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|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------|
| <div>Form 5500</div> <div>Department of the Treasury<br/>Internal Revenue Service</div> <div>Department of Labor<br/>Employee Benefits Security<br/>Administration</div> <div>Pension Benefit Guaranty Corporation</div> | <div>Annual Return/Report of Employee Benefit Plan</div> <div>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).</div> <div>▶ Complete all entries in accordance with the instructions to the Form 5500.</div> | <div>OMB Nos. 1210-0110<br/>1210-0089</div> <div>2023</div> <div>This Form is Open to Public Inspection</div> |
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|                                                                                            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
|--------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Part I                                                                                     | Annual Report Identification Information                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| A                                                                                          | This return/report is for: <div><div><input type="checkbox"/> a multiemployer plan</div><div><input type="checkbox"/> a multiple-employer plan (Filers checking this box must provide participating employer information in accordance with the form instructions.)</div><div><input checked="" type="checkbox"/> a single-employer plan</div><div><input type="checkbox"/> a DFE (specify) _____</div><div><input type="checkbox"/> the first return/report</div><div><input type="checkbox"/> the final return/report</div><div><input type="checkbox"/> an amended return/report</div><div><input type="checkbox"/> a short plan year return/report (less than 12 months)</div></div> |
| C                                                                                          | If the plan is a collectively-bargained plan, check here. .... ▶ <input checked="" type="checkbox"/>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| D                                                                                          | Check box if filing under: <div><div><input checked="" type="checkbox"/> Form 5558</div><div><input type="checkbox"/> automatic extension</div><div><input type="checkbox"/> the DFVC program</div><div><input type="checkbox"/> special extension (enter description)</div></div>                                                                                                                                                                                                                                                                                                                                                                                                       |
| E                                                                                          | If this is a retroactively adopted plan permitted by SECURE Act section 201, check here. .... ▶ <input type="checkbox"/>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |

|         |                                                                                                                                                                                                                                                                                                                  |
|---------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Part II | Basic Plan Information—enter all requested information                                                                                                                                                                                                                                                           |
| 1a      | Name of plan<br>AT&T RETIREMENT SAVINGS PLAN                                                                                                                                                                                                                                                                     |
| 1b      | Three-digit plan number (PN) ▶ 009                                                                                                                                                                                                                                                                               |
| 1c      | Effective date of plan<br>07/01/1969                                                                                                                                                                                                                                                                             |
| 2a      | Plan sponsor's name (employer, if for a single-employer plan)<br>Mailing address (include room, apt., suite no. and street, or P.O. Box)<br>City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions)<br>AT&T INC.<br><br>P.O. BOX 132160<br>DALLAS, TX 75313-2160 |
| 2b      | Employer Identification Number (EIN)<br>43-1301883                                                                                                                                                                                                                                                               |
| 2c      | Plan Sponsor's telephone number<br>210-351-3333                                                                                                                                                                                                                                                                  |
| 2d      | Business code (see instructions)<br>517000                                                                                                                                                                                                                                                                       |

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

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

|           |                                                   |            |                                                              |
|-----------|---------------------------------------------------|------------|--------------------------------------------------------------|
| SIGN HERE | Filed with authorized/valid electronic signature. | 10/09/2024 | INGRID BERNER                                                |
|           | 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                      |

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |              |        |              |        |           |       |           |       |           |        |           |      |           |        |              |        |              |        |           |      |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------|--------|--------------|--------|-----------|-------|-----------|-------|-----------|--------|-----------|------|-----------|--------|--------------|--------|--------------|--------|-----------|------|
| <b>3a</b> Plan administrator's name and address <input type="checkbox"/> Same as Plan Sponsor<br><br>AT&T SERVICES, INC.<br><br>P.O. BOX 132160<br>DALLAS, TX 75313-2160                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | <b>3b</b> Administrator's EIN<br>74-2782655<br><br><b>3c</b> Administrator's telephone number<br>210-351-3333<br><br><div style="background-color: #cccccc; height: 40px; width: 100%;"></div>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |              |        |              |        |           |       |           |       |           |        |           |      |           |        |              |        |              |        |           |      |
| <b>4</b> 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:<br><b>a</b> Sponsor's name<br><b>c</b> Plan Name                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | <b>4b</b> EIN<br><br><b>4d</b> PN                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |              |        |              |        |           |       |           |       |           |        |           |      |           |        |              |        |              |        |           |      |
| <b>5</b> Total number of participants at the beginning of the plan year                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | <b>5</b> 218225                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |              |        |              |        |           |       |           |       |           |        |           |      |           |        |              |        |              |        |           |      |
| <b>6</b> Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines <b>6a(1)</b> , <b>6a(2)</b> , <b>6b</b> , <b>6c</b> , and <b>6d</b> ).<br><b>a(1)</b> Total number of active participants at the beginning of the plan year .....<br><b>a(2)</b> Total number of active participants at the end of the plan year .....<br><b>b</b> Retired or separated participants receiving benefits .....<br><b>c</b> Other retired or separated participants entitled to future benefits .....<br><b>d</b> Subtotal. Add lines <b>6a(2)</b> , <b>6b</b> , and <b>6c</b> . .....<br><b>e</b> Deceased participants whose beneficiaries are receiving or are entitled to receive benefits. ....<br><b>f</b> Total. Add lines <b>6d</b> and <b>6e</b> . .....<br><b>g(1)</b> Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item) .....<br><b>g(2)</b> Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item) .....<br><b>h</b> Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested..... | <div style="background-color: #cccccc; height: 20px; width: 100%;"></div> <table style="width:100%; border-collapse: collapse;"> <tr><td style="width:10%;"><b>6a(1)</b></td><td style="width:90%; text-align: right;">119854</td></tr> <tr><td><b>6a(2)</b></td><td style="text-align: right;">109889</td></tr> <tr><td><b>6b</b></td><td style="text-align: right;">11097</td></tr> <tr><td><b>6c</b></td><td style="text-align: right;">81177</td></tr> <tr><td><b>6d</b></td><td style="text-align: right;">202163</td></tr> <tr><td><b>6e</b></td><td style="text-align: right;">1063</td></tr> <tr><td><b>6f</b></td><td style="text-align: right;">203226</td></tr> <tr><td><b>6g(1)</b></td><td style="text-align: right;">213195</td></tr> <tr><td><b>6g(2)</b></td><td style="text-align: right;">198498</td></tr> <tr><td><b>6h</b></td><td style="text-align: right;">7642</td></tr> </table> | <b>6a(1)</b> | 119854 | <b>6a(2)</b> | 109889 | <b>6b</b> | 11097 | <b>6c</b> | 81177 | <b>6d</b> | 202163 | <b>6e</b> | 1063 | <b>6f</b> | 203226 | <b>6g(1)</b> | 213195 | <b>6g(2)</b> | 198498 | <b>6h</b> | 7642 |
| <b>6a(1)</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | 119854                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |              |        |              |        |           |       |           |       |           |        |           |      |           |        |              |        |              |        |           |      |
| <b>6a(2)</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | 109889                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |              |        |              |        |           |       |           |       |           |        |           |      |           |        |              |        |              |        |           |      |
| <b>6b</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | 11097                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |              |        |              |        |           |       |           |       |           |        |           |      |           |        |              |        |              |        |           |      |
| <b>6c</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | 81177                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |              |        |              |        |           |       |           |       |           |        |           |      |           |        |              |        |              |        |           |      |
| <b>6d</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | 202163                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |              |        |              |        |           |       |           |       |           |        |           |      |           |        |              |        |              |        |           |      |
| <b>6e</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | 1063                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |              |        |              |        |           |       |           |       |           |        |           |      |           |        |              |        |              |        |           |      |
| <b>6f</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | 203226                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |              |        |              |        |           |       |           |       |           |        |           |      |           |        |              |        |              |        |           |      |
| <b>6g(1)</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | 213195                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |              |        |              |        |           |       |           |       |           |        |           |      |           |        |              |        |              |        |           |      |
| <b>6g(2)</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | 198498                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |              |        |              |        |           |       |           |       |           |        |           |      |           |        |              |        |              |        |           |      |
| <b>6h</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | 7642                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |              |        |              |        |           |       |           |       |           |        |           |      |           |        |              |        |              |        |           |      |
| <b>7</b> Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item).....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | <b>7</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |              |        |              |        |           |       |           |       |           |        |           |      |           |        |              |        |              |        |           |      |

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

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

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

|                                                                                                                                                                                                                                                                                               |                                                                                                                                                                                                                                                                                               |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>9a</b> Plan funding arrangement (check all that apply)<br>(1) <input type="checkbox"/> Insurance<br>(2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts<br>(3) <input checked="" type="checkbox"/> Trust<br>(4) <input type="checkbox"/> General assets of the sponsor | <b>9b</b> Plan benefit arrangement (check all that apply)<br>(1) <input type="checkbox"/> Insurance<br>(2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts<br>(3) <input checked="" type="checkbox"/> Trust<br>(4) <input type="checkbox"/> 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
- (4) ☐ **DCG** (Individual Plan Information) – Number Attached \_\_\_\_\_
- (5) ☐ **MEP** (Multiple-Employer Retirement Plan Information)

**b General Schedules**

- (1) ☒ **H** (Financial Information)
- (2) ☐ **I** (Financial Information – Small Plan)
- (3) ☐ **A** (Insurance Information) – Number Attached 0
- (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 2023 Form M-1 annual report. If the plan was not required to file the 2023 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 \_\_\_\_\_

|                                                                                                                                                                                                                                              |                                                                                                                                                                                                                             |                                         |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------|
| <div>SCHEDULE C</div> <div>(Form 5500)</div> <div>Department of the Treasury<br/>Internal Revenue Service</div> <div>Department of Labor<br/>Employee Benefits Security Administration</div> <div>Pension Benefit Guaranty Corporation</div> | <div>Service Provider Information</div> <div>This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).</div> <div>▶ File as an attachment to Form 5500.</div> | OMB No. 1210-0110                       |
|                                                                                                                                                                                                                                              |                                                                                                                                                                                                                             | 2023                                    |
|                                                                                                                                                                                                                                              |                                                                                                                                                                                                                             | This Form is Open to Public Inspection. |

For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023

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

Part I

Service Provider Information (see instructions)

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

1 Information on Persons Receiving Only Eligible Indirect Compensation

- a Check "Yes" or "No" to indicate whether you are excluding a person from the remainder of this Part because they received only eligible indirect compensation for which the plan received the required disclosures (see instructions for definitions and conditions).. . . . . ☒ Yes ☐ No
- b If you answered line 1a "Yes," enter the name and EIN or address of each person providing the required disclosures for the service providers who received only eligible indirect compensation. Complete as many entries as needed (see instructions).

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

FIDELITY INVESTMENTS INSTITUTIONAL

04-2647786

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

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

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

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

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

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

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

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**(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 INVESTMENTS INSTITUTIONAL

04-2647786

| (b)<br>Service Code(s) | (c)<br>Relationship to employer, employee organization, or person known to be a party-in-interest | (d)<br>Enter direct compensation paid by the plan. If none, enter -0-. | (e)<br>Did service provider receive indirect compensation? (sources other than plan or plan sponsor) | (f)<br>Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures? | (g)<br>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)<br>Did the service provider give you a formula instead of an amount or estimated amount? |
|------------------------|---------------------------------------------------------------------------------------------------|------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------|
| 37 64 65 71            | NONE                                                                                              | 9316000                                                                | Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>                                  | Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>                                                            | 874267                                                                                                                                                                          | Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>                          |

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

FINANCIAL ENGINES, INC.

77-0473565

| (b)<br>Service Code(s) | (c)<br>Relationship to employer, employee organization, or person known to be a party-in-interest | (d)<br>Enter direct compensation paid by the plan. If none, enter -0-. | (e)<br>Did service provider receive indirect compensation? (sources other than plan or plan sponsor) | (f)<br>Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures? | (g)<br>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)<br>Did the service provider give you a formula instead of an amount or estimated amount? |
|------------------------|---------------------------------------------------------------------------------------------------|------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------|
| 27 51                  | NONE                                                                                              | 8083000                                                                | Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>                                  | Yes <input type="checkbox"/> No <input type="checkbox"/>                                                                       |                                                                                                                                                                                 | Yes <input type="checkbox"/> No <input type="checkbox"/>                                     |

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

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

**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<br>(see instructions) | (c) Enter amount of indirect<br>compensation |
|---------------------------------------------------------|-----------------------------------------|----------------------------------------------|
| FIDELITY INVESTMENTS INSTITUTIONAL                      | 60                                      |                                              |

| (d) Enter name and EIN (address) of source of indirect compensation | (e) Describe the indirect compensation, including any<br>formula used to determine the service provider's eligibility<br>for or the amount of the indirect compensation. |
|---------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| MULTIPLE INVESTMENTS-SEE ATTACHMENT                                 | SEE ATTACHMENT                                                                                                                                                           |

| (a) Enter service provider name as it appears on line 2 | (b) Service Codes<br>(see instructions) | (c) Enter amount of indirect<br>compensation |
|---------------------------------------------------------|-----------------------------------------|----------------------------------------------|
| FIDELITY INVESTMENTS INSTITUTIONAL                      | 27                                      | 874267                                       |

| (d) Enter name and EIN (address) of source of indirect compensation | (e) Describe the indirect compensation, including any<br>formula used to determine the service provider's eligibility<br>for or the amount of the indirect compensation. |
|---------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| FINANCIAL ENGINES, INC.<br><br>77-0473565                           | ACCESS FEE TO PROVIDE VISIBILITY AND MESSAGING<br>REGARDING MANAGED ACCOUNTS SERVICES.                                                                                   |

| (a) Enter service provider name as it appears on line 2 | (b) Service Codes<br>(see instructions) | (c) Enter amount of indirect<br>compensation |
|---------------------------------------------------------|-----------------------------------------|----------------------------------------------|
|                                                         |                                         |                                              |

| (d) Enter name and EIN (address) of source of indirect compensation | (e) Describe the indirect compensation, including any<br>formula used to determine the service provider's eligibility<br>for or the amount of the indirect compensation. |
|---------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                                                     |                                                                                                                                                                          |

**Part II Service Providers Who Fail or Refuse to Provide Information**

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

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

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

|                    |                     |
|--------------------|---------------------|
| <b>a</b> Name:     | <b>b</b> EIN:       |
| <b>c</b> Position: |                     |
| <b>d</b> Address:  | <b>e</b> Telephone: |
|                    |                     |

Explanation:

|                    |                     |
|--------------------|---------------------|
| <b>a</b> Name:     | <b>b</b> EIN:       |
| <b>c</b> Position: |                     |
| <b>d</b> Address:  | <b>e</b> Telephone: |
|                    |                     |

Explanation:

|                    |                     |
|--------------------|---------------------|
| <b>a</b> Name:     | <b>b</b> EIN:       |
| <b>c</b> Position: |                     |
| <b>d</b> Address:  | <b>e</b> Telephone: |
|                    |                     |

Explanation:

|                    |                     |
|--------------------|---------------------|
| <b>a</b> Name:     | <b>b</b> EIN:       |
| <b>c</b> Position: |                     |
| <b>d</b> Address:  | <b>e</b> Telephone: |
|                    |                     |

Explanation:

|                    |                     |
|--------------------|---------------------|
| <b>a</b> Name:     | <b>b</b> EIN:       |
| <b>c</b> Position: |                     |
| <b>d</b> Address:  | <b>e</b> Telephone: |
|                    |                     |

Explanation:

|                                                                                                                                                                                              |  |                                                                                                                                                                                                                                   |                                                                                                          |                                                                                                 |  |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------|--|
| <div>SCHEDULE D</div> <div>(Form 5500)</div> <div>Department of the Treasury<br/>Internal Revenue Service</div> <div>Department of Labor<br/>Employee Benefits Security Administration</div> |  | <div>DFE/Participating Plan Information</div> <div>This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).</div> <div>▶ File as an attachment to Form 5500.</div> |                                                                                                          | <div>OMB No. 1210-0110</div> <div>2023</div> <div>This Form is Open to Public Inspection.</div> |  |
| For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023                                                                                                   |  |                                                                                                                                                                                                                                   |                                                                                                          |                                                                                                 |  |
| A Name of plan<br>AT&T RETIREMENT SAVINGS PLAN                                                                                                                                               |  |                                                                                                                                                                                                                                   |                                                                                                          | B Three-digit plan number (PN) ▶ 009                                                            |  |
| C Plan or DFE sponsor's name as shown on line 2a of Form 5500<br>AT&T INC.                                                                                                                   |  |                                                                                                                                                                                                                                   |                                                                                                          | D Employer Identification Number (EIN)<br>43-1301883                                            |  |
| Part I Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs)<br>(Complete as many entries as needed to report all interests in DFEs)             |  |                                                                                                                                                                                                                                   |                                                                                                          |                                                                                                 |  |
| a Name of MTIA, CCT, PSA, or 103-12 IE: AT&T SAVINGS PLAN MASTER TRUST                                                                                                                       |  |                                                                                                                                                                                                                                   |                                                                                                          |                                                                                                 |  |
| b Name of sponsor of entity listed in (a): AT&T INC.                                                                                                                                         |  |                                                                                                                                                                                                                                   |                                                                                                          |                                                                                                 |  |
| c EIN-PN 43-1301883-022                                                                                                                                                                      |  | d Entity code M                                                                                                                                                                                                                   | e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 39425753000 |                                                                                                 |  |
| a Name of MTIA, CCT, PSA, or 103-12 IE:                                                                                                                                                      |  |                                                                                                                                                                                                                                   |                                                                                                          |                                                                                                 |  |
| b Name of sponsor of entity listed in (a):                                                                                                                                                   |  |                                                                                                                                                                                                                                   |                                                                                                          |                                                                                                 |  |
| c EIN-PN                                                                                                                                                                                     |  | d Entity code                                                                                                                                                                                                                     | e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)             |                                                                                                 |  |
| a Name of MTIA, CCT, PSA, or 103-12 IE:                                                                                                                                                      |  |                                                                                                                                                                                                                                   |                                                                                                          |                                                                                                 |  |
| b Name of sponsor of entity listed in (a):                                                                                                                                                   |  |                                                                                                                                                                                                                                   |                                                                                                          |                                                                                                 |  |
| c EIN-PN                                                                                                                                                                                     |  | d Entity code                                                                                                                                                                                                                     | e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)             |                                                                                                 |  |
| a Name of MTIA, CCT, PSA, or 103-12 IE:                                                                                                                                                      |  |                                                                                                                                                                                                                                   |                                                                                                          |                                                                                                 |  |
| b Name of sponsor of entity listed in (a):                                                                                                                                                   |  |                                                                                                                                                                                                                                   |                                                                                                          |                                                                                                 |  |
| c EIN-PN                                                                                                                                                                                     |  | d Entity code                                                                                                                                                                                                                     | e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)             |                                                                                                 |  |
| a Name of MTIA, CCT, PSA, or 103-12 IE:                                                                                                                                                      |  |                                                                                                                                                                                                                                   |                                                                                                          |                                                                                                 |  |
| b Name of sponsor of entity listed in (a):                                                                                                                                                   |  |                                                                                                                                                                                                                                   |                                                                                                          |                                                                                                 |  |
| c EIN-PN                                                                                                                                                                                     |  | d Entity code                                                                                                                                                                                                                     | e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)             |                                                                                                 |  |
| a Name of MTIA, CCT, PSA, or 103-12 IE:                                                                                                                                                      |  |                                                                                                                                                                                                                                   |                                                                                                          |                                                                                                 |  |
| b Name of sponsor of entity listed in (a):                                                                                                                                                   |  |                                                                                                                                                                                                                                   |                                                                                                          |                                                                                                 |  |
| c EIN-PN                                                                                                                                                                                     |  | d Entity code                                                                                                                                                                                                                     | e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)             |                                                                                                 |  |
| a Name of MTIA, CCT, PSA, or 103-12 IE:                                                                                                                                                      |  |                                                                                                                                                                                                                                   |                                                                                                          |                                                                                                 |  |
| b Name of sponsor of entity listed in (a):                                                                                                                                                   |  |                                                                                                                                                                                                                                   |                                                                                                          |                                                                                                 |  |
| c EIN-PN                                                                                                                                                                                     |  | d Entity code                                                                                                                                                                                                                     | e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)             |                                                                                                 |  |
| a Name of MTIA, CCT, PSA, or 103-12 IE:                                                                                                                                                      |  |                                                                                                                                                                                                                                   |                                                                                                          |                                                                                                 |  |
| b Name of sponsor of entity listed in (a):                                                                                                                                                   |  |                                                                                                                                                                                                                                   |                                                                                                          |                                                                                                 |  |
| c EIN-PN                                                                                                                                                                                     |  | d Entity code                                                                                                                                                                                                                     | e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)             |                                                                                                 |  |
| a Name of MTIA, CCT, PSA, or 103-12 IE:                                                                                                                                                      |  |                                                                                                                                                                                                                                   |                                                                                                          |                                                                                                 |  |
| b Name of sponsor of entity listed in (a):                                                                                                                                                   |  |                                                                                                                                                                                                                                   |                                                                                                          |                                                                                                 |  |
| c EIN-PN                                                                                                                                                                                     |  | d Entity code                                                                                                                                                                                                                     | e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)             |                                                                                                 |  |
| a Name of MTIA, CCT, PSA, or 103-12 IE:                                                                                                                                                      |  |                                                                                                                                                                                                                                   |                                                                                                          |                                                                                                 |  |
| b Name of sponsor of entity listed in (a):                                                                                                                                                   |  |                                                                                                                                                                                                                                   |                                                                                                          |                                                                                                 |  |
| c EIN-PN                                                                                                                                                                                     |  | d Entity code                                                                                                                                                                                                                     | e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)             |                                                                                                 |  |
| a Name of MTIA, CCT, PSA, or 103-12 IE:                                                                                                                                                      |  |                                                                                                                                                                                                                                   |                                                                                                          |                                                                                                 |  |
| b Name of sponsor of entity listed in (a):                                                                                                                                                   |  |                                                                                                                                                                                                                                   |                                                                                                          |                                                                                                 |  |
| c EIN-PN                                                                                                                                                                                     |  | d Entity code                                                                                                                                                                                                                     | e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)             |                                                                                                 |  |
| a Name of MTIA, CCT, PSA, or 103-12 IE:                                                                                                                                                      |  |                                                                                                                                                                                                                                   |                                                                                                          |                                                                                                 |  |
| b Name of sponsor of entity listed in (a):                                                                                                                                                   |  |                                                                                                                                                                                                                                   |                                                                                                          |                                                                                                 |  |
| c EIN-PN                                                                                                                                                                                     |  | d Entity code                                                                                                                                                                                                                     | e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)             |                                                                                                 |  |
| a Name of MTIA, CCT, PSA, or 103-12 IE:                                                                                                                                                      |  |                                                                                                                                                                                                                                   |                                                                                                          |                                                                                                 |  |
| b Name of sponsor of entity listed in (a):                                                                                                                                                   |  |                                                                                                                                                                                                                                   |                                                                                                          |                                                                                                 |  |
| c EIN-PN                                                                                                                                                                                     |  | d Entity code                                                                                                                                                                                                                     | e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)             |                                                                                                 |  |
| a Name of MTIA, CCT, PSA, or 103-12 IE:                                                                                                                                                      |  |                                                                                                                                                                                                                                   |                                                                                                          |                                                                                                 |  |
| b Name of sponsor of entity listed in (a):                                                                                                                                                   |  |                                                                                                                                                                                                                                   |                                                                                                          |                                                                                                 |  |
| c EIN-PN                                                                                                                                                                                     |  | d Entity code                                                                                                                                                                                                                     | e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)             |                                                                                                 |  |
| a Name of MTIA, CCT, PSA, or 103-12 IE:                                                                                                                                                      |  |                                                                                                                                                                                                                                   |                                                                                                          |                                                                                                 |  |
| b Name of sponsor of entity listed in (a):                                                                                                                                                   |  |                                                                                                                                                                                                                                   |                                                                                                          |                                                                                                 |  |
| c EIN-PN                                                                                                                                                                                     |  | d Entity code                                                                                                                                                                                                                     | e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)             |                                                                                                 |  |
| a Name of MTIA, CCT, PSA, or 103-12 IE:                                                                                                                                                      |  |                                                                                                                                                                                                                                   |                                                                                                          |                                                                                                 |  |
| b Name of sponsor of entity listed in (a):                                                                                                                                                   |  |                                                                                                                                                                                                                                   |                                                                                                          |                                                                                                 |  |
| c EIN-PN                                                                                                                                                                                     |  | d Entity code                                                                                                                                                                                                                     | e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)             |                                                                                                 |  |
| a Name of MTIA, CCT, PSA, or 103-12 IE:                                                                                                                                                      |  |                                                                                                                                                                                                                                   |                                                                                                          |                                                                                                 |  |
| b Name of sponsor of entity listed in (a):                                                                                                                                                   |  |                                                                                                                                                                                                                                   |                                                                                                          |                                                                                                 |  |
| c EIN-PN                                                                                                                                                                                     |  | d Entity code                                                                                                                                                                                                                     | e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)             |                                                                                                 |  |
| a Name of MTIA, CCT, PSA, or 103-12 IE:                                                                                                                                                      |  |                                                                                                                                                                                                                                   |                                                                                                          |                                                                                                 |  |
| b Name of sponsor of entity listed in (a):                                                                                                                                                   |  |                                                                                                                                                                                                                                   |                                                                                                          |                                                                                                 |  |
| c EIN-PN                                                                                                                                                                                     |  | d Entity code                                                                                                                                                                                                                     | e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)             |                                                                                                 |  |
| a Name of MTIA, CCT, PSA, or 103-12 IE:                                                                                                                                                      |  |                                                                                                                                                                                                                                   |                                                                                                          |                                                                                                 |  |
| b Name of sponsor of entity listed in (a):                                                                                                                                                   |  |                                                                                                                                                                                                                                   |                                                                                                          |                                                                                                 |  |
| c EIN-PN                                                                                                                                                                                     |  | d Entity code                                                                                                                                                                                                                     | e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)             |                                                                                                 |  |
| a Name of MTIA, CCT, PSA, or 103-12 IE:                                                                                                                                                      |  |                                                                                                                                                                                                                                   |                                                                                                          |                                                                                                 |  |
| b Name of sponsor of entity listed in (a):                                                                                                                                                   |  |                                                                                                                                                                                                                                   |                                                                                                          |                                                                                                 |  |
| c EIN-PN                                                                                                                                                                                     |  | d Entity code                                                                                                                                                                                                                     | e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)             |                                                                                                 |  |
| a Name of MTIA, CCT, PSA, or 103-12 IE:                                                                                                                                                      |  |                                                                                                                                                                                                                                   |                                                                                                          |                                                                                                 |  |
| b Name of sponsor of entity listed in (a):                                                                                                                                                   |  |                                                                                                                                                                                                                                   |                                                                                                          |                                                                                                 |  |
| c EIN-PN                                                                                                                                                                                     |  | d Entity code                                                                                                                                                                                                                     | e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)             |                                                                                                 |  |
| a Name of MTIA, CCT, PSA, or 103-12 IE:                                                                                                                                                      |  |                                                                                                                                                                                                                                   |                                                                                                          |                                                                                                 |  |
| b Name of sponsor of entity listed in (a):                                                                                                                                                   |  |                                                                                                                                                                                                                                   |                                                                                                          |                                                                                                 |  |
| c EIN-PN                                                                                                                                                                                     |  | d Entity code                                                                                                                                                                                                                     | e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)             |                                                                                                 |  |
| a Name of MTIA, CCT, PSA, or 103-12 IE:                                                                                                                                                      |  |                                                                                                                                                                                                                                   |                                                                                                          |                                                                                                 |  |
| b Name of sponsor of entity listed in (a):                                                                                                                                                   |  |                                                                                                                                                                                                                                   |                                                                                                          |                                                                                                 |  |
| c EIN-PN                                                                                                                                                                                     |  | d Entity code                                                                                                                                                                                                                     | e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)             |                                                                                                 |  |
| a Name of MTIA, CCT, PSA, or 103-12 IE:                                                                                                                                                      |  |                                                                                                                                                                                                                                   |                                                                                                          |                                                                                                 |  |
| b Name of sponsor of entity listed in (a):                                                                                                                                                   |  |                                                                                                                                                                                                                                   |                                                                                                          |                                                                                                 |  |
| c EIN-PN                                                                                                                                                                                     |  | d Entity code                                                                                                                                                                                                                     | e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)             |                                                                                                 |  |
| a Name of MTIA, CCT, PSA, or 103-12 IE:                                                                                                                                                      |  |                                                                                                                                                                                                                                   |                                                                                                          |                                                                                                 |  |
| b Name of sponsor of entity listed in (a):                                                                                                                                                   |  |                                                                                                                                                                                                                                   |                                                                                                          |                                                                                                 |  |
| c EIN-PN                                                                                                                                                                                     |  | d Entity code                                                                                                                                                                                                                     | e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)             |                                                                                                 |  |
| a Name of MTIA, CCT, PSA, or 103-12 IE:                                                                                                                                                      |  |                                                                                                                                                                                                                                   |                                                                                                          |                                                                                                 |  |
| b Name of sponsor of entity listed in (a):                                                                                                                                                   |  |                                                                                                                                                                                                                                   |                                                                                                          |                                                                                                 |  |
| c EIN-PN                                                                                                                                                                                     |  | d Entity code                                                                                                                                                                                                                     | e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)             |                                                                                                 |  |
| a Name of MTIA, CCT, PSA, or 103-12 IE:                                                                                                                                                      |  |                                                                                                                                                                                                                                   |                                                                                                          |                                                                                                 |  |
| b Name of sponsor of entity listed in (a):                                                                                                                                                   |  |                                                                                                                                                                                                                                   |                                                                                                          |                                                                                                 |  |
| c EIN-PN                                                                                                                                                                                     |  | d Entity code                                                                                                                                                                                                                     | e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)             |                                                                                                 |  |
| a Name of MTIA, CCT, PSA, or 103-12 IE:                                                                                                                                                      |  |                                                                                                                                                                                                                                   |                                                                                                          |                                                                                                 |  |
| b Name of sponsor of entity listed in (a):                                                                                                                                                   |  |                                                                                                                                                                                                                                   |                                                                                                          |                                                                                                 |  |
| c EIN-PN                                                                                                                                                                                     |  | d Entity code                                                                                                                                                                                                                     | e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)             |                                                                                                 |  |
| a Name of MTIA, CCT, PSA, or 103-12 IE:                                                                                                                                                      |  |                                                                                                                                                                                                                                   |                                                                                                          |                                                                                                 |  |
| b Name of sponsor of entity listed in (a):                                                                                                                                                   |  |                                                                                                                                                                                                                                   |                                                                                                          |                                                                                                 |  |
| c EIN-PN                                                                                                                                                                                     |  | d Entity code                                                                                                                                                                                                                     | e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)             |                                                                                                 |  |
| a Name of MTIA, CCT, PSA, or 103-12 IE:                                                                                                                                                      |  |                                                                                                                                                                                                                                   |                                                                                                          |                                                                                                 |  |
| b Name of sponsor of entity listed in (a):                                                                                                                                                   |  |                                                                                                                                                                                                                                   |                                                                                                          |                                                                                                 |  |
| c EIN-PN                                                                                                                                                                                     |  | d Entity code                                                                                                                                                                                                                     | e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)             |                                                                                                 |  |
| a Name of MTIA, CCT, PSA, or 103-12 IE:                                                                                                                                                      |  |                                                                                                                                                                                                                                   |                                                                                                          |                                                                                                 |  |
| b Name of sponsor of entity listed in (a):                                                                                                                                                   |  |                                                                                                                                                                                                                                   |                                                                                                          |                                                                                                 |  |
| c EIN-PN                                                                                                                                                                                     |  | d Entity code                                                                                                                                                                                                                     | e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)             |                                                                                                 |  |
| a Name of MTIA, CCT, PSA, or 103-12 IE:                                                                                                                                                      |  |                                                                                                                                                                                                                                   |                                                                                                          |                                                                                                 |  |
| b Name of sponsor of entity listed in (a):                                                                                                                                                   |  |                                                                                                                                                                                                                                   |                                                                                                          |                                                                                                 |  |
| c EIN-PN                                                                                                                                                                                     |  | d Entity code                                                                                                                                                                                                                     | e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions              |                                                                                                 |  |

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

**Part II Information on Participating Plans (to be completed by DFEs, other than DCGs)**

(Complete as many entries as needed to report all participating plans. DCGs must report each participating plan using Schedule DCG.)

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

|                                                                                                                                                                                                                           |                                                                                                                                                                                                                                                                              |                                               |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------|
| <b>SCHEDULE H</b><br><b>(Form 5500)</b><br><br>Department of the Treasury<br>Internal Revenue Service<br><br>Department of Labor<br>Employee Benefits Security Administration<br><br>Pension Benefit Guaranty Corporation | <b>Financial Information</b><br><br>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).<br><br>▶ <b>File as an attachment to Form 5500.</b> | OMB No. 1210-0110                             |
|                                                                                                                                                                                                                           |                                                                                                                                                                                                                                                                              | <b>2023</b>                                   |
|                                                                                                                                                                                                                           |                                                                                                                                                                                                                                                                              | <b>This Form is Open to Public Inspection</b> |

|                                                                                            |                                         |     |
|--------------------------------------------------------------------------------------------|-----------------------------------------|-----|
| For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023 |                                         |     |
| <b>A</b> Name of plan<br>AT&T RETIREMENT SAVINGS PLAN                                      | <b>B</b> Three-digit plan number (PN) ▶ | 009 |
| <b>C</b> Plan sponsor's name as shown on line 2a of Form 5500<br>AT&T INC.                 |                                         |     |
| <b>D</b> Employer Identification Number (EIN)<br>43-1301883                                |                                         |     |

|               |                                      |
|---------------|--------------------------------------|
| <b>Part I</b> | <b>Asset and Liability Statement</b> |
|---------------|--------------------------------------|

**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 |
|----------------------------------------------------------------------------------------------------|-----------------|-----------------------|-----------------|
| <b>a</b> Total noninterest-bearing cash .....                                                      | <b>1a</b>       |                       |                 |
| <b>b</b> Receivables (less allowance for doubtful accounts):                                       |                 |                       |                 |
| <b>(1)</b> Employer contributions .....                                                            | <b>1b(1)</b>    | 4278000               | 3779000         |
| <b>(2)</b> Participant contributions .....                                                         | <b>1b(2)</b>    | 7054000               | 6245000         |
| <b>(3)</b> Other .....                                                                             | <b>1b(3)</b>    |                       |                 |
| <b>c</b> General investments:                                                                      |                 |                       |                 |
| <b>(1)</b> Interest-bearing cash (include money market accounts & certificates of deposit) .....   | <b>1c(1)</b>    |                       |                 |
| <b>(2)</b> U.S. Government securities .....                                                        | <b>1c(2)</b>    |                       |                 |
| <b>(3)</b> Corporate debt instruments (other than employer securities):                            |                 |                       |                 |
| <b>(A)</b> Preferred .....                                                                         | <b>1c(3)(A)</b> |                       |                 |
| <b>(B)</b> All other .....                                                                         | <b>1c(3)(B)</b> |                       |                 |
| <b>(4)</b> Corporate stocks (other than employer securities):                                      |                 |                       |                 |
| <b>(A)</b> Preferred .....                                                                         | <b>1c(4)(A)</b> |                       |                 |
| <b>(B)</b> Common .....                                                                            | <b>1c(4)(B)</b> |                       |                 |
| <b>(5)</b> Partnership/joint venture interests .....                                               | <b>1c(5)</b>    |                       |                 |
| <b>(6)</b> Real estate (other than employer real property) .....                                   | <b>1c(6)</b>    |                       |                 |
| <b>(7)</b> Loans (other than to participants) .....                                                | <b>1c(7)</b>    |                       |                 |
| <b>(8)</b> Participant loans .....                                                                 | <b>1c(8)</b>    | 598984000             | 576235000       |
| <b>(9)</b> Value of interest in common/collective trusts .....                                     | <b>1c(9)</b>    |                       |                 |
| <b>(10)</b> Value of interest in pooled separate accounts .....                                    | <b>1c(10)</b>   |                       |                 |
| <b>(11)</b> Value of interest in master trust investment accounts .....                            | <b>1c(11)</b>   | 36968555000           | 39425753000     |
| <b>(12)</b> Value of interest in 103-12 investment entities .....                                  | <b>1c(12)</b>   |                       |                 |
| <b>(13)</b> Value of interest in registered investment companies (e.g., mutual funds) .....        | <b>1c(13)</b>   |                       |                 |
| <b>(14)</b> Value of funds held in insurance company general account (unallocated contracts) ..... | <b>1c(14)</b>   |                       |                 |
| <b>(15)</b> Other .....                                                                            | <b>1c(15)</b>   |                       |                 |

|                                                                           |              |                       |                 |
|---------------------------------------------------------------------------|--------------|-----------------------|-----------------|
| <b>1d</b> Employer-related investments:                                   |              | (a) Beginning of Year | (b) End of Year |
| (1) Employer securities .....                                             | <b>1d(1)</b> |                       |                 |
| (2) Employer real property .....                                          | <b>1d(2)</b> |                       |                 |
| <b>e</b> Buildings and other property used in plan operation .....        | <b>1e</b>    |                       |                 |
| <b>f</b> Total assets (add all amounts in lines 1a through 1e) .....      | <b>1f</b>    | 37578871000           | 40012012000     |
| <b>Liabilities</b>                                                        |              |                       |                 |
| <b>g</b> Benefit claims payable .....                                     | <b>1g</b>    | 8459000               | 12635000        |
| <b>h</b> Operating payables .....                                         | <b>1h</b>    |                       |                 |
| <b>i</b> Acquisition indebtedness .....                                   | <b>1i</b>    |                       |                 |
| <b>j</b> Other liabilities .....                                          | <b>1j</b>    |                       |                 |
| <b>k</b> Total liabilities (add all amounts in lines 1g through 1j) ..... | <b>1k</b>    | 8459000               | 12635000        |
| <b>Net Assets</b>                                                         |              |                       |                 |
| <b>l</b> Net assets (subtract line 1k from line 1f) .....                 | <b>1l</b>    | 37570412000           | 39999377000     |

**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.

|                                                                                                            |                 |            |            |
|------------------------------------------------------------------------------------------------------------|-----------------|------------|------------|
| <b>Income</b>                                                                                              |                 | (a) Amount | (b) Total  |
| <b>a Contributions:</b>                                                                                    |                 |            |            |
| (1) Received or receivable in cash from: (A) Employers .....                                               | <b>2a(1)(A)</b> | 531349000  |            |
| (B) Participants .....                                                                                     | <b>2a(1)(B)</b> | 1065456000 |            |
| (C) Others (including rollovers) .....                                                                     | <b>2a(1)(C)</b> | 172959000  |            |
| (2) Noncash contributions .....                                                                            | <b>2a(2)</b>    |            |            |
| (3) Total contributions. Add lines <b>2a(1)(A)</b> , <b>(B)</b> , <b>(C)</b> , and line <b>2a(2)</b> ..... | <b>2a(3)</b>    |            | 1769764000 |
| <b>b Earnings on investments:</b>                                                                          |                 |            |            |
| (1) Interest:                                                                                              |                 |            |            |
| (A) Interest-bearing cash (including money market accounts and certificates of deposit) .....              | <b>2b(1)(A)</b> |            |            |
| (B) U.S. Government securities .....                                                                       | <b>2b(1)(B)</b> |            |            |
| (C) Corporate debt instruments .....                                                                       | <b>2b(1)(C)</b> |            |            |
| (D) Loans (other than to participants) .....                                                               | <b>2b(1)(D)</b> |            |            |
| (E) Participant loans .....                                                                                | <b>2b(1)(E)</b> | 34746000   |            |
| (F) Other .....                                                                                            | <b>2b(1)(F)</b> |            |            |
| (G) Total interest. Add lines <b>2b(1)(A)</b> through <b>(F)</b> .....                                     | <b>2b(1)(G)</b> |            | 34746000   |
| (2) Dividends: (A) Preferred stock .....                                                                   | <b>2b(2)(A)</b> |            |            |
| (B) Common stock .....                                                                                     | <b>2b(2)(B)</b> |            |            |
| (C) Registered investment company shares (e.g. mutual funds) .....                                         | <b>2b(2)(C)</b> |            |            |
| (D) Total dividends. Add lines <b>2b(2)(A)</b> , <b>(B)</b> , and <b>(C)</b> .....                         | <b>2b(2)(D)</b> |            | 0          |
| (3) Rents .....                                                                                            | <b>2b(3)</b>    |            |            |
| (4) Net gain (loss) on sale of assets: (A) Aggregate proceeds .....                                        | <b>2b(4)(A)</b> |            |            |
| (B) Aggregate carrying amount (see instructions) .....                                                     | <b>2b(4)(B)</b> |            |            |
| (C) Subtract line <b>2b(4)(B)</b> from line <b>2b(4)(A)</b> and enter result .....                         | <b>2b(4)(C)</b> |            |            |
| (5) Unrealized appreciation (depreciation) of assets: (A) Real estate .....                                | <b>2b(5)(A)</b> |            |            |
| (B) Other .....                                                                                            | <b>2b(5)(B)</b> |            |            |
| (C) Total unrealized appreciation of assets. Add lines <b>2b(5)(A)</b> and <b>(B)</b> .....                | <b>2b(5)(C)</b> |            |            |

|                                                                                                 |        | (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)  |            | 5714759000 |
| (9) Net investment gain (loss) from 103-12 investment entities.....                             | 2b(9)  |            |            |
| (10) Net investment gain (loss) from registered investment companies (e.g., mutual funds) ..... | 2b(10) |            |            |
| c Other income .....                                                                            | 2c     |            |            |
| d Total income. Add all <b>income</b> amounts in column (b) and enter total .....               | 2d     |            | 7519269000 |

**Expenses**

|                                                                                      |        |            |            |
|--------------------------------------------------------------------------------------|--------|------------|------------|
| e Benefit payment and payments to provide benefits:                                  |        |            |            |
| (1) Directly to participants or beneficiaries, including direct rollovers .....      | 2e(1)  | 5072208000 |            |
| (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)  |            | 5072208000 |
| f Corrective distributions (see instructions) .....                                  | 2f     |            |            |
| g Certain deemed distributions of participant loans (see instructions) .....         | 2g     |            |            |
| h Interest expense .....                                                             | 2h     |            |            |
| i Administrative expenses:                                                           |        |            |            |
| (1) Salaries and allowances .....                                                    | 2i(1)  |            |            |
| (2) Contract administrator fees.....                                                 | 2i(2)  |            |            |
| (3) Recordkeeping fees.....                                                          | 2i(3)  | 2891000    |            |
| (4) IQPA audit fees.....                                                             | 2i(4)  |            |            |
| (5) Investment advisory and investment management fees .....                         | 2i(5)  | 14508000   |            |
| (6) Bank or trust company trustee/custodial fees .....                               | 2i(6)  |            |            |
| (7) Actuarial fees .....                                                             | 2i(7)  |            |            |
| (8) Legal fees .....                                                                 | 2i(8)  |            |            |
| (9) Valuation/appraisal fees .....                                                   | 2i(9)  |            |            |
| (10) Other trustee fees and expenses .....                                           | 2i(10) |            |            |
| (11) Other expenses .....                                                            | 2i(11) |            |            |
| (12) Total administrative expenses. Add lines 2i(1) through (11) .....               | 2i(12) |            | 17399000   |
| j Total expenses. Add all <b>expense</b> amounts in column (b) and enter total ..... | 2j     |            | 5089607000 |

**Net Income and Reconciliation**

|                                                          |       |  |            |
|----------------------------------------------------------|-------|--|------------|
| k Net income (loss). Subtract line 2j from line 2d ..... | 2k    |  | 2429662000 |
| l Transfers of assets:                                   |       |  |            |
| (1) To this plan .....                                   | 2l(1) |  |            |
| (2) From this plan .....                                 | 2l(2) |  | 697000     |

**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) ☒ Unmodified (2) ☐ Qualified (3) ☐ Disclaimer (4) ☐ Adverse

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

(1) ☐ DOL Regulation 2520.103-8 (2) ☐ DOL Regulation 2520.103-12(d) (3) ☒ neither DOL Regulation 2520.103-8 nor DOL Regulation 2520.103-12(d).

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

(1) Name: **FORVIS MAZARS, LLP**

(2) EIN: **44-0160260**

**d** The opinion of an independent qualified public accountant is **not attached** as part of Schedule H because:

(1) ☐ This form is filed for a CCT, PSA, DCG 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. DCGs do not complete lines 4e, 4f, 4k, 4l, and 5, and DCGs generally complete the rest of Part IV collectively for all plans in the DCG, except as otherwise provided (see instructions).

During the plan year:

|                                                                                                                                                                                                                                                                                                                  | Yes                                 | No                                  | Amount  |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------|-------------------------------------|---------|
| <b>a</b> 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.) .....                 |                                     | <input checked="" type="checkbox"/> |         |
| <b>b</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.) ..... |                                     | <input checked="" type="checkbox"/> |         |
| <b>c</b> 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.) .....                                                                                                                             |                                     | <input checked="" type="checkbox"/> |         |
| <b>d</b> 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.) .....                                                                                                                  |                                     | <input checked="" type="checkbox"/> |         |
| <b>e</b> Was this plan covered by a fidelity bond? .....                                                                                                                                                                                                                                                         | <input checked="" type="checkbox"/> |                                     | 1000000 |
| <b>f</b> Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty? .....                                                                                                                                                                          |                                     | <input checked="" type="checkbox"/> |         |
| <b>g</b> 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? .....                                                                                                                                       |                                     | <input checked="" type="checkbox"/> |         |
| <b>h</b> 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? .....                                                                                                                             |                                     | <input checked="" type="checkbox"/> |         |
| <b>i</b> Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.) .....                                                                                                                                                   | <input checked="" type="checkbox"/> |                                     |         |
| <b>j</b> 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.) .....                                                                                     |                                     | <input checked="" type="checkbox"/> |         |
| <b>k</b> Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC? .....                                                                                                                                              |                                     | <input checked="" type="checkbox"/> |         |
| <b>l</b> Has the plan failed to provide any benefit when due under the plan? .....                                                                                                                                                                                                                               |                                     | <input checked="" type="checkbox"/> |         |
| <b>m</b> If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.) .....                                                                                                                                                                                     | <input checked="" type="checkbox"/> |                                     |         |
| <b>n</b> 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. ....                                                                                                                         | <input checked="" type="checkbox"/> |                                     |         |

**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.)

| <b>5b(1)</b> Name of plan(s)        | <b>5b(2)</b> EIN(s) | <b>5b(3)</b> PN(s) |
|-------------------------------------|---------------------|--------------------|
| BELLSOUTH SAVINGS AND SECURITY PLAN | 58-1533433          | 004                |
|                                     |                     |                    |
|                                     |                     |                    |
|                                     |                     |                    |

**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 \_\_\_\_\_.

|                                                                                                                                                                                                                                                                                                                                                            |                                                                                                                                                                                                                                                                                                  |                                                                                                 |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------|
| <div>SCHEDULE R<br/>(Form 5500)<br/><br/>Department of the Treasury<br/>Internal Revenue Service<br/><br/>Department of Labor<br/>Employee Benefits Security Administration<br/><br/>Pension Benefit Guaranty Corporation</div>                                                                                                                            | <div>Retirement Plan Information</div> <div>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).</div> <div>▶ File as an attachment to Form 5500.</div> | <div>OMB No. 1210-0110</div> <div>2023</div> <div>This Form is Open to Public Inspection.</div> |
| For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                  |                                                                                                 |
| A Name of plan<br>AT&T RETIREMENT SAVINGS PLAN                                                                                                                                                                                                                                                                                                             |                                                                                                                                                                                                                                                                                                  | B Three-digit plan number (PN) ▶ 009                                                            |
| C Plan sponsor's name as shown on line 2a of Form 5500<br>AT&T INC.                                                                                                                                                                                                                                                                                        |                                                                                                                                                                                                                                                                                                  | D Employer Identification Number (EIN)<br>43-1301883                                            |
| Part I                                                                                                                                                                                                                                                                                                                                                     | Distributions                                                                                                                                                                                                                                                                                    |                                                                                                 |
| All references to distributions relate only to payments of benefits during the plan year.                                                                                                                                                                                                                                                                  |                                                                                                                                                                                                                                                                                                  |                                                                                                 |
| 1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions.....                                                                                                                                                                                                                             |                                                                                                                                                                                                                                                                                                  | 1 0                                                                                             |
| 2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits):<br><br>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)? ..... <input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A<br>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 _____<br>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? ..... <input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> 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? ..... <input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> 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. .... <input type="checkbox"/> Increase <input type="checkbox"/> Decrease <input type="checkbox"/> Both <input type="checkbox"/> 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? .....                                                                                                                                                                                                                           |                                                                                                                                                                                                                                                                                                  | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No                             |
| 11 a Does the ESOP hold any preferred stock? .....                                                                                                                                                                                                                                                                                                         |                                                                                                                                                                                                                                                                                                  | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> 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.) .....                                                                                                                                                                      |                                                                                                                                                                                                                                                                                                  | <input type="checkbox"/> Yes <input type="checkbox"/> No                                        |
| 12 Does the ESOP hold any stock that is not readily tradable on an established securities market? .....                                                                                                                                                                                                                                                    |                                                                                                                                                                                                                                                                                                  | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No                             |
| For Paperwork Reduction Act Notice, see the Instructions for Form 5500.                                                                                                                                                                                                                                                                                    |                                                                                                                                                                                                                                                                                                  |                                                                                                 |
| Schedule R (Form 5500) 2023 v. 230707                                                                                                                                                                                                                                                                                                                      |                                                                                                                                                                                                                                                                                                  |                                                                                                 |

**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): \_\_\_\_\_

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |                                                                                        |  |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------|--|
| <b>14</b> 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:<br><b>a</b> The current plan year. Check the box to indicate the counting method used to determine the number of inactive participants: <input type="checkbox"/> last contributing employer <input type="checkbox"/> alternative <input type="checkbox"/> reasonable approximation (see instructions for required attachment) .....<br><b>b</b> The plan year immediately preceding the current plan year. <input type="checkbox"/> Check the box if the number reported is a change from what was previously reported (see instructions for required attachment) .....<br><b>c</b> The second preceding plan year. <input type="checkbox"/> Check the box if the number reported is a change from what was previously reported (see instructions for required attachment) ..... | <b>14a</b><br><br><br><br><br><br><br><b>14b</b><br><br><br><br><br><br><br><b>14c</b> |  |
| <b>15</b> 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:<br><b>a</b> The corresponding number for the plan year immediately preceding the current plan year .....<br><b>b</b> The corresponding number for the second preceding plan year .....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | <b>15a</b><br><br><br><b>15b</b>                                                       |  |
| <b>16</b> Information with respect to any employers who withdrew from the plan during the preceding plan year:<br><b>a</b> Enter the number of employers who withdrew during the preceding plan year .....<br><b>b</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 .....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | <b>16a</b><br><br><br><b>16b</b>                                                       |  |
| <b>17</b> 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..... <input type="checkbox"/>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |                                                                                        |  |

|                |                                                                                                   |
|----------------|---------------------------------------------------------------------------------------------------|
| <b>Part VI</b> | <b>Additional Information for Single-Employer and Multiemployer Defined Benefit Pension Plans</b> |
|----------------|---------------------------------------------------------------------------------------------------|

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |  |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|
| <b>18</b> 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..... <input type="checkbox"/>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |  |
| <b>19</b> If the total number of participants is 1,000 or more, complete lines (a) and (b):<br><b>a</b> Enter the percentage of plan assets held as:<br>Public Equity: _____% Private Equity: _____% Investment-Grade Debt and Interest Rate Hedging Assets: _____%<br>High-Yield Debt: _____% Real Assets: _____% Cash or Cash Equivalents: _____% Other: _____%<br><b>b</b> Provide the average duration of the Investment-Grade Debt and Interest Rate Hedging Assets:<br><input type="checkbox"/> 0-5 years <input type="checkbox"/> 5-10 years <input type="checkbox"/> 10-15 years <input type="checkbox"/> 15 years or more                                                                                                                                                                                                                                                                                                                                                                                                                                                              |  |
| <b>20 PBGC missed contribution reporting requirements.</b> If this is a multiemployer plan or a single-employer plan that is not covered by PBGC, skip line 20.<br><b>a</b> Is the amount of unpaid minimum required contributions for all years from Schedule SB (Form 5500) line 40 greater than zero? <input type="checkbox"/> Yes <input type="checkbox"/> No<br><b>b</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:<br><input type="checkbox"/> Yes.<br><input type="checkbox"/> 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.<br><input type="checkbox"/> 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.<br><input type="checkbox"/> No. Other. Provide explanation: _____ |  |

|                 |                                 |
|-----------------|---------------------------------|
| <b>Part VII</b> | <b>IRS Compliance Questions</b> |
|-----------------|---------------------------------|

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |  |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|
| <b>21a</b> Does the plan satisfy the coverage and nondiscrimination tests of Code sections 410(b) and 401(a)(4) by combining this plan with any other plans under the permissive aggregation rules? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No<br><b>21b</b> If this is a Code section 401(k) plan, check all boxes that apply to indicate how the plan is intended to satisfy the nondiscrimination requirements for employee deferrals and employer matching contributions (as applicable) under Code sections 401(k)(3) and 401(m)(2).<br><input type="checkbox"/> Design-based safe harbor method<br><input checked="" type="checkbox"/> "Prior year" ADP test<br><input type="checkbox"/> "Current year" ADP test<br><input type="checkbox"/> N/A |  |
| <b>22</b> If the plan sponsor is an adopter of a pre-approved plan that received a favorable IRS Opinion Letter, enter the date of the Opinion Letter ____/____/____ (MM/DD/YYYY) and the Opinion Letter serial number _____.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |  |

**ACCOUNTANT'S OPINION AND FINANCIAL STATEMENTS**

**Schedule H, Line 3**

PLAN NAME: AT&T RETIREMENT SAVINGS PLAN

EIN: 43-1301883

PLAN NUMBER: 009

AT&T Inc. – AT&T Retirement Savings Plan, Financial Statements, 12/31/2023.

**AT&T RETIREMENT SAVINGS PLAN**

**AT&T PUERTO RICO RETIREMENT SAVINGS PLAN**

**Financial Statements and Supplemental Schedule  
For the Years Ended December 31, 2023 and 2022  
With Independent Auditor's Report**

**AT&T Retirement Savings Plan**

**AT&T Puerto Rico Retirement Savings Plan**

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| Statements of Changes in Net Assets Available for Benefits for the Year Ended December 31, 2023   | 5           |
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| Supplemental Schedule:                                                                            |             |
| Schedule H, Part IV, Line 4(i) – Schedule of Assets (Held at End of Year) as of December 31, 2023 | 22          |

## **Independent Auditor's Report**

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

### ***Opinion***

We have audited the financial statements of AT&T Retirement Savings Plan and AT&T Puerto Rico Retirement Savings Plan (Plans), employee benefit plans subject to the *Employee Retirement Income Security Act of 1974* (ERISA), which comprise the statements of net assets available for benefits as of December 31, 2023 and 2022, and the related statements of changes in net assets available for benefits for the year ended December 31, 2023, and the related notes to the financial statements.

In our opinion, the accompanying financial statements present fairly, in all material respects, the net assets available for benefits of AT&T Retirement Savings Plan and AT&T Puerto Rico Retirement Savings Plan as of December 31, 2023 and 2022, and the changes in net assets available for benefits for the year ended December 31, 2023, in accordance with accounting principles generally accepted in the United States of America.

### ***Basis for Opinion***

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

### ***Responsibilities of Management for the Financial Statements***

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

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

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

### ***Auditor's Responsibilities for the Audit of the Financial Statements***

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

In performing an audit in accordance with GAAS, we:

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

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

### ***Supplemental Schedule Required by ERISA***

Our audits were conducted for the purpose of forming an opinion on the financial statements as a whole. The supplemental schedule listed in the table of contents 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 has been subjected to the auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS.

Plan Administrator and Plan Participant  
AT&T Retirement Savings Plan  
AT&T Puerto Rico Retirement Savings Plan

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

**Forvis Mazars, LLP**

**San Antonio, Texas**

**June 24, 2024**

**Federal Employer Identification Number: 44-0160260**

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

|                                                        | <b>December 31, 2023</b>                        |                                                                 | <b>December 31, 2022</b>                        |                                                                 |
|--------------------------------------------------------|-------------------------------------------------|-----------------------------------------------------------------|-------------------------------------------------|-----------------------------------------------------------------|
|                                                        | <b>AT&amp;T<br/>Retirement<br/>Savings Plan</b> | <b>AT&amp;T<br/>Puerto Rico<br/>Retirement<br/>Savings Plan</b> | <b>AT&amp;T<br/>Retirement<br/>Savings Plan</b> | <b>AT&amp;T<br/>Puerto Rico<br/>Retirement<br/>Savings Plan</b> |
| <b>Assets</b>                                          |                                                 |                                                                 |                                                 |                                                                 |
| Investment in AT&T Savings Plan Master Trust, (Note 4) | \$ 39,425,753                                   | \$ 95,736                                                       | \$ 36,968,555                                   | \$ 90,749                                                       |
| Notes receivable from participants                     | 576,235                                         | 1,071                                                           | 598,984                                         | 1,579                                                           |
| Employer contribution receivable                       | 3,779                                           | 1                                                               | 4,278                                           | 5                                                               |
| Participant contribution receivable                    | 6,245                                           | 4                                                               | 7,054                                           | 6                                                               |
| Total Receivables                                      | <u>586,259</u>                                  | <u>1,076</u>                                                    | <u>610,316</u>                                  | <u>1,590</u>                                                    |
| Net Assets Available for Benefits                      | <u>\$ 40,012,012</u>                            | <u>\$ 96,812</u>                                                | <u>\$ 37,578,871</u>                            | <u>\$ 92,339</u>                                                |

See Notes to Financial Statements.

**AT&T Retirement Savings Plan**  
**AT&T Puerto Rico Retirement Savings Plan**  
**Statements of Changes in Net Assets Available For Benefits**  
**For the Year Ended December 31, 2023**  
**(Dollars in Thousands)**

|                                                              | <b>AT&amp;T<br/>Retirement<br/>Savings Plan</b> | <b>AT&amp;T<br/>Puerto Rico<br/>Retirement<br/>Savings Plan</b> |
|--------------------------------------------------------------|-------------------------------------------------|-----------------------------------------------------------------|
| Net Assets Available for Benefits, December 31, 2022         | \$ 37,578,871                                   | \$ 92,339                                                       |
| Changes in Net Assets:                                       |                                                 |                                                                 |
| Contributions:                                               |                                                 |                                                                 |
| Participant contributions                                    | 1,065,456                                       | 547                                                             |
| Employer contributions                                       | 531,349                                         | 362                                                             |
| Rollover contributions                                       | 172,959                                         | —                                                               |
|                                                              | <u>1,769,764</u>                                | <u>909</u>                                                      |
| Net income from investment in AT&T Savings Plan Master Trust | 5,714,759                                       | 14,268                                                          |
| Interest income on notes receivable from participants        | 34,746                                          | 86                                                              |
| Distributions                                                | (5,068,032)                                     | (10,689)                                                        |
| Administrative Expenses                                      | <u>(17,399)</u>                                 | <u>(101)</u>                                                    |
| Net Increase Before Transfers                                | 2,433,838                                       | 4,473                                                           |
| Transfer to Bellsouth Savings and Security Plan              | (697)                                           | —                                                               |
| Net Increase After Transfers                                 | <u>2,433,141</u>                                | <u>4,473</u>                                                    |
| Net Assets Available for Benefits, December 31, 2023         | <u><u>\$ 40,012,012</u></u>                     | <u><u>\$ 96,812</u></u>                                         |

See Notes to Financial Statements.

**AT&T Retirement Savings Plan**  
**AT&T Puerto Rico Retirement Savings Plan**  
**Notes to Financial Statements**  
**(Dollars in Thousands)**

**NOTE 1. PLAN DESCRIPTIONS**

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

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

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

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

On April 8, 2022, AT&T completed the separation and distribution of its WarnerMedia business, and merger of a wholly-owned subsidiary of AT&T formed to hold the WarnerMedia business, with a subsidiary of Discovery, Inc. The transaction resulted in the creation of a new Warner Bros. Discovery Stock Fund in the Plans to hold the new Warner Bros. Discovery common stock received as part of the transaction. The fund remained in the Plans as a temporary investment option until it was removed from the Plans on April 10, 2023.

During 2023 and 2022, participants could invest their contributions in one or more of twelve funds in 1% increments:

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

\* Investment fund option of the Group Trust.

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

\*\*\* Effective as of market close on April 8, 2022, the Warner Bros. Discovery Stock Fund was added to the Plans as a result of the sale of the WarnerMedia business. Effective as of market close on April 10, 2023, the fund was removed from the Plans.

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

**AT&T Retirement Savings Plan**  
**AT&T Puerto Rico Retirement Savings Plan**  
**Notes to Financial Statements (Continued)**  
**(Dollars in Thousands)**

short-term interest bearing fund are used to purchase additional units of the AT&T Shares Fund in the participant's account. During 2023, participants in the ARSP elected to receive \$17,440 in dividend distributions, which are included in distributions on the statements of changes in net assets available for benefits. Dividends on AT&T shares held in the ARSP are reinvested in the AT&T Shares Fund on a quarterly basis. Dividends on AT&T shares held in the ARSP-PR are not eligible for pass-through and are reinvested in the AT&T Shares Fund on a quarterly basis.

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

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

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

## **NOTE 2. ACCOUNTING POLICIES**

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

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

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

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

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

**AT&T Retirement Savings Plan**  
**AT&T Puerto Rico Retirement Savings Plan**  
**Notes to Financial Statements (Continued)**  
**(Dollars in Thousands)**

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

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

*Notes Receivable from Participants* Notes receivable from participants represent participant loans that are recorded at their unpaid principal balance plus any accrued, but unpaid interest. Interest income on notes receivable from participants is recorded when it is earned. Related fees are recorded as administrative expenses and are expensed when they are incurred. No allowance for credit losses has been recorded as of December 31, 2023 or 2022. If a participant ceases to make loan repayments and the Plan administrator deems the participant loan to be a distribution, the participant loan balance is reduced and a distribution is recorded.

**NOTE 3. FAIR VALUE MEASUREMENTS**

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

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

Level 2      Inputs to the valuation methodology include:

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

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

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

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

The valuation methodologies described in Note 2 may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, while Plan management believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain

financial instruments could result in a different fair value measurement at the reporting date. There have been no changes in the methodologies used at December 31, 2023 and 2022.

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

**AT&T Retirement Savings Plan**  
**AT&T Puerto Rico Retirement Savings Plan**  
**Notes to Financial Statements (Continued)**  
**(Dollars in Thousands)**

**NOTE 4. INVESTMENTS**

The Plans held investments in the AT&T Master Trust (for certain investment fund options as disclosed in Note 1), and the AT&T Master Trust held an investment in the Group Trust as of December 31, 2023 and 2022.

**AT&T Savings Plan Master Trust Investments**

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

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

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

|                                          | <b>December 31,</b> |                |
|------------------------------------------|---------------------|----------------|
|                                          | <b>2023</b>         | <b>2022</b>    |
| AT&T Retirement Savings Plan             | 99.76%              | 99.76%         |
| AT&T Puerto Rico Retirement Savings Plan | 0.24%               | 0.24%          |
| Total                                    | <u>100.00%</u>      | <u>100.00%</u> |

**AT&T Retirement Savings Plan**  
**AT&T Puerto Rico Retirement Savings Plan**  
**Notes to Financial Statements (Continued)**  
**(Dollars in Thousands)**

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

|                                           | <b>December 31, 2023</b>                            |                                                                     | <b>December 31, 2022</b>                            |                                                                     |
|-------------------------------------------|-----------------------------------------------------|---------------------------------------------------------------------|-----------------------------------------------------|---------------------------------------------------------------------|
|                                           | <b>AT&amp;T<br/>Retirement<br/>Savings<br/>Plan</b> | <b>AT&amp;T<br/>Puerto Rico<br/>Retirement<br/>Savings<br/>Plan</b> | <b>AT&amp;T<br/>Retirement<br/>Savings<br/>Plan</b> | <b>AT&amp;T<br/>Puerto Rico<br/>Retirement<br/>Savings<br/>Plan</b> |
| Total U.S. Stock Market Index Fund        | 99.82%                                              | 0.18%                                                               | 99.83%                                              | 0.17%                                                               |
| Large Cap U.S. Stock Index Fund           | 99.73%                                              | 0.27%                                                               | 99.72%                                              | 0.28%                                                               |
| Small and Mid-Sized U.S. Stock Index Fund | 99.71%                                              | 0.29%                                                               | 99.70%                                              | 0.30%                                                               |
| International Stock Index Fund            | 99.51%                                              | 0.49%                                                               | 99.48%                                              | 0.52%                                                               |
| AT&T Shares Fund                          | 99.84%                                              | 0.16%                                                               | 99.83%                                              | 0.17%                                                               |
| Warner Bros Discovery Stock Fund          | 0.00%                                               | 0.00%                                                               | 99.83%                                              | 0.17%                                                               |
| AT&T Age-Based Asset Allocation Funds:    |                                                     |                                                                     |                                                     |                                                                     |
| AT&T Age-Based Allocation 2000 Fund       | 99.78%                                              | 0.22%                                                               | 99.78%                                              | 0.22%                                                               |
| AT&T Age-Based Allocation 2005 Fund       | 99.93%                                              | 0.07%                                                               | 99.92%                                              | 0.08%                                                               |
| AT&T Age-Based Allocation 2010 Fund       | 99.92%                                              | 0.08%                                                               | 99.90%                                              | 0.10%                                                               |
| AT&T Age-Based Allocation 2015 Fund       | 99.98%                                              | 0.02%                                                               | 99.96%                                              | 0.04%                                                               |
| AT&T Age-Based Allocation 2020 Fund       | 99.79%                                              | 0.21%                                                               | 99.80%                                              | 0.20%                                                               |
| AT&T Age-Based Allocation 2025 Fund       | 99.89%                                              | 0.11%                                                               | 99.88%                                              | 0.12%                                                               |
| AT&T Age-Based Allocation 2030 Fund       | 99.70%                                              | 0.30%                                                               | 99.66%                                              | 0.34%                                                               |
| AT&T Age-Based Allocation 2035 Fund       | 99.72%                                              | 0.28%                                                               | 99.72%                                              | 0.28%                                                               |
| AT&T Age-Based Allocation 2040 Fund       | 99.67%                                              | 0.33%                                                               | 99.63%                                              | 0.37%                                                               |
| AT&T Age-Based Allocation 2045 Fund       | 99.74%                                              | 0.26%                                                               | 99.69%                                              | 0.31%                                                               |
| AT&T Age-Based Allocation 2050 Fund       | 99.76%                                              | 0.24%                                                               | 99.75%                                              | 0.25%                                                               |
| AT&T Age-Based Allocation 2055 Fund       | 99.95%                                              | 0.05%                                                               | 99.94%                                              | 0.06%                                                               |
| AT&T Age-Based Allocation 2060 Fund       | 99.96%                                              | 0.04%                                                               | 99.90%                                              | 0.10%                                                               |
| AT&T Age-Based Allocation 2065 Fund       | 100.00%                                             | —%                                                                  | 100.00%                                             | —%                                                                  |
| Fidelity BrokerageLink®                   | 99.99%                                              | 0.01%                                                               | 99.99%                                              | 0.01%                                                               |

**AT&T Retirement Savings Plan**  
**AT&T Puerto Rico Retirement Savings Plan**  
**Notes to Financial Statements (Continued)**  
**(Dollars in Thousands)**

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

**December 31, 2023**

|                                   | <b>AT&amp;T Master Trust</b> | <b>AT&amp;T Retirement Savings Plan Interest</b> | <b>AT&amp;T Puerto Rico Retirement Savings Plan Interest</b> |
|-----------------------------------|------------------------------|--------------------------------------------------|--------------------------------------------------------------|
| AT&T common stock                 | \$ 2,937,439                 | \$ 2,932,739                                     | \$ 4,700                                                     |
| Mutual funds                      | 40,983                       | 40,860                                           | 123                                                          |
| Common/collective trust funds     | 22,735,903                   | 22,674,238                                       | 61,665                                                       |
| Fidelity BrokerageLink            | 2,805,470                    | 2,805,189                                        | 281                                                          |
| Investment in Group Trust         | 11,002,638                   | 10,973,649                                       | 28,989                                                       |
| AT&T Master Trust investments     | \$ 39,522,433                | \$ 39,426,675                                    | \$ 95,758                                                    |
| Net other assets and liabilities  | (944)                        | (922)                                            | (22)                                                         |
| Net assets available for benefits | \$ 39,521,489                | \$ 39,425,753                                    | \$ 95,736                                                    |

**December 31, 2022**

|                                     | <b>AT&amp;T Master Trust</b> | <b>AT&amp;T Retirement Savings Plan Interest</b> | <b>AT&amp;T Puerto Rico Retirement Savings Plan Interest</b> |
|-------------------------------------|------------------------------|--------------------------------------------------|--------------------------------------------------------------|
| AT&T common stock                   | \$ 3,132,879                 | \$ 3,127,553                                     | \$ 5,326                                                     |
| Warner Bros. Discovery common stock | 324,193                      | 323,642                                          | 551                                                          |
| Mutual funds                        | 41,517                       | 41,393                                           | 124                                                          |
| Common/collective trust funds       | 19,703,736                   | 19,647,610                                       | 56,126                                                       |
| Fidelity BrokerageLink              | 2,361,684                    | 2,361,448                                        | 236                                                          |
| Investment in Group Trust           | 11,495,068                   | 11,466,450                                       | 28,618                                                       |
| AT&T Master Trust investments       | \$ 37,059,077                | \$ 36,968,096                                    | \$ 90,981                                                    |
| Net other assets and liabilities    | 227                          | 459                                              | (232)                                                        |
| Net assets available for benefits   | \$ 37,059,304                | \$ 36,968,555                                    | \$ 90,749                                                    |

**Net Appreciation in Fair Value of AT&T Master Trust Investments and Total Investment Income for the Year Ended December 31, 2023**

|                                                                 |              |
|-----------------------------------------------------------------|--------------|
| Net appreciation in fair value of AT&T Master Trust Investments | \$ 4,531,202 |
| Investment income:                                              |              |
| Dividends                                                       | 192,860      |
| Interest                                                        | 879          |
| Income from investment in Group Trust                           | 1,004,086    |
| Net investment income of Master Trust Investments               | \$ 5,729,027 |

**AT&T Retirement Savings Plan**  
**AT&T Puerto Rico Retirement Savings Plan**  
**Notes to Financial Statements (Continued)**  
**(Dollars in Thousands)**

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

| <b>AT&amp;T Master Trust Assets at Fair Value as of<br/>December 31, 2023</b> |                     |                  |                |                      |
|-------------------------------------------------------------------------------|---------------------|------------------|----------------|----------------------|
|                                                                               | <b>Level 1</b>      | <b>Level 2</b>   | <b>Level 3</b> | <b>Total</b>         |
| AT&T common stock                                                             | \$ 2,937,439        | \$ —             | \$ —           | \$ 2,937,439         |
| Mutual funds                                                                  | 40,983              | —                | —              | 40,983               |
| Self-directed brokerage accounts                                              | 2,780,698           | 24,772           | —              | 2,805,470            |
| <b>Total assets in fair value hierarchy</b>                                   | <b>\$ 5,759,120</b> | <b>\$ 24,772</b> | <b>\$ —</b>    | <b>\$ 5,783,892</b>  |
| Common/collective trusts measured at net asset value                          |                     |                  |                |                      |
| Asset allocation funds <sup>1</sup>                                           |                     |                  |                | 7,401,762            |
| Total U.S. stock market index fund <sup>2</sup>                               |                     |                  |                | 2,339,553            |
| Large cap U.S. stock index fund <sup>3</sup>                                  |                     |                  |                | 7,564,394            |
| Small and mid-sized U.S. stock index fund <sup>4</sup>                        |                     |                  |                | 3,008,996            |
| International stock index fund <sup>5</sup>                                   |                     |                  |                | 2,421,198            |
| <b>Total assets at fair value</b>                                             |                     |                  |                | <b>\$ 28,519,795</b> |

- <sup>1</sup> This category includes 14 common/collective trust funds also known as Aged-Based Asset Allocation Funds which are well diversified portfolios that adjust the mix of the various underlying investments over time. The change in allocation of investments is designed to move from a more aggressive investment strategy to a more conservative strategy through the projected retirement date and for a number of years thereafter. The year associated with the fund identification denotes the projected year of retirement of the participant selecting the fund. There are currently no redemption restrictions on these investments.
- <sup>2</sup> This category includes a common/collective trust fund with an objective of providing investment results that approximate the overall performance of the common stocks included in the Dow Jones Total U.S. Stock Market Index. There are currently no redemption restrictions on this investment.
- <sup>3</sup> This category includes a common/collective trust fund with an objective of providing investment results that approximate the overall performance of the common stocks included in the Standard and Poor's Composite Stock Price Index of 500 stocks (the S&P 500®). There are currently no redemption restrictions on this investment.
- <sup>4</sup> This category includes a common/collective trust fund with an objective of providing investment results that approximate the overall performance of the common stocks included in the Dow Jones U.S. Completion Total Stock Market Index. There are currently no redemption restrictions on this investment.
- <sup>5</sup> This category includes a common/collective trust fund with an objective of providing investment results that approximate the overall performance of the common stocks included in the All Country World Index ex U.S. Index. Except for a short-term trading fee applicable to certain participant transactions, there are currently no redemption restrictions on this investment.

**AT&T Retirement Savings Plan**  
**AT&T Puerto Rico Retirement Savings Plan**  
**Notes to Financial Statements (Continued)**  
**(Dollars in Thousands)**

| <b>AT&amp;T Master Trust Assets at Fair Value as of<br/>December 31, 2022</b> |                     |                  |                |                      |
|-------------------------------------------------------------------------------|---------------------|------------------|----------------|----------------------|
|                                                                               | <b>Level 1</b>      | <b>Level 2</b>   | <b>Level 3</b> | <b>Total</b>         |
| AT&T common stock                                                             | \$ 3,132,879        | \$ —             | \$ —           | \$ 3,132,879         |
| Warner Bros. Discovery common stock                                           | 324,193             | —                | —              | 324,193              |
| Mutual funds                                                                  | 41,517              | —                | —              | 41,517               |
| Self-directed brokerage accounts                                              | 2,346,502           | 15,182           | —              | 2,361,684            |
| <b>Total assets in fair value hierarchy</b>                                   | <b>\$ 5,845,091</b> | <b>\$ 15,182</b> | <b>\$ —</b>    | <b>\$ 5,860,273</b>  |
| Common/collective trusts measured at net asset value                          |                     |                  |                |                      |
| Asset allocation funds <sup>1</sup>                                           |                     |                  |                | 6,506,569            |
| Total U.S. stock market index fund <sup>2</sup>                               |                     |                  |                | 1,924,434            |
| Large cap U.S. stock index fund <sup>3</sup>                                  |                     |                  |                | 6,413,407            |
| Small and mid-sized U.S. stock index fund <sup>4</sup>                        |                     |                  |                | 2,662,020            |
| International stock index fund <sup>5</sup>                                   |                     |                  |                | 2,197,306            |
| <b>Total assets at fair value</b>                                             |                     |                  |                | <b>\$ 25,564,009</b> |

- <sup>1</sup> This category includes 14 common/collective trust funds also known as Aged-Based Asset Allocation Funds which are well diversified portfolios that adjust the mix of the various underlying investments over time. The change in allocation of investments is designed to move from a more aggressive investment strategy to a more conservative strategy through the projected retirement date and for a number of years thereafter. The year associated with the fund identification denotes the projected year of retirement of the participant selecting the fund. There are currently no redemption restrictions on these investments.
- <sup>2</sup> This category includes a common/collective trust fund with an objective of providing investment results that approximate the overall performance of the common stocks included in the Dow Jones Total U.S. Stock Market Index. There are currently no redemption restrictions on this investment.
- <sup>3</sup> This category includes a common/collective trust fund with an objective of providing investment results that approximate the overall performance of the common stocks included in the Standard and Poor's Composite Stock Price Index of 500 stocks (the S&P 500®). There are currently no redemption restrictions on this investment.
- <sup>4</sup> This category includes a common/collective trust fund with an objective of providing investment results that approximate the overall performance of the common stocks included in the Dow Jones U.S. Completion Total Stock Market Index. There are currently no redemption restrictions on this investment.
- <sup>5</sup> This category includes a common/collective trust fund with an objective of providing investment results that approximate the overall performance of the common stocks included in the All Country World Index ex U.S. Index. Except for a short-term trading fee applicable to certain participant transactions, there are currently no redemption restrictions on this investment.

**AT&T Savings Group Investment Trust Investments**

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

**AT&T Retirement Savings Plan**  
**AT&T Puerto Rico Retirement Savings Plan**  
**Notes to Financial Statements (Continued)**  
**(Dollars in Thousands)**

The AT&T Master Trust's interest in each of the investment fund options within the Group Trust is disclosed below as of December 31, 2023.

|                                                                            | <b>AT&amp;T Total Return<br/>Bond Fund</b> |                                                            | <b>AT&amp;T U.S. Stock Fund</b>      |                                                            | <b>AT&amp;T International<br/>Stock Fund</b> |                                                            | <b>AT&amp;T Stable Value<br/>Fund</b> |                                                            | <b>Group<br/>Trust</b> |
|----------------------------------------------------------------------------|--------------------------------------------|------------------------------------------------------------|--------------------------------------|------------------------------------------------------------|----------------------------------------------|------------------------------------------------------------|---------------------------------------|------------------------------------------------------------|------------------------|
|                                                                            | <b>AT&amp;T<br/>Master<br/>Trust</b>       | <b>BellSouth<br/>Savings<br/>and<br/>Security<br/>Plan</b> | <b>AT&amp;T<br/>Master<br/>Trust</b> | <b>BellSouth<br/>Savings<br/>and<br/>Security<br/>Plan</b> | <b>AT&amp;T<br/>Master<br/>Trust</b>         | <b>BellSouth<br/>Savings<br/>and<br/>Security<br/>Plan</b> | <b>AT&amp;T<br/>Master<br/>Trust</b>  | <b>BellSouth<br/>Savings<br/>and<br/>Security<br/>Plan</b> | <b>Total</b>           |
| Foreign cash                                                               | \$ 8,628                                   | \$ 174                                                     | \$ 3                                 | \$ —                                                       | \$ 721                                       | \$ 20                                                      | \$ —                                  | \$ —                                                       | \$ 9,546               |
| Mortgage-backed securities                                                 | 858,636                                    | 17,317                                                     | —                                    | —                                                          | —                                            | —                                                          | —                                     | —                                                          | 875,953                |
| Corporate debt                                                             | 912,553                                    | 18,404                                                     | —                                    | —                                                          | —                                            | —                                                          | —                                     | —                                                          | 930,957                |
| Government securities                                                      | 354,896                                    | 7,158                                                      | —                                    | —                                                          | —                                            | —                                                          | —                                     | —                                                          | 362,054                |
| Common/collective trust funds                                              | 751,945                                    | 15,165                                                     | 2,486,623                            | 17,677                                                     | 370,326                                      | 9,697                                                      | —                                     | —                                                          | 3,651,433              |
| Equities                                                                   | —                                          | —                                                          | 424,919                              | 3,021                                                      | 123,368                                      | 3,230                                                      | —                                     | —                                                          | 554,538                |
| Futures                                                                    | 6,770                                      | 137                                                        | —                                    | —                                                          | —                                            | —                                                          | —                                     | —                                                          | 6,907                  |
| Registered investment companies                                            | 11,080                                     | 223                                                        | 29,718                               | 211                                                        | 2,021                                        | 53                                                         | 145,894                               | 13,378                                                     | 202,578                |
| Group Trust investments at fair value                                      | 2,904,508                                  | 58,578                                                     | 2,941,263                            | 20,909                                                     | 496,436                                      | 13,000                                                     | 145,894                               | 13,378                                                     | 6,593,966              |
| Unsettled trades/other                                                     | (527,609)                                  | (10,641)                                                   | (146)                                | (1)                                                        | 1,048                                        | 27                                                         | (1,280)                               | (117)                                                      | (538,719)              |
| Fully benefit-responsive investments<br>contracts valued at contract value | —                                          | —                                                          | —                                    | —                                                          | —                                            | —                                                          | 5,042,524                             | 462,391                                                    | 5,504,915              |
| Group Trust net assets                                                     | <u>\$ 2,376,899</u>                        | <u>\$ 47,937</u>                                           | <u>\$ 2,941,117</u>                  | <u>\$ 20,908</u>                                           | <u>\$ 497,484</u>                            | <u>\$ 13,027</u>                                           | <u>\$ 5,187,138</u>                   | <u>\$ 475,652</u>                                          | <u>\$11,560,162</u>    |

**AT&T Retirement Savings Plan**  
**AT&T Puerto Rico Retirement Savings Plan**  
**Notes to Financial Statements (Continued)**  
**(Dollars in Thousands)**

The AT&T Master Trust's interest in each of the investment fund options within the Group Trust is disclosed below as of December 31, 2022.

|                                                                            | <b>AT&amp;T Total Return<br/>Bond Fund</b> |                                                            | <b>AT&amp;T U.S. Stock Fund</b>      |                                                            | <b>AT&amp;T International<br/>Stock Fund</b> |                                                            | <b>AT&amp;T Stable Value<br/>Fund</b> |                                                            | <b>Group<br/>Trust</b> |
|----------------------------------------------------------------------------|--------------------------------------------|------------------------------------------------------------|--------------------------------------|------------------------------------------------------------|----------------------------------------------|------------------------------------------------------------|---------------------------------------|------------------------------------------------------------|------------------------|
|                                                                            | <b>AT&amp;T<br/>Master<br/>Trust</b>       | <b>BellSouth<br/>Savings<br/>and<br/>Security<br/>Plan</b> | <b>AT&amp;T<br/>Master<br/>Trust</b> | <b>BellSouth<br/>Savings<br/>and<br/>Security<br/>Plan</b> | <b>AT&amp;T<br/>Master<br/>Trust</b>         | <b>BellSouth<br/>Savings<br/>and<br/>Security<br/>Plan</b> | <b>AT&amp;T<br/>Master<br/>Trust</b>  | <b>BellSouth<br/>Savings<br/>and<br/>Security<br/>Plan</b> | <b>Total</b>           |
| Interest bearing cash                                                      | \$ 46,011                                  | \$ 667                                                     | \$ —                                 | \$ —                                                       | \$ —                                         | \$ —                                                       | \$ —                                  | \$ —                                                       | \$ 46,678              |
| Foreign cash                                                               | 9,893                                      | 143                                                        | 3                                    | —                                                          | 236                                          | 7                                                          | —                                     | —                                                          | 10,282                 |
| Mortgage-backed securities                                                 | 574,570                                    | 8,325                                                      | —                                    | —                                                          | —                                            | —                                                          | —                                     | —                                                          | 582,895                |
| Corporate debt                                                             | 933,234                                    | 13,522                                                     | —                                    | —                                                          | —                                            | —                                                          | —                                     | —                                                          | 946,756                |
| Government securities                                                      | 346,949                                    | 5,027                                                      | —                                    | —                                                          | —                                            | —                                                          | —                                     | —                                                          | 351,976                |
| Common/collective trust funds                                              | 784,199                                    | 11,363                                                     | 2,173,524                            | 13,291                                                     | 342,788                                      | 8,407                                                      | —                                     | —                                                          | 3,333,572              |
| Equities                                                                   | —                                          | —                                                          | 359,690                              | 2,200                                                      | 124,022                                      | 3,042                                                      | —                                     | —                                                          | 488,954                |
| Futures                                                                    | (1,447)                                    | (21)                                                       | —                                    | —                                                          | —                                            | —                                                          | —                                     | —                                                          | (1,468)                |
| Registered investment companies                                            | 26,054                                     | 378                                                        | 29,794                               | 182                                                        | 3,780                                        | 92                                                         | 215,181                               | 18,677                                                     | 294,138                |
| Group Trust investments at fair value                                      | 2,719,463                                  | 39,404                                                     | 2,563,011                            | 15,673                                                     | 470,826                                      | 11,548                                                     | 215,181                               | 18,677                                                     | 6,053,783              |
| Unsettled trades/other                                                     | (405,623)                                  | (5,878)                                                    | (28)                                 | —                                                          | 1,328                                        | 33                                                         | (803)                                 | (70)                                                       | (411,041)              |
| Fully benefit-responsive investments<br>contracts valued at contract value | —                                          | —                                                          | —                                    | —                                                          | —                                            | —                                                          | 5,931,713                             | 514,841                                                    | 6,446,554              |
| Group Trust net assets                                                     | <u>\$ 2,313,840</u>                        | <u>\$ 33,526</u>                                           | <u>\$ 2,562,983</u>                  | <u>\$ 15,673</u>                                           | <u>\$ 472,154</u>                            | <u>\$ 11,581</u>                                           | <u>\$ 6,146,091</u>                   | <u>\$ 533,448</u>                                          | <u>\$12,089,296</u>    |

**Net Appreciation in Fair Value of Group Trust Investments and  
Total Investment Income for the Year Ended December 31, 2023**

|                                                           | <b>Group Trust</b> |
|-----------------------------------------------------------|--------------------|
| Net appreciation in fair value of Group Trust Investments | \$ 675,806         |
| Investment Income:                                        |                    |
| Interest                                                  | 224,317            |
| Dividends                                                 | 14,222             |
| Less: investment management expenses                      | (8,927)            |
| Net investment income of Group Trust Investments          | <u>\$ 905,418</u>  |

**AT&T Retirement Savings Plan**  
**AT&T Puerto Rico Retirement Savings Plan**  
**Notes to Financial Statements (Continued)**  
**(Dollars in Thousands)**

The following tables sets forth by level, within the fair value hierarchy, the Group Trust's assets at fair value as of December 31, 2023 and 2022:

| <b>Group Trust Assets at Fair Value</b>                           |                   |                     |                |                     |
|-------------------------------------------------------------------|-------------------|---------------------|----------------|---------------------|
| <b>December 31, 2023</b>                                          |                   |                     |                |                     |
|                                                                   | <b>Level 1</b>    | <b>Level 2</b>      | <b>Level 3</b> | <b>Total</b>        |
| Corporate debt                                                    | \$ —              | \$ 930,835          | \$ 122         | \$ 930,957          |
| Mortgage-backed securities                                        | —                 | 875,953             | —              | 875,953             |
| Foreign cash                                                      | 9,546             | —                   | —              | 9,546               |
| Equities                                                          | 554,538           | —                   | —              | 554,538             |
| Futures                                                           | 6,907             | —                   | —              | 6,907               |
| Registered investment companies                                   | 202,578           | —                   | —              | 202,578             |
| Government securities                                             | —                 | 362,054             | —              | 362,054             |
| <b>Total assets in fair value hierarchy</b>                       | <b>\$ 773,569</b> | <b>\$ 2,168,842</b> | <b>\$ 122</b>  | <b>\$ 2,942,533</b> |
| Investments measured at net asset value                           |                   |                     |                |                     |
| U.S. common/collective trusts <sup>1</sup>                        |                   |                     |                | 3,231,926           |
| International common/collective trusts <sup>2</sup>               |                   |                     |                | 171,122             |
| 103-12 investments <sup>3</sup>                                   |                   |                     |                | 208,901             |
| Non-publicly traded registered investments companies <sup>4</sup> |                   |                     |                | 39,484              |
| <b>Total assets at fair value</b>                                 |                   |                     |                | <b>\$ 6,593,966</b> |

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

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

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

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

**AT&T Retirement Savings Plan**  
**AT&T Puerto Rico Retirement Savings Plan**  
**Notes to Financial Statements (Continued)**  
**(Dollars in Thousands)**

| <b>Group Trust Assets at Fair Value</b>                           |                   |                     |                |                     |
|-------------------------------------------------------------------|-------------------|---------------------|----------------|---------------------|
| <b>December 31, 2022</b>                                          |                   |                     |                |                     |
|                                                                   | <b>Level 1</b>    | <b>Level 2</b>      | <b>Level 3</b> | <b>Total</b>        |
| Corporate debt                                                    | \$ —              | \$ 946,688          | \$ 68          | \$ 946,756          |
| Mortgage-backed securities                                        | —                 | 582,895             | —              | 582,895             |
| Interest bearing cash                                             | 38,327            | 8,351               | —              | 46,678              |
| Foreign cash                                                      | 10,282            | —                   | —              | 10,282              |
| Equities                                                          | 488,954           | —                   | —              | 488,954             |
| Futures                                                           | (1,468)           | —                   | —              | (1,468)             |
| Registered investment companies                                   | 294,138           | —                   | —              | 294,138             |
| Government securities                                             | —                 | 351,976             | —              | 351,976             |
| <b>Total assets in fair value hierarchy</b>                       | <b>\$ 830,233</b> | <b>\$ 1,889,910</b> | <b>\$ 68</b>   | <b>\$ 2,720,211</b> |
| Investments measured at net asset value                           |                   |                     |                |                     |
| U.S. common/collective trusts <sup>1</sup>                        |                   |                     |                | 2,970,815           |
| International common/collective trusts <sup>2</sup>               |                   |                     |                | 147,209             |
| 103-12 investments <sup>3</sup>                                   |                   |                     |                | 203,986             |
| Non-publicly traded registered investments companies <sup>4</sup> |                   |                     |                | 11,562              |
| <b>Total assets at fair value</b>                                 |                   |                     |                | <b>\$ 6,053,783</b> |

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

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

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

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

### **Derivative Financial Instruments**

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

At December 31, 2023 and 2022, the fair value of derivative financial instruments held by the AT&T Master Trust was not material.

**AT&T Retirement Savings Plan**  
**AT&T Puerto Rico Retirement Savings Plan**  
**Notes to Financial Statements (Continued)**  
**(Dollars in Thousands)**

**Futures Contracts**

The primary risk managed by the Group Trust using futures contracts is the price risk associated with investments. On behalf of the AT&T Master Trust, investment managers for the Group Trust enter into various futures contracts to economically hedge investments in domestic securities. These contracts, which are considered derivatives under ASC Topic 815, *Derivatives and Hedging* are agreements between two parties to buy or sell a security or financial interest at a set price on a future date and are standardized and exchange-traded. Upon entering into such a contract on behalf of the Group Trust, the investment manager is required to pledge to the broker an amount of cash or securities equal to the minimum “initial margin” requirements of the exchange on which the contract is traded. Pursuant to the contract, the investment manager agrees to receive from or pay to the broker an amount of cash equal to the daily fluctuation in the value of the contract. Such receipts or payments are known as variation margin and are recorded on a daily basis by the trustee as a realized gain or loss equal to the difference in the value of the contract between daily closing prices. Upon entering into such contracts, the Group Trust bears the risk of interest or exchange rates or securities prices moving unexpectedly, in which case, the Group Trust may not achieve the anticipated benefits of the futures contracts and may realize a loss. With futures, there is minimal counterparty credit risk to the Group Trust since futures are exchange traded and the exchange’s clearinghouse, as counterparty to all exchange traded futures, guarantees the futures against default. The investments in the Group Trust are subject to equity price risk and interest rate risk, in the normal course of pursuing its investment objectives. The U.S. interest rate futures held in the portfolio as of December 31, 2023 and 2022 were used primarily to hedge and manage the duration risk of the portfolio.

**Foreign Currency Contracts**

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

The fair value of the foreign currency contracts are disclosed in unsettled trades and other of the Group Trust and are included in the Statement of Net Assets Available for Benefits to the extent of the Plans’ ownership in the AT&T Master Trust.

**Fully Benefit-Responsive Investment Contracts**

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

The investments held by the Stable Value Fund as of December 31, 2023 include Synthetic GICs which are fully benefit-responsive investment contracts. Synthetic GICs are constructed by combining a stable value insurance wrapper contract and a fixed income portfolio. The assets supporting the Synthetic GICs are owned by the Group Trust and generally consist of high quality fixed income securities.

Traditional Guaranteed Investment Contracts (“Traditional GICs” also known as “General Account GICs”) are issued by insurance companies and typically pay a guaranteed fixed or floating rate of interest over the life of the contract with a repayment of principal at maturity. A Synthetic GIC is similar to a Traditional GIC but has unbundled the insurance and investment components of the Traditional GIC.

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

**AT&T Retirement Savings Plan**  
**AT&T Puerto Rico Retirement Savings Plan**  
**Notes to Financial Statements (Continued)**  
**(Dollars in Thousands)**

interest crediting rate of the contract. Wrapper contracts typically contain contractual provisions that prevent the interest crediting rate from falling below zero.

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

### **Interest Bearing Cash**

At December 31, 2023 and 2022, ARSP held approximately \$22,358 and \$19,866, respectively, and ARSP-PR held approximately \$94 and \$88, respectively, of unallocated interest bearing cash related to contributions, uncashed checks and fees pending allocation to participant accounts or clearance through the plan funds.

### **Investment Risk**

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

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

### **NOTE 5. PARTIES-IN-INTEREST TRANSACTIONS**

The Plans may, at the discretion of the Plans' participants or via the Company match, invest through the Master Trust in the Company's common stock through the AT&T Shares Fund. The Master Trust held 175,055,978 and 170,172,688 shares of the Company's common stock in the AT&T Shares Fund as of December 31, 2023 and 2022, respectively. Dividends earned by the Master Trust on the Company's common stock were \$192,040 for the year ended December 31, 2023.

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

**AT&T Retirement Savings Plan**  
**AT&T Puerto Rico Retirement Savings Plan**  
**Notes to Financial Statements (Continued)**  
**(Dollars in Thousands)**

**NOTE 6. TAX STATUS**

The ARSP has received a determination letter from the IRS dated February 15, 2022, stating that the ARSP is qualified under Section 401(a) of the IRC and, therefore, the related trust is exempt from taxation. Subsequent to this determination by the IRS the Plan was amended. Once qualified, the ARSP is required to operate in conformity with the IRC to maintain its qualification. The Plan administrator believes the ARSP is being operated in compliance with the applicable requirements of the IRC and, therefore, believes that the Plan, as amended, is qualified and the related trust is tax exempt.

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

Accounting principles generally accepted in the United States require Plan management to evaluate uncertain tax positions taken by the Plans. The financial statement effects of a tax position are recognized when the position is more likely than not, based on the technical merits, to be sustained upon examination by the IRS or Treasury. The Plans' administrator has analyzed the tax positions taken by the Plans, and has concluded that as of December 31, 2023, there were no uncertain positions taken or expected to be taken. The Plans have recognized no interest or penalties related to uncertain tax positions. The Plans are subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

**NOTE 7. RECONCILIATION OF FINANCIAL STATEMENTS TO FORM 5500**

The following is a reconciliation of Net Assets Available for Benefits per the financial statements to the Form 5500 as of December 31, 2023:

|                                                                | <b>AT&amp;T<br/>Retirement<br/>Savings Plan</b> | <b>AT&amp;T<br/>Puerto Rico<br/>Retirement<br/>Savings Plan</b> |
|----------------------------------------------------------------|-------------------------------------------------|-----------------------------------------------------------------|
| Net Assets Available for Benefits per the financial statements | \$ 40,012,012                                   | \$ 96,812                                                       |
| Distributions payable to participants                          | (12,635)                                        | —                                                               |
| Net Assets Available for Benefits per the Form 5500            | <u>\$ 39,999,377</u>                            | <u>\$ 96,812</u>                                                |

The following is a reconciliation of Net Assets Available for Benefits per the financial statements to the Form 5500 as of December 31, 2022:

|                                                                | <b>AT&amp;T<br/>Retirement<br/>Savings Plan</b> | <b>AT&amp;T<br/>Puerto Rico<br/>Retirement<br/>Savings Plan</b> |
|----------------------------------------------------------------|-------------------------------------------------|-----------------------------------------------------------------|
| Net Assets Available for Benefits per the financial statements | \$ 37,578,871                                   | \$ 92,339                                                       |
| Distributions payable to participants                          | (8,459)                                         | (23)                                                            |
| Net Assets Available for Benefits per the Form 5500            | <u>\$ 37,570,412</u>                            | <u>\$ 92,316</u>                                                |

**AT&T Retirement Savings Plan**  
**AT&T Puerto Rico Retirement Savings Plan**  
**Notes to Financial Statements (Continued)**  
**(Dollars in Thousands)**

Distributions payable to participants are recorded on the Form 5500 for benefit claims that have been processed and approved for payment prior to December 31, but not yet paid as of that date. The following is a reconciliation of distributions to participants per the ARSP financial statements to the Form 5500 for the year ended December 31, 2023:

|                                                            | <b>AT&amp;T<br/>Retirement<br/>Savings Plan</b> | <b>AT&amp;T<br/>Puerto Rico<br/>Retirement<br/>Savings Plan</b> |
|------------------------------------------------------------|-------------------------------------------------|-----------------------------------------------------------------|
| Distributions to participants per the financial statements | \$ 5,068,032                                    | \$ 10,689                                                       |
| Distributions payable to participants at December 31, 2022 | (8,459)                                         | (23)                                                            |
| Distributions payable to participants at December 31, 2023 | 12,635                                          | —                                                               |
| Distributions to participants per the Form 5500            | <u>\$ 5,072,208</u>                             | <u>\$ 10,666</u>                                                |

**NOTE 8. SUBSEQUENT EVENTS**

Subsequent events have been evaluated through June 24, 2024, which is the date the financial statements were available to be issued.

**SCHEDULE H, LINE 4(i)—SCHEDULE OF ASSETS (HELD AT END OF YEAR)**  
**December 31, 2023**  
**(Dollars in Thousands)**

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

| Identity of Issue                    | Description of Investment | Current Value            |
|--------------------------------------|---------------------------|--------------------------|
| <b><u>Loan Fund</u></b>              |                           |                          |
| * Notes Receivable from Participants | 3.25% - 10.50%            | \$ 576,235               |
| <b>TOTAL</b>                         |                           | <b><u>\$ 576,235</u></b> |
| * Party-in-Interest.                 |                           |                          |

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

| Identity of Issue                    | Description of Investment | Current Value          |
|--------------------------------------|---------------------------|------------------------|
| <b><u>Loan Fund</u></b>              |                           |                        |
| * Notes Receivable from Participants | 4.25% - 9.50%             | \$ 1,071               |
| <b>TOTAL</b>                         |                           | <b><u>\$ 1,071</u></b> |
| * Party-in-Interest.                 |                           |                        |

PLAN NAME: AT&T RETIREMENT SAVINGS PLAN

EIN: 43-1301883

PLAN NUMBER: 009

Attachment - Schedule C - Part 1, Line 3

| (a) Enter service provider name as it appears on line 2     | (b) Service Codes (see instructions) | (c) Enter amount of indirect compensation | (d) Enter name and EIN (address) of source of indirect compensation (Name) | (d) Enter name and EIN (address) of source of indirect compensation (EIN or Address) | (e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation. |
|-------------------------------------------------------------|--------------------------------------|-------------------------------------------|----------------------------------------------------------------------------|--------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | INVESCO CHARTER CLASS A                                                    | 11 GREENWAY PLAZA<br>STE 100 HOUSTON TX US 77046                                     | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | INVESCO SUMMIT CLASS A                                                     | 11 GREENWAY PLAZA<br>STE 100 HOUSTON TX US 77046                                     | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | INVESCO DIVERSIFIED DIVIDEND INVEST                                        | 11 GREENWAY PLAZA<br>STE 100 HOUSTON TX US 77046                                     | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | INVESCO DIVERSIFIED DIVIDEND CLASS                                         | 11 GREENWAY PLAZA<br>STE 100 HOUSTON TX US 77046                                     | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | INVESCO GLOBAL REAL ESTATE INC R5                                          | 11 GREENWAY PLAZA<br>STE 100 HOUSTON TX US 77046                                     | 0.10%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | INVESCO GLOBAL REAL ESTATE INC FD C                                        | 11 GREENWAY PLAZA<br>STE 100 HOUSTON TX US 77046                                     | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | INVESCO RISING DIVIDENDS R                                                 | 11 GREENWAY PLAZA<br>STE 100 HOUSTON TX US 77046                                     | \$10.00                                                                                                                                                            |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | INVESCO GREATER CHINA CLASS A                                              | 11 GREENWAY PLAZA<br>STE 100 HOUSTON TX US 77046                                     | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | INVESCO HEALTH CARE INVESTOR CL                                            | 11 GREENWAY PLAZA<br>STE 100 HOUSTON TX US 77046                                     | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | INVESCO BALANCED RISK ALLOCATION                                           | 11 GREENWAY PLAZA<br>STE 100 HOUSTON TX US 77046                                     | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | INVESCO EQV EMERGING MARKETS ALL CA                                        | 11 GREENWAY PLAZA<br>STE 100 HOUSTON TX US 77046                                     | 0.10%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | INVESCO CORPORATE BOND FUND CL A                                           | 11 GREENWAY PLAZA<br>STE 100 HOUSTON TX US 77046                                     | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | INVESCO ENERGY INVESTOR CLASS                                              | 11 GREENWAY PLAZA<br>STE 100 HOUSTON TX US 77046                                     | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | INVESCO ENERGY CLASSA                                                      | 11 GREENWAY PLAZA<br>STE 100 HOUSTON TX US 77046                                     | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | INVESCO TECHNOLOGY INV CLASS                                               | 11 GREENWAY PLAZA<br>STE 100 HOUSTON TX US 77046                                     | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | INVESCO AMERICAN FRANCHISE FUND CL                                         | 11 GREENWAY PLAZA<br>STE 100 HOUSTON TX US 77046                                     | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | INVESCO S&P 500 INDEX CLASS A                                              | 11 GREENWAY PLAZA<br>STE 100 HOUSTON TX US 77046                                     | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | INVESCO EQUALLY WEIGHTED S&P 500 A                                         | 11 GREENWAY PLAZA<br>STE 100 HOUSTON TX US 77046                                     | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | INVESCO STEELPATH MLP ALPHA C                                              | 11 GREENWAY PLAZA<br>STE 100 HOUSTON TX US 77046                                     | 0.10%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | INVESCO STEELPATH MLP ALPHA A                                              | 11 GREENWAY PLAZA<br>STE 100 HOUSTON TX US 77046                                     | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | INVESCO GOLD & SPEC MINERALS A                                             | 11 GREENWAY PLAZA<br>STE 100 HOUSTON TX US 77046                                     | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | INVESCO FUNDAMENTAL ALTERNATIVES Y                                         | 11 GREENWAY PLAZA<br>STE 100 HOUSTON TX US 77046                                     | 0.10%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | INVESCO DEVELOPING MARKETS A                                               | 11 GREENWAY PLAZA<br>STE 100 HOUSTON TX US 77046                                     | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | INVESCO DEVELOPING MARKETS Y                                               | 11 GREENWAY PLAZA<br>STE 100 HOUSTON TX US 77046                                     | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AMG BOSTON COMMON GLOBAL IMPACT CL                                         | 600 STEAMBOAT RD<br>STE 300 GREENWICH CT US 06830                                    | 0.07%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AMG VERITAS CHINA FUND N                                                   | 600 STEAMBOAT RD<br>STE 300 GREENWICH CT US 06830                                    | 0.40%                                                                                                                                                              |

PLAN NAME: AT&T RETIREMENT SAVINGS PLAN

EIN: 43-1301883

PLAN NUMBER: 009

Attachment - Schedule C - Part 1, Line 3

| (a) Enter service provider name as it appears on line 2     | (b) Service Codes (see instructions) | (c) Enter amount of indirect compensation | (d) Enter name and EIN (address) of source of indirect compensation (Name) | (d) Enter name and EIN (address) of source of indirect compensation (EIN or Address) | (e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation. |
|-------------------------------------------------------------|--------------------------------------|-------------------------------------------|----------------------------------------------------------------------------|--------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AMG GW&K SMALL CAP VALUE CLASS N                                           | 600 STEAMBOAT RD<br>STE 300 GREENWICH CT US 06830                                    | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AMG YACKTMAN FOCUSED N                                                     | 600 STEAMBOAT RD<br>STE 300 GREENWICH CT US 06830                                    | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AMG YACKTMAN FUND I                                                        | 600 STEAMBOAT RD<br>STE 300 GREENWICH CT US 06830                                    | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AMG TIMESQUARE INTERNL SMALLCAP N                                          | 600 STEAMBOAT RD<br>STE 300 GREENWICH CT US 06830                                    | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AMG GW&K ESG BOND FUND I                                                   | 600 STEAMBOAT RD<br>STE 300 GREENWICH CT US 06830                                    | 0.07%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AMG GW&K ESG BOND FUND N                                                   | 600 STEAMBOAT RD<br>STE 300 GREENWICH CT US 06830                                    | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AMG RIVER ROAD DIV ALL CAP VALUE CL                                        | 600 STEAMBOAT RD<br>STE 300 GREENWICH CT US 06830                                    | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AMG BEUTEL GOODMAN INTERNATIONAL EQ                                        | 600 STEAMBOAT RD<br>STE 300 GREENWICH CT US 06830                                    | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AMG RIVER ROAD MID CAP VALUE CL N                                          | 600 STEAMBOAT RD<br>STE 300 GREENWICH CT US 06830                                    | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AMG BEUTEL GOODMAN CORE PLUS BOND N                                        | 600 STEAMBOAT RD<br>STE 300 GREENWICH CT US 06830                                    | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AMG RIVER ROAD SMALL CAP VALUE CL I                                        | 600 STEAMBOAT RD<br>STE 300 GREENWICH CT US 06830                                    | 0.07%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AMG RIVER ROAD SMALLMID CAP VALUE C                                        | 600 STEAMBOAT RD<br>STE 300 GREENWICH CT US 06830                                    | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AQR LONG SHORT EQUITY FUND CL I                                            | 1 GREENWICH PLAZA GREENWICH CT<br>US 06830                                           | 0.12%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AQR DIVERSIFIED ARBITRAGE CLASS I                                          | 1 GREENWICH PLAZA GREENWICH CT<br>US 06830                                           | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AQR RISK BALANCED COMMOD STRATEGY F                                        | 1 GREENWICH PLAZA GREENWICH CT<br>US 06830                                           | 0.12%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AQR RISK BALANCED COMMOD STRATEGY F                                        | 1 GREENWICH PLAZA GREENWICH CT<br>US 06830                                           | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AQR LARGE CAP DEFENSIVE STYLE CL N                                         | 1 GREENWICH PLAZA GREENWICH CT<br>US 06830                                           | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AQR MULTI ASSET FUNDCLASS N                                                | 1 GREENWICH PLAZA GREENWICH CT<br>US 06830                                           | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AQR MANAGED FUTURES FUND CL N                                              | 1 GREENWICH PLAZA GREENWICH CT<br>US 06830                                           | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AQR MANAGED FUTURES FUND CL I                                              | 1 GREENWICH PLAZA GREENWICH CT<br>US 06830                                           | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | ABERDEEN CHINA A SHARE EQUITY CL A                                         | 1735 MARKET ST 32ND FL<br>PHILADELPHIA PA US 19103                                   | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | ABERDEEN U.S. SMALL CAP EQUITY FD C                                        | 1735 MARKET ST 32ND FL<br>PHILADELPHIA PA US 19103                                   | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | ABERDEEN INTL SMALL CAP FUND CL A                                          | 1735 MARKET ST 32ND FL<br>PHILADELPHIA PA US 19103                                   | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | ACADIAN EMERGING MARKETS PORT INVST                                        | 1 FREEDOM VALLEY DR<br>OAKS PA US 19456                                              | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | RICE HALL JAMES SMALL CAP PORT INST                                        | 1 FREEDOM VALLEY DR<br>OAKS PA US 19456                                              | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | CAMBIAR OPPORTUNITY INVESTOR CL                                            | 1 FREEDOM VALLEY DR<br>OAKS PA US 19456                                              | 0.40%                                                                                                                                                              |

PLAN NAME: AT&T RETIREMENT SAVINGS PLAN

EIN: 43-1301883

PLAN NUMBER: 009

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|-------------------------------------------------------------|--------------------------------------|-------------------------------------------|----------------------------------------------------------------------------|--------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | EDGEWOOD GROWTH FUND RETAIL CLASS                                          | 1 FREEDOM VALLEY DR<br>OAKS PA US 19456                                              | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | EDGEWOOD GROWTH FUND INSTL CL                                              | 1 FREEDOM VALLEY DR<br>OAKS PA US 19456                                              | 0.12%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | CAMBIAR SMALL CAP FUND INVESTOR CL                                         | 1 FREEDOM VALLEY DR<br>OAKS PA US 19456                                              | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | CHAMPLAIN MID CAP ADVISOR SHARE                                            | ONE FREEDOM VALLEY DR OAKS PA<br>US 19456                                            | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | KOPERNIK INTERNATIONAL I                                                   | ONE FREEDOM VALLEY DR OAKS PA<br>US 19456                                            | 0.10%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | KOPERNIK GLOBAL ALL CAP FUND INSTL                                         | ONE FREEDOM VALLEY DR OAKS PA<br>US 19456                                            | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | CHAMPLAIN MID CAP CLASS I                                                  | ONE FREEDOM VALLEY DR OAKS PA<br>US 19456                                            | 0.12%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AT EQUITY INCOME INSTL                                                     | 1 FREEDOM VALLEY DR<br>SMITHFIELD RI US 02917                                        | 0.10%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AT ALL CAP GROWTH INSTL                                                    | 1 FREEDOM VALLEY DR<br>SMITHFIELD RI US 02917                                        | 0.10%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | LSV SMALL CAP VALUE FUND INVESTOR                                          | 155 N. WACKER DR STE<br>4600<br>OAKS PA US 19456                                     | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | LSV VALUE EQUITY FUND INVESTOR                                             | 155 N. WACKER DR STE<br>4600<br>OAKS PA US 19456                                     | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AT DISCIPLINED EQUITY INSTITUTIONAL                                        | 1 FREEDOM VALLEY DR<br>SMITHFIELD RI US 02917                                        | 0.10%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | LSV SMALL CAP VALUE FUND INSTITUTIO                                        | 155 N. WACKER DR STE<br>4600<br>CHICAGO IL US 60606                                  | 0.12%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | RIVER CANYON TOTAL RETURN BOND INST                                        | 2000 AVE OF THE STARS 11TH FL LOS ANGELES CA US<br>90067                             | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | ADV PREFERRED GOLD BULLION STRAT IN                                        | 1445 RESEARCH BLVD<br>STE 530 ROCKVILLE MD US 20850                                  | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | ADVISORS PREFERRED ONTRACK CORE FD                                         | 1445 RESEARCH BLVD<br>STE 530 ROCKVILLE MD US 20850                                  | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | ADVISORS PRFD QUANFDMANAGED INCOME                                         | 1445 RESEARCH BLVD<br>STE 530 ROCKVILLE MD US 20850                                  | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | QUANTIFIED GOVT'T INC TACTICAL INVS                                        | 1445 RESEARCH BLVD<br>STE 530 ROCKVILLE MD US 20850                                  | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | QUANTIFIED TACTICAL SECTOR FUND INV                                        | 1445 RESEARCH BLVD<br>STE 530 ROCKVILLE MD US 20850                                  | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | ADVISORS PRFD QUANFDMARKET LEADERS                                         | 1445 RESEARCH BLVD<br>STE 530 ROCKVILLE MD US 20850                                  | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | QUANTIFIED COMMON GROUND FD INVST                                          | 1445 RESEARCH BLVD<br>STE 530 ROCKVILLE MD US 20850                                  | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | QUANTIFIED PATTERN RECOGNITION INVS                                        | 1445 RESEARCH BLVD<br>STE 530 ROCKVILLE MD US 20850                                  | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | QUANTIFIED TACTICAL FIXED INC INVST                                        | 1445 RESEARCH BLVD<br>STE 530 ROCKVILLE MD US 20850                                  | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | ADVISORS PRFD QUANFDALTER INVSTMNT                                         | 1445 RESEARCH BLVD<br>STE 530 ROCKVILLE MD US 20850                                  | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | ADVISORS PREFERRED QUANTIFIED STF I                                        | 1445 RESEARCH BLVD<br>STE 530 ROCKVILLE MD US 20850                                  | 0.40%                                                                                                                                                              |

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|-------------------------------------------------------------|--------------------------------------|-------------------------------------------|----------------------------------------------------------------------------|--------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | GQG PARTNERS EMERG MARKETS EQ INSTL                                        | 1 FREEDOM VALLEY DR<br>OAKS PA US 19456                                              | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | GQG PARTNERS EMRGING MARKETS EQUITY                                        | 1 FREEDOM VALLEY DR.<br>OAKS PA US 19456                                             | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | CHIRON CAPITAL ALLOCATION FUND CL I                                        | 1 FREEDOM VALLEY DR.<br>OAKS PA US 19456                                             | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | SOUTHERNSUN SMALL CAP FUND N                                               | 1 FREEDOM VALLEY DR<br>OAKS PA US 19456                                              | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | FIRST FOUNDATION TOTAL RETURN FUND                                         | 1 FREEDOM VALLEY DR<br>OAKS PA US 19456                                              | 0.12%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | FS MULTI STRATEGY ALTERNATIVES FUND                                        | 1290 BROADWAY ST<br>STE 1100 DENVER CO US 80203                                      | 0.10%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | HUBER CAPITAL SMALL CAP VALUE INVES                                        | 2321 ROSECRANS AVE.<br>STE 3245<br>EL SEGUNDO CA US 90245                            | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | INVESCO EQV EUROPEANSMALL COMPANY C                                        | 11 GREENWAY PLAZA<br>STE 100 HOUSTON TX US 77046                                     | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | INVESCO EQV EUROPEANEQUITY INVESTOR                                        | 11 GREENWAY PLAZA<br>STE 100 HOUSTON TX US 77046                                     | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | INVESCO QUALITY INCOME FD CL A                                             | 11 GREENWAY PLAZA<br>STE 100 HOUSTON TX US 77046                                     | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | INVESCO CONVERTIBLE SECURITIES FD C                                        | 11 GREENWAY PLAZA<br>STE 100 HOUSTON TX US 77046                                     | 0.10%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | INVESCO MULTI ASSET INCOME FD CL A                                         | 11 GREENWAY PLAZA<br>STE 100 HOUSTON TX US 77046                                     | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | INVESCO INTL DIVERSIFIED A                                                 | 11 GREENWAY PLAZA<br>STE 100 HOUSTON TX US 77046                                     | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | INVESCO INTL DIVERSIFIED R                                                 | 11 GREENWAY PLAZA<br>STE 100 HOUSTON TX US 77046                                     | \$10.00                                                                                                                                                            |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | INVESCO INTL SMALL MID COMPANY A                                           | 11 GREENWAY PLAZA<br>STE 100 HOUSTON TX US 77046                                     | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | INVESCO OPPENHEIMER INTL GROWTH A                                          | 11 GREENWAY PLAZA<br>STE 100 HOUSTON TX US 77046                                     | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | INVESCO GLOBAL OPPORTUNITIES A                                             | 11 GREENWAY PLAZA<br>STE 100 HOUSTON TX US 77046                                     | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | ALGER MID CAP FOCUS FUND Z                                                 | 600 PLAZA ONE 6TH FL JERSEY CITY NJ<br>US 07311                                      | 0.10%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | ALGER SMALL CAP FOCUS CLASS Z                                              | 600 PLAZA ONE 6TH FL JERSEY CITY NJ<br>US 07311                                      | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | ALGER SMALL CAP FOCUS CLASS A                                              | 600 PLAZA ONE 6TH FL JERSEY CITY NJ<br>US 07311                                      | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | ALGER HEALTH SCIENCES FD CL A                                              | 600 PLAZA ONE 6TH FL JERSEY CITY NJ<br>US 07311                                      | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | ALGER SMALL CAP GROWTH FUND A                                              | 600 PLAZA ONE 6TH FL JERSEY CITY NJ<br>US 07311                                      | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | ALGER SPECTRA FUND CLASS CL A                                              | 600 PLAZA ONE 6TH FL JERSEY CITY NJ<br>US 07311                                      | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | ALGER SPECTRA FUND CLASS C                                                 | 600 PLAZA ONE 6TH FL JERSEY CITY NJ<br>US 07311                                      | 0.08%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | ALGER RESPONSIBLE INVESTING FUND CL                                        | 600 PLAZA ONE 6TH FL JERSEY CITY NJ<br>US 07311                                      | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | ALGER SMALL CAP GROWTH INSTL FD CL                                         | 600 PLAZA ONE 6TH FL JERSEY CITY NJ<br>US 07311                                      | 0.40%                                                                                                                                                              |

PLAN NAME: AT&T RETIREMENT SAVINGS PLAN

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|-------------------------------------------------------------|--------------------------------------|-------------------------------------------|----------------------------------------------------------------------------|--------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | ALGER FOCUS EQUITY CL I                                                    | 600 PLAZA ONE 6TH FL JERSEY CITY NJ<br>US 07311                                      | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | ALGER FOCUS EQUITY CL A                                                    | 600 PLAZA ONE 6TH FL JERSEY CITY NJ<br>US 07311                                      | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AB HIGH INCOME ADVISOR                                                     | 8000 IH 10 W STE 1400<br>14TH FL<br>SAN ANTONIO TX US 78230                          | 0.10%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AB LARGE CAP GROWTH CLASS A                                                | 8000 IH 10 W STE 1400<br>14TH FL<br>SAN ANTONIO TX US 78230                          | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AB SMALL CAP GROWTH PORT CLASS A                                           | 8000 IH 10 W STE 1400<br>14TH FL<br>SAN ANTONIO TX US 78230                          | 0.10%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AB SMALL CAP VALUE PORTFOLIO CLASS                                         | 8000 IH 10 W STE 1400<br>14TH FL<br>SAN ANTONIO TX US 78230                          | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AB INCOME FUND ADVISOR                                                     | 8000 IH 10 W STE 1400<br>14TH FL<br>SAN ANTONIO TX US 78230                          | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AB INCOME FUND CL A                                                        | 8000 IH 10 W STE 1400<br>14TH FL<br>SAN ANTONIO TX US 78230                          | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | SEVEN CANYONS WORLD INNOVATORS INVE                                        | 505 WAKARA WAY STE 300<br>SALT LAKE CITY UT US 84108                                 | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | ALTERNATIVE CREDIT INCOME FD CL W                                          | 1290 BROADWAY STE<br>1100<br>DENVER CO US 80203                                      | 0.20%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AMANA MUTUAL FUND TRUST INCOME                                             | 1300 NORTH STATE ST BELLINGHAM WA<br>US 98225                                        | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AMANA MUTUAL FUND TRUST GROWTH                                             | 1300 NORTH STATE ST BELLINGHAM WA<br>US 98225                                        | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AMANA DEVELOPING WORLD FUND                                                | 1300 NORTH STATE ST BELLINGHAM WA<br>US 98225                                        | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AMANA INCOME FUND INSTITUTIONAL                                            | 1300 NORTH STATE ST BELLINGHAM WA<br>US 98225                                        | 0.10%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AMANA GROWTH FUND INSTITUTIONAL                                            | 1300 NORTH STATE ST BELLINGHAM WA<br>US 98225                                        | 0.10%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AMANA PARTICIPATION FD INVESTOR CLA                                        | 1300 NORTH STATE ST BELLINGHAM WA<br>US 98225                                        | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AMERICAN AMCAP FUND CLASS F1                                               | 3500 WISEMAN BLVD SAN ANTONIO TX<br>US 782514321                                     | 0.37%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AMER BEACON STEPHENSSMALL CAP GROWT                                        | 220 E LAS COLINAS BLVD STE 1200 IRVING TX<br>US 75039                                | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AMERICAN BEACON LARGE CAP INVESTOR                                         | 220 E LAS COLINAS BLVD STE 1200 IRVING TX<br>US 75039                                | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AMERICAN BALANCED CLASS A                                                  | 3500 WISEMAN BLVD SAN ANTONIO TX<br>US 782514321                                     | \$18.00                                                                                                                                                            |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AMERICAN BALANCED CLASS F1                                                 | 3500 WISEMAN BLVD SAN ANTONIO TX<br>US 782514321                                     | 0.37%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AMER BEACON BRDGWAY LARGE CAP VAL I                                        | 220 E LAS COLINAS BLVD STE 1200 IRVING TX<br>US 75039                                | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AM BEACON GARCIA HAMILTON QL BOND Y                                        | 220 E LAS COLINAS BLVD STE 1200 IRVING TX<br>US 75039                                | 0.15%                                                                                                                                                              |

PLAN NAME: AT&T RETIREMENT SAVINGS PLAN

EIN: 43-1301883

PLAN NUMBER: 009

Attachment - Schedule C - Part 1, Line 3

| (a) Enter service provider name as it appears on line 2     | (b) Service Codes (see instructions) | (c) Enter amount of indirect compensation | (d) Enter name and EIN (address) of source of indirect compensation (Name) | (d) Enter name and EIN (address) of source of indirect compensation (EIN or Address) | (e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation. |
|-------------------------------------------------------------|--------------------------------------|-------------------------------------------|----------------------------------------------------------------------------|--------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AMER BEACON BRDGWAY LRG CAP GRWTH R                                        | 220 E LAS COLINAS BLVD STE 1200 IRVING TX US 75039                                   | 0.04%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AMERICAN BEACON AHL MNGD FUTURES ST                                        | 220 E LAS COLINAS BLVD STE 1200 IRVING TX US 75039                                   | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AMERICAN BEACON DEV WORLD INCOME Y                                         | 220 E LAS COLINAS BLVD STE 1200 IRVING TX US 75039                                   | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AMERICAN BEACON ARK TRANS INNOVTN I                                        | 220 E LAS COLINAS BLVD STE 1200 IRVING TX US 75039                                   | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AMERICAN CENTURY HIGH INCOME INVEST                                        | 4400 MAIN ST 1ST FL KANSAS CITY MO US 64111                                          | 0.25%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AMERICAN CENTURY SHTDUR STRAT INC I                                        | 4400 MAIN ST 1ST FL KANSAS CITY MO US 64111                                          | 0.25%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AMERICAN CENTURY MULTISECTOR INC IN                                        | 4400 MAIN ST 1ST FL KANSAS CITY MO US 64111                                          | 0.25%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AMERICAN CEN SHT DURINFL PROTECTN B                                        | 4400 MAIN ST 1ST FL KANSAS CITY MO US 64111                                          | 0.25%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AMER CENTURY ZERO COUPON 2025 INVT                                         | 4400 MAIN ST 1ST FL KANSAS CITY MO US 64111                                          | 0.25%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AVANTIS US SMALL CAP VALUE FUND                                            | 4400 MAIN ST 1ST FL KANSAS CITY MO US 64111                                          | 0.04%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AVANTIS US EQUITY FUND                                                     | 4400 MAIN ST 1ST FL KANSAS CITY MO US 64111                                          | 0.02%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AVANTIS INTL SMALL CAP VALUE FUND                                          | 4400 MAIN ST 1ST FL KANSAS CITY MO US 64111                                          | 0.05%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AMERICAN CENTURY EQUITY INCOME INV                                         | 4400 MAIN ST 1ST FL KANSAS CITY MO US 64111                                          | 0.35%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AMERICAN CENTURY GLB REAL ESTATE CL                                        | 4400 MAIN ST 1ST FL KANSAS CITY MO US 64111                                          | 0.07%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AMERICAN CENTURY GL REAL ESTATE INV                                        | 4400 MAIN ST 1ST FL KANSAS CITY MO US 64111                                          | 0.35%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AMERICAN CENTURY VALUE INV CL                                              | 4400 MAIN ST 1ST FL KANSAS CITY MO US 64111                                          | 0.35%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AMERICAN CENTURY MIDCAP VALUE INV S                                        | 4400 MAIN ST 1ST FL KANSAS CITY MO US 64111                                          | 0.35%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AMERICAN CENTURY SMLCAP VAL CLASS I                                        | 4400 MAIN ST 1ST FL KANSAS CITY MO US 64111                                          | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AMERICAN CENTURY SMALL CAP VALUE IN                                        | 4400 MAIN ST 1ST FL KANSAS CITY MO US 64111                                          | 0.35%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AMERICAN CENTURY REAL ESTATE INV CL                                        | 4400 MAIN ST 1ST FL KANSAS CITY MO US 64111                                          | 0.35%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AMERICAN CENT ONE CHOICE VERY CON I                                        | 4400 MAIN ST 1ST FL KANSAS CITY MO US 64111                                          | 0.35%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AMERICAN CEN FOCUSED DYNAMIC GROWTH                                        | 4400 MAIN ST 1ST FL KANSAS CITY MO US 64111                                          | 0.35%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AMERICAN CENT FOCUSED DYNAMIC GROWTH                                       | 4400 MAIN ST 1ST FL KANSAS CITY MO US 64111                                          | 0.07%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AMERICAN CENTURY GLOBAL GOLD INV CL                                        | 4400 MAIN ST 1ST FL KANSAS CITY MO US 64111                                          | 0.35%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AMERICAN CENTURY UTILITIES INVESTOR                                        | 4400 MAIN ST 1ST FL KANSAS CITY MO US 64111                                          | 0.35%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AMERICAN CENTURY GINNIE MAE INV CL                                         | 4400 MAIN ST 1ST FL KANSAS CITY MO US 64111                                          | 0.25%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AMERICAN CENTURY INFLN ADJ BOND INV                                        | 4400 MAIN ST 1ST FL KANSAS CITY MO US 64111                                          | 0.25%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AMERICAN CENTURY GROWTH INVESTOR CL                                        | 4400 MAIN ST 1ST FL KANSAS CITY MO US 64111                                          | 0.35%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AMERICAN CENTURY SMALL CAP GRWTH CL                                        | 4400 MAIN ST 1ST FL KANSAS CITY MO US 64111                                          | 0.07%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AMERICAN CENTURY SMALL CAP GRWTH IN                                        | 4400 MAIN ST 1ST FL KANSAS CITY MO US 64111                                          | 0.35%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AMERICAN CENTURY BALANCED INVESTOR                                         | 4400 MAIN ST 1ST FL KANSAS CITY MO US 64111                                          | 0.35%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AMERICAN CENTURY HERITAGE INVESTOR                                         | 4400 MAIN ST 1ST FL KANSAS CITY MO US 64111                                          | 0.35%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AMERICAN CENTURY ULTRA CL A                                                | 4400 MAIN ST 1ST FL KANSAS CITY MO US 64111                                          | 0.09%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AMERICAN CENTURY ULTRA INVESTOR CLA                                        | 4400 MAIN ST 1ST FL KANSAS CITY MO US 64111                                          | 0.35%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AMERICAN CENTURY STRAT ALLOC MOD IN                                        | 4400 MAIN ST 1ST FL KANSAS CITY MO US 64111                                          | 0.35%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AMERICAN CENTURY STRAT ALLOC AGG IN                                        | 4400 MAIN ST 1ST FL KANSAS CITY MO US 64111                                          | 0.35%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AMERICAN CENTURY INT'L GROWTH INV C                                        | 4400 MAIN ST 1ST FL KANSAS CITY MO US 64111                                          | 0.35%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AMERICAN CENTURY FOCUSED GLBL GR IN                                        | 4400 MAIN ST 1ST FL KANSAS CITY MO US 64111                                          | 0.35%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AMERICAN CENTURY SUSTAINABLE EQ INV                                        | 4400 MAIN ST 1ST FL KANSAS CITY MO US 64111                                          | 0.35%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AMERICAN CORPORATE BOND FUND CL F1                                         | 3500 WISEMAN BLVD SAN ANTONIO TX US 782514321                                        | 0.37%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AMERICAN FUND GL BALANCED FD CL F1                                         | 3500 WISEMAN BLVD SAN ANTONIO TX US 782514321                                        | 0.37%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AMERICAN US GOV'T SECURITIES CLASS                                         | 3500 WISEMAN BLVD SAN ANTONIO TX US 782514321                                        | 0.37%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AMERICAN FUNDS INFLTLINKED BOND CL                                         | 3500 WISEMAN BLVD SAN ANTONIO TX US 782514321                                        | 0.37%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AMERICAN FDS DEVELOPWORLD GRWTH & I                                        | 3500 WISEMAN BLVD SAN ANTONIO TX US 782514321                                        | 0.37%                                                                                                                                                              |

PLAN NAME: AT&T RETIREMENT SAVINGS PLAN

EIN: 43-1301883

PLAN NUMBER: 009

Attachment - Schedule C - Part 1, Line 3

| (a) Enter service provider name as it appears on line 2     | (b) Service Codes (see instructions) | (c) Enter amount of indirect compensation | (d) Enter name and EIN (address) of source of indirect compensation (Name) | (d) Enter name and EIN (address) of source of indirect compensation (EIN or Address) | (e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation. |
|-------------------------------------------------------------|--------------------------------------|-------------------------------------------|----------------------------------------------------------------------------|--------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AMERICAN FUNDS GRWTH& INCOME PORT C                                        | 3500 WISEMAN BLVD SAN ANTONIO TX<br>US 782514321                                     | \$18.00                                                                                                                                                            |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AMERICAN FUNDS GRWTH& INCOME PORT C                                        | 3500 WISEMAN BLVD SAN ANTONIO TX<br>US 782514321                                     | \$18.00                                                                                                                                                            |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AMERICAN FUNDS GLBL GROWTH PORT F1                                         | 3500 WISEMAN BLVD SAN ANTONIO TX<br>US 782514321                                     | 0.37%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AMERICAN 2010 TARGETDATE RET FD CL                                         | 3500 WISEMAN BLVD SAN ANTONIO TX<br>US 782514321                                     | \$18.00                                                                                                                                                            |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AMERICAN FUNDS MORTGAGE CL F1                                              | 3500 WISEMAN BLVD SAN ANTONIO TX<br>US 782514321                                     | 0.37%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AMERICAN FUNDS CONV GRWTH & INCM PO                                        | 3500 WISEMAN BLVD SAN ANTONIO TX<br>US 782514321                                     | 0.37%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AMERICAN FDS TAX AWRCONS GR AND INC                                        | 3500 WISEMAN BLVD SAN ANTONIO TX<br>US 782514321                                     | 0.37%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AMERICAN FUNDS PRESERVATION PORT F1                                        | 3500 WISEMAN BLVD SAN ANTONIO TX<br>US 782514321                                     | 0.37%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AMERICAN 2035 TARGETDATE RETIREMNT                                         | 3500 WISEMAN BLVD SAN ANTONIO TX<br>US 782514321                                     | 0.37%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AMERICAN 2030 TARGETDATE RETIREMNT                                         | 3500 WISEMAN BLVD SAN ANTONIO TX<br>US 782514321                                     | 0.37%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AMERICAN STRATEGIC BOND FUND CL A                                          | 3500 WISEMAN BLVD SAN ANTONIO TX<br>US 782514321                                     | \$18.00                                                                                                                                                            |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AMERICAN STRATEGIC BOND FUND F1                                            | 3500 WISEMAN BLVD SAN ANTONIO TX<br>US 782514321                                     | 0.37%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AMERICAN STRATEGIC BOND FUND F2                                            | 3500 WISEMAN BLVD SAN ANTONIO TX<br>US 782514321                                     | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AMERICAN MUTUAL FUNDCLASS A                                                | 3500 WISEMAN BLVD SAN ANTONIO TX<br>US 782514321                                     | \$18.00                                                                                                                                                            |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AMERICAN MUTUAL FUNDCLASS F1                                               | 3500 WISEMAN BLVD SAN ANTONIO TX<br>US 782514321                                     | 0.37%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | ARBITRAGE FUND CLASS R                                                     | 1290 BROADWAY STE<br>1100<br>DENVER CO US 80203                                      | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | ARBITRAGE FUND CLASS I                                                     | 1290 BROADWAY STE<br>1100<br>DENVER CO US 80203                                      | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | ARIEL FUND                                                                 | 811 E. WISCONSIN AVE MILWAUKEE WI<br>US 53202                                        | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | ARIEL APPRECIATION                                                         | 811 E. WISCONSIN AVE MILWAUKEE WI<br>US 53202                                        | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | ARISTOTLE CORE EQUITY CLASS I 2                                            | 2220 E. ROUTE 66 SUITE<br>226<br>GLEN DORA CA US 91740                               | 0.12%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | ARISTOTLE SMALL CAP EQUITY FUND I 2                                        | 2220 E. ROUTE 66 SUITE<br>226<br>GLEN DORA CA US 91740                               | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | ARISTOTLE SMALL CAP EQUITY FD II CL                                        | 2220 E. ROUTE 66 SUITE<br>226<br>GLEN DORA CA US 91740                               | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | ARISTOTLE STRATEGIC INCOME FUND A                                          | 2220 E. ROUTE 66 SUITE<br>226<br>GLEN DORA CA US 91740                               | 0.40%                                                                                                                                                              |

PLAN NAME: AT&T RETIREMENT SAVINGS PLAN

EIN: 43-1301883

PLAN NUMBER: 009

Attachment - Schedule C - Part 1, Line 3

| (a) Enter service provider name as it appears on line 2     | (b) Service Codes (see instructions) | (c) Enter amount of indirect compensation | (d) Enter name and EIN (address) of source of indirect compensation (Name) | (d) Enter name and EIN (address) of source of indirect compensation (EIN or Address) | (e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation. |
|-------------------------------------------------------------|--------------------------------------|-------------------------------------------|----------------------------------------------------------------------------|--------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | ARTISAN SMALL CAP FUND INVESTOR CL                                         | 875 E WISCONSIN AVE STE 800<br>MILWAUKEE WI US 53202                                 | 0.39%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | ARTISAN INTERNATL INVESTOR CLASS                                           | 875 E WISCONSIN AVE STE 800<br>MILWAUKEE WI US 53202                                 | 0.39%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | ARTISAN MID CAP                                                            | 875 E WISCONSIN AVE STE 800<br>MILWAUKEE WI US 53202                                 | 0.39%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | ARTISAN GLOBAL UNCONSTRAINED ADVSR                                         | 875 E WISCONSIN AVE STE 800<br>MILWAUKEE WI US 53202                                 | 0.10%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | ARTISAN GLOBAL DISCOVERY ADVISOR CL                                        | 875 E WISCONSIN AVE STE 800<br>MILWAUKEE WI US 53202                                 | 0.10%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | ARTISAN GLOBAL DISCOVERY INVESTOR                                          | 875 E WISCONSIN AVE STE 800<br>MILWAUKEE WI US 53202                                 | 0.39%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | ARTISAN THEMATIC FD INVESTOR CLASS                                         | 875 E WISCONSIN AVE STE 800<br>MILWAUKEE WI US 53202                                 | 0.39%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | ARTISAN DEVELOPING WORLD FD ADVISOR                                        | 875 E WISCONSIN AVE STE 800<br>MILWAUKEE WI US 53202                                 | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | ARTISAN DEVELOPING WORLD FD INVESTO                                        | 875 E WISCONSIN AVE STE 800<br>MILWAUKEE WI US 53202                                 | 0.39%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | ARTISAN GLOBAL VALUEFUND ADVISOR CL                                        | 875 E WISCONSIN AVE STE 800<br>MILWAUKEE WI US 53202                                 | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | ARTISAN HIGH INCOME FUND ADVISOR                                           | 875 E WISCONSIN AVE STE 800<br>MILWAUKEE WI US 53202                                 | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | ARTISAN HIGH INCOME FUND INVESTOR                                          | 875 E WISCONSIN AVE STE 800<br>MILWAUKEE WI US 53202                                 | 0.39%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | ARTISAN INTL SMALL MID CAP INV                                             | 875 E WISCONSIN AVE STE 800<br>MILWAUKEE WI US 53202                                 | 0.39%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | ARTISAN GLOBAL EQUITY FUND INVESTOR                                        | 875 E WISCONSIN AVE STE 800<br>MILWAUKEE WI US 53202                                 | 0.39%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | ARTISAN GLOBAL OPPORTUNITIES INV                                           | 875 E WISCONSIN AVE STE 800<br>MILWAUKEE WI US 53202                                 | 0.39%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | ARTISAN GLOBAL VALUE FD INVT SHARES                                        | 875 E WISCONSIN AVE STE 800<br>MILWAUKEE WI US 53202                                 | 0.39%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | ARTISAN INTL VALUE FUND INV CL                                             | 875 E WISCONSIN AVE STE 800<br>MILWAUKEE WI US 53202                                 | 0.39%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | ABERDEEN GLOBAL EQUITY IMPACT CL A                                         | 1735 MARKET ST 32ND FL<br>PHILADELPHIA PA US 19103                                   | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | ABERDEEN GLOBAL HIGHINCOME FUND CL                                         | 1735 MARKET ST 32ND FL<br>PHILADELPHIA PA US 19103                                   | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | ASHMORE EMERGING MKT CORPORATE DEBT                                        | 801 S. CANAL ST CHICAGO IL<br>US 60607                                               | 0.08%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AXONIC STRATEGIC INCOME FUND INSTL                                         | 520 MADISON AVE.<br>42ND FL<br>NEW YORK NY US 10022                                  | 0.10%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AZZAD ETHICAL MID CAP FUND CL A                                            | 8000 TOWN CENTRE DR STE 400<br>BROADVIEW HEIGHTS OH<br>US 441474031                  | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | BBH LIMITED DURATIONFUND CLASS N                                           | 140 BROADWAY NEW YORK NY US 10005                                                    | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | BNY MELLON INCOME STOCK INVESTOR SH                                        | 144 GLENN CURTISS BLVD 8TH FL UNIONDALE NY<br>US 11556                               | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | BNY MELLON CORE PLUS CL A                                                  | 144 GLENN CURTISS BLVD 8TH FL UNIONDALE NY<br>US 11556                               | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | BNY MELLON SMALL MIDCAP GROWTH A                                           | 144 GLENN CURTISS BLVD 8TH FL UNIONDALE NY<br>US 11556                               | 0.40%                                                                                                                                                              |

PLAN NAME: AT&T RETIREMENT SAVINGS PLAN

EIN: 43-1301883

PLAN NUMBER: 009

Attachment - Schedule C - Part 1, Line 3

| (a) Enter service provider name as it appears on line 2     | (b) Service Codes (see instructions) | (c) Enter amount of indirect compensation | (d) Enter name and EIN (address) of source of indirect compensation (Name) | (d) Enter name and EIN (address) of source of indirect compensation (EIN or Address) | (e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation. |
|-------------------------------------------------------------|--------------------------------------|-------------------------------------------|----------------------------------------------------------------------------|--------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | BNY MELLON GLOBAL FIXED INCOME I                                           | 144 GLENN CURTISS BLVD 8TH FL UNIONDALE NY US 11556                                  | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | BNY MELLON NATURAL RESOURCES A                                             | 144 GLENN CURTISS BLVD 8TH FL UNIONDALE NY US 11556                                  | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | BNY MELLON INTL STOCK A                                                    | 144 GLENN CURTISS BLVD 8TH FL UNIONDALE NY US 11556                                  | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | BNY MELLON TECHNOLOGY GROWTH A                                             | 144 GLENN CURTISS BLVD 8TH FL UNIONDALE NY US 11556                                  | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | BNY MELLON OPPORT SMALL CAP INVESTO                                        | 144 GLENN CURTISS BLVD 8TH FL UNIONDALE NY US 11556                                  | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | BNY MELLON DYNAMIC VALUE A                                                 | 144 GLENN CURTISS BLVD 8TH FL UNIONDALE NY US 11556                                  | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | BNY MELLON GLOBAL REAL RETURN A                                            | 144 GLENN CURTISS BLVD 8TH FL UNIONDALE NY US 11556                                  | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | BNY MELLON GLOBAL FIXED INCOME A                                           | 144 GLENN CURTISS BLVD 8TH FL UNIONDALE NY US 11556                                  | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | BNY MELLON GLOBAL EQUITY INCOME A                                          | 144 GLENN CURTISS BLVD 8TH FL UNIONDALE NY US 11556                                  | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | BNY MELLON EQUITY INCOME A                                                 | 144 GLENN CURTISS BLVD 8TH FL UNIONDALE NY US 11556                                  | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | BNY MELLON INTERNATIONAL BOND I                                            | 144 GLENN CURTISS BLVD 8TH FL UNIONDALE NY US 11556                                  | 0.35%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | BNY MELLON LARGE CAPSECURITIES FUND                                        | 144 GLENN CURTISS BLVD 8TH FL UNIONDALE NY US 11556                                  | 0.35%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | BNY MELLON MIDCAP INDEX INVESTOR                                           | 144 GLENN CURTISS BLVD 8TH FL UNIONDALE NY US 11556                                  | 0.35%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | BNY MELLON APPRECIATION INVSTR                                             | 144 GLENN CURTISS BLVD 8TH FL UNIONDALE NY US 11556                                  | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | BALLIE GIFFORD INTL GROWTH FD INSTL                                        | 780 THIRD AVE NEW YORK NY US 10017                                                   | 0.12%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | CHAUTAUQUA INTL GROWTH FUND CL I                                           | 777 E. WISCONSIN AVE<br>18TH FL MILWAUKEE WI US 53202                                | 0.06%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | BAIRD INTER BOND FD INSTL CL                                               | 777 E. WISCONSIN AVE<br>18TH FL MILWAUKEE WI US 53202                                | 0.02%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | BAIRD MID CAP INSTL CLASS SHS                                              | 777 E. WISCONSIN AVE<br>18TH FL MILWAUKEE WI US 53202                                | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | BAIRD MID CAP INVESTORS CLASS SHS                                          | 777 E. WISCONSIN AVE<br>18TH FL MILWAUKEE WI US 53202                                | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | BAIRD AGGREGATE BOND FUND INSTL                                            | 777 E. WISCONSIN AVE<br>18TH FL MILWAUKEE WI US 53202                                | 0.02%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | BAIRD AGGREGATE BONDFUND INVESTOR C                                        | 777 E. WISCONSIN AVE<br>18TH FL MILWAUKEE WI US 53202                                | 0.27%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | BAIRD CORE PLUS BOND INSTITUTIONAL                                         | 777 E. WISCONSIN AVE<br>18TH FL MILWAUKEE WI US 53202                                | 0.02%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | BAIRD CORE PLUS BOND FD INVESTOR CL                                        | 777 E. WISCONSIN AVE<br>18TH FL MILWAUKEE WI US 53202                                | 0.27%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | ISHARES S&P 500 INDEX INVESTOR A                                           | 40 EAST 52ND ST NEW YORK NY US 10022                                                 | 0.30%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | BLACKROCK LIFEPATH INDEX 2050 A                                            | 40 EAST 52ND ST NEW YORK NY US 10022                                                 | 0.05%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | BARON ASSET                                                                | 767 5TH AVE 49TH FL NEW YORK NY US 10153                                             | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | BARON GROWTH                                                               | 767 5TH AVE 49TH FL NEW YORK NY US 10153                                             | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | BARON SMALL CAP FD                                                         | 767 5TH AVE 49TH FL NEW YORK NY US 10153                                             | 0.40%                                                                                                                                                              |

PLAN NAME: AT&T RETIREMENT SAVINGS PLAN

EIN: 43-1301883

PLAN NUMBER: 009

Attachment - Schedule C - Part 1, Line 3

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|-------------------------------------------------------------|--------------------------------------|-------------------------------------------|----------------------------------------------------------------------------|--------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | BARON OPPORTUNITY FUND                                                     | 767 5TH AVE 49TH FL NEW YORK NY US 10153                                             | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | BARON FIFTH AVENUE GROWTH FUND                                             | 767 5TH AVE 49TH FL NEW YORK NY US 10153                                             | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | BARON ASSET FUND INSTL CLASS                                               | 767 5TH AVE 49TH FL NEW YORK NY US 10153                                             | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | BARON GROWTH FUND INSTL CLASS                                              | 767 5TH AVE 49TH FL NEW YORK NY US 10153                                             | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | BARON DURABLE ADVANTAGE FD RETAIL                                          | 767 5TH AVE 49TH FL NEW YORK NY US 10153                                             | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | BARON DISCOVERY FUNDRETAIL SHARES                                          | 767 5TH AVE 49TH FL NEW YORK NY US 10153                                             | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | BARON PARTNERS FUND                                                        | 767 5TH AVE 49TH FL NEW YORK NY US 10153                                             | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | BARON FOCUSED GROWTHFUND                                                   | 767 5TH AVE 49TH FL NEW YORK NY US 10153                                             | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | BARON PARTNERS FUND INSTL CLASS                                            | 767 5TH AVE 49TH FL NEW YORK NY US 10153                                             | 0.10%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | BARON FOCUSED GROWTH CLASS I                                               | 767 5TH AVE 49TH FL NEW YORK NY US 10153                                             | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | BARON HEALTH CARE FDRETAIL                                                 | 767 5TH AVE 49TH FL NEW YORK NY US 10153                                             | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | BARON REAL ESTATE FUND RETAIL                                              | 767 5TH AVE 49TH FL NEW YORK NY US 10153                                             | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | BARON WEALTHBUILDER FUND RETAIL                                            | 767 5TH AVE 49TH FL NEW YORK NY US 10153                                             | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | BARON GLOBAL ADVANTAGE FD INTSL                                            | 767 5TH AVE 49TH FL NEW YORK NY US 10153                                             | 0.10%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | BARON GLOBAL ADVANTAGE FD RETAIL                                           | 767 5TH AVE 49TH FL NEW YORK NY US 10153                                             | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | BARON EMERGING MARKETS FUND INSTL                                          | 767 5TH AVE 49TH FL NEW YORK NY US 10153                                             | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | BARON EMERGING MARKETS FUND RETAIL                                         | 767 5TH AVE 49TH FL NEW YORK NY US 10153                                             | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | BERKSHIRE FOCUS FUND                                                       | 475 MILAN DR STE 103 SAN JOSE CA US 95134                                            | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | BLACKROCK TACTICAL OPPORTUNITIES CL                                        | 40 EAST 52ND ST NEW YORK NY US 10022                                                 | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | BLACKROCK ADVANTAGE SM CAP GROWTH I                                        | 40 EAST 52ND ST NEW YORK NY US 10022                                                 | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | BLACKROCK MID CAP GROWTH EQUITY CL                                         | 40 EAST 52ND ST NEW YORK NY US 10022                                                 | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | BLACKROCK MID CAP GROWTH EQUITY INS                                        | 40 EAST 52ND ST NEW YORK NY US 10022                                                 | 0.08%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | BLACKROCK TECHNOLOGYOPPORTUN ITIES C                                       | 40 EAST 52ND ST NEW YORK NY US 10022                                                 | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | BLACKROCK TECHNOLOGY OPPORTUNITIES                                         | 40 EAST 52ND ST NEW YORK NY US 10022                                                 | 0.08%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | BLACKROCK ADVANTAGE SMALL CAP CORE                                         | 40 EAST 52ND ST NEW YORK NY US 10022                                                 | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | BLACKROCK COMMODITY STRATEGIES FUND                                        | 40 EAST 52ND ST NEW YORK NY US 10022                                                 | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | BLACKROCK 40/60 TARGET ALLOC FD CL                                         | 40 EAST 52ND ST NEW YORK NY US 10022                                                 | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | BLACKROCK ADVANTAGE INTERNATIONAL C                                        | 40 EAST 52ND ST NEW YORK NY US 10022                                                 | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | BLACKROCK ENERGY OPPORTUNITIES CL A                                        | 40 EAST 52ND ST NEW YORK NY US 10022                                                 | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | BLACKROCK HEALTH SCIENCES OPP PRT A                                        | 40 EAST 52ND ST NEW YORK NY US 10022                                                 | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | BLACKROCK INTERNATIONAL FD A                                               | 40 EAST 52ND ST NEW YORK NY US 10022                                                 | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | BLACKROCK EVENT DRIVEN EQUITY FUND                                         | 40 EAST 52ND ST NEW YORK NY US 10022                                                 | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | BLACKROCK SUSTAINABLBALANCE INVESTO                                        | 40 EAST 52ND ST NEW YORK NY US 10022                                                 | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | BLACKROCK EMERGING MARKETS FD INC A                                        | 40 EAST 52ND ST NEW YORK NY US 10022                                                 | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | BLACKROCK EQUITY DIVIDEND FD CL A                                          | 40 EAST 52ND ST NEW YORK NY US 10022                                                 | 0.40%                                                                                                                                                              |

PLAN NAME: AT&T RETIREMENT SAVINGS PLAN

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| (a) Enter service provider name as it appears on line 2     | (b) Service Codes (see instructions) | (c) Enter amount of indirect compensation | (d) Enter name and EIN (address) of source of indirect compensation (Name) | (d) Enter name and EIN (address) of source of indirect compensation (EIN or Address) | (e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation. |
|-------------------------------------------------------------|--------------------------------------|-------------------------------------------|----------------------------------------------------------------------------|--------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | BLACKROCK EQUITY DIVIDEND FD INSTL                                         | 40 EAST 52ND ST NEW YORK NY US 10022                                                 | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | BLACKROCK FOCUS GROWTH FD INC A                                            | 40 EAST 52ND ST NEW YORK NY US 10022                                                 | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | BLACKROCK CAPITAL APPRECIATION INST                                        | 40 EAST 52ND ST NEW YORK NY US 10022                                                 | 0.08%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | BLACKROCK GLOBAL ALLOCATION CL A                                           | 40 EAST 52ND ST NEW YORK NY US 10022                                                 | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | BLACKROCK UNCONSTRAINED EQUITY INV                                         | 40 EAST 52ND ST NEW YORK NY US 10022                                                 | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | BLACKROCK NATURAL RESOURCES TR CL A                                        | 40 EAST 52ND ST NEW YORK NY US 10022                                                 | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | ISHARES MSCI EAFE INTL IDX CL A                                            | 40 EAST 52ND ST NEW YORK NY US 10022                                                 | 0.30%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | BLACKROCK MID CAP VALUE FUND CL A                                          | 40 EAST 52ND ST NEW YORK NY US 10022                                                 | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | BLACKROCK MULTI ASSET INCOME PORT A                                        | 40 EAST 52ND ST NEW YORK NY US 10022                                                 | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | BLACKROCK 80/20 TARGET ALLOC FD CL                                         | 40 EAST 52ND ST NEW YORK NY US 10022                                                 | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | BLACKROCK STRATEGIC INCOME OPPTS                                           | 40 EAST 52ND ST NEW YORK NY US 10022                                                 | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | BLACKROCK STRATEGIC INC OPP PORT CL                                        | 40 EAST 52ND ST NEW YORK NY US 10022                                                 | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | BLACKROCK LOW DURATION CLASS A                                             | 40 EAST 52ND ST NEW YORK NY US 10022                                                 | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | BLACKROCK HIGH YIELDBOND INSTITUTIO                                        | 40 EAST 52ND ST NEW YORK NY US 10022                                                 | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | BLACKROCK HIGH YIELDBOND CLASS A                                           | 40 EAST 52ND ST NEW YORK NY US 10022                                                 | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | BLACKROCK INCOME FUND INVESTOR A                                           | 40 EAST 52ND ST NEW YORK NY US 10022                                                 | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | BLACKROCK FLOATING RATE INC PORT IN                                        | 40 EAST 52ND ST NEW YORK NY US 10022                                                 | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | BLACKROCK SYSTEMATICMULTI STRATEGY                                         | 40 EAST 52ND ST NEW YORK NY US 10022                                                 | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | WILLIAM BLAIR GROWTHCLASS N                                                | 222 WEST ADAMS ST<br>12TH FL CHICAGO IL US 60606                                     | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | WILLIAM BLAIR SMALL MID CAP GROWTH                                         | 222 WEST ADAMS ST<br>12TH FL CHICAGO IL US 60606                                     | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | WILLIAM BLAIR INT'L GROWTH CLASS N                                         | 222 WEST ADAMS ST<br>12TH FL CHICAGO IL US 60606                                     | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | WILLIAM BLAIR SMALL CAP GROWTH CLAS                                        | 222 WEST ADAMS ST<br>12TH FL CHICAGO IL US 60606                                     | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | WILLIAM BLAIR LARGE CAP GROWTH FD N                                        | 222 WEST ADAMS ST<br>12TH FL CHICAGO IL US 60606                                     | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | BLUEROCK TOTAL INC REAL ESTATE CL                                          | 27777 FRANKLIN ROAD<br>STE 900 SOUTHFIELD MI US 48034                                | 0.20%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | BNY MELLON S&P 500 INDEX FUND                                              | 144 GLENN CURTISS BLVD 8TH FL UNIONDALE NY<br>US 11556                               | 0.30%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | BNY MELLON SMALLCAP STOCK INDEX INV                                        | 144 GLENN CURTISS BLVD 8TH FL UNIONDALE NY<br>US 11556                               | 0.35%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AMERICAN BOND FUND OF AMERICA CLASS                                        | 3500 WISEMAN BLVD SAN ANTONIO TX<br>US 782514321                                     | \$18.00                                                                                                                                                            |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AMERICAN BOND FUND OF AMERICA CLASS                                        | 3500 WISEMAN BLVD SAN ANTONIO TX<br>US 782514321                                     | 0.37%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | BOSTON TRUST WALDEN EQUITY FUND                                            | 1 BEACON ST 33RD FL BOSTON MA<br>US 02108                                            | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | BOSTON TRUST ASSET MANAGEMENT FUND                                         | 1 BEACON ST 33RD FL BOSTON MA<br>US 02108                                            | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | BOSTON TRUST MIDCAP FUND                                                   | 1 BEACON ST 33RD FL BOSTON MA<br>US 02108                                            | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | BOSTON TRUST WALDEN SMALL CAP FUND                                         | 1 BEACON ST 33RD FL BOSTON MA<br>US 02108                                            | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | BRANDES INTERNATIONL SMALL CAP EQUI                                        | 11988 EL CAMINO RALO STE 500<br>SAN DIEGO CA US 92130                                | 0.12%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | BRIDGEWAY ULTRA SMALL CO MARKET                                            | 20 GREENWAY PLAZA<br>STE 450 HOUSTON TX US 77046                                     | 0.10%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | BRIDGEWAY OMNI SMALL CAP VALUE                                             | 20 GREENWAY PLAZA<br>STE 450 HOUSTON TX US 77046                                     | 0.06%                                                                                                                                                              |

PLAN NAME: AT&T RETIREMENT SAVINGS PLAN

EIN: 43-1301883

PLAN NUMBER: 009

Attachment - Schedule C - Part 1, Line 3

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|-------------------------------------------------------------|--------------------------------------|-------------------------------------------|----------------------------------------------------------------------------|--------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | BRIDGEWAY SMALL CAP VALUE FUND CL N                                        | 20 GREENWAY PLAZA<br>STE 450 HOUSTON TX US 77046                                     | 0.10%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | DESTINATIONS LARGE CAP EQUITY INSTL                                        | 1055 WESTLAKES DR<br>STE 250 BERWYN PA US 19312                                      | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | DESTINATIONS SMALL MID CAP EQ INSTL                                        | 1055 WESTLAKES DR<br>STE 250 BERWYN PA US 19312                                      | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | DESTINATIONS INTL EQUITY FD INSTL                                          | 1055 WESTLAKES DR<br>STE 250 BERWYN PA US 19312                                      | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | DESTINATIONS EQUITY INCOME FD INSTL                                        | 1055 WESTLAKES DR<br>STE 250 BERWYN PA US 19312                                      | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | DESTINATIONS CORE FIXED INCOME INST                                        | 1055 WESTLAKES DR<br>STE 250 BERWYN PA US 19312                                      | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | DESTINATIONS LOW DURFIXED INC INSTL                                        | 1055 WESTLAKES DR<br>STE 250 BERWYN PA US 19312                                      | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | DESTINATIONS SHELTER FUND INSTL                                            | 1055 WESTLAKES DR<br>STE 250 BERWYN PA US 19312                                      | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | DESTINATIONS GLOBAL FIXD INC OPPOR                                         | 1055 WESTLAKES DR<br>STE 250 BERWYN PA US 19312                                      | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | DESTINATIONS MULTI STRGY ALT INSTL                                         | 1055 WESTLAKES DR<br>STE 250 BERWYN PA US 19312                                      | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | CENTER COAST BROOK FIELD MIDSTRM FC                                        | 71 SOUTH WACKER DR STE 3400<br>CHICAGO IL US 606062841                               | 0.10%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | BROWN ADVISORY SUSTAIN GROWTH INV                                          | 777 E. WISCONSIN AVE<br>4TH FL MILWAUKEE WI US 53202                                 | 0.08%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | BROWN ADVISORY SUSTAIN GROWTH ADV                                          | 777 E. WISCONSIN AVE<br>4TH FL MILWAUKEE WI US 53202                                 | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | BROWN INTERNATIONAL SMALL COMPANY I                                        | 1290 BROADWAY STE<br>1100<br>DENVER CO US 80203                                      | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | BROWN CAPITAL MGT MID COMPANY INVES                                        | 1290 BROADWAY STE<br>1100<br>DENVER CO US 80203                                      | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | BROWN CAPITAL MGT SMALL COMPANY INV                                        | 1290 BROADWAY STE<br>1100<br>DENVER CO US 80203                                      | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | BUFFALO FLEXIBLE INCOME FUND                                               | 615 E. MICHIGAN ST MILWAUKEE WI<br>US 53202                                          | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | BUFFALO DISCOVERY FUND                                                     | 615 E. MICHIGAN ST MILWAUKEE WI<br>US 53202                                          | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | BUFFALO MID CAP FUND                                                       | 615 E. MICHIGAN ST MILWAUKEE WI<br>US 53202                                          | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | BUFFALO EARLY STAGE GROWTH FUND                                            | 615 E. MICHIGAN ST MILWAUKEE WI<br>US 53202                                          | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | BUFFALO INTERNATIONAL FUND                                                 | 615 E. MICHIGAN ST MILWAUKEE WI<br>US 53202                                          | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | BUFFALO DIVIDEND FOCUS FUND                                                | 615 E. MICHIGAN ST MILWAUKEE WI<br>US 53202                                          | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | BUFFALO LARGE CAP                                                          | 615 E. MICHIGAN ST MILWAUKEE WI<br>US 53202                                          | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | BUFFALO SMALL CAP GROWTH                                                   | 615 E. MICHIGAN ST MILWAUKEE WI<br>US 53202                                          | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | BUFFALO GROWTH FUND                                                        | 615 E. MICHIGAN ST MILWAUKEE WI<br>US 53202                                          | 0.40%                                                                                                                                                              |

PLAN NAME: AT&T RETIREMENT SAVINGS PLAN

EIN: 43-1301883

PLAN NUMBER: 009

Attachment - Schedule C - Part 1, Line 3

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|-------------------------------------------------------------|--------------------------------------|-------------------------------------------|----------------------------------------------------------------------------|--------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | CALAMOS MARKET NEUTRAL INCOME CL I                                         | 2020 CALAMOS COURT NAPERVILLE IL<br>US 60563                                         | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | CALAMOS TIMPANI SM CP GR FD CL I                                           | 2020 CALAMOS COURT NAPERVILLE IL<br>US 60563                                         | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | CALAMOS TIMPANI SM CAP GR FD CL A                                          | 2020 CALAMOS COURT NAPERVILLE IL<br>US 60563                                         | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | CALAMOS PHINEUS LONG /SHORT CL I                                           | 2020 CALAMOS COURT NAPERVILLE IL<br>US 60563                                         | 0.08%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | CALVERT U.S. LRG CAPCORE RESPNSBL I                                        | 4550 MONTGOMERY AVE STE 1000 N BETHESDA MD<br>US 20814                               | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | CALVERT EQUITY FUND CLASS A                                                | 4550 MONTGOMERY AVE STE 1000 N BETHESDA MD<br>US 20814                               | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | CALVERT EQUITY FUND CLASS I                                                | 4550 MONTGOMERY AVE STE 1000 N BETHESDA MD<br>US 20814                               | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | CALVERT GLOBAL WATERFUND CL A                                              | 4550 MONTGOMERY AVE STE 1000 N BETHESDA MD<br>US 20814                               | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | CALVERT SMALL CAP CL I                                                     | 4550 MONTGOMERY AVE STE 1000 N BETHESDA MD<br>US 20814                               | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | CALVERT INTRNTL RESPBL INDEX A                                             | 4550 MONTGOMERY AVE STE 1000 N BETHESDA MD<br>US 20814                               | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AMERICAN FUNDS INTL VANTAGE F1                                             | 3500 WISEMAN BLVD SAN ANTONIO TX<br>US 782514321                                     | 0.37%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AMERICAN CAPITAL WORLD BOND CLASS F                                        | 3500 WISEMAN BLVD SAN ANTONIO TX<br>US 782514321                                     | 0.37%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AMERICAN CAPITAL WORLD GRWTH & INC                                         | 3500 WISEMAN BLVD SAN ANTONIO TX<br>US 782514321                                     | 0.37%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AMERICAN CAPITAL WORLD GR & INC CL                                         | 3500 WISEMAN BLVD SAN ANTONIO TX<br>US 782514321                                     | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | FULLER & THALER BEHVMID CAP VALUE I                                        | 411 BOREL AVE STE 300 SAN MATEO CA<br>US 94402                                       | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | FULLER & THALER BEHV SMALL CAP EQTY                                        | 411 BOREL AVE STE 300 SAN MATEO CA<br>US 94402                                       | 0.10%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | FULLER & THALER BEHVS SMALL CAP EQTY                                       | 411 BOREL AVE STE 300 SAN MATEO CA<br>US 94402                                       | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | CARILLON REAMS CORE BOND FUND CL I                                         | P. O. BOX 33022<br>ST PETERSBURG FL US 337338022                                     | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | CARILLON CLARIVEST INTERNATIONAL ST                                        | P. O. BOX 33022<br>ST PETERSBURG FL US 337338022                                     | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | CARILLON REAMS CORE PLUS BOND CL Y                                         | P. O. BOX 33022<br>ST PETERSBURG FL US 337338022                                     | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | CARILLON REAMS UNCONSTRAINED BOND Y                                        | P. O. BOX 33022<br>ST PETERSBURG FL US 337338022                                     | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | CARILLON SCOUT MID CAP FUND CL Y                                           | P. O. BOX 33022<br>ST PETERSBURG FL US 337338022                                     | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | CARILLON SCOUT MID CAP FUND CL I                                           | P. O. BOX 33022<br>ST PETERSBURG FL US 337338022                                     | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | CAUSEWAY INTERNATNALVALUE INVESTOR                                         | P. O. BOX 1100 OAKS PA<br>US 19456                                                   | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | CAUSEWAY INTERNATNALVALUE INSTL                                            | P. O. BOX 1100 OAKS PA<br>US 19456                                                   | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | CAUSEWAY GLOBAL VALUE FUND INSTL                                           | P. O. BOX 1100 OAKS PA<br>US 19456                                                   | 0.12%                                                                                                                                                              |

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EIN: 43-1301883

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| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | CLIFFWATER CORPORATE LENDING FUND I                                        | 4640 ADMIRALTY WAY<br>11TH FL<br>MARINA DEL REY CA US 90292                          | 0.18%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | CLIPPER                                                                    | 2949 EAST ELVIRA<br>ROAD STE 101 TUCSON AZ US 85706                                  | 0.35%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | COHEN & STEERS REAL ESTATE SECURITI                                        | 280 PARK AVE 10TH FL NEW YORK NY<br>US 10017                                         | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | COHEN & STEERS REAL ESTATE SECURITI                                        | 280 PARK AVE 10TH FL NEW YORK NY<br>US 10017                                         | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | COHEN & STEERS REALTY SHARES                                               | 280 PARK AVE 10TH FL NEW YORK NY<br>US 10017                                         | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | COHEN & STEERS REALTY I                                                    | 280 PARK AVE 10TH FL NEW YORK NY<br>US 10017                                         | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | COHEN & STEERS PREF SECURITIES INC                                         | 280 PARK AVE 10TH FL NEW YORK NY<br>US 10017                                         | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | COHEN & STEERS PREF SECURITIES INCO                                        | 280 PARK AVE 10TH FL NEW YORK NY<br>US 10017                                         | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | COHEN & STEERS REAL ASSET FUND CL I                                        | 280 PARK AVE 10TH FL NEW YORK NY<br>US 10017                                         | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | COHEN & STEERS MLP AND ENERGY OPPOR                                        | 280 PARK AVE 10TH FL NEW YORK NY<br>US 10017                                         | 0.10%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | COLUMBIA ACORN INTERNATIONAL CL I2                                         | 225 FRANKLIN ST BX25<br>10320<br>BOSTON MA US 02110                                  | 0.10%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | COLUMBIA THERMOSTAT CL A                                                   | 225 FRANKLIN ST BX25<br>10320<br>BOSTON MA US 02110                                  | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | COLUMBIA DIVIDEND OPPORTUNITY CL A                                         | 225 FRANKLIN ST BX25<br>10320<br>BOSTON MA US 02110                                  | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | COLUMBIA MORTGAGE OPPORTUNITIES I2                                         | 225 FRANKLIN ST BX25<br>10320<br>BOSTON MA US 02110                                  | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | COLUMBIA LARGE CAP GROWTH OPP CL A                                         | 225 FRANKLIN ST BX25<br>10320<br>BOSTON MA US 02110                                  | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | COLUMBIA LARGE CAP CORE FUND CL A                                          | 225 FRANKLIN ST BX25<br>10320<br>BOSTON MA US 02110                                  | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | COLUMBIA SMALL CAP INDEX FUND A                                            | 225 FRANKLIN ST BX25<br>10320<br>BOSTON MA US 02110                                  | 0.10%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | COLUMBIA SELECT MID CAP VALUE CL A                                         | 225 FRANKLIN ST BX25<br>10320<br>BOSTON MA US 02110                                  | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | COLUMBIA DIVIDEND INCOME CL A                                              | 225 FRANKLIN ST BX25<br>10320<br>BOSTON MA US 02110                                  | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | COLUMBIA TOTAL RETURN BOND CL A                                            | 225 FRANKLIN ST BX25<br>10320<br>BOSTON MA US 02110                                  | 0.40%                                                                                                                                                              |

PLAN NAME: AT&T RETIREMENT SAVINGS PLAN

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|-------------------------------------------------------------|--------------------------------------|-------------------------------------------|----------------------------------------------------------------------------|--------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | COLUMBIA CORPORATE INCOME FUND CLAS                                        | 225 FRANKLIN ST BX25<br>10320<br>BOSTON MA US 02110                                  | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | COLUMBIA CONTRARIAN CORE FUND CL A                                         | 225 FRANKLIN ST BX25<br>10320<br>BOSTON MA US 02110                                  | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | COLUMBIA BALANCED FUND CL A                                                | 225 FRANKLIN ST BX25<br>10320<br>BOSTON MA US 02110                                  | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | COLUMBIA GLOBAL TECHGROWTH CL A                                            | 225 FRANKLIN ST BX25<br>10320<br>BOSTON MA US 02110                                  | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | COLUMBIA SMALL CAP GROWTH FD CL A                                          | 225 FRANKLIN ST BX25<br>10320<br>BOSTON MA US 02110                                  | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | COLUMBIA EMERGING MARKETS CLASS I                                          | 225 FRANKLIN ST BX25<br>10320<br>BOSTON MA US 02110                                  | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | COLUMBIA INCOME BUILDER FUND CL A                                          | 225 FRANKLIN ST BX25<br>10320<br>BOSTON MA US 02110                                  | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | COLUMBIA HIGH YIELD BOND CL A                                              | 225 FRANKLIN ST BX25<br>10320<br>BOSTON MA US 02110                                  | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | COLUMBIA GLOBAL VALUE FUND CL I                                            | 225 FRANKLIN ST BX25<br>10320<br>BOSTON MA US 02110                                  | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | COLUMBIA GLOBAL VALUE FUND CL A                                            | 225 FRANKLIN ST BX25<br>10320<br>BOSTON MA US 02110                                  | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | COLUMBIA SELIGMAN GLOBAL TECHNOLOGY                                        | 225 FRANKLIN ST BX25<br>10320<br>BOSTON MA US 02110                                  | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | COLUMBIA SELIGMAN TECH AND INFO CL                                         | 225 FRANKLIN ST BX25<br>10320<br>BOSTON MA US 02110                                  | 0.10%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | COLUMBIA SELIGMAN TECH AND INFO CL                                         | 225 FRANKLIN ST BX25<br>10320<br>BOSTON MA US 02110                                  | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | COLUMBIA TOTAL RETURN BOND CL I2                                           | 225 FRANKLIN ST BX25<br>10320<br>BOSTON MA US 02110                                  | 0.10%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | COLUMBIA INTEGRATED LARGE CAP GROWT                                        | 225 FRANKLIN ST BX25<br>10320<br>BOSTON MA US 02110                                  | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | COMMERCE VALUE INSTITUTIONAL                                               | 922 WALNUT ST 4TH FL KANSAS CITY MO<br>US 64106                                      | 0.35%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | CONESTOGA SMALL CAP INVESTOR CLASS                                         | 225 PICTORIA DR STE<br>450<br>CINCINNATI OH US 45246                                 | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | CONESTOGA SMID CAP FUND INVESTORS C                                        | 225 PICTORIA DR STE<br>450<br>CINCINNATI OH US 45246                                 | 0.40%                                                                                                                                                              |

PLAN NAME: AT&T RETIREMENT SAVINGS PLAN

EIN: 43-1301883

PLAN NUMBER: 009

Attachment - Schedule C - Part 1, Line 3

| (a) Enter service provider name as it appears on line 2     | (b) Service Codes (see instructions) | (c) Enter amount of indirect compensation | (d) Enter name and EIN (address) of source of indirect compensation (Name) | (d) Enter name and EIN (address) of source of indirect compensation (EIN or Address) | (e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation. |
|-------------------------------------------------------------|--------------------------------------|-------------------------------------------|----------------------------------------------------------------------------|--------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | COPELAND SMID CAP DIVIDEND GROWTH C                                        | 161 WASHINGTON ST<br>STE 1325 CONSHOHOCKEN PA US 19428                               | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | CS FLOATING RATE HIGH INCOME CL A                                          | ONE MADISON AVE 10TH FL<br>NEW YORK NY US 10010                                      | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | DFA INTL REAL ESTATE SEC PORTFOLIO                                         | 6300 BEE CAVES ROAD BUILDING ONE AUSTIN TX<br>US 78746                               | 0.02%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | DFA INFLATION PROTECTED SEC PORT                                           | 6300 BEE CAVES ROAD BUILDING ONE AUSTIN TX<br>US 78746                               | 0.02%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | DFA INTERNATIONAL CORE EQUITY                                              | 6300 BEE CAVES ROAD BUILDING ONE AUSTIN TX<br>US 78746                               | 0.02%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | DFA US VECTOR EQUITY PRTF INSTL CL                                         | 6300 BEE CAVES ROAD BUILDING ONE AUSTIN TX<br>US 78746                               | 0.02%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | DFA US CORE EQUITY II                                                      | 6300 BEE CAVES ROAD BUILDING ONE AUSTIN TX<br>US 78746                               | 0.02%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | DFA SHORT TERM GOVERNMENT PORT                                             | 6300 BEE CAVES ROAD BUILDING ONE AUSTIN TX<br>US 78746                               | 0.02%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | DFA US CORE EQUITY I                                                       | 6300 BEE CAVES ROAD BUILDING ONE AUSTIN TX<br>US 78746                               | 0.02%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | DFA EMERGING MRKTS CORE EQU PORTF                                          | 6300 BEE CAVES ROAD BUILDING ONE AUSTIN TX<br>US 78746                               | 0.02%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | DFA US MICRO CAP PRTF INSTL                                                | 6300 BEE CAVES ROAD BUILDING ONE AUSTIN TX<br>US 78746                               | 0.02%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | DIMENSIONAL EMERGING MKTS VAL PRTF                                         | 6300 BEE CAVES ROAD BUILDING ONE AUSTIN TX<br>US 78746                               | 0.02%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | DFA US TARGETED VALUE PRTF INSTL                                           | 6300 BEE CAVES ROAD BUILDING ONE AUSTIN TX<br>US 78746                               | 0.02%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | DFA ONE YEAR FIXED INCOME PRTF INST                                        | 6300 BEE CAVES ROAD BUILDING ONE AUSTIN TX<br>US 78746                               | 0.02%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | DFA EMERGING MARKETS SMALL CAP                                             | 6300 BEE CAVES ROAD BUILDING ONE AUSTIN TX<br>US 78746                               | 0.02%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | DFA INTERNATIONAL SMALL COMPANY POR                                        | 6300 BEE CAVES ROAD BUILDING ONE AUSTIN TX<br>US 78746                               | 0.02%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | DFA INV'T TWO YEAR GLOBAL FIXED INC                                        | 6300 BEE CAVES ROAD BUILDING ONE AUSTIN TX<br>US 78746                               | 0.02%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | DFA INT'L SMALL CAP VALUE                                                  | 6300 BEE CAVES ROAD BUILDING ONE AUSTIN TX<br>US 78746                               | 0.02%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | DFA EMERGING MARKETS PORTFOLIO                                             | 6300 BEE CAVES ROAD BUILDING ONE AUSTIN TX<br>US 78746                               | 0.02%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | DFA US SMALL CAP VALUE PRTF INSTL                                          | 6300 BEE CAVES ROAD BUILDING ONE AUSTIN TX<br>US 78746                               | 0.02%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | DFA US LARGE CAP VALUE PRTF INSTL                                          | 6300 BEE CAVES ROAD BUILDING ONE AUSTIN TX<br>US 78746                               | 0.02%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | DFA REAL ESTATE SEC PRTF INSTL                                             | 6300 BEE CAVES ROAD BUILDING ONE AUSTIN TX<br>US 78746                               | 0.02%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | DFA US SMALL CAP PORTFOLIO INSTL CL                                        | 6300 BEE CAVES ROAD BUILDING ONE AUSTIN TX<br>US 78746                               | 0.02%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | DFA INTERMEDIATE GOVT F/I PRTF INST                                        | 6300 BEE CAVES ROAD BUILDING ONE AUSTIN TX<br>US 78746                               | 0.02%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | DFA FIVE YEAR GLBL FIXED INC PRTF I                                        | 6300 BEE CAVES ROAD BUILDING ONE AUSTIN TX<br>US 78746                               | 0.02%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | DFA DIVERSIFIED FIX INCOME PORT INS                                        | 6300 BEE CAVES ROAD BUILDING ONE AUSTIN TX<br>US 78746                               | 0.02%                                                                                                                                                              |

PLAN NAME: AT&T RETIREMENT SAVINGS PLAN

EIN: 43-1301883

PLAN NUMBER: 009

Attachment - Schedule C - Part 1, Line 3

| (a) Enter service provider name as it appears on line 2     | (b) Service Codes (see instructions) | (c) Enter amount of indirect compensation | (d) Enter name and EIN (address) of source of indirect compensation (Name) | (d) Enter name and EIN (address) of source of indirect compensation (EIN or Address) | (e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation. |
|-------------------------------------------------------------|--------------------------------------|-------------------------------------------|----------------------------------------------------------------------------|--------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | DFA INTERNATIONAL LR CAP GR PORT IN                                        | 6300 BEE CAVES ROAD BUILDING ONE AUSTIN TX US 78746                                  | 0.02%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | DFA COMMODITY STRATEGY PORT INSTL                                          | 6300 BEE CAVES ROAD BUILDING ONE AUSTIN TX US 78746                                  | 0.02%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | DFA INTERM EXTENDED QUALITY PORT IN                                        | 6300 BEE CAVES ROAD BUILDING ONE AUSTIN TX US 78746                                  | 0.02%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | DFA GLOBAL REAL ESTATE SEC PORTFOLI                                        | 6300 BEE CAVES ROAD BUILDING ONE AUSTIN TX US 78746                                  | 0.02%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | DAVIS NEW YORK VENTURE CLASS A                                             | 2949 E ELVIRA ROAD STE 101 TUCSON AZ US 85756                                        | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | DAVIS FINANCIAL CLASS A                                                    | 2949 E ELVIRA ROAD STE 101 TUCSON AZ US 85756                                        | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | DELAWARE MID CAP GROWTH EQUITY INST                                        | 2005 MARKET ST PHILADELPHIA PA US 19103                                              | 0.10%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | DELAWARE EMERGING MKTS FD INSTITUT                                         | 2005 MARKET ST PHILADELPHIA PA US 19103                                              | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | DELAWARE HEALTHCARE FUND CLASS A                                           | 2005 MARKET ST PHILADELPHIA PA US 19103                                              | 0.10%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | DWS GLOBAL HIGH INCOME FUND INST                                           | 280 PARK AVE 9TH FLR NEW YORK NY US 10026                                            | 0.10%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | DWS GLOBAL HIGH INCOME FD S                                                | 280 PARK AVE 9TH FLR NEW YORK NY US 10026                                            | 0.35%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | DWS GLOBAL INFRASTRUCTURE FD A                                             | 280 PARK AVE 9TH FLR NEW YORK NY US 10026                                            | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | DWS CROCI EQUITY DIVIDEND A                                                | 280 PARK AVE 9TH FLR NEW YORK NY US 10026                                            | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | DWS SCIENCE AND TECHNOLOGY FUND A                                          | 280 PARK AVE 9TH FLR NEW YORK NY US 10026                                            | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | DWS ENHANCED COMMODITY STRATEGY A                                          | 280 PARK AVE 9TH FLR NEW YORK NY US 10026                                            | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | DFA GLOBAL CORE PLUS FIXED INC INST                                        | 6300 BEE CAVES ROAD BUILDING ONE AUSTIN TX US 78746                                  | 0.02%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | DIAMOND HILL CORE BOND FUND CL I                                           | 325 JOHN H MCCONNELL BLVD STE 200 COLUMBUS OH US 43215                               | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | DIAMOND HILL SMALL MID CAP FD I                                            | 325 JOHN H MCCONNELL BLVD STE 200 COLUMBUS OH US 43215                               | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | DIAMOND HILL LARGE CAP FUND CLASS I                                        | 325 JOHN H MCCONNELL BLVD STE 200 COLUMBUS OH US 43215                               | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | DFA INTERNATIONAL VALUE PRTF INSTL                                         | 6300 BEE CAVES ROAD BUILDING ONE AUSTIN TX US 78746                                  | 0.02%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | DFA INTERNATIONAL VALUE PORT III                                           | 6300 BEE CAVES ROAD BUILDING ONE AUSTIN TX US 78746                                  | 0.02%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | DFA US LARGE CAP VALUE PORT III                                            | 6300 BEE CAVES ROAD BUILDING ONE AUSTIN TX US 78746                                  | 0.02%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | DIREXION MONTHLY 10 YR NOTE BULL 2X                                        | 155 SEAPORT BOULEVARD STE P8 BOSTON MA US 02210                                      | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | DIREXION MONTHLY SM CAP BULL 2X INV                                        | 155 SEAPORT BOULEVARD STE P8 BOSTON MA US 02210                                      | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | DOMINI SUSTAINABLE SOLUTIONS INVEST                                        | 536 BROADWAY 7TH FL NEW YORK NY US 10012                                             | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | DOUBLELINE TOTAL RETURN BOND FD CL                                         | 777 EAST WISCONSIN AVE MILWAUKEE WI US 53202                                         | 0.06%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | DOUBLELINE TOTAL RT BOND FD CL N                                           | 777 EAST WISCONSIN AVE MILWAUKEE WI US 53202                                         | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | DOUBLELINE CORE FIXED INCOME CL I                                          | 777 EAST WISCONSIN AVE MILWAUKEE WI US 53202                                         | 0.06%                                                                                                                                                              |

PLAN NAME: AT&T RETIREMENT SAVINGS PLAN

EIN: 43-1301883

PLAN NUMBER: 009

Attachment - Schedule C - Part 1, Line 3

| (a) Enter service provider name as it appears on line 2     | (b) Service Codes (see instructions) | (c) Enter amount of indirect compensation | (d) Enter name and EIN (address) of source of indirect compensation (Name) | (d) Enter name and EIN (address) of source of indirect compensation (EIN or Address) | (e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation. |
|-------------------------------------------------------------|--------------------------------------|-------------------------------------------|----------------------------------------------------------------------------|--------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | DOUBLELINE CORE FIXED INCOME FD CL                                         | 777 EAST WISCONSIN AVE<br>MILWAUKEE WI US 53202                                      | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | DOUBLELINE EMERGING MRKT FIXED INC                                         | 777 EAST WISCONSIN AVE<br>MILWAUKEE WI US 53202                                      | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | DOUBLELINE SHILLER ENHANCED CAP CL                                         | 777 EAST WISCONSIN AVE<br>MILWAUKEE WI US 53202                                      | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | DOUBLELINE SHILLER ENHANCED CAP CL                                         | 777 EAST WISCONSIN AVE<br>MILWAUKEE WI US 53202                                      | 0.06%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | DOUBLELINE LOW DURATION CL N                                               | 777 EAST WISCONSIN AVE<br>MILWAUKEE WI US 53202                                      | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | DOUBLELINE LOW DURATION BOND CL I                                          | 777 EAST WISCONSIN AVE<br>MILWAUKEE WI US 53202                                      | 0.06%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | DRIEHAUS EMERGING MARKETS                                                  | 25 EAST ERIE ST CHICAGO IL<br>US 60611                                               | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | DRIEHAUS SMALL CAP GROWTH INVESTOR                                         | 25 EAST ERIE ST CHICAGO IL<br>US 60611                                               | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | DRIEHAUS INTERNAT'L SMALL CAP GROWT                                        | 25 EAST ERIE ST CHICAGO IL<br>US 60611                                               | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | EATON VANCE ATLANTA CAP SMID CAP FD                                        | TWO INTERNATIONAL PLACE BOSTON MA US 02110                                           | \$16.00                                                                                                                                                            |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | EATON VANCE ATLANTA CAP FOCUSED GRW                                        | TWO INTERNATIONAL PLACE BOSTON MA US 02110                                           | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | EATON VANCE GREATER INDIA FUND CLAS                                        | TWO INTERNATIONAL PLACE BOSTON MA US 02110                                           | \$16.00                                                                                                                                                            |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | EATON VANCE GROWTH CLASS A                                                 | TWO INTERNATIONAL PLACE BOSTON MA US 02110                                           | \$16.00                                                                                                                                                            |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | EATON VANCE DIVIDENDBUILDER CL A                                           | TWO INTERNATIONAL PLACE BOSTON MA US 02110                                           | \$16.00                                                                                                                                                            |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | EATON VANCE BALANCED CLASS A                                               | TWO INTERNATIONAL PLACE BOSTON MA US 02110                                           | \$16.00                                                                                                                                                            |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | EATON VANCE INCOME FUND OF BOSTON C                                        | TWO INTERNATIONAL PLACE BOSTON MA US 02110                                           | \$16.00                                                                                                                                                            |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | EATON VANCE FLOATINGRATE FUND CLASS                                        | TWO INTERNATIONAL PLACE BOSTON MA US 02110                                           | \$16.00                                                                                                                                                            |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | EATON VANCE FLOATINGRATE HI INC FD                                         | TWO INTERNATIONAL PLACE BOSTON MA US 02110                                           | \$16.00                                                                                                                                                            |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | EATON VANCE SHORT DURATION GOV INC                                         | TWO INTERNATIONAL PLACE BOSTON MA US 02110                                           | \$16.00                                                                                                                                                            |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | EATON VANCE FLOATING RATE HI INCOME                                        | TWO INTERNATIONAL PLACE BOSTON MA US 02110                                           | \$16.00                                                                                                                                                            |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | EATON VANCE SHT DUR STRATEGIC INC A                                        | TWO INTERNATIONAL PLACE BOSTON MA US 02110                                           | \$16.00                                                                                                                                                            |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | PARAMETRIC COMMODITYSTRATEGIC CL A                                         | TWO INTERNATIONAL PLACE BOSTON MA US 02110                                           | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | EATON VANCE GL MACROABSOLUTE RTRN A                                        | TWO INTERNATIONAL PLACE BOSTON MA US 02110                                           | \$16.00                                                                                                                                                            |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | EATON VANCE HIGH INCOPPORTUNITIES C                                        | TWO INTERNATIONAL PLACE BOSTON MA US 02110                                           | \$16.00                                                                                                                                                            |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | EATON VANCE TOTAL RETURN BOND CL A                                         | TWO INTERNATIONAL PLACE BOSTON MA US 02110                                           | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | EATON VANCE HIGH INCOME OPPT CL I                                          | TWO INTERNATIONAL PLACE BOSTON MA US 02110                                           | \$16.00                                                                                                                                                            |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | EATON VANCE SHT DUR STRATEGIC INC F                                        | TWO INTERNATIONAL PLACE BOSTON MA US 02110                                           | \$16.00                                                                                                                                                            |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | EATON VANCE FLOATINGRATE ADVANTAGE                                         | TWO INTERNATIONAL PLACE BOSTON MA US 02110                                           | \$16.00                                                                                                                                                            |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | EATON VANCE FLOATINGRATE ADVANTAGE                                         | TWO INTERNATIONAL PLACE BOSTON MA US 02110                                           | \$16.00                                                                                                                                                            |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | EATON VANCE EMERGING AND FRONT<br>COLINT                                   | TWO INTERNATIONAL PLACE BOSTON MA US 02110                                           | \$16.00                                                                                                                                                            |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | EATON VANCE EMERGING MRKTS DEBT OPP                                        | TWO INTERNATIONAL PLACE BOSTON MA US 02110                                           | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AMERICAN EUROPACIFICGROWTH CLASS F1                                        | 3500 WISEMAN BLVD SAN ANTONIO TX<br>US 782514321                                     | 0.37%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AMERICAN EUROPACIFIC GROWTH FUND CL                                        | 3500 WISEMAN BLVD SAN ANTONIO TX<br>US 782514321                                     | 0.12%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | FPA QUEENS ROAD SM CAP VALUE INVSTR                                        | 11601 WILSHIRE BLVD<br>STE 1200<br>LOS ANGELES CA US 90025                           | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | FPA CRESCENT FUND                                                          | 11601 WILSHIRE BLVD<br>STE 1200<br>LOS ANGELES CA US 90025                           | 0.35%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | FMI LARGE CAP FUND                                                         | 777 EAST WISCONSIN AVE MILWAUKEE WI US 53202                                         | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | FMI INTERNATIONAL                                                          | 777 EAST WISCONSIN AVE MILWAUKEE WI US 53202                                         | 0.40%                                                                                                                                                              |

PLAN NAME: AT&T RETIREMENT SAVINGS PLAN

EIN: 43-1301883

PLAN NUMBER: 009

Attachment - Schedule C - Part 1, Line 3

| (a) Enter service provider name as it appears on line 2     | (b) Service Codes (see instructions) | (c) Enter amount of indirect compensation | (d) Enter name and EIN (address) of source of indirect compensation (Name) | (d) Enter name and EIN (address) of source of indirect compensation (EIN or Address) | (e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation. |
|-------------------------------------------------------------|--------------------------------------|-------------------------------------------|----------------------------------------------------------------------------|--------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | FMI COMMON STOCK FUND                                                      | 777 EAST WISCONSIN AVE<br>MILWAUKEE WI US 53202                                      | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | FMI COMMON STOCK FUND INSTITUTIONAL                                        | 777 EAST WISCONSIN AVE<br>MILWAUKEE WI US 53202                                      | 0.10%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | FMI INTERNATIONAL FUND INSTITUTIONA                                        | 777 EAST WISCONSIN AVE<br>MILWAUKEE WI US 53202                                      | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | FS CREDIT INCOME FUND CL I                                                 | 1290 BROADWAY ST<br>STE 1100 DENVER CO US 80203                                      | 0.20%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | FAIRHOLME FUND                                                             | 4400 BISCAYNE BOULEVARD SOUTH MIAMI FL US 33143                                      | 0.10%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | FEDERATED HERMES CLOVER SM VAL CL A                                        | 4000 ERICSSON DR WARRENDALE PA US 150867515                                          | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | FEDERATED HERMES INTL STR VAL DIV A                                        | 4000 ERICSSON DR WARRENDALE PA US 150867515                                          | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | FEDERATED HERMES KAUFMANN LG CAP IS                                        | 4000 ERICSSON DR WARRENDALE PA US 150867515                                          | 0.10%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | FEDERATED HERMES KAUFMANN LG CAP A                                         | 4000 ERICSSON DR WARRENDALE PA US 150867515                                          | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | FEDERATED HERMES STR VAL DIV CL IS                                         | 4000 ERICSSON DR WARRENDALE PA US 150867515                                          | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | FEDERATED HERMES STR VAL DIV CL A                                          | 4000 ERICSSON DR WARRENDALE PA US 150867515                                          | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | FEDERATED HERMES KAUFMANN SM CAP A                                         | 4000 ERICSSON DR WARRENDALE PA US 150867515                                          | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | FEDERATED HERMES KAUFMANN FUND CL A                                        | 4000 ERICSSON DR WARRENDALE PA US 150867515                                          | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | FEDERATED HERMES STRATEGIC INC CL A                                        | 4000 ERICSSON DR WARRENDALE PA US 150867515                                          | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | FEDERATED HERMES OPPOR HIGH YLD BD                                         | 4000 ERICSSON DR WARRENDALE PA US 150867515                                          | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | FEDERATED HERMES MDT LARGE CAP VALU                                        | 4000 ERICSSON DR WARRENDALE PA US 150867515                                          | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | FEDERATED HERMES INSTL HIGH YLD BD                                         | 4000 ERICSSON DR WARRENDALE PA US 150867515                                          | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | FEDERATED HERMES GLBL TTL RET BD A                                         | 4000 ERICSSON DR WARRENDALE PA US 150867515                                          | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | FEDERATED HERMES KAUFMANN SM CAP IS                                        | 4000 ERICSSON DR WARRENDALE PA US 150867515                                          | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | FEDERATED HERMES PRUDENT BEAR CL A                                         | 4000 ERICSSON DR WARRENDALE PA US 150867515                                          | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | FEDERATED HERMES MDT SMALL CAP CORE                                        | 4000 ERICSSON DR WARRENDALE PA US 150867515                                          | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | FEDERATED HERMES INTL LEADERS CL A                                         | 4000 ERICSSON DR WARRENDALE PA US 150867515                                          | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | FAM VALUE                                                                  | 384 NORTH GRAND ST COBLESKILL NY<br>US 12043                                         | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | FAM DIVIDEND FOCUS FUND                                                    | 384 NORTH GRAND ST COBLESKILL NY<br>US 12043                                         | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | SEAFARER OVERSEAS GROWTH & INC INST                                        | 1290 BROADWAY STE<br>1100<br>DENVER CO US 80203                                      | 0.10%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | SEAFARER OVERSEAS GROWTH & INCOME I                                        | 1290 BROADWAY STE<br>1100<br>DENVER CO US 80203                                      | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | ALPS/KOTAK INDIA ESG FUND INVESTOR                                         | 1290 BROADWAY STE<br>1100<br>DENVER CO US 80203                                      | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | ALPS CORECOMM MGMT COMP COMM STRT I                                        | 1290 BROADWAY STE<br>1100<br>DENVER CO US 80203                                      | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | VULCAN VALUE PARTNERFUND INVESTOR                                          | 2801 HIGHWAY 280 S<br>STE 300 BIRMINGHAM AL US 35223                                 | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | ALPS SMITH SHORT DURATION BOND CL I                                        | 1290 BROADWAY STE<br>1100<br>DENVER CO US 80203                                      | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | FIRST EAGLE SMALL CAP OPPORTUNITY C                                        | 1345 AVE OF THE AMERICAS 48TH FLR NEW YORK NY<br>US 10105                            | 0.08%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | FIRST EAGLE GOLD CLASS A                                                   | 1345 AVE OF THE AMERICAS 48TH FLR NEW YORK NY<br>10105                               | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | FIRST EAGLE GLOBAL CLASS A                                                 | 1345 AVE OF THE AMERICAS 48TH FLR NEW YORK NY<br>US 10105                            | 0.40%                                                                                                                                                              |

PLAN NAME: AT&T RETIREMENT SAVINGS PLAN

EIN: 43-1301883

PLAN NUMBER: 009

Attachment - Schedule C - Part 1, Line 3

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|-------------------------------------------------------------|--------------------------------------|-------------------------------------------|----------------------------------------------------------------------------|--------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | FIRST EAGLE GLOBAL CLASS I                                                 | 1345 AVE OF THE AMERICAS 48TH FLR NEW YORK NY US 10105                               | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | FIRST EAGLE RISING DIVIDEND FD CL I                                        | 1345 AVE OF THE AMERICAS 48TH FLR NEW YORK NY US 10105                               | 0.08%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | FIRSTHAND TECHNOLOGYOPPORTUNITIES F                                        | 150 ALMADEN BLVD.<br>STE 1250 SAN JOSE CA US 95113                                   | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | JP MORGAN MID CAP VALUE FUND CLASS                                         | 1111 POLARIS PARKWAY COLUMBUS OH US 43240                                            | 0.08%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | JP MORGAN MID CAP VALUE FUND CLASS                                         | 1111 POLARIS PARKWAY COLUMBUS OH US 43240                                            | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | DF DENT MIDCAP GROWTH FUND INVESTOR                                        | 2 EAST READ ST 6TH FL BALTIMORE MD US 21202                                          | 0.12%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | ABR 75/25 VOLATILITYFUND INVESTOR                                          | PO BOX 588 PORTLAND ME US 04112                                                      | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | ABR DYNAMIC BLEND EQ& VOLATILITY IN                                        | PO BOX 588 PORTLAND ME US 04112                                                      | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | BECK MACK & OLIVER PARTNERS FUND                                           | THREE CANAL PLAZA STE 600<br>PORTLAND ME US 04100                                    | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | LISANTI SMALL CAP GROWTH FD                                                | THREE CANAL PLAZA STE 600<br>PORTLAND ME US 04100                                    | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | FRANKLIN DYNATECH FUND A                                                   | 100 FOUNTAIN PARKWAY<br>ST. PETERSBURG FL US 33716                                   | \$16.00                                                                                                                                                            |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | FRANKLIN INCOME CLASS A1                                                   | 100 FOUNTAIN PARKWAY<br>ST. PETERSBURG FL US 33716                                   | \$16.00                                                                                                                                                            |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | FRANKLIN UTILITIES CLASS A1                                                | 100 FOUNTAIN PARKWAY<br>ST. PETERSBURG FL US 33716                                   | \$16.00                                                                                                                                                            |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | FRANKLIN UTILITIES CL A                                                    | 100 FOUNTAIN PARKWAY<br>ST. PETERSBURG FL US 33716                                   | \$16.00                                                                                                                                                            |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | FRANKLIN INCOME CL A                                                       | 100 FOUNTAIN PARKWAY<br>ST. PETERSBURG FL US 33716                                   | \$16.00                                                                                                                                                            |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | FRANKLIN GROWTH CLASS A                                                    | 100 FOUNTAIN PARKWAY<br>ST. PETERSBURG FL US 33716                                   | \$16.00                                                                                                                                                            |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | FRANKLIN INCOME CLASS C                                                    | 100 FOUNTAIN PARKWAY<br>ST. PETERSBURG FL US 33716                                   | \$19.00                                                                                                                                                            |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | FRANKLIN GOLD AND PRECIOUS METALS C                                        | 100 FOUNTAIN PARKWAY<br>ST. PETERSBURG FL US 33716                                   | \$16.00                                                                                                                                                            |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | FRANKLIN FLOATING RTDAILY ACCESS CL                                        | 100 FOUNTAIN PARKWAY<br>ST. PETERSBURG FL US 33716                                   | \$16.00                                                                                                                                                            |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | FRANKLIN RISING DIVIDENDS CLASS A                                          | 100 FOUNTAIN PARKWAY<br>ST. PETERSBURG FL US 33716                                   | \$16.00                                                                                                                                                            |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | FRANKLIN REAL ESTATESECURITIES CLAS                                        | 100 FOUNTAIN PARKWAY<br>ST. PETERSBURG FL US 33716                                   | \$16.00                                                                                                                                                            |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | FRANKLIN SMALL MID CAP GROWTH A                                            | 100 FOUNTAIN PARKWAY<br>ST. PETERSBURG FL US 33716                                   | \$16.00                                                                                                                                                            |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | FRANKLIN SMALL CAP VALUE CLASS A                                           | 100 FOUNTAIN PARKWAY<br>ST. PETERSBURG FL US 33716                                   | \$16.00                                                                                                                                                            |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | FROST TOTAL RETURN BOND FD INVESTOR                                        | P.O. BOX 2509 SAN ANTONIO TX US 782992509                                            | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AMERICAN FUNDAMENTALINVESTORS CLASS                                        | 3500 WISEMAN BLVD SAN ANTONIO TX US 782514321                                        | \$18.00                                                                                                                                                            |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AMERICAN FUNDAMENTALINVESTORS CL F1                                        | 3500 WISEMAN BLVD SAN ANTONIO TX US 782514321                                        | 0.37%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | POLEN GROWTH FUND RETAIL SHARES                                            | 1825 NW CORPORATE<br>BLVD STE 300 BOCA RATON FL US 33431                             | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | GOETHAM ENHANCED S&P 500 INDEX FUND                                        | 535 MADISON AVE<br>30TH FLR<br>NEW YORK NY US 10022                                  | 0.10%                                                                                                                                                              |

PLAN NAME: AT&T RETIREMENT SAVINGS PLAN

EIN: 43-1301883

PLAN NUMBER: 009

Attachment - Schedule C - Part 1, Line 3

| (a) Enter service provider name as it appears on line 2     | (b) Service Codes (see instructions) | (c) Enter amount of indirect compensation | (d) Enter name and EIN (address) of source of indirect compensation (Name) | (d) Enter name and EIN (address) of source of indirect compensation (EIN or Address) | (e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation. |
|-------------------------------------------------------------|--------------------------------------|-------------------------------------------|----------------------------------------------------------------------------|--------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | GABELLI ASSET FUND AAA                                                     | 401 THEODORE FREMD. AVE.<br>RYE NY US 10580                                          | 0.35%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | GABELLI GOLD FUND CLAAA                                                    | 401 THEODORE FREMD. AVE.<br>RYE NY US 10580                                          | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | GABELLI GOLD FUND INC CL I                                                 | 401 THEODORE FREMD. AVE.<br>RYE NY US 10580                                          | 0.10%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | GABELLI SMALL CAP GROWTH AAA                                               | 401 THEODORE FREMD. AVE.<br>RYE NY US 10580                                          | 0.35%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | GABELLI EQUITY INCOME FUND AAA                                             | 401 THEODORE FREMD. AVE.<br>RYE NY US 10580                                          | 0.35%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | GABELLI SRI FUND CLASS AAA                                                 | 401 THEODORE FREMD. AVE.<br>RYE NY US 10580                                          | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | GMO RESOURCES FUND I                                                       | 40 ROWES WHARF BOSTON MA<br>US 02110                                                 | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | GATEWAY FUND CLASS A                                                       | 399 BOYLSTON ST 8TH FL<br>BOSTON MA US 02116                                         | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | GLENMEDE SMALL CAP EQUITY ADVISOR                                          | 1650 MARKET ST. STE<br>1200<br>PHILADELPHIA PA US 19103                              | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | GLENMEDE LARGE CAP GROWTH                                                  | 1650 MARKET ST. STE<br>1200<br>PHILADELPHIA PA US 19103                              | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | GLENMEDE LARGE CAP CORE                                                    | 1650 MARKET ST. STE<br>1200<br>PHILADELPHIA PA US 19103                              | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | GLENMEDE SMALL CAP EQUITY PORT INST                                        | 1650 MARKET ST. STE<br>1200<br>PHILADELPHIA PA US 19103                              | 0.12%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | GOLDMAN SACHS HIGH YIELD SVS SHRS                                          | 71 S. WACKER DR 4TH FL<br>CHICAGO IL US 60606                                        | 0.50%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | GOLDMAN SACHS GLOBALCORE FIXED INC                                         | 71 S. WACKER DR 4TH FL<br>CHICAGO IL US 60606                                        | 0.17%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | GOLDMAN SACHS EMERG MRKTS EQ INSTL                                         | 71 S. WACKER DR 4TH FL<br>CHICAGO IL US 60606                                        | 0.17%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | GOLDMAN SACHS EMERGING MARKETS A                                           | 71 S. WACKER DR 4TH FL<br>CHICAGO IL US 60606                                        | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | GOLDMAN SACHS LARGE CAP VALUE INSIG                                        | 71 S. WACKER DR 4TH FL<br>CHICAGO IL US 60606                                        | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | GOLDMAN SACHS ASSET ALLOC GRWTH STR                                        | 71 S. WACKER DR 4TH FL<br>CHICAGO IL US 60606                                        | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | GOLDMAN SACHS MID CAP GROWTH SERVIC                                        | 71 S. WACKER DR 4TH FL<br>CHICAGO IL US 60606                                        | 0.50%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | GOLDMAN SACHS TECH OPPORTUNITIES CL                                        | 71 S. WACKER DR 4TH FL<br>CHICAGO IL US 60606                                        | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | GOLDMAN SACHS SMALL CAP VALUE INSIG                                        | 71 S. WACKER DR 4TH FL<br>CHICAGO IL US 60606                                        | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | GOLDMAN SACHS SMALL/ MID CAP GRTH C                                        | 71 S. WACKER DR 4TH FL<br>CHICAGO IL US 60606                                        | 0.08%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | GOLDMAN SACHS SMALL/MID CAP GRWTH C                                        | 71 S. WACKER DR 4TH FL<br>CHICAGO IL US 60606                                        | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | GOLDMAN SACHS INVEST GRADE CRED FD                                         | 71 S. WACKER DR 4TH FL<br>CHICAGO IL US 60606                                        | 0.07%                                                                                                                                                              |

PLAN NAME: AT&T RETIREMENT SAVINGS PLAN

EIN: 43-1301883

PLAN NUMBER: 009

Attachment - Schedule C - Part 1, Line 3

| (a) Enter service provider name as it appears on line 2     | (b) Service Codes (see instructions) | (c) Enter amount of indirect compensation | (d) Enter name and EIN (address) of source of indirect compensation (Name) | (d) Enter name and EIN (address) of source of indirect compensation (EIN or Address) | (e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation. |
|-------------------------------------------------------------|--------------------------------------|-------------------------------------------|----------------------------------------------------------------------------|--------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | GOLDMAN SACHS INTL EQUITY INCOME IN                                        | 71 S. WACKER DR 4TH FL<br>CHICAGO IL US 60606                                        | 0.12%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | GOLDMAN SACHS MLP ENERGY INFRSTCTR                                         | 71 S. WACKER DR 4TH FL<br>CHICAGO IL US 60606                                        | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | GOLDMAN SACHS RISING DIVIDEND GROWT                                        | 71 S. WACKER DR 4TH FL<br>CHICAGO IL US 60606                                        | 0.12%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | GOLDMAN SACHS GQG PARTNERS INTL OPP                                        | 71 S. WACKER DR 4TH FL<br>CHICAGO IL US 60606                                        | 0.17%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | GOLDMAN SACHS GQG PART INTERNTL OPP                                        | 71 S. WACKER DR 4TH FL<br>CHICAGO IL US 60606                                        | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | GOLDMAN SACHS SHORT TERM CONS INC I                                        | 71 S. WACKER DR 4TH FL<br>CHICAGO IL US 60606                                        | 0.07%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | GRANDEUR PEAK GLOBAL OPPORTUNITIES                                         | 1290 BROADWAY<br>STREET SUITE 1100 DENVER CO<br>US 80203                             | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | GRANDEUR PEAK GLOBAL REACH FUND INV                                        | 1290 BROADWAY<br>STREET SUITE 1100 DENVER CO<br>US 80203                             | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | GRANDEUR PEAK EMERG MARKETS OPPORT                                         | 1290 BROADWAY<br>STREET SUITE 1100 DENVER CO<br>US 80203                             | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | GRANDEUR PEAK INTL STALWARTS INV                                           | 1290 BROADWAY<br>STREET SUITE 1100 DENVER CO<br>US 80203                             | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | GRANDEUR PEAK INTL OPPORT FUND INST                                        | 1290 BROADWAY<br>STREET SUITE 1100 DENVER CO<br>US 80203                             | 0.12%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | GRANDEUR PEAK INTL OPPORTUNIES FUND                                        | 1290 BROADWAY<br>STREET SUITE 1100 DENVER CO<br>US 80203                             | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | GRANDEUR PEAK GLOBAL STALWARTS FUND                                        | 1290 BROADWAY<br>STREET SUITE 1100 DENVER CO<br>US 80203                             | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | GREEN CENTURY EQUITY                                                       | 114 STATE ST. STE. 200 BOSTON MA<br>US 02111                                         | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | APOLLO DIVERSIFIED RE FD CL I                                              | 1290 BROADWAY ST<br>STE 1100 SMITHFIELD RI US 02917                                  | 0.20%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AMERICAN GROWTH FUND OF AMERICA CLAS                                       | 3500 WISEMAN BLVD SAN ANTONIO TX<br>US 782514321                                     | \$18.00                                                                                                                                                            |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AMERICAN GROWTH FUND OF AMERICA CLAS                                       | 3500 WISEMAN BLVD SAN ANTONIO TX<br>US 782514321                                     | 0.37%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AMERICAN GROWTH FUND OF AMERICA CL F                                       | 3500 WISEMAN BLVD SAN ANTONIO TX<br>US 782514321                                     | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | GUGGENHEIM LIMITED DURATION CL INST                                        | 9601 BLACKWELL RD<br>STE 500 ROCKVILLE MD US 20850                                   | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | GUGGENHEIM TOTAL RETURN BOND FD INS                                        | 9601 BLACKWELL RD<br>STE 500 ROCKVILLE MD US 20850                                   | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | GUGGENHEIM TOTAL RETURN BOND A                                             | 9601 BLACKWELL RD<br>STE 500 ROCKVILLE MD US 20850                                   | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | GUGGENHEIM MACRO OPPORTUNITIES INS                                         | 9601 BLACKWELL RD<br>STE 500 ROCKVILLE MD US 20850                                   | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | GUGGENHEIM FLOATING RATE STRATEGIES                                        | 9601 BLACKWELL RD<br>STE 500 ROCKVILLE MD US 20850                                   | 0.40%                                                                                                                                                              |

PLAN NAME: AT&T RETIREMENT SAVINGS PLAN

EIN: 43-1301883

PLAN NUMBER: 009

Attachment - Schedule C - Part 1, Line 3

| (a) Enter service provider name as it appears on line 2     | (b) Service Codes (see instructions) | (c) Enter amount of indirect compensation | (d) Enter name and EIN (address) of source of indirect compensation (Name) | (d) Enter name and EIN (address) of source of indirect compensation (EIN or Address) | (e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation. |
|-------------------------------------------------------------|--------------------------------------|-------------------------------------------|----------------------------------------------------------------------------|--------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | GUGGENHEIM CORE BOND FUND P                                                | 9601 BLACKWELL RD<br>STE 500 ROCKVILLE MD US 20850                                   | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | GUGGENHEIM MACRO OPPORTUNITIES CL P                                        | 9601 BLACKWELL RD<br>STE 500 ROCKVILLE MD US 20850                                   | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | GUGGENHEIM TOTAL RETURN BOND CL P                                          | 9601 BLACKWELL RD<br>STE 500 ROCKVILLE MD US 20850                                   | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | GUIDESTONE DEFENSIVE MKT STRATEGIES                                        | 2401 CEDAR SPRINGS RD<br>DALLAS TX US 75201                                          | 0.12%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | GUIDESTONE GROWTH EQ INVESTOR FUND                                         | 2401 CEDAR SPRINGS RD<br>DALLAS TX US 75201                                          | 0.12%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | GUIDESTONE VALUE EQUITY FUND INV CL                                        | 2401 CEDAR SPRINGS RD<br>DALLAS TX US 75201                                          | 0.12%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | GUIDESTONE EQUITY INDEX FD INVS CL                                         | 2401 CEDAR SPRINGS RD<br>DALLAS TX US 75201                                          | 0.12%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | GUINNESS ATKINSON CHINA & HONG KONG                                        | 2220 E. ROUTE 66 STE<br>226<br>GLENORA CA US 91740                                   | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | GUINNESS ATKINSON GLOBAL INNOVATORS                                        | 2220 E. ROUTE 66 STE<br>226<br>GLENORA CA US 91740                                   | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | GUINNESS ATKINSON GLOBAL ENERGY                                            | 2220 E. ROUTE 66 STE<br>226<br>GLENORA CA US 91740                                   | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | GUINNESS ATKINSON ALTERNATIVE ENERG                                        | 2220 E. ROUTE 66 STE<br>226<br>GLENORA CA US 91740                                   | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | JOHN HANCOCK CLASSIC VALUE CL I                                            | 601 CONGRESS ST. 9TH FL.<br>BOSTON MA US 02210                                       | 0.10%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | JOHN HANCOCK US GLBLLEADERS GROWTH                                         | 601 CONGRESS ST. 9TH FL.<br>BOSTON MA US 02210                                       | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | JOHN HANCOCK REGIONAL BANK CL A                                            | 601 CONGRESS ST. 9TH FL.<br>BOSTON MA US 02210                                       | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | JOHN HANCOCK INVST GRADE BOND CL A                                         | 601 CONGRESS ST. 9TH FL.<br>BOSTON MA US 02210                                       | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | JOHN HANCOCK BOND CLASS A                                                  | 601 CONGRESS ST. 9TH FL.<br>BOSTON MA US 02210                                       | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | HARBOR BOND INST                                                           | 111 S. WACKER DR<br>34TH FL CHICAGO IL US 60606                                      | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | HARBOR INTL INST                                                           | 111 S. WACKER DR<br>34TH FL CHICAGO IL US 60606                                      | 0.10%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | HARBOR CAP APP INST                                                        | 111 S. WACKER DR<br>34TH FL CHICAGO IL US 60606                                      | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | HARBOR INTL INV                                                            | 111 S. WACKER DR<br>34TH FL CHICAGO IL US 60606                                      | 0.35%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | HARBOR MCV INV                                                             | 111 S. WACKER DR<br>34TH FL CHICAGO IL US 60606                                      | 0.35%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | HARBOR DISRUPTIVE INNOVATION FD INV                                        | 111 S. WACKER DR<br>34TH FL CHICAGO IL US 60606                                      | 0.35%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | HARBOR CAP APP INV                                                         | 111 S. WACKER DR<br>34TH FL CHICAGO IL US 60606                                      | 0.35%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | HARBOR INTLSMCP INST                                                       | 111 S. WACKER DR<br>34TH FL CHICAGO IL US 60606                                      | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | HARDING LOEVNER INTL EQUITY PORT IN                                        | PO BOX 4766 CHICAGO IL US 60680                                                      | 0.15%                                                                                                                                                              |

PLAN NAME: AT&T RETIREMENT SAVINGS PLAN

EIN: 43-1301883

PLAN NUMBER: 009

Attachment - Schedule C - Part 1, Line 3

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|-------------------------------------------------------------|--------------------------------------|-------------------------------------------|----------------------------------------------------------------------------|--------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | HARDING LOEVNER EMERG MRKTS PORT AD                                        | PO BOX 4766 CHICAGO IL US 60680                                                      | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | HARDING LOEVNER INTL EQUITY PORT IN                                        | PO BOX 4766 CHICAGO IL US 60680                                                      | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | HARDING LOEVNER FRNTEMERG MRKTS INV                                        | PO BOX 4766 CHICAGO IL US 60680                                                      | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | HARDING LOEVNER INTLSMALL CO PORT I                                        | PO BOX 4766 CHICAGO IL US 60680                                                      | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | OAKMARK FUND INVESTOR CLASS                                                | 111 SOUTH WACKER DR.<br>CHICAGO IL US 60606                                          | 0.35%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | OAKMARK INTL INVESTOR CL                                                   | 111 SOUTH WACKER DR.<br>CHICAGO IL US 60606                                          | 0.35%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | OAKMARK EQUITY & INCOME INVESTOR CL                                        | 111 SOUTH WACKER DR.<br>CHICAGO IL US 60606                                          | 0.35%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | OAKMARK INTERNAT'L SMALL CAP INVEST                                        | 111 SOUTH WACKER DR.<br>CHICAGO IL US 60606                                          | 0.35%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | OAKMARK SELECT INVESTOR CL                                                 | 111 SOUTH WACKER DR.<br>CHICAGO IL US 60606                                          | 0.35%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | OAKMARK INTL ADVISOR FUND                                                  | 111 SOUTH WACKER DR.<br>CHICAGO IL US 60606                                          | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | OAKMARK GLOBAL SELECT FD INVESTOR                                          | 111 SOUTH WACKER DR.<br>CHICAGO IL US 60606                                          | 0.35%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | OAKMARK GLOBAL FUND INVESTOR CLASS                                         | 111 SOUTH WACKER DR.<br>CHICAGO IL US 60606                                          | 0.35%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | HARTFORD CAPITAL APPRECIATION CL A                                         | 100 MATSONFORD RD<br>STE 300 RADNOR PA US 19087                                      | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | HARTFORD CORE EQUITY CLASS Y                                               | 100 MATSONFORD RD<br>STE 300 RADNOR PA US 19087                                      | 0.10%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | HARTFORD CORE EQUITYCLASS A                                                | 100 MATSONFORD RD<br>STE 300 RADNOR PA US 19087                                      | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | HARTFORD TOTAL RETURN BOND CL A                                            | 100 MATSONFORD RD<br>STE 300 RADNOR PA US 19087                                      | 0.35%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | HARTFORD DIVIDEND & GROWTH CLASS A                                         | 100 MATSONFORD RD<br>STE 300 RADNOR PA US 19087                                      | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | HARTFORD BALANCED INCOME FD CL A                                           | 100 MATSONFORD RD<br>STE 300 RADNOR PA US 19087                                      | 0.35%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | HARTFORD SMALL CAP VALUE CL A                                              | 100 MATSONFORD RD<br>STE 300 RADNOR PA US 19087                                      | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | HARTFORD EQUITY INCOME CL A                                                | 100 MATSONFORD RD<br>STE 300 RADNOR PA US 19087                                      | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | THE HARTFORD INTL OPPT FD CLASS I                                          | 100 MATSONFORD RD<br>STE 300 RADNOR PA US 19087                                      | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | HARTFORD STRATEGIC INCOME FUND CL I                                        | 100 MATSONFORD RD<br>STE 300 RADNOR PA US 19087                                      | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | HARTFORD STRATEGIC INCOME FUND CL A                                        | 100 MATSONFORD RD<br>STE 300 RADNOR PA US 19087                                      | 0.35%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | HARTFORD SCHRODERS INTL MULT CAP CL                                        | 100 MATSONFORD RD<br>STE 300 RADNOR PA US 19087                                      | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | HARTFORD SCHRODERS INTL MULTICAP CL                                        | 100 MATSONFORD RD<br>STE 300 RADNOR PA US 19087                                      | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | HARTFORD SCHRODERS INTL STOCK CL I                                         | 100 MATSONFORD RD<br>STE 300 RADNOR PA US 19087                                      | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | HEARTLAND VALUE PLUS                                                       | 789 N. WATER ST MILWAUKEE WI US 53202                                                | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | HEARTLAND MID CAP VALUE INVESTOR                                           | 789 N. WATER ST MILWAUKEE WI US 53202                                                | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | HENNESSY CORNERSTONEGROWTH INV CL                                          | 7250 REDWOOD BLVD.<br>STE 200 NOVATO CA US 94945                                     | 0.40%                                                                                                                                                              |

PLAN NAME: AT&T RETIREMENT SAVINGS PLAN

EIN: 43-1301883

PLAN NUMBER: 009

Attachment - Schedule C - Part 1, Line 3

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|-------------------------------------------------------------|--------------------------------------|-------------------------------------------|----------------------------------------------------------------------------|--------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | HENNESSY CORNERSTONEMID CAP 30 INV                                         | 7250 REDWOOD BLVD.<br>STE 200 NOVATO CA US 94945                                     | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | HENNESSY CORNERSTONEMID CAP 30 INST                                        | 7250 REDWOOD BLVD.<br>STE 200 NOVATO CA US 94945                                     | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | HENNESSY FOCUS FUND INVESTOR CLASS                                         | 7250 REDWOOD BLVD.<br>STE 200 NOVATO CA US 94945                                     | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | HENNESSY GAS UTILITYINVESTOR CL                                            | 7250 REDWOOD BLVD.<br>STE 200 NOVATO CA US 94945                                     | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | HENNESSY SMALL CAP FINANCIAL INVSTR                                        | 7250 REDWOOD BLVD.<br>STE 200 NOVATO CA US 94945                                     | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | HENNESSY JAPAN INVSTCLASS                                                  | 7250 REDWOOD BLVD.<br>STE 200 NOVATO CA US 94945                                     | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | HENNESSY JAPAN SMALLCAP INVESTOR CL                                        | 7250 REDWOOD BLVD.<br>STE 200 NOVATO CA US 94945                                     | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | HOMESTEAD SMALL COMPANY STOCK FD                                           | 4301 WILSON BLVD ARLINGTON VA<br>US 22203                                            | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | HOTCHKIS AND WILEY DIV VALUE CLASS                                         | 725 S FIGUEROA 39TH FL<br>LOS ANGELES CA US 90017                                    | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | HOTCHKIS & WILEY VALUE OPP CLASS A                                         | 725 S FIGUEROA 39TH FL<br>LOS ANGELES CA US 90017                                    | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | HUSSMAN STRATEGIC GROWTH                                                   | 225 PICTORIA DR STE<br>450<br>CINCINNATI OH US 45246                                 | \$12.00                                                                                                                                                            |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | HUSSMAN STRATEGIC TOTAL RETURN                                             | 225 PICTORIA DR STE<br>450<br>CINCINNATI OH US 45246                                 | \$12.00                                                                                                                                                            |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AMERICAN INTERMEDIATBOND FUND OF AM                                        | 3500 WISEMAN BLVD SAN ANTONIO TX<br>US 782514321                                     | 0.37%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AMERICAN INTERNATL GROWTH & INCOME                                         | 3500 WISEMAN BLVD SAN ANTONIO TX<br>US 782514321                                     | 0.37%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AMERICAN INTERNATL GROWTH & INCOME                                         | 3500 WISEMAN BLVD SAN ANTONIO TX<br>US 782514321                                     | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | THE INTERNET FUND                                                          | 470 PARK AVE SOUTH NEW YORK NY<br>US 10016                                           | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | INTREPID ENDURANCE FUND INVESTOR CL                                        | 1400 MARSH LANDING<br>PKWY. STE 106 JACKSONVILLE BEACH FL<br>US 32250                | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AMERICAN INVESTMNT CO OF AMERICA CL                                        | 3500 WISEMAN BLVD SAN ANTONIO TX<br>US 782514321                                     | \$18.00                                                                                                                                                            |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AMERICAN INVESTMENT CO OF AMERICA C                                        | 3500 WISEMAN BLVD SAN ANTONIO TX<br>US 782514321                                     | 0.37%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | WCM FOCUSED INTL GROWTH FUND INVEST                                        | 2220 EAST ROUTE 66<br>STE 226 GLENDORA CA US 91740                                   | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | WCM FOCUSED INTL GROWTH FUND INSTL                                         | 2220 EAST ROUTE 66<br>STE 226 GLENDORA CA US 91740                                   | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | IRONCLAD MANAGED RISK FUND                                                 | 2220 E. ROUTE 66 STE<br>226<br>GLENDORA CA US 91740                                  | \$16.00                                                                                                                                                            |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | EUROPAC INTL VALUE FUND CLASS A                                            | LOTS 81 82 ST C STE 204 DORADO PR<br>US 00646                                        | 0.08%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | RNC GENTER DIVIDEND INCOME FUND                                            | 2220 E ROUTE 66 GLENDORA CA US 91740                                                 | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | EUROPAC INTERNATNL DIVIDEND INC CL                                         | LOTS 81 82 ST C STE 204 DORADO PR<br>US 00646                                        | 0.08%                                                                                                                                                              |

PLAN NAME: AT&T RETIREMENT SAVINGS PLAN

EIN: 43-1301883

PLAN NUMBER: 009

Attachment - Schedule C - Part 1, Line 3

| (a) Enter service provider name as it appears on line 2     | (b) Service Codes (see instructions) | (c) Enter amount of indirect compensation | (d) Enter name and EIN (address) of source of indirect compensation (Name) | (d) Enter name and EIN (address) of source of indirect compensation (EIN or Address) | (e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation. |
|-------------------------------------------------------------|--------------------------------------|-------------------------------------------|----------------------------------------------------------------------------|--------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | EP INTERNATIONAL BOND FUND CLI                                             | LOTS 81 82 ST C STE 204 DORADO PR<br>US 00646                                        | 0.10%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | EUROPAC GOLD FUND CLASS A                                                  | LOTS 81 82 ST C STE 204 DORADO PR<br>US 00646                                        | 0.08%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AXS THOMAS REUTERS VENTURE CAPTL IN                                        | 181 WESTCHESTER AVE<br>STE 402<br>PORT CHESTER NY US 10573                           | 0.10%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | FIRST TRUST MERGER ARBITRAGE CLASS                                         | 2220 E. ROUTE 66 STE<br>226<br>SMITHFIELD RI US 02917                                | 0.12%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | DELAWARE IVY EMERG MARKETS EQUITY A                                        | 2005 MARKET ST PHILADELPHIA PA US 19103                                              | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | DELAWARE IVY SMID CAP CORE CL A                                            | 2005 MARKET ST PHILADELPHIA PA US 19103                                              | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | DELAWARE IVY GLOBAL BOND CLASS I                                           | 2005 MARKET ST PHILADELPHIA PA US 19103                                              | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | DELAWARE IVY SMALL CAP GROWTH CL A                                         | 2005 MARKET ST PHILADELPHIA PA US 19103                                              | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | DELAWARE IVY SCIENCE& TECHNOLOGY CL                                        | 2005 MARKET ST PHILADELPHIA PA US 19103                                              | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | DELAWARE IVY ASSET STRATEGY CL A                                           | 2005 MARKET ST PHILADELPHIA PA US 19103                                              | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | DELAWARE IVY MID CAPINC OPPORTUNITI                                        | 2005 MARKET ST PHILADELPHIA PA US 19103                                              | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | JPMORGAN INCOME FUNDCLASS A                                                | 1111 POLARIS PARKWAY COLUMBUS OH US 43240                                            | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | JPMORGAN HEDGED EQUITY CLASS I                                             | 1111 POLARIS PARKWAY COLUMBUS OH US 43240                                            | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | JPMORGAN HEDGED EQUITY CLASS A                                             | 1111 POLARIS PARKWAY COLUMBUS OH US 43240                                            | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | JPMORGAN SHORT DURATION CORE PLUS I                                        | 1111 POLARIS PARKWAY COLUMBUS OH US 43240                                            | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | JPMORGAN SHORT DURATION CORE PLUS A                                        | 1111 POLARIS PARKWAY COLUMBUS OH US 43240                                            | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | JPMORGAN GL BOND OPPORTUNITIES FUND                                        | 1111 POLARIS PARKWAY COLUMBUS OH US 43240                                            | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | JP MORGAN HEDGED EQUITY 3 FD I                                             | 1111 POLARIS PARKWAY COLUMBUS OH US 43240                                            | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | JP MORGAN HEDGED EQUITY 2 FD I                                             | 1111 POLARIS PARKWAY COLUMBUS OH US 43240                                            | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | JPMORGAN HEDGED EQUITY 2 FUND A                                            | 1111 POLARIS PARKWAY COLUMBUS OH US 43240                                            | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | JPMORGAN EMERG MKTS RESEARCH FUND                                          | 1111 POLARIS PARKWAY COLUMBUS OH US 43240                                            | 0.08%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | JPMORGAN EQUITY PREM INCOME CL I                                           | 1111 POLARIS PARKWAY COLUMBUS OH US 43240                                            | 0.08%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | JPMORGAN EQUITY PREMIUM INCOME CL A                                        | 1111 POLARIS PARKWAY COLUMBUS OH US 43240                                            | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | TRILLIUM ESG GLOBAL EQUITY FUND INV                                        | 777 E WISCONSIN AVE MAIL STOP MILWAUKEE WI<br>US 53202                               | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | JOHCM INTERNATIONAL SELECT INV                                             | 14 RYDER ST RYDER COURT GROUND FL LONDON GB<br>GB SW1Y 6QB                           | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | JACOB SMALL CAP GROWTH FUND                                                | 727 2ND ST STE 106 HERMOSA BEACH CA US 90254                                         | \$12.00                                                                                                                                                            |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | JACOB MICRO CAP GROWTH INV CL                                              | 727 2ND ST STE 106 HERMOSA BEACH CA US 90254                                         | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | JACOB INTERNET                                                             | 727 2ND ST STE 106 HERMOSA BEACH CA US 90254                                         | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | EASTERLY SNOW SMALL CAP VALUE FUND                                         | 811 E WISCONSIN AVE MILWAUKEE WI<br>US 53202                                         | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | JAMES BALANCED GOLDEN RAINBOW FUND                                         | 1290 BROADWAY ST.<br>STE 1100 DENVER CO US 80203                                     | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | JANUS HENDERSON GROWTH & INCOME T                                          | 151 DETROIT ST. DENVER CO<br>US 80206                                                | 0.35%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | JANUS HENDERSON GLOBAL RESEACH T                                           | 151 DETROIT ST. DENVER CO<br>US 80206                                                | 0.35%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | JANUS HENDERSON GLOB TECH & INNOV I                                        | 151 DETROIT ST. DENVER CO<br>US 80206                                                | \$15.00                                                                                                                                                            |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | JANUS HENDERSON VENTURE T                                                  | 151 DETROIT ST. DENVER CO<br>US 80206                                                | 0.35%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | JANUS HENDERSON TRITON T                                                   | 151 DETROIT ST. DENVER CO<br>US 80206                                                | 0.35%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | JANUS HENDERSON SMALL CAP VALUE T                                          | 151 DETROIT ST. DENVER CO<br>US 80206                                                | 0.35%                                                                                                                                                              |

PLAN NAME: AT&T RETIREMENT SAVINGS PLAN

EIN: 43-1301883

PLAN NUMBER: 009

Attachment - Schedule C - Part 1, Line 3

| (a) Enter service provider name as it appears on line 2     | (b) Service Codes (see instructions) | (c) Enter amount of indirect compensation | (d) Enter name and EIN (address) of source of indirect compensation (Name) | (d) Enter name and EIN (address) of source of indirect compensation (EIN or Address) | (e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation. |
|-------------------------------------------------------------|--------------------------------------|-------------------------------------------|----------------------------------------------------------------------------|--------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | JANUS HENDERSON MID CAP VALUE T                                            | 151 DETROIT ST. DENVER CO<br>US 80206                                                | 0.35%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | JANUS HENDERSON FLEXIBLE BOND T                                            | 151 DETROIT ST. DENVER CO<br>US 80206                                                | 0.35%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | JANUS HENDERSON GLOBAL SELECT T                                            | 151 DETROIT ST. DENVER CO<br>US 80206                                                | 0.35%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | JANUS HENDERSON CONTRARIAN T                                               | 151 DETROIT ST. DENVER CO<br>US 80206                                                | 0.35%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | JANUS HENDERSON GLOB TECH & INNOV T                                        | 151 DETROIT ST. DENVER CO<br>US 80206                                                | 0.35%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | JANUS HENDERSON GL LIFE SCIENCES T                                         | 151 DETROIT ST. DENVER CO<br>US 80206                                                | 0.35%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | JANUS HENDERSON HIGH YIELD T                                               | 151 DETROIT ST. DENVER CO<br>US 80206                                                | 0.35%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | JANUS HENDERSON ENTERPRISE T                                               | 151 DETROIT ST. DENVER CO<br>US 80206                                                | 0.35%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | JANUS HENDERSON OVERSEAS T                                                 | 151 DETROIT ST. DENVER CO<br>US 80206                                                | 0.35%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | JANUS HENDERSON RESEARCH T                                                 | 151 DETROIT ST. DENVER CO<br>US 80206                                                | 0.35%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | JANUS HENDERSON BALANCED T                                                 | 151 DETROIT ST. DENVER CO<br>US 80206                                                | 0.35%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | JANUS HENDERSON SHORT DUR FLEX BD T                                        | 151 DETROIT ST. DENVER CO<br>US 80206                                                | 0.35%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | JANUS HENDERSON GL REAL ESTATE T                                           | 151 DETROIT ST. DENVER CO<br>US 80206                                                | 0.35%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | JANUS HENDERSON FORTY T                                                    | 151 DETROIT ST. DENVER CO<br>US 80206                                                | 0.35%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | JANUS HENDERSON ADAPRISK MNGD US EQ                                        | 151 DETROIT ST. DENVER CO<br>US 80206                                                | 0.35%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | JANUS HENDERSON BALANCED I                                                 | 151 DETROIT ST. DENVER CO<br>US 80206                                                | \$15.00                                                                                                                                                            |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | JANUS HENDERSON FLEXIBLE BOND I                                            | 151 DETROIT ST. DENVER CO<br>US 80206                                                | \$15.00                                                                                                                                                            |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | JANUS HENDERSON ENTERPRISE I                                               | 151 DETROIT ST. DENVER CO<br>US 80206                                                | \$15.00                                                                                                                                                            |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | JANUS HENDERSON MULTISECTOR INCOME                                         | 151 DETROIT ST. DENVER CO<br>US 80206                                                | 0.35%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | JANUS HENDERSON MULTI SECTOR INCME                                         | 151 DETROIT ST. DENVER CO<br>US 80206                                                | \$15.00                                                                                                                                                            |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | JANUS HENDERSON GLBLEQUITY INCOME T                                        | 151 DETROIT ST. DENVER CO<br>US 80206                                                | 0.35%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | JANUS HENDERSON GLBLEQUITY INCOME C                                        | 151 DETROIT ST. DENVER CO<br>US 80206                                                | \$15.00                                                                                                                                                            |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | JANUS HENDERSON DEVELOPED WORLD BD                                         | 151 DETROIT ST. DENVER CO<br>US 80206                                                | 0.35%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | JENSEN QUALITY GROWTH FD CL J                                              | 811 E. WISCONSIN AVE<br>8TH FL MILWAUKEE WI US 53202                                 | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | JOHN HANCOCK INTL GROWTH FUND CL I                                         | 601 CONGRESS ST. 9TH FL.<br>BOSTON MA US 02210                                       | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | JOHN HANCOCK DISCIPLINED VALUE I                                           | 601 CONGRESS ST. 9TH FL.<br>BOSTON MA US 02210                                       | 0.15%                                                                                                                                                              |

PLAN NAME: AT&T RETIREMENT SAVINGS PLAN

EIN: 43-1301883

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|-------------------------------------------------------------|--------------------------------------|-------------------------------------------|----------------------------------------------------------------------------|--------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | JOHN HANCOCK DISCIPLINED VALUE A                                           | 601 CONGRESS ST. 9TH FL.<br>BOSTON MA US 02210                                       | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | JOHN HAN DISCIPLINEDVALUE MID CAP C                                        | 601 CONGRESS ST. 9TH FL.<br>BOSTON MA US 02210                                       | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | JOHN HANCOCK DISCIPLINED VALUE MID                                         | 601 CONGRESS ST. 9TH FL.<br>BOSTON MA US 02210                                       | 0.10%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | JOHN HANCOCK GLOBAL EQUITY FUND CLA                                        | 601 CONGRESS ST. 9TH FL.<br>BOSTON MA US 02210                                       | 0.10%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | JPMORGAN GLOBAL ALLOCATION CLASS I                                         | 1111 POLARIS PARKWAY COLUMBUS OH US 43240                                            | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | JPMORGAN INTERNTL EQUITY FUND CLASS                                        | 1111 POLARIS PARKWAY COLUMBUS OH US 43240                                            | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | JPMORGAN INTERNATL VALUE FUND CLASS                                        | 1111 POLARIS PARKWAY COLUMBUS OH US 43240                                            | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | JPMORGAN EMERGING MARKETS EQUITY CL                                        | 1111 POLARIS PARKWAY COLUMBUS OH US 43240                                            | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | JPMORGAN EMERGING MKTS EQUITY CLASS                                        | 1111 POLARIS PARKWAY COLUMBUS OH US 43240                                            | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | JPMORGAN US EQUITY FUND CLASS I                                            | 1111 POLARIS PARKWAY COLUMBUS OH US 43240                                            | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | JPMORGAN US EQUITY FUND CLASS A                                            | 1111 POLARIS PARKWAY COLUMBUS OH US 43240                                            | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | JPMORGAN MID CAP EQUITY FUND CLASS                                         | 1111 POLARIS PARKWAY COLUMBUS OH US 43240                                            | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | JPMORGAN SMALL CAP EQUITY CLASS A                                          | 1111 POLARIS PARKWAY COLUMBUS OH US 43240                                            | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | JPMORGAN US VALUE CLASS A                                                  | 1111 POLARIS PARKWAY COLUMBUS OH US 43240                                            | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | JPMORGAN US VALUE CLASS I                                                  | 1111 POLARIS PARKWAY COLUMBUS OH US 43240                                            | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | JPMORGAN SMALL CAP BLEND CL I                                              | 1111 POLARIS PARKWAY COLUMBUS OH US 43240                                            | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | JPMORGAN RESEARCH MKT NEUTRAL CLASS                                        | 1111 POLARIS PARKWAY COLUMBUS OH US 43240                                            | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | JP MORGAN US LARGE CAP CORE PLUS CL                                        | 1111 POLARIS PARKWAY COLUMBUS OH US 43240                                            | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | JPMORGAN ADVANTAGE FD CLASS I                                              | 1111 POLARIS PARKWAY COLUMBUS OH US 43240                                            | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | JPMORGAN EMERGING MRKTS DEBT FUND C                                        | 1111 POLARIS PARKWAY COLUMBUS OH US 43240                                            | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | JPMORGAN GRWTH ADV FUND CLASS C                                            | 1111 POLARIS PARKWAY COLUMBUS OH US 43240                                            | 0.08%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | JPMORGAN GRWTH ADV FUND CLASS I                                            | 1111 POLARIS PARKWAY COLUMBUS OH US 43240                                            | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | JPMORGAN SMART RET 2030 FUND CLASS                                         | 1111 POLARIS PARKWAY COLUMBUS OH US 43240                                            | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | JPMORGAN STRATEGIC INCOME OPPS CL                                          | 1111 POLARIS PARKWAY COLUMBUS OH US 43240                                            | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | JP MORGAN STRATEGIC INCOME OPPORT A                                        | 1111 POLARIS PARKWAY COLUMBUS OH US 43240                                            | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | JPMORGAN CORE BOND CLASS I                                                 | 1111 POLARIS PARKWAY COLUMBUS OH US 43240                                            | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | JPMORGAN EQUITY INCOME FUND CL A                                           | 1111 POLARIS PARKWAY COLUMBUS OH US 43240                                            | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | JPMORGAN EQUITY INCOME CLASS I                                             | 1111 POLARIS PARKWAY COLUMBUS OH US 43240                                            | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | JPMORGAN LARGE CAP GROWTH CLASS A                                          | 1111 POLARIS PARKWAY COLUMBUS OH US 43240                                            | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | JPMORGAN LARGE CAP GROWTH CLASS I                                          | 1111 POLARIS PARKWAY COLUMBUS OH US 43240                                            | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | JPMORGAN SMALL CAP GROWTH CLASS A                                          | 1111 POLARIS PARKWAY COLUMBUS OH US 43240                                            | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | JPMORGAN MORTGAGED BACK SECURITIES                                         | 1111 POLARIS PARKWAY COLUMBUS OH US 43240                                            | 0.33%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | JPMORGAN MORTGAGE BACKED SEC CLASS                                         | 1111 POLARIS PARKWAY COLUMBUS OH US 43240                                            | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | JPMORGAN LARGE CAP VALUE FUND CLASS                                        | 1111 POLARIS PARKWAY COLUMBUS OH US 43240                                            | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | JPMORGAN LARGE CAP VALUE CLASS I                                           | 1111 POLARIS PARKWAY COLUMBUS OH US 43240                                            | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | JPMORGAN MID CAP GROWTH FUDN CLASS                                         | 1111 POLARIS PARKWAY COLUMBUS OH US 43240                                            | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | JPMORGAN DIVERS MID CAP GROWTH CLAS                                        | 1111 POLARIS PARKWAY COLUMBUS OH US 43240                                            | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | KINETICS PARADIGM FUND                                                     | 470 PARK AVE SOUTH NEW YORK NY<br>US 10016                                           | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | KINETICS SMALL CAP OPPORTUNITIES                                           | 470 PARK AVE SOUTH NEW YORK NY<br>US 10016                                           | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | LAZARD GLOBAL LISTEDINFRASTRUCTUR E                                        | 30 ROCKEFELLER PLAZA 57TH FL. NEW YORK NY US<br>10112                                | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | LAZARD GLOBAL LISTEDINFRASTRUCTE IN                                        | 30 ROCKEFELLER PLAZA 57TH FL. NEW YORK NY US<br>10112                                | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | LAZARD DEVELOPING MRKTS EQ CL SHARE                                        | 30 ROCKEFELLER PLAZA 57TH FL. NEW YORK NY US<br>10112                                | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | LAZARD INTL STRAT EQUITY PORT OPEN                                         | 30 ROCKEFELLER PLAZA 57TH FL. NEW YORK NY US<br>10112                                | 0.40%                                                                                                                                                              |

PLAN NAME: AT&T RETIREMENT SAVINGS PLAN

EIN: 43-1301883

PLAN NUMBER: 009

Attachment - Schedule C - Part 1, Line 3

| (a) Enter service provider name as it appears on line 2     | (b) Service Codes (see instructions) | (c) Enter amount of indirect compensation | (d) Enter name and EIN (address) of source of indirect compensation (Name) | (d) Enter name and EIN (address) of source of indirect compensation (EIN or Address) | (e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation. |
|-------------------------------------------------------------|--------------------------------------|-------------------------------------------|----------------------------------------------------------------------------|--------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | LAZARD INTL STRATEGYEQUITY PORT INT                                        | 30 ROCKEFELLER PLAZA 57TH FL. NEW YORK NY US 10112                                   | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | LAZARD EMERGING MKTSEQUITY OPEN CL                                         | 30 ROCKEFELLER PLAZA 57TH FL. NEW YORK NY US 10112                                   | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | LAZARD INTERNATIONALEQUITY OPEN CLA                                        | 30 ROCKEFELLER PLAZA 57TH FL. NEW YORK NY US 10112                                   | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | LEADER HIGH QUALITY FLOAT RATE INST                                        | PO BOX 7556 PORTLAND ME US 041127556                                                 | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | BRANDYWINEGLOBAL GLBL OPPOR BD CL I                                        | 100 FOUNTAIN PARKWAY<br>ST. PETERSBURG FL US 33716                                   | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | CLEARBRIDGE INTERN'TGROWTH FD CL A                                         | 100 FOUNTAIN PARKWAY<br>ST. PETERSBURG FL US 33716                                   | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | CLEARBRIDGE AGGRESSIVE GROWTH A                                            | 100 FOUNTAIN PARKWAY<br>ST. PETERSBURG FL US 33716                                   | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | CLEARBRIDGE DIVIDEND STRATEGY FUND                                         | 100 FOUNTAIN PARKWAY<br>ST. PETERSBURG FL US 33716                                   | 0.10%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | CLEARBRIDGE SELECT FUND CL A                                               | 100 FOUNTAIN PARKWAY<br>ST. PETERSBURG FL US 33716                                   | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | LEUTHOLD CORE INVESTMENT RETAIL                                            | 33 SOUTH SIXTH ST. STE 4600 MINNEAPOLIS MN US 55402                                  | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | LEUTHOLD GRIZZLY SHORT FUND                                                | 33 SOUTH SIXTH ST. STE 4600 MINNEAPOLIS MN US 55402                                  | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | PARTNER SELECT ALT STRATEGIES INSTL                                        | 1290 BROADWAY STE 1100<br>DENVER CO US 80203                                         | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | LOCORR LONG/SHORT COMMODITIES STRGY                                        | 261 SCHOOL AVE 4TH FL<br>EXCELSIOR MN US 55331                                       | 0.08%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | LONGLEAF PARTNERS                                                          | 6410 POPLAR AVE STE 900<br>MEMPHIS TN US 38119                                       | 0.12%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | LONGLEAF INTERNATL                                                         | 6410 POPLAR AVE STE 900<br>MEMPHIS TN US 38119                                       | 0.12%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | LOOMIS SAYLES GROWTH CL A                                                  | 399 BOYLSTON ST 8TH FL<br>BOSTON MA US 02116                                         | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | LOOMIS SAYLES INVST GRADE BOND CL Y                                        | 399 BOYLSTON ST 8TH FL<br>BOSTON MA US 02116                                         | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | LOOMIS SAYLES INVST GRADE BOND CL A                                        | 399 BOYLSTON ST 8TH FL<br>BOSTON MA US 02116                                         | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | LOOMIS SAYLES STRATEGIC INC Y                                              | 399 BOYLSTON ST 8TH FL<br>BOSTON MA US 02116                                         | 0.05%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | LOOMIS SAYLES INFL PROTECTN SECS RE                                        | 399 BOYLSTON ST 8TH FL<br>BOSTON MA US 02116                                         | 0.35%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | LOOMIS SAYLES GLOBAL BOND RETAIL                                           | 399 BOYLSTON ST 8TH FL<br>BOSTON MA US 02116                                         | 0.35%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | LOOMIS SAYLES SMALL CAP VALUE RETAI                                        | 399 BOYLSTON ST 8TH FL<br>BOSTON MA US 02116                                         | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | LOOMIS SAYLES BOND RETAIL SHARES                                           | 399 BOYLSTON ST 8TH FL<br>BOSTON MA US 02116                                         | 0.35%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | LORD ABBETT RESEARCHSMALL CAP CLASS                                        | 90 HUDSON ST 10TH FL JERSEY CITY NJ US 07302                                         | 0.45%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | LORD ABBETT GROWTH LEADERS FUND CL                                         | 90 HUDSON ST 10TH FL JERSEY CITY NJ US 07302                                         | 0.45%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | LORD ABBETT INTL VALUE CL A                                                | 90 HUDSON ST 10TH FL JERSEY CITY NJ US 07302                                         | 0.45%                                                                                                                                                              |

PLAN NAME: AT&T RETIREMENT SAVINGS PLAN

EIN: 43-1301883

PLAN NUMBER: 009

Attachment - Schedule C - Part 1, Line 3

| (a) Enter service provider name as it appears on line 2     | (b) Service Codes (see instructions) | (c) Enter amount of indirect compensation | (d) Enter name and EIN (address) of source of indirect compensation (Name) | (d) Enter name and EIN (address) of source of indirect compensation (EIN or Address) | (e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation. |
|-------------------------------------------------------------|--------------------------------------|-------------------------------------------|----------------------------------------------------------------------------|--------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | LORD ABBETT SHORT DURATION INCOME C                                        | 90 HUDSON ST 10TH FL JERSEY CITY NJ<br>US 07302                                      | 0.37%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | LORD ABBETT FLOATINGRATE FUND I                                            | 90 HUDSON ST 10TH FL JERSEY CITY NJ<br>US 07302                                      | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | LORD ABBETT SHORT DURATION INCOME C                                        | 90 HUDSON ST 10TH FL JERSEY CITY NJ<br>US 07302                                      | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | LORD ABBETT CONVERTIBLE FD CL A                                            | 90 HUDSON ST 10TH FL JERSEY CITY NJ<br>US 07302                                      | 0.37%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | LORD ABBETT TOTAL RETURN CL A                                              | 90 HUDSON ST 10TH FL JERSEY CITY NJ<br>US 07302                                      | 0.37%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | LORD ABBETT MID CAP STOCK CLASS A                                          | 90 HUDSON ST 10TH FL JERSEY CITY NJ<br>US 07302                                      | 0.45%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | LORD ABBETT BOND DEBENTURE CLASS A                                         | 90 HUDSON ST 10TH FL JERSEY CITY NJ<br>US 07302                                      | 0.37%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | LORD ABBETT DEVELOP GROWTH CLASS A                                         | 90 HUDSON ST 10TH FL JERSEY CITY NJ<br>US 07302                                      | 0.45%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | LORD ABBETT VALUE OPPORTUNITIES CL                                         | 90 HUDSON ST 10TH FL JERSEY CITY NJ<br>US 07302                                      | 0.45%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | LORD ABBETT MICRO CAP GROWTH FUND A                                        | 90 HUDSON ST 10TH FL JERSEY CITY NJ<br>US 07302                                      | 0.45%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | LORD ABBETT CREDIT OPPORTUNITIES IN                                        | 90 HUDSON ST 10TH FL JERSEY CITY NJ<br>US 07302                                      | 0.20%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | LORD ABBETT HIGH YIELD CLASS A                                             | 90 HUDSON ST 10TH FL JERSEY CITY NJ<br>US 07302                                      | 0.37%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | LORD ABBETT INFL FOCUSED BOND FUND                                         | 90 HUDSON ST 10TH FL JERSEY CITY NJ<br>US 07302                                      | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | MFS CORPORATE BOND CLASS A                                                 | 111 HUNTINGTON AVE BOSTON MA<br>US 021997632                                         | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | MFS MID CAP VALUE CLASS A                                                  | 111 HUNTINGTON AVE BOSTON MA<br>US 021997632                                         | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | MFS EMERGING MARKETS EQUITY CL A                                           | 111 HUNTINGTON AVE BOSTON MA<br>US 021997632                                         | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | MFS EMERGING MARKETSDEBT FUND CL I                                         | 111 HUNTINGTON AVE BOSTON MA<br>US 021997632                                         | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | MFS EMERGING MARKETSDEBT CL A                                              | 111 HUNTINGTON AVE BOSTON MA<br>US 021997632                                         | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | MFS INTERNATIONAL GROWTH FD CL I                                           | 111 HUNTINGTON AVE BOSTON MA<br>US 021997632                                         | 0.08%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | MFS INTERNATIONAL DIVERSIFICATION F                                        | 111 HUNTINGTON AVE BOSTON MA<br>US 021997632                                         | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | MFS LOW VOLATILITY GLOBAL EQUITY A                                         | 111 HUNTINGTON AVE BOSTON MA<br>US 021997632                                         | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | MFS LOW VOLATILITIY EQUITY CLASS I                                         | 111 HUNTINGTON AVE BOSTON MA<br>US 021997632                                         | 0.08%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | MFS BLENDED RESEARCH CORE EQUITY CL                                        | 111 HUNTINGTON AVE BOSTON MA<br>US 021997632                                         | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | MFS BLENDED RESEARCH SM CAP EQ FD C                                        | 111 HUNTINGTON AVE BOSTON MA<br>US 021997632                                         | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | MFS NEW DISCOVERY VALUE FUND CL I                                          | 111 HUNTINGTON AVE BOSTON MA<br>US 021997632                                         | 0.08%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | MFS INTERNATIONAL EQUITY FUND CL A                                         | 111 HUNTINGTON AVE BOSTON MA<br>US 021997632                                         | 0.40%                                                                                                                                                              |

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|-------------------------------------------------------------|--------------------------------------|-------------------------------------------|----------------------------------------------------------------------------|--------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | MFS INTERNATIONAL EQUITY FUND CL I                                         | 111 HUNTINGTON AVE BOSTON MA<br>US 021997632                                         | 0.08%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | MFS TOTAL RETURN CLASS A                                                   | 111 HUNTINGTON AVE BOSTON MA<br>US 021997632                                         | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | MFS GLOBAL REAL ESTATE CL A                                                | 111 HUNTINGTON AVE BOSTON MA<br>US 021997632                                         | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | MFS TECHNOLOGY CLASSA                                                      | 111 HUNTINGTON AVE BOSTON MA<br>US 021997632                                         | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | MFS RESEARCH INTL CLASS A                                                  | 111 HUNTINGTON AVE BOSTON MA<br>US 021997632                                         | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | MFS VALUE FUND CLASS I                                                     | 111 HUNTINGTON AVE BOSTON MA<br>US 021997632                                         | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | MFS VALUE CLASS A                                                          | 111 HUNTINGTON AVE BOSTON MA<br>US 021997632                                         | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | MFS GROWTH FUND CLASS I                                                    | 111 HUNTINGTON AVE BOSTON MA<br>US 021997632                                         | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | MFS UTILITIES CLASS A                                                      | 111 HUNTINGTON AVE BOSTON MA<br>US 021997632                                         | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | MFS BLENDED RESEARCHINTRNATL EQUITY                                        | 111 HUNTINGTON AVE BOSTON MA<br>US 021997632                                         | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | MFS GLