
	HEARTLAND MID CAP VALUE INSTL		16,637
	HEARTLAND MID CAP VALUE INVESTOR		18,690
	HEARTLAND VALUE PLUS		62,688
	HENNESSY CORNERSTONE LARGE GRWTH INV CL		16,079
	HENNESSY CORNERSTONE MID CAP 30 INV CL		172,279
	HENNESSY ENERGY TRANSITION INVESTOR		34,611
	HENNESSY FOCUS FUND INSTITUTIONAL CL		239,936
	HENNESSY FOCUS FUND INVESTOR CLASS		200,706

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Identity of issue, borrower, lessor or similar party	Description of Investments	Cost[2]	Current Value
	HENNESSY GAS UTILITY INSTITUTIONAL		$ 10,695
	HENNESSY GAS UTILITY INVESTOR CL		83,789
	HENNESSY JAPAN INVST CLASS		62,293
	HENNESSY JAPAN SMALL CAP INVESTOR CL		79,051
	HENNESSY LARGE CAP FINANCIAL CL INST		45
	HENNESSY LARGE CAP FINANCIAL INVSTR CL		13,138
	HENNESSY SMALL CAP FINANCIAL INVSTR CL		53,747
	HODGES FUND		31,578
	HODGES SMALL CAP FUND RETAIL		44,660
	HOLBROOK INCOME FD A		164,309
	HOTCHKIS & WILEY HIGH YIELD FUND CL A		4,548
	HOTCHKIS & WILEY LARGE CAP VALUE CL A		3,942
	HOTCHKIS & WILEY SML CAP DIV VAL I		27,723
	HOTCHKIS & WILEY VALUE OPP CLASS A		116,702
	HUSSMAN STRATEGIC GROWTH		55,368
	ICON CONSUMER SELECT FUND INSTL		22,241
	ICON HEALTH AND INFORM TECH INSTL		49,570
	ICON NATURAL RES AND INFRA FUND INSTL		139,054
	ICON UTILITIES AND INCOME INVESTOR		2,708
	IMAN FUND RETAIL SHARES		15,469
	IMPAX ELLEVATE GLBL WOMENS LDERSP INV		303
	IMPAX GLOBAL ENVIRON MARKETS INVESTOR		53,683
	IMPAX GLOBAL SUSTAIN INFRASTRUCTURE INSTL		118
	IMPAX LARGE CAP FD INVESTOR		46
	IMPAX SMALL CAP FD INVESTOR CL		24,658
	IMPAX SUSTAINABLE ALLOCATION INVESTOR		61,411
	IMPAX US SUSTAINABLE ECONOMY INSTL		41,078
	INTERNET ULTRASECTOR PRO FD INVESTOR		38,707
	INTREPID INCOME FUND INSTITUTIONAL		2,887
	INVENOMIC INSTL CL		330,358
	INVENOMIC INVESTOR CLASS		85,467
	INVESCO FLOATING RATE ESG CLASS A		31,581
	INVESCO BALANCED RISK COMM STRATEGY A		858
	INVESCO COMSTOCK FUND CL A		1,078
	INVESCO COMSTOCK SELECT A		97
	INVESCO CONVERTIBLE SECURITIES FUND CL A		22,044
	INVESCO CORE BOND A		22,755
	INVESCO CORPORATE BOND FUND CL A		12,576
	INVESCO DEVELOPING MARKETS A		1,489
	INVESCO DIVERSIFIED DIVIDEND CLASS A		38,085
	INVESCO DIVERSIFIED DIVIDEND FUND CL R5		4,007
	INVESCO DIVIDEND INCOME FUND A		25,679
	INVESCO ENERGY CLASS A		223,357
	INVESCO EQUALLY WEIGHTED S&P 500 A		193,963
	INVESCO EQV EUROPEAN EQUITY CLASS A		16,867
	INVESCO GLOBAL A		2,137
	INVESCO GLOBAL FOCUS A		15,066
	INVESCO GLOBAL OPPORTUNITIES A		262,665
	INVESCO GLOBAL OPPORTUNITIES R		9,708
	INVESCO GOLD & SPEC MINERALS A		1,127,601

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Identity of issue, borrower, lessor or similar party	Description of Investments	Cost[2]	Current Value
	INVESCO GREATER CHINA CLASS A		$ 2,838
	INVESCO INTL SMALL MID COMPANY A		248,560
	INVESCO MAIN STREET A		5,030
	INVESCO MULTI ASSET INCOME FD CL A		6,452
	INVESCO S&P 500 INDEX CLASS A		9,505
	INVESCO SENIOR FLOATING RATE A		38,024
	INVESCO SMALL CAP VALUE FUND CL A		531
	INVESCO STEELPATH MLP ALPHA PLUS A		3,472
	INVESCO STEELPATH MLP INCOME A		43,334
	ISHARES S&P 500 INDEX INSTITUTIONAL		90,324
	ISHARES S&P 500 INDEX INVESTOR A		980,329
	ISHARES DEVELOPED REAL ESTATE IDX INST		22,461
	ISHARES DEVELOPED RL ESTATE IDX INV A		4,718
	ISHARES MSCI EAFE INTL IDX INSTL		24,619
	ISHARES RUSSELL 1000 LARGE CAP IDX INSTL		104,737
	ISHARES RUSSELL 2000 SMALL CAP IDX INSTL		20,446
	ISHARES RUSSELL 2000 SMALL CAP IDX INV A		57,253
	ISHARES RUSSELL SM MID CP IDX INV A		25,367
	ISHARES S&P 500 INDEX SERVICE		531,757
	ISHARES TOTAL US STOCK MRKT INDX A		27,006
	JACKSON SQUARE SMID CAP GROWTH FD INVEST		40,035
	JACKSON SQUARE SMID CAP GROWTH INSTL		2,514
	JACOB INTERNET		74,160
	JACOB MICRO CAP GROWTH INSTL CL		3,743
	JACOB MICRO CAP GROWTH INV CL		98,030
	JAMES BALANCED: GOLDEN RAINBOW FUND		3,357
	JANUS HENDERSON ABS RET INC OPPOR T		4
	JANUS HENDERSON ADAP RISK MNGD US EQ CL T		18,077
	JANUS HENDERSON BALANCED I		9,250
	JANUS HENDERSON BALANCED T		933,275
	JANUS HENDERSON CONTRARIAN I		1,890
	JANUS HENDERSON CONTRARIAN T		205,090
	JANUS HENDERSON ENTERPRISE I		68,037
	JANUS HENDERSON ENTERPRISE T		613,006
	JANUS HENDERSON EUROPEAN FOCUS A		24,319
	JANUS HENDERSON EUROPEAN FOCUS CL T		41,405
	JANUS HENDERSON EUROPEAN FOCUS I		11,106
	JANUS HENDERSON FLEXIBLE BOND T		59,127
	JANUS HENDERSON FORTY T		134,779
	JANUS HENDERSON GL LIFE SCIENCES T		1,501,708
	JANUS HENDERSON GL REAL ESTATE I		4,464
	JANUS HENDERSON GL REAL ESTATE T		5,856
	JANUS HENDERSON GLBL EQUITY INCOME CL A		4,236
	JANUS HENDERSON GLBL EQUITY INCOME T		70,837
	JANUS HENDERSON GLOB TECH & INNOV I		63,620
	JANUS HENDERSON GLOB TECH & INNOV T		415,325
	JANUS HENDERSON GLOBAL SELECT T		3,867
	JANUS HENDERSON GROWTH & INCOME T		41,505
	JANUS HENDERSON HIGH-YIELD T		4,104
	JANUS HENDERSON MULTI-SECTOR INCME I		18,369

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Identity of issue, borrower, lessor or similar party	Description of Investments	Cost[2]	Current Value
	JANUS HENDERSON MULTISECTOR INCOME T		$ 9,430
	JANUS HENDERSON OVERSEAS T		2,736
	JANUS HENDERSON RESEARCH T		128,616
	JANUS HENDERSON SM MID CAP VALUE T		38,254
	JANUS HENDERSON SMALL CAP VALUE T		23,588
	JANUS HENDERSON TRITON T		238,783
	JANUS HENDERSON VENTURE T		295,302
	JENSEN QUALITY GROWTH FD CL I		201,155
	JENSEN QUALITY GROWTH FD CL J		96,728
	JENSEN QUALITY VALUE FUND CLASS J		36,485
	JOHCM INTERNATIONAL SELECT INV		33,782
	JOHN HANCOCK BLUE CHIP GROWTH CL A		11,424
	JOHN HANCOCK ESG LRG CAP CORE FUND CL I		1,036
	JOHN HANCOCK FDMTL LRG CAP CORE CL A		7,463
	JOHN HANCOCK FINC'L INDUSTRIES CLASS A		3,454
	JOHN HANCOCK II INTL SM COMPANY A		14,087
	JOHN HANCOCK INCOME FUND A		126
	JOHN HANCOCK INFRASTRUCTURE A		7
	JOHN HANCOCK REAL ESTATE SECURITIES A		10,028
	JOHN HANCOCK REGIONAL BANK CL A		29,648
	JOHN HANCOCK REGIONAL BANK CL I		117,714
	JOHN HANCOCK SMALL CAP CORE FUND CL A		34
	JOHN HANCOCK STR INC OPPORTUNITIES CL I		4,739
	JOHN HANCOCK US GROWTH FUND CL A		40
	JPMORGAN DIVERS MID CAP GROWTH CLASS I		2,574
	JPMORGAN EMERGING MARKETS EQUITY CL A		61,426
	JPMORGAN EMERGING MKTS EQUITY CLASS I		191
	JPMORGAN EQUITY FOCUS FD CL A		4,367
	JPMORGAN EQUITY INCOME CLASS I		588
	JPMORGAN EQUITY INCOME FUND CL A		39,747
	JPMORGAN EQUITY INDEX FUND CLASS A		69,008
	JPMORGAN EQUITY PREM INCOME CL I		186,547
	JPMORGAN EQUITY PREMIUM INCOME CL A		18,690
	JPMORGAN EUROPE DYNAMIC CLASS A		60,300
	JPMORGAN GLOBAL ALLOCATION FUND CL A		13,151
	JPMORGAN GROWTH ADVANTAGE FUND CL A		43,539
	JPMORGAN GRWTH ADV FUND CLASS I		91,973
	JPMORGAN HEDGED EQUITY 2 FUND A		474,532
	JPMORGAN HEDGED EQUITY 3 FUND A		50,391
	JPMORGAN HEDGED EQUITY CLASS A		110,981
	JPMORGAN HEDGED EQUITY CLASS I		36,241
	JPMORGAN INCOME FUND CLASS A		22,364
	JPMORGAN INCOME FUND CLASS I		34,510
	JPMORGAN INTERNATNL FOCUS FUND CL A		28,161
	JPMORGAN INTERNTL EQUITY FUND CLASS I		2,115
	JPMORGAN INVESTOR CONSERV GROWTH CL A		6,472
	JPMORGAN INVESTOR GROWTH & INCOME CL A		18,098
	JPMORGAN INVESTOR GROWTH FUND CLASS A		550,998
	JPMORGAN LARGE CAP GROWTH CLASS A		20,612
	JPMORGAN LARGE CAP GROWTH CLASS I		576

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FIDELITY RETIREMENT SAVINGS PLAN
Schedule of Assets (Held at End of Year)
Form 5500, Schedule H, Part IV, Line 4i
December 31, 2022

Identity of issue, borrower, lessor or similar party	Description of Investments	Cost[2]	Current Value
	JPMORGAN LARGE CAP VALUE FUND CLASS A		$ 52,430
	JPMORGAN MID CAP GROWTH FUDN CLASS A		20,159
	JPMORGAN SMALL CAP EQUITY FND CLASS I		20,384
	JPMORGAN U.S. GARP EQUITY FUND CL A		5,787
	JPMORGAN US EQUITY FUND CLASS A		43,671
	JPMORGAN US RESEARCH ENHANCED EQ CL I		32,389
	JPMORGAN US SUSTAIN LEADERS CL A		12,881
	JPMORGAN VALUE ADV FD CLASS L		5,509
	JPMORGAN VALUE ADVANTAGE CL A		18,887
	KAYNE ANDERSON RENEWABLE INFRA RETL		16,353
	KINETICS GLOBAL FUND NO LOAD CLASS SHARES		43,336
	KINETICS MARKET OPPORTUNITIES FD		215,235
	KINETICS PARADIGM FD INSTIT CL		848,698
	KINETICS PARADIGM FUND		128,433
	KINETICS SMALL CAP OPPORTUNITIES		368,035
	KINETICS SMALL CAP OPPORTUNITIES INSTL		33,442
	KOPERNIK GLOBAL ALL CAP FUND INSTL		42,378
	LAZARD EMERGING MKTS EQUITY OPEN CL SHRS		846
	LAZARD GLOBAL LISTED INFRASTRUCTE INSTL		150,286
	LAZARD GLOBAL LISTED INFRASTRUCTURE OPEN		511,317
	LAZARD INTERNATIONAL EQUITY OPEN CLASS		46,085
	LAZARD INTL STRAT EQUITY PORT OPEN CL		11,961
	LAZARD INTL STRATEGY EQUITY PORT INTL CL		51,131
	LAZARD US EQTY CONCE NTRATED PRT OPEN SHS		30,509
	LDR REAL ESTATE VALUE OPPORTUNITY I		407
	LEUTHOLD GRIZZLY SHORT FUND		56,377
	LONGBOARD ALT GROWTH FUND CLASS I		5,503
	LOOMIS SAYLES BOND INSTL		143,152
	LOOMIS SAYLES BOND RETAIL SHARES		64,773
	LOOMIS SAYLES CORE PLUS BD FD CL A		21,475
	LOOMIS SAYLES GLOBAL ALLOCATION CLASS Y		7,172
	LOOMIS SAYLES INFLAT PROT SEC INST'L		3,610
	LOOMIS SAYLES INVST GRADE BOND CL A		35,990
	LOOMIS SAYLES SMALL CAP GRWTH RETAIL		3,298
	LORD ABBETT BOND DEBENTURE CLASS A		164,539
	LORD ABBETT CONVERTIBLE FD CL A		17,081
	LORD ABBETT DEVELOP GROWTH CLASS A		197,732
	LORD ABBETT FOCUSED SMALL CAP VALUE A		5,984
	LORD ABBETT GROWTH LEADERS FUND CL A		12,546
	LORD ABBETT HIGH YIELD CLASS A		7,734
	LORD ABBETT INCOME CLASS A		178
	LORD ABBETT INFLTN FOCUSED CL A		199,420
	LORD ABBETT MICRO CAP GROWTH FUND A		41,859
	LORD ABBETT SHORT DURATION INCOME CL A		26,691
	LSV SMALL CAP VALUE FUND INSTITUTIONAL		128,964
	LSV SMALL CAP VALUE FUND INVESTOR		3,082
	LSV VALUE EQUITY FUND INVESTOR		6,561
	LSV VALUE EQUITY INSTITUTIONAL		132,092
	MADISON DIVIDEND INCOME FUND CL Y		52,430
	MADISON MID CAP FUND CL Y		18,164

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Identity of issue, borrower, lessor or similar party	Description of Investments	Cost[2]	Current Value
	MAINSTAY CBRE GLOBAL INFRASTRUCTURE I		$ 974
	MAINSTAY CBRE GLOBAL INFRATRUCTURE A		41,360
	MAINSTAY MACKAY CONVERTIBLE CL A		11,734
	MAINSTAY MACKAY HIGH YIELD CORP BD CL A		26,300
	MAINSTAY WINSLOW LRG CAP GROWTH A		7,220
	MAINSTAY WMC ENDURING CAPITAL A		25,520
	MAINSTAY WMC VALUE FUND CLASS A		46
	MAIRS & POWER GROWTH FUND		89,102
	MANNING & NAPIER DISCIPL VALUE SER I		3,865
	MANNING & NAPIER DISCIPL VALUE SER S		64,829
	MANNING & NAPIER HIGH YIELD BD SRS S		4,682
	MANNING & NAPIER PRO BLEND MAX TERM CL S		34,225
	MANNING & NAPIER RAINIER INTL DISCV S		146
	MANNING & NAPIER REAL ESTATE SRS S		78,802
	MARSICO FOCUS		8,908
	MARSICO GLOBAL FUND		26,642
	MARSICO GROWTH FUND		1,568
	MATTHEW 25		7,074
	MATTHEW ASIA CREDIT OPPORTUNITIES CL INV		1,682
	MATTHEW ASIAN GROWTH AND INCOME INST'L		164,915
	MATTHEWS ASIA DIVIDEND FUND		37,905
	MATTHEWS ASIA GROWTH FUND INV		17,437
	MATTHEWS ASIAN GROWTH & INCOME FUND		197,772
	MATTHEWS ASIAN INNOVATORS FD INSTL		39,637
	MATTHEWS ASIAN INNOVATORS FD INVST		450,377
	MATTHEWS CHINA DIV FUND INVESTOR CLASS		38,922
	MATTHEWS CHINA DIVIDEND FD INSTL CL		13,588
	MATTHEWS CHINA FUND		753,532
	MATTHEWS CHINA INST'L		104,213
	MATTHEWS CHINA SMALL COMPANIES FUND INSTL		10,221
	MATTHEWS CHINA SMALL COMPANIES INVESTOR		339,672
	MATTHEWS EMERG MKT SUSTAIN FUTURE INV		775
	MATTHEWS EMERG MRKTS SM COMPANIES INSTL		21,906
	MATTHEWS EMERG MRKTS SM COMPANIES INVSTR		386,720
	MATTHEWS EMERGING MKTS EQUITY INVESTOR		8,940
	MATTHEWS INDIA FUND		1,219,171
	MATTHEWS INDIA FUND INSTITUTIONAL		15,331
	MATTHEWS JAPAN FUND		90,859
	MATTHEWS JAPAN INST'L CLASS		8,728
	MATTHEWS KOREA FUND		6,614
	MATTHEWS PACIFIC TIGER FUND		42,374
	MATTHEWS PACIFIC TIGER FUND INSTL		4,192
	MEEDER MUIRFIELD		8,692
	MEEDER SPECTRUM FUND		8,015
	MERGER FUND CLASS A		58,120
	METROPOLITAN WEST FLEXIBLE INCOME I		1,246
	METROPOLITAN WEST FLEXIBLE INCOME M		258,458
	METROPOLITAN WEST HIGH YIELD BOND CL I		3,383
	METROPOLITAN WEST HIGH YIELD BOND CL M		11,915
	METROPOLITAN WEST INVESTMENT GR CR M		43,131

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FIDELITY RETIREMENT SAVINGS PLAN
Schedule of Assets (Held at End of Year)
Form 5500, Schedule H, Part IV, Line 4i
December 31, 2022

Identity of issue, borrower, lessor or similar party	Description of Investments	Cost[2]	Current Value
	METROPOLITAN WEST STRAT INC FD CL M		$ 2,235
	METROPOLITAN WEST TOT RETURN BOND CL M		154,857
	METROPOLITAN WEST TOTAL RETURN CLASS I		97,329
	METWEST UNCONSTRAINED BOND M		406
	MFS AGGRESSIVE GWTH ALLOCATION CLASS A		321,466
	MFS BLENDED RESEARCH SM CAP EQ FD CL A		7,682
	MFS CORE EQUITY FUND CL A		104,504
	MFS GLOBAL ALTERNATIVE STRAT A		1,027
	MFS GLOBAL NEW DISCOVERY FUND CL A		30,389
	MFS GLOBAL REAL ESTATE CL A		43,579
	MFS GROWTH ALLOCATION CLASS A		2,448
	MFS GROWTH FUND CLASS A		17,315
	MFS INTERNATIONAL DIVERSIFICATION FD A		24,520
	MFS INTERNATIONAL GROWTH FD CL I		13,397
	MFS LOW VOLATILITY EQUITY A		2,388
	MFS LOW VOLATILITY GLOBAL EQUITY A		67,606
	MFS LOW VOLATILITY GLOBAL EQUITY CL I		139,921
	MFS MASS INVESTOR GROWTH STOCK A		23,136
	MFS MID CAP GROWTH CLASS A		16,567
	MFS MID CAP GROWTH CLASS C		14,321
	MFS MID CAP GROWTH FUND CL I		30,656
	MFS MID CAP VALUE CLASS A		81,915
	MFS NEW DISCOVERY FD CL I		825
	MFS NEW DISCOVERY VALUE FUND CL A		7,601
	MFS UTILITIES CLASS A		29,330
	MFS VALUE CLASS A		14,788
	MILLER OPPORTUNITY TRUST CL A		22,861
	MILLER OPPORTUNITY TRUST CL I		1,536
	MORGAN STA INST INC. INCEPTION PORT CL A		629,011
	MORGAN STA INST INC. INCEPTION PORT I		129,790
	MORGAN STAN CORE PLUS FIXED INC PT I		4,019
	MORGAN STANLEY ADVANTAGE CL I		240
	MORGAN STANLEY DEVLP OPPORTUNITY PORTF A		9,993
	MORGAN STANLEY DISCOVERY PORT CL A		1,201,050
	MORGAN STANLEY DISCOVERY PORT CL I		171,552
	MORGAN STANLEY EUROPEAN OPPORT CL A		35,793
	MORGAN STANLEY GLBL FRANCHISE CLASS I		2,882
	MORGAN STANLEY GLOBAL OPPORTUNITY A		541,967
	MORGAN STANLEY GLOBAL OPPORTUNITY I		94,063
	MORGAN STANLEY GLOBL STRATEGIST PORT CL A		3,211
	MORGAN STANLEY GROWTH PORTFOLIO A		910,293
	MORGAN STANLEY GROWTH PORTFOLIO I		39,222
	MORGAN STANLEY INSIGHT A		1,985,306
	MORGAN STANLEY INSIGHT I		926,314
	MORGAN STANLEY INSTL ADVANTAGE CL A		2,169
	MORGAN STANLEY INSTL HIGH YIELD A		13,637
	MORGAN STANLEY INSTL INTERNTL OPP CL A		760,798
	MORGAN STANLEY INSTL SHORT DURT INCOME I		9,570
	MORGAN STANLEY INTL ADVANTAGE CL A		76,298
	MORGAN STANLEY INTL ADVANTAGE CL I		125,862

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Identity of issue, borrower, lessor or similar party	Description of Investments	Cost[2]	Current Value
	MORGAN STANLEY MULTI ASSET REAL RTRN A		$ 9,913
	MS GLOBAL FIXED INCOME OPP CL I		4,323
	MS GLOBAL FIXED INCOME OPPORT CL A		6,392
	MS INSTIT EMRG MRKTS LEADERS CLASS A		119,274
	MS INSTIT EMRNG MRKT LEADERS FD CL I		63,243
	MSIF ASIA OPPORTUNITY CL A		213,049
	MSIF ASIA OPPORTUNITY CL I		7,918
	MSIF GLOBAL ENDURANC PORTFOLIO I		45
	MSIF GLOBAL INFRASTRUCTURE A		76,494
	MSIF GLOBAL INSIGHT PORT CL A		135,949
	MSIF GLOBAL INSIGHT PORT CL I		5,145
	MSIF INTERNATIONAL OPPORTUNITIES CL I		56,908
	MSIF NEXT GEN EMERGING MRKTS A		9,120
	MSIF US CORE CL A		275,633
	MSIF US CORE PORT I		15,524
	NASDAQ-100 PRO FUND INVESTOR CLASS		194,157
	NATIXIS OAKMARK FUND CL A		2,853
	NEEDHAM AGGRESSIVE GROWTH		7,459
	NEEDHAM AGGRESSIVE GROWTH FUND CL I		68,580
	NEEDHAM GROWTH FUND CL I		25,381
	NEEDHAM SMALL CAP GROWTH		3,684
	NEUBERGER BERMAN GENESIS FUND INST CL		31,260
	NEUBERGER BERMAN INTRINSIC VALUE CL A		8,398
	NEUBERGER BERMAN LARGE CAP VALUE CL A		4,312
	NEUBERGER BERMAN LARGE CAP VALUE INST		133,039
	NEUBERGER BERMAN LARGE CAP VALUE INVE		2,633
	NEUBERGER BERMAN LRG CAP VALUE TRUST		246,289
	NEUBERGER BERMAN REAL ESTATE CL A		7,231
	NEUBERGER BERMAN REAL ESTATE TRUST CL		88,715
	NEUBERGER BERMAN SMALL CAP GROWTH A		28,688
	NEUBERGER BERMAN US EQ IDX PUTWRITE INST		24,444
	NEW ALTERNATIVES FD		32,885
	NEXPOINT MERGER ARBITRAGE CL Z		751
	NICHOLAS FUND		37,157
	NORTH SQUARE TACTICAL GROWTH CL I		7,083
	NORTH STAR MICRO CAP FUND CL I		4,267
	NORTHERN HIGH YIELD FIXED INCOME		49,606
	NORTHERN INCOME EQUITY		93,598
	NORTHERN LARGE CAP CORE FUND		12,644
	NORTHERN MID CAP INDEX FUND		3,863
	NORTHERN US QUALITY ESG FUND CL I		292
	NUVEEN DIVIDEND GROWTH CLASS A		7,785
	NUVEEN FLEXIBLE INCOME FUND CL A3		575
	NUVEEN PREFERRED SECS AND INC CL A		57,532
	NUVEEN PREFERRED SECS AND INC CL I		175,046
	NUVEEN SMALL CAP GROWTH OPPORT CL A		63
	NUVEEN WINSLOW LARGE CAP GROWTH ESG CL A		446
	OAKMARK EQUITY & INCOME INVESTOR CL		38,774
	OAKMARK FUND INVESTOR CLASS		1,251,613
	OAKMARK GLOBAL FUND INVESTOR CLASS		5,810

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Identity of issue, borrower, lessor or similar party	Description of Investments	Cost[2]	Current Value
	OAKMARK GLOBAL SELECT ADVISOR CL		$ 55,334
	OAKMARK GLOBAL SELECT FD INVESTOR		202,526
	OAKMARK INTERNAT'L SMALL CAP INVESTOR		50,244
	OAKMARK INTL ADVISOR FUND		93,984
	OAKMARK INTL INVESTOR CL		318,579
	OAKMARK INTL SMALL CAP FUND ADVISOR		20,454
	OAKMARK SELECT INVESTOR CL		270,590
	OBERWEIS CHINA OPPORTUNITIES FUND		23,391
	OBERWEIS EMERGING MARKETS FUND		344
	OBERWEIS INTL OPPORTUNITIES FUND		256,255
	OBERWEIS MICRO CAP FUND		55,563
	OBERWEIS MICRO CAP FUND INSTL		175,596
	OBERWEIS SMALL CAP OPPORTUNITIES INSTL		68,382
	OBERWEIS SMALL-CAP OPPORTUNITIES		1,405
	OCM GOLD FUND ADVISOR CLASS SHARES		147,267
	OIL & GAS ULTRA SECT PRO FDS -INVESTOR		677,577
	OIL EQUIPMENT & SVC ULTRASECT PROFD INV		188,628
	OSTERWEIS EMERGING OPPORTUNITY FUND		4,419
	OSTERWEIS SHORT DURATION CREDIT FD		489,152
	OTTER CREEK LONG SHORT OPPORT INVSTR		1,219
	PALM VALLEY CAPITAL FUND INVESTOR		7,557
	PARADIGM MICRO CAP FUND		44,059
	PARADIGM SELECT FUND		100,212
	PARAMETRIC COMMODITY STRATEGIC CL A		169,076
	PARAMETRIC COMMODITY STRATEGIC CL I		10,517
	PARAMETRIC EMERGING MKTS CL A		45,908
	PARAMETRIC INT'L EQUITY CLASS A		14,333
	PARNASSUS CORE EQUITY INSTL		571,847
	PARNASSUS CORE EQUITY INVESTOR		1,245,590
	PARNASSUS MID CAP		845,669
	PARNASSUS MID CAP FD INSTITUTIONAL		2,368
	PARNASSUS MID CAP GROWTH FUND INVST		163,537
	PARNASSUS VALUE EQUITY INSTITUTIONAL		200,303
	PARNASSUS VALUE EQUITY INVESTOR		3,766,500
	PARTNER SELECT ALT STRATEGIES INV		5,606
	PAYDEN EMERGING MARKETS BOND ADVISER		39,908
	PAYDEN EQUITY INCOME FUND INVESTOR		10,907
	PAYDEN HIGH INCOME INVESTOR CLASS		73,971
	PEAR TREE ESSEX ENVIORNMNTL OPP INST		297
	PEAR TREE POLARIS FRGN VAL SM CAP ORD		72,466
	PEAR TREE POLARIS FRGN VALUE ORDINARY		23,880
	PENN CAPITAL MULTI CREDIT HIGH INC INST		10,937
	PERFORMANCE TRUST STRATEGIC BOND FD		322,062
	PERMANENT PORTFOLIO		182,847
	PFG ACTIVE CORE BOND STRATEGY FUND CL R		276,684
	PFG BNY MELLON DIVERSIFIER STRAT R		180,558
	PFG BR EQUITY ESG STRATEGY CL R		29,196
	PFG EQUITY INDEX FOCUSED STRATEGY R		74,135
	PFG JANUS HENDERSON BALANCED STRATEGY R		356,996
	PFG JP MORGAN TACTIC MODERATE STRATEGY R		302,235

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Identity of issue, borrower, lessor or similar party	Description of Investments	Cost[2]	Current Value
	PFG MEEDER TACTICAL STRATEGY FUND R		$ 91,293
	PFG SECTOR EQUITY BUS CYCLE STRAT R		72,139
	PFG TACTICAL INCOME STRATEGY CL R		137,148
	PGIM FLOATING RATE INCOME CL Z		9,840
	PGIM GLOBAL DYNAMIC BOND CL Z		2,253
	PGIM HIGH YIELD CL A		33,105
	PGIM HIGH YIELD CL Z		8,200
	PGIM JEN EMRG MRKTS EQUITY OPP CL Z		32,489
	PGIM JEN INTL OPPORTUNITIES CL Z		86,454
	PGIM JENNISON FOCUSED GROWTH CL Z		4,844
	PGIM JENNISON TECHNOLOGY CL Z		3,179
	PGIM JENNISON UTILITY CL A		5,671
	PGIM JENNISON UTILITY CL Z		40,553
	PGIM SHORT-TERM CORP BOND CL A		2,883,477
	PGIM TOTAL RETURN BOND CL A		4,406
	PGIM TOTAL RETURN BOND CL Z		83,021
	PGIM WADHWAMI SYSTEMATIC ABSL RT Z		753
	PHARMACEUTICAL ULTRA SECTOR PRO FUND INV		37,038
	PIMCO COMMODITIES PLUS STRATEGY CL A		148,136
	PIMCO COMMODITIES PLUS STRATEGY CL I-3		7,773
	PIMCO COMMODITY REALRETURN STRAT A		119,029
	PIMCO COMMODITYREAL RETURN STRATEGY I-3		996
	PIMCO DIVERSIFIED INCOME FUND CL A		3,472
	PIMCO DYNAMIC BOND FUND A		42,891
	PIMCO FLEXIBLE CREDIT INC FD INSTL		26,751
	PIMCO HIGH YIELD CLASS A		4,927
	PIMCO HIGH YIELD INSTL		175,481
	PIMCO INCOME FUND CL A		1,056,136
	PIMCO INCOME FUND INSTITUTIONAL FUND		2,718,895
	PIMCO INFLATION RSPNS MULTI ASSET A		122,213
	PIMCO INTL BD FD U S DOLLAR-HEDGED A		85,280
	PIMCO INVESTMENT GR CREDIT BOND FUND A		56,906
	PIMCO LONG DURATION TOTAL RETURN CL A		7,831
	PIMCO LOW DURATION INCOME FUND CL A		1,105
	PIMCO LOW DURATION INCOME INSTITUTIONAL		13,522
	PIMCO PREFERRED AND CAPITAL SECS CL A		25,276
	PIMCO PREFERRED AND CAPITAL SECS CL I3		4,208
	PIMCO RAE GLOBAL EX- US FUND A		2,710
	PIMCO RAE PLUS EMG FUND A		3,844
	PIMCO RAE PLUS EMG FUND INST		41,129
	PIMCO RAE PLUS SMALL FUND A		35,198
	PIMCO RAE US SMALL FUND A		214,576
	PIMCO REAL ESTATE REAL RETURN STRAT A		16,059
	PIMCO REAL RETURN CLASS A		30,349
	PIMCO REAL RETURN CLASS I3		1,852
	PIMCO STOCK PLUS ABSOLUTE RETURN I		7,457
	PIMCO STOCKSPLUS ABSOLUTE RETURN I3		58,435
	PIMCO STOCKSPLUS CLASS A		11,628
	PIMCO STOCKSPLUS INTERNAT'L (UNHDG) A		5,594
	PIMCO STOCKSPLUS INTERNATL (US$HDG) I		38,623

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Identity of issue, borrower, lessor or similar party	Description of Investments	Cost[2]	Current Value
	PIMCO STOCKSPLUS INTERNATL US$HDG A		$ 87,485
	PIMCO STOCKSPLUS LONG DURATION INSTL		521,620
	PIMCO STOCKSPLUS SHORT FUND A		198,525
	PIMCO STOCKSPLUS SHORT FUND CL I3		75,535
	PIMCO STOCKSPLUS SMALL FUND A		7,094
	PIMCO STOCKSPLUS SMALL FUND INSTL		37,827
	PIMCO TOTAL RETURN CLASS A		37,637
	PIMCO TRENDS MANAGED FUTURES STRATEGY A		107,056
	PIMCO TRENDS MANAGED FUTURES STRATEGY I3		15,425
	PIMCO TRENDS MANAGED FUTURES STRGY INSTL		129,955
	PIN OAK EQUITY FUND		30,245
	PIONEER GLOBAL SUSTAINABLE EQUITY A		2,107
	PIONEER MULTI-ASSET ULTRA SHORT INCOME A		5,439
	POLARIS GLOBAL VALUE		7,254
	POLEN DDJ OPPORTUNST HIGH YIELD CL II		45,649
	POLEN GLOBAL GROWTH FUND RETAIL SHARES		2,275
	POLEN GROWTH FUND INST'L SHARES		145,978
	POLEN GROWTH FUND RETAIL SHARES		33,530
	PRAXIS GROWTH INDEX FUND CL I		10,059
	PRAXIS IMPACT BOND FD INSTL		48,697
	PRAXIS VALUE FD CLASS I		240,421
	PRECIOUS METALS ULTRA SEC PRO INVST		1,172,528
	PRIMECAP ODYSSEY AGGRESSIVE GRWTH FD		2,294
	PRIMECAP ODYSSEY GROWTH FUND		638,761
	PRIMECAP ODYSSEY STO CK FUND		447,422
	PRINCIPAL BLUE CHIP FUND CL A		93,185
	PRINCIPAL BLUE CHIP I SHARES		50
	PRINCIPAL CAPITAL APPRECIATION CLASS A		11,762
	PRINCIPAL DIVERSIF REAL ASSET I SHARE		24,300
	PRINCIPAL DIVERSIFIE D INCOME A		3,667
	PRINCIPAL REAL ESTATE SEC FD CL A		78
	PRINCIPAL SMALL CAP FUND CLASS A		37
	PRINCIPAL SMALL-MID CAP DIVIDEND INC A		776
	PRO FUNDS SHORT REAL ESTATE INVESTOR CL		125,829
	PRO FUNDS ULTRA LATIN AMERICA INVST		25,699
	PRO FUNDS ULTRA SHORT MID-CAP-INV CL		4,544
	PUTNAM CORE EQUITY CLASS A		454
	PUTNAM EMERGING MRKT EQUITY CL A		165,380
	PUTNAM FOCUSED EQ FUND CLASS A		61,971
	PUTNAM GLOBAL TECHNOLOGY FUND CL A		590,837
	PUTNAM GROWTH OPPORTUNITIES CL A		9,103
	PUTNAM INTERNATIONAL EQUITY CL A		695
	PUTNAM LARGE CAP VAL CLASS A		36,651
	PUTNAM SMALL CAP VALUE CLASS A		9,080
	PUTNAM SUSTAINABLE FUTURE FD CL A		5,275
	PZENA EMERGING MRKTS FOCUSED VAL INVESTOR		18,361
	QUANTIFIED COMMON GROUND FD INVST		35,832
	QUANTIFIED TACTICAL SECTOR FUND INVESTOR		3,035
	RATIONAL/RESOLVE ADPTVE AST ALLOC I		10,843
	RBC EMERGING MARKETS EQUITY FD CL I		51,600

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Identity of issue, borrower, lessor or similar party	Description of Investments	Cost[2]	Current Value
	RED OAK TECHNOLOGY SELECT		$ 149,965
	REYNDERS MCVEIGH CORE EQUITY INSTL		80,089
	RISING RATES OPPTY PRO FUND INVESTOR		8,666
	RISING US DOLLAR PRO FUND INV CLASS		20,353
	RIVERNORTH/DOUBLE LINE STRATEGIC INC I		2,459
	RIVERPARK LONG/SHORT OPPORTUNITY INSTL		474
	RIVERPARK LONG/SHORT OPPORTUNITY RETAIL		7,254
	RIVERPARK SHORT TERM HIGH YIELD INSTL		7,713
	RIVERPARK SHORT TERM HIGH YIELD RETAIL		138,706
	RIVERPARK STRATEGIC INCOME FUND INSTL		1,304
	RMB MENDON FIN SERVICES CL I		81,810
	RONDURE NEW WORLD FUND INSTL		3,498
	ROUMELL OPPORTUNISTC VALUE INSTL		593,522
	ROYCE GLBL FINANCIAL SVCS FD SERVICE CL		22,831
	ROYCE PENNSYLVANIA MUTUAL INVST CLASS		11,430
	ROYCE PREMIER FUND INVESTMENT CL		7,591
	ROYCE SMALL CAP VALUE SERVICE CL		1,307
	ROYCE SMALL-CAP OPPORTUNITY INVEST		6,100
	ROYCE SMALL-CAP OPPORTUNITY SERVICE		59,321
	ROYCE SMALL-CAP SPEC EQUITY INVESTMENT CL		2,821
	RYDEX BASIC MATERIALS INV CLASS		27,624
	RYDEX BIOTECHNOLOGY FD CL A		30
	RYDEX BIOTECHNOLOGY INV CLASS		90,549
	RYDEX COMMODITIES STRATEGY CL H		2,185
	RYDEX CONSUMER PRODUCTS INVESTOR CL		161,508
	RYDEX DOW 2X STRATEGY CL C		3,650
	RYDEX DOW 2X STRATEGY CL H		148,627
	RYDEX ELECTRONICS INV CLASS		11,399
	RYDEX EMERGING MRKTS 2X STRATEGY H		47,606
	RYDEX ENERGY INVESTOR CLASS		53,447
	RYDEX ENERGY SVCS INVESTOR CLASS		88,083
	RYDEX HEALTH CARE INVESTOR CLASS		53,405
	RYDEX INVERSE DOW 2X STRATEGY CL H		18,515
	RYDEX INVERSE NASDAQ 100 2X STRATEGY CL A		17,877
	RYDEX INVERSE NASDAQ 100 STRATEGY INV		138,175
	RYDEX INVERSE NASDAQ 1002X CL H		1,012,731
	RYDEX INVERSE S&P 500 2X STRATEGY CL C		169,290
	RYDEX INVERSE S&P 500 2X STRATEGY CL H		377,684
	RYDEX INVERSE S&P 500 STRATEGY INV CL		946,446
	RYDEX JAPAN 2X STRATEGY CLASS H		28,997
	RYDEX LEISURE INV CLASS		56,737
	RYDEX MID CAP 1.5X STRATEGY CL H		23,640
	RYDEX MONTHLY REBAL NASDAQ 100 2X STRA H		101,969
	RYDEX NASDAQ 100 2X STRATEGY CL A		3,875
	RYDEX NASDAQ 100 2X STRATEGY CL H		565,727
	RYDEX NASDAQ 100 FUND CLASS H		49,208
	RYDEX NASDAQ 100 INV CLASS		954,131
	RYDEX NOVA INVESTOR CLASS		19,231
	RYDEX PRECIOUS METALS INVESTOR CL		54,379
	RYDEX RETAILING INV CLASS		15,214

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Identity of issue, borrower, lessor or similar party	Description of Investments	Cost[2]	Current Value
	RYDEX RUSSELL 2000 2X STRATEGY CL H		$ 17,650
	RYDEX S&P 500 2X STRATEGY CL A		403
	RYDEX S&P 500 2X STRATEGY CL H		913,998
	RYDEX S&P 500 PURE GROWTH H CLASS		38,437
	SCHWAB FUNDAMENTAL GLB REAL EST INDEX		12,538
	SCHWAB FUNDAMENTAL US LARGE CO INDEX		1,282
	SCHWAB HEALTH CARE FUND		530
	SCHWAB INTERNATIONAL CORE EQUITY		5,691
	SCHWAB INTERNATIONAL INDEX FUND		155,064
	SCHWAB S & P 500 INDEX FUND		983,250
	SCHWAB SELECT LARGE CAP GROWTH		39,585
	SCHWAB SMALL CAP INDEX FUND		17,857
	SCHWAB TOTAL STOCK MKT INDEX FUND		21,343
	SCHWAB US AGGREGATE BOND INDEX FUND		274
	SCHWARTZ VALUE		670
	SEAFARER OVERSEAS GROWTH & INCOME INV		16,490
	SEGALL BRYANT HAMILL PLUS BOND FD RETAIL		274
	SEGALL BRYANT HAMILL SML CAP GROWTH RTL		19,747
	SEMICONDUCTOR ULTRA SECTOR PRO FD INVSTR		1,278,679
	SEVEN CANYONS WORLD INNOVATORS INVESTOR		12,036
	SEXTANT GLOBAL HIGH INCOME FUND		1,226
	SEXTANT GROWTH FUND		5,423
	SGI GLOBAL EQUITY FUND CL I		7,824
	SHELTON EQUITY INCOME INVESTOR		813
	SHELTON NASDAQ 100 INDEX INVESTOR		469,719
	SHELTON SUSTAINABLE EQUITY INVESTOR		471,484
	SHELTON TACTICAL CREDIT FD INVESTOR		514
	SILVERPEPPER COMM BASED GLBL MACRO ADV		188
	SIT US GOVERNMENT SECURITIES CL Y		9,176
	SIT US GOVT SECS		12,174
	SMEAD VALUE FUND INVESTOR CL SHARES		216,625
	SMEAD VALUE INSTL SHARE CLASS		118,256
	SOUND SHORE FD INC		36,354
	SPROTT GOLD EQUITY FUND INSTL		6,222
	SPROTT GOLD EQUITY FUND INVESTOR		193,360
	SSGA EQUITY 500 INDX FUND CLASS I		39,483
	STANDPOINT MULTI ASSET FUND INSTL		53,868
	STATE STREET EQUITY 500 INDEX CL A		5,038
	STATE STREET INSTL PRE GROWTH EQ SER		807
	STATE STREET INSTL PRE GROWTH EQTY INV		2,613
	STATE STREET INTL STOCK SELECTION CL N		10,627
	STATE STREET SM/MID CAP EQ INDEX CLASS A		17,497
	STEWARD GLOBAL EQ INCOME CL A		8,988
	STEWARD GLOBAL EQUITY INCOME INSTL		189,233
	STEWARD VALUES FOC LRG CAP ENH IND A		104,345
	STONE RIDGE HIGH YLD REINSRNCE RSK PREM I		125,224
	STONERIDGE ALTERNTV LENDING RISK PREM I		194,649
	T ROWE PRICE AFRICA & MIDDLE EAST FD		24,816
	T ROWE PRICE ALL CAP OPPORTUNITIES INVST		216,937
	T ROWE PRICE BALANCED		57,323

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Identity of issue, borrower, lessor or similar party	Description of Investments	Cost[2]	Current Value
	T ROWE PRICE BLUE CHIP GROWTH INC		$ 843,552
	T ROWE PRICE COMM & TECHNOLOGY INVESTOR		192,446
	T ROWE PRICE CORPORATE INCOME		38,900
	T ROWE PRICE DIVERSD MID CAP GROWTH		147,811
	T ROWE PRICE DIVIDEND GROWTH		1,438,322
	T ROWE PRICE DYNAMIC GLOBAL BOND FD INV		227,329
	T ROWE PRICE EMERG MARKETS BOND FUND		13,028
	T ROWE PRICE EMERG MRKTS CORP BD INVEST		7,391
	T ROWE PRICE EMERGING EUROPE FUND		16,540
	T ROWE PRICE EMERGING MKTS STOCK		20,105
	T ROWE PRICE EMRG MKTS LOCAL CUR INV		3,184
	T ROWE PRICE EQUITY INCOME		104,835
	T ROWE PRICE EQUITY INDEX 500 FUND		660,924
	T ROWE PRICE EUROPEAN STOCK		39,338
	T ROWE PRICE EXTEND EQU MKT INDEX FUND		18,925
	T ROWE PRICE FINANCIAL SERVICES		431,013
	T ROWE PRICE FLOATING RATE INVEST		44,873
	T ROWE PRICE GLBL ALLOCATION INVESTOR		6,137
	T ROWE PRICE GLBL MULTI SECTOR BOND FD		192,903
	T ROWE PRICE GLOBAL CONSUMER FUND INVEST		82,959
	T ROWE PRICE GLOBAL GR STOCK INVESTOR CL		48,393
	T ROWE PRICE GLOBAL INDUSTRIALS INVESTOR		177,408
	T ROWE PRICE GLOBAL STOCK		386,400
	T ROWE PRICE GLOBAL TECHNOLOGY		215,596
	T ROWE PRICE GROWTH STOCK		346,787
	T ROWE PRICE HEALTH SCIENCES		885,875
	T ROWE PRICE INFLATION PROT BD FD		89,836
	T ROWE PRICE INTERNATIONAL STOCK		14,149
	T ROWE PRICE INTL DISCOVERY FUND		5,841
	T ROWE PRICE INT'L JAPAN		11,612
	T ROWE PRICE INT'L VALUE EQUITY FUND		952,980
	T ROWE PRICE LARGE CAP GROWTH INVESTOR		732
	T ROWE PRICE LATIN AMERICA FUND		224,357
	T ROWE PRICE MID CAP GROWTH		33,475
	T ROWE PRICE MULTI STRAT TTL RTRN INVST		7,426
	T ROWE PRICE NEW ASIA		18,067
	T ROWE PRICE OVERSEAS STOCK FUND		57,248
	T ROWE PRICE QM US BOND INDEX INVESTOR		60,854
	T ROWE PRICE QM US SML CAP GRWTH EQUITY		161,388
	T ROWE PRICE REAL ESTATE FUND		24,773
	T ROWE PRICE REAL ESTATE FUND ADV CL		7,475
	T ROWE PRICE RET 2020 FUND		479,196
	T ROWE PRICE RET 2030 FD		588,423
	T ROWE PRICE RET 2040 FD		404,841
	T ROWE PRICE RETIRE 2050 FUND		17,867
	T ROWE PRICE RETIREMENT 2025 FD		982,557
	T ROWE PRICE RETIREMENT 2035 FUND		275,383
	T ROWE PRICE RETIREMENT 2045 FD		1,056,043
	T ROWE PRICE SCIENCE & TECHNOLOGY		13,254
	T ROWE PRICE SMALL CAP VALUE FUND		337,696

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Identity of issue, borrower, lessor or similar party	Description of Investments	Cost[2]	Current Value
	T ROWE PRICE SPECT MOD GRWTH ALLOC		$ 4,381
	T ROWE PRICE SPECTRUM INCOME		33,296
	T ROWE PRICE TARGET 2045 FD		33,585
	T ROWE PRICE TOTAL EQUITY MARKET INDEX		4,868
	T ROWE PRICE U.S EQUITY RESEARCH FD		187,850
	T ROWE PRICE ULTRA SHORT TERM BD INVEST		5,021
	T ROWE PRICE US LARGE CAP CORE FUND		21,581
	T ROWE PRICE US TREA LONG TERM INDEX INV		113,165
	T ROWE PRICE VALUE		247,866
	T. ROWE PRICE CHINA EVOLUTION EQUITY INV		1,218
	T.ROWE PRICE ASIA OPPORTUNITI INVESTOR		62,096
	T.ROWE PRICE LTD DUR INFLAT FOCD BD INVST		7,779
	TCW EMERGING MKTS INCOME CL I		23,640
	TCW RELATIVE MID CAP VALUE FD CL N		2,177
	TCW TOTAL RETURN BOND CLASS I		7,068
	TCW TOTAL RETURN BOND CLASS N		10,511
	TCW ARTIFICIAL INTELLIGENCE EQ I		16,168
	TCW ARTIFICIAL INTELLIGENCE EQ N		19,536
	TCW EMERGING MARKETS INCOME CL N		13,201
	TCW EMERGING MRKTS MULTI ASSET OPP N		5,117
	TCW ENHANCED COMMDTY STRATEGY FUND CL N		37,758
	TCW ENHANCED COMMODITY STRATEGY I		639
	TCW GLOBAL REAL ESTATE CLASS N		32
	TCW NEW AMERICAS PREMIER EQUITIES N		21,778
	TECHNOLOGY ULTRA SECTOR PRO FD INVSTR		97,102
	TEMPLETON FOREIGN CLASS A		21,382
	TEMPLETON SUSTAIN EMERG MRKTS BOND A		391
	TERRA FIRMA US CONCNTRTED REALTY EQ		576
	TETON WESTWOOD MIGHTY MITES FD AAA		3,521
	THE HARTFORD FLOATING RATE CL Y		6,914
	THE HARTFORD INTL OPPT FD CLASS I		3,367
	THE INTERNET FUND		3,202,309
	THE INVESTMENT HOUSE GROWTH FUND		24,637
	THE OSTERWEIS STRATEGIC INCOME FD		284,794
	THIRD AVENUE REAL ESTATE VALUE INSTL		2,809
	THIRD AVENUE REAL ESTATE VALUE INVST		5,972
	THIRD AVENUE VALUE FUND INVESTOR CLASS		2,160
	THOMPSON BOND FUND		246,044
	THORNBURG DEVELOPING WORLD FUND CL A		12,895
	THORNBURG DEVELOPING WORLD FUND CL I		29,335
	THORNBURG GLOBAL OPPT FD INSTL CL		15,942
	THORNBURG LTD TERM INCOME CLASS A		8,569
	THORNBURG LTD TERM INCOME CLASS I		73,698
	THORNBURG SMALL MID CAP CORE FUND CL A		11,692
	THORNBURG STRATEGIC INCOME FUND CL I		4,545
	THRIVENT LARGE CAP VALUE FUND CL S		2,026
	THRIVENT MID CAP STOCK FUND CL S		241,387
	THRIVENT SMALL CAP STOCK FUND CL S		205,061
	TIAA-CREF LARGE CAP GROWTH INDEX INSTL		602
	TIAA-CREF REAL ESTATE SEC INSTL		96,025

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Identity of issue, borrower, lessor or similar party	Description of Investments	Cost[2]	Current Value
	TIMOTHY PLAN ISRAEL COMMON VALUES CL C		$ 13,795
	TIMOTHY PLAN LARGE / MID CAP GROWTH CL A		21,133
	TIMOTHY SMALL CAP VALUE CLASS A		23,412
	TORTOISE MLP & PIPELINE FD INSTL		107,970
	TOUCHSTONE IMPACT BOND FUND CLASS I		105,091
	TOUCHSTONE MID CAP FUND INSTL		5,035
	TOUCHSTONE SANDS CAP EMERG MRKTS GROWTH I		406,689
	TOUCHSTONE SANDS CAP EMERG MRKTS GROWTH Y		20,936
	TOUCHSTONE SANDS CAP SEL GRWTH Z		10,186
	TOWLE DEEP VALUE FUND		333,448
	TRANSAMERICA BOND CLASS I		72,948
	TRANSAMERICA CAPITAL GROWTH CL A		137,334
	TRANSAMERICA CAPITAL GROWTH CL C		24
	TRANSAMERICA MID CAP VALUE OPPORT CL I		508,816
	TRANSAMERICA MID CAP VALUE OPPS CL A		16,778
	TRILLIUM ESG GLOBAL EQUITY FUND RETAIL		294
	TRILLIUM ESG GLOBAL EQUITY INSTL		100,487
	TRILLIUM SMALL/MID CAP FUND INSTL		128,211
	TROWE PRICE SPECTRM INTERNATIONAL EQUITY		23,394
	TWEEDY BROWNE INTERNATL VALUE FUND		44,344
	ULTRA BEAR PRO FUND INVESTORS SHARES		26,384
	ULTRA BULL PRO FUND INVESTORS SHARES		997,699
	ULTRA CHINA PRO FUND - INVESTOR CLASS		362,371
	ULTRA DOW 30 PRO FUND INVESTOR		179,759
	ULTRA EMERGING MRKTS PRO FD INVT CL		106,572
	ULTRA MID CAP PRO FUND INVESTOR SHS		69,838
	ULTRA NASDAQ-100 PRO FUND INVESTOR CLASS		1,390,670
	ULTRA SHORT CHINA PRO FUND - INVESTOR		9,488
	ULTRA SHORT DOW 30 INVESTOR SHARES		88,864
	ULTRA SHORT EMERGING MRKTS PRO FD INV CL		26,713
	ULTRA SHORT INTL PRO FD INVT CL		472,356
	ULTRA SHORT JAPAN PRO INVT CL SHS		1,479
	ULTRA SHORT NASDAQ- 100 PROFUND INVESTOR		892,773
	ULTRA SHORT SMALL CAP PRO FDS-INVST CL		20,441
	ULTRA SMALL CAP PRO FUND INVESTOR SHS		101,171
	UNDISCOVERED MANAGER BEHAVIORAL VAL CL A		36,228
	USA MUTUALS VICE FD INVESTOR		68,279
	USAA CAPITAL GROWTH FUND RETAIL SHARES		3,216
	USAA HIGH INCOME FUND RETAIL		16,354
	USAA INCOME FUND CL A		22,294
	USAA INCOME STOCK FUND RETAIL		9,913
	USAA INTERMEDIATE TERM BOND RETAIL		93,102
	USAA INTERNATIONAL FUND RETAIL		55,828
	USAA NASDAQ 100 INDEX FUND A		108,461
	USAA NASDAQ 100 INDEX RETAIL		602,942
	USAA PRECIOUS METALS & MINERALS CL A		394
	USAA PRECIOUS METALS AND MINERALS RETAIL		14,525
	USAA SCIENCE & TECHNOLOGY CL A		246,408
	USAA SCIENCE & TECHNOLOGY RETAIL		75,990
	USAA SUSTAINABLE WORLD FUND		4,764

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	USAA SUSTAINABLE WORLD FUND A		$ 14,314
	UTILITIES ULTRA SECTOR PRO FUND INV		16,833
	VALUE LINE ASSET ALLOCATION INVESTOR		273,703
	VALUE LINE CAPITAL APPRECIATION INV		89,290
	VALUE LINE MID CAP FOCUSED FUND CL I		11,062
	VALUE LINE MID CAP FOCUSED INVESTORS FD		42,071
	VAN ECK CM COMMODITY INDEX FUND A		46,657
	VAN ECK EMERGING MARKETS CLASS A		374
	VAN ECK GLOBAL RESOURCES FUND CL A		398
	VAN ECK INTERNATN'L INVESTORS GOLD CL A		4,069
	VANGUARD 500 INDEX ADMIRAL		4,070,739
	VANGUARD BALANCED INDEX ADMIRAL		287,412
	VANGUARD COMMODITY STRATEGY FD ADMIRAL		47,887
	VANGUARD DEVELOPED MRKTS INDEX ADMIRAL		72,610
	VANGUARD DIV APPREC INDEX FD ADMIRAL SHS		423,217
	VANGUARD DIVERSIFIED EQUITY FD INV CL SHS		102,356
	VANGUARD DIVIDEND GROWTH INVESTOR CL		2,201,366
	VANGUARD EMERG MKTS SELECT STOCK INVSTR		12,481
	VANGUARD EMERGING MRKTS INDEX ADMIRAL		328,343
	VANGUARD ENERGY INDEX ADMIRAL CL		71,247
	VANGUARD ENERGY INVESTOR FUND		427,737
	VANGUARD EQUITY INCOME ADMIRAL FD		763,404
	VANGUARD EQUITY INCOME INVESTOR CL		1,595,658
	VANGUARD EUROPEAN STOCK INDEX ADMIRAL		61,236
	VANGUARD EXPLORER INVESTOR CL		45,386
	VANGUARD EXTENDED MARKET INDEX ADMIRAL		257,312
	VANGUARD FINANCIALS INDEX ADMIRAL SHRS		21,434
	VANGUARD FTSE ALL - WRLD EX US INDEX ADM		20,180
	VANGUARD FTSE ALL WD EX US SM CP IDX ADM		119,847
	VANGUARD FTSE SOCIAL IDX FD ADMIRAL SHS		71,393
	VANGUARD GL MINIMUM VOLATILITY INVESTOR		88,266
	VANGUARD GLOBAL CAPITAL CYCLES INV		65,135
	VANGUARD GLOBAL EQUITY INVESTOR CL		92,722
	VANGUARD GLOBAL WELLESLEY INVESTOR		9,536
	VANGUARD GLOBAL WELLINGTON ADMIRAL		241,895
	VANGUARD GLOBAL WELLINGTON INVESTOR		137,901
	VANGUARD GNMA INVESTOR CL		31,671
	VANGUARD GROWTH & INCOME INVESTOR CL		1,295
	VANGUARD GROWTH INDEX ADMIRAL		360,089
	VANGUARD HEALTH CARE ADMIRAL SHS		37,211
	VANGUARD HEALTH CARE INDEX ADMIRAL SHARES		33,829
	VANGUARD HEALTH CARE INVESTOR		536,574
	VANGUARD HIGH DIV YLD IDX ADMIRAL SHS		345,316
	VANGUARD HIGH YIELD CORP INVESTOR CL		1,617,614
	VANGUARD INFLATION PROTECTED SECS INV		106,192
	VANGUARD INFORMATION TECH IND ADMIR SHS		21,847
	VANGUARD INTERMED TRM INVST GR INVEST		188,299
	VANGUARD INTERNATL VALUE PORT INV CL		103,604
	VANGUARD INTERNATNAL EXPLORER INVESTOR		280
	VANGUARD INT'L GROWTH PORT INV CL		534,664

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	VANGUARD INTMDT TERM TREASURY INDEX FD		$ 302,854
	VANGUARD INTNTL HIGH DIV YLD INDEX ADMIRL		27,641
	VANGUARD INT-TERM BOND INDEX ADMIRAL		72,871
	VANGUARD LONG TERM INVMT GRADE INV		393,083
	VANGUARD LONG TERM TREASURY INDEX ADM		3,168,925
	VANGUARD LONG TERM US TREASURY INVESTOR		1,553,240
	VANGUARD MID CAP INDEX ADMIRAL SHS		217,063
	VANGUARD MID-CAP GROWTH INDEX ADMIRAL		40,348
	VANGUARD MID-CAP VALUE INDEX ADMIRAL		166,117
	VANGUARD PACIFIC STOCK INDEX ADML SHS		31,581
	VANGUARD REAL ESTATE INDEX ADMIRAL		130,920
	VANGUARD SELECTED VALUE INVESTOR		47,689
	VANGUARD SHORT TERM BOND INDEX ADMIRAL		90,616
	VANGUARD SHORT TERM INVMT GRADE ADMIRAL		430,723
	VANGUARD SHORT TERM INVMT GRADE INVESTOR		326,163
	VANGUARD SHORT TERM TREASURY INVESTOR		39,211
	VANGUARD SHORT-TERM GOVT BD INDEX ADM		50,011
	VANGUARD SMALL-CAP GROWTH INDEX ADMIRAL		214,695
	VANGUARD SMALL-CAP INDEX ADMIRAL		290,816
	VANGUARD SMALL-CAP VALUE INDEX ADMIRAL		71,751
	VANGUARD STAR INVESTOR CLASS		97,531
	VANGUARD STRATEGIC EQUITY INVESTOR		80,081
	VANGUARD TARGET RET 2025 FD INVESTOR CL		451,512
	VANGUARD TARGET RET 2035 FD INVESTOR CL		271,082
	VANGUARD TARGET RET 2055 FUND INVESTOR		446,185
	VANGUARD TARGET RET 2060 FD INVESTOR		1,169
	VANGUARD TARGET RET INC FD INVESTOR CL		4,309
	VANGUARD TARGET RETIREMENT 2020 INVT		45,125
	VANGUARD TARGET RETIREMENT 2030 INVT		718,046
	VANGUARD TARGET RETIREMENT 2040 INV		175,793
	VANGUARD TARGET RETIREMENT 2050 INVT		865,324
	VANGUARD TOTAL BOND MARKET INDEX ADMIRAL		474,027
	VANGUARD TOTAL INTERNTL BD INDX ADM		97,291
	VANGUARD TOTAL INTNL STOCK INDEX ADMIRAL		654,135
	VANGUARD TOTAL STOCK MARKET INDEX ADMIRAL		2,912,883
	VANGUARD TTL WORLD STK IDX ADMIRAL SHS		22,370
	VANGUARD ULTRA SHORT TERM BOND INVESTOR		16,443
	VANGUARD US GROWTH FUND INVESTOR		623,784
	VANGUARD VALUE INDEX ADMIRAL		561,505
	VANGUARD WELLESLEY INCOME ADMIRAL		50,763
	VANGUARD WELLINGTON INVESTOR		120,021
	VANGUARD WINDSOR INVESTOR		30,218
	VANGUARD/WELLESLEY INCOME INVESTOR		2,001,674
	VAUGHAN NELSON SELECT FUND CL Y		476
	VERSUS CAPITAL REAL ASSETS CL I		104,481
	VICTORY FLOATING RATE CL Y		4,368
	VICTORY GLOBAL ENERGY TRANSITION A		2,424
	VICTORY MARKET NEUTRAL INCOME FD I		11,558
	VICTORY RS GLOBAL FUND CLASS A		3,931
	VICTORY RS SCIENCE AND TECHNOLOGY CL A		11,051

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	VICTORY SYCAMORE ESTABLISHED VALUE A		$ 61,559
	VICTORY THB US SMALL OPPORTUNITIES CL A		3,784
	VICTORY TRIVALENT INTL SMALL CAP A		14,755
	VIRTUS CEREDEX LRG CAP VALUE EQUITY I		83,086
	VIRTUS CEREDEX MID CAP VALUE EQUITY I		4,314
	VIRTUS CONVERTIBLE FUND A		6,927
	VIRTUS CONVERTIBLE FUND C		10,547
	VIRTUS DUFF & PHELPS GLBL REAL EST SECS A		1,208
	VIRTUS DUFF & PHELPS GLBL REAL EST SECS I		4,874
	VIRTUS DUFF & PHELPS GLOBAL INFRA CL I		5,456
	VIRTUS DUFF & PHELPS WATER FUND A		132,602
	VIRTUS KAR EMERG MKTS SMALL CAP A		280
	VIRTUS KAR EMERG MKTS SMALL CAP I		84,037
	VIRTUS KAR HEALTH SCIENCES FUND INSTL		6,574
	VIRTUS KAR INTL SMALL MID CAP A		11,280
	VIRTUS KAR MID CAP CORE FUND CLASS A		160,195
	VIRTUS KAR MID CAP CORE FUND CLASS I		2,873
	VIRTUS KAR MID CAP GROWTH FUND CL A		279,143
	VIRTUS KAR MID CAP GROWTH FUND CL I		97,426
	VIRTUS KAR SMALL CAP CORE FUND CL A		29,755
	VIRTUS KAR SMALL CAP GROWTH CL A		429,630
	VIRTUS KAR SMALL CAP GROWTH CL C		15,895
	VIRTUS KAR SMALL CAP GROWTH FUND CL I		218,875
	VIRTUS KAR SMALL CAP VALUE CLASS I		26,148
	VIRTUS KAR SMALL MID CAP CORE FD CL I		108,059
	VIRTUS NFJ EMERGING MARKETS VALUE A		2,641
	VIRTUS NFJ MID CAP VALUE A		6,547
	VIRTUS SEIX CORPORATE BOND A		74,198
	VIRTUS SEIX CORPORATE BOND I		3,602
	VIRTUS SEIX HIGH YIELD CL A		75,316
	VIRTUS SEIX HIGH YIELD CL I		4,245
	VIRTUS SILVANT MID CAP GROWTH FUND A		55,151
	VIRTUS SILVANT MID CAP GROWTH FUND INST		4,709
	VIRTUS TACTICAL ALLOCATION FUND A		29,936
	VIRTUS ZEVENBERGEN INNOVATIVE GR STK A		141,575
	VIRTUS ZEVENBERGEN INNOVATIVE GR STK I		111,265
	VOYA CORPORATE LEAD TRUST SERIES B		77,330
	VOYA MULTI MANAGER INTL SMALL CAP I		53,036
	VOYA RUSSIA CLASS A		2,132
	VULCAN VALUE PARTNER FUND INVESTOR		81,064
	WASATCH CORE GROWTH		216,586
	WASATCH CORE GROWTH INSTITUTIONAL		23,584
	WASATCH EMERGING INDIA FUND		1,037,112
	WASATCH EMERGING INDIA FUND INSTL CL		50,545
	WASATCH EMERGING MARKETS SELECT FUND		52,843
	WASATCH EMERGING MARKETS SMALL CAP FD		31,893
	WASATCH EMG MRKTS SELECT FUND INSTL		81,398
	WASATCH FRONTIER EMG SM COUNTRIES INS		4,938
	WASATCH GLOBAL OPPORTUNITIES RETAIL		57,228
	WASATCH HOISINGTON US TREASURY		264,521

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FIDELITY RETIREMENT SAVINGS PLAN
Schedule of Assets (Held at End of Year)
Form 5500, Schedule H, Part IV, Line 4i
December 31, 2022

Identity of issue, borrower, lessor or similar party	Description of Investments	Cost[2]	Current Value
	WASATCH INTERNATIONAL GROWTH		$ 2,962
	WASATCH INTERNATIONL OPPORTUNITIES FD		109,666
	WASATCH MICRO CAP VALUE FD INSTL		82,773
	WASATCH MICROCAP		505,307
	WASATCH MICRO-CAP VALUE FUND		156,795
	WASATCH SMALL CAP GROWTH		43,474
	WASATCH SMALL CAP GROWTH FUND INSTL CL		84,823
	WASATCH SMALL CAP VALUE		73,348
	WASATCH ULTRA GROWTH		576,630
	WASATCH ULTRA GROWTH FUND INSTL CL		70,084
	WCM CHINA QUALITY GR OWTH FUND INSTL		16,764
	WCM FOCUSED EMERGING MARKETS FUND INSTL		21,599
	WCM FOCUSED EMERGING MARKETS INVESTOR		13,596
	WCM FOCUSED GLOBAL GROWTH INVESTOR		8,509
	WCM FOCUSED INTL GROWTH FUND INSTL		21,083
	WCM FOCUSED INTL GROWTH FUND INVESTOR		21,575
	WEITZ PARTNERS VALUE		8,376
	WESTERN ASSET CORE BOND FUND CL I		96,815
	WESTERN ASSET CORE BOND PLUS FUND CL A		38,581
	WESTWOOD SALIENT GLOBAL REAL ESTATE A		3,922
	WESTWOOD SALIENT SELECT INCOME A		777
	WILLIAM BLAIR EMERG MARKETS GRTH FD CL N		210
	WILLIAM BLAIR LARGE CAP GROWTH FD N		70,063
	WILLIAM BLAIR SMALL CAP FD CLASS I		50,884
	WILLIAM BLAIR SMALL CAP GROWTH CLASS N		58,045
	WILLIAM BLAIR SMALL MID CAP GROWTH CL N		36,510
	YCG ENHANCED FUND SERVICE/REGULAR		256,008
	ZACKS SMALL CAP CORE FUND INSTL		1,983
			22,232,307,939
	Notes Receivable from Participants (for a term not exceeding 10 years at interest rates of 3.75% to 10.00% per annum)[1]		102,000,244
	Total Investments and Notes Receivable from Participants		22,334,308,183

1 Denotes an investment that is party in interest to the Plan.
2 Investments are all participant directed. Cost information is not required.

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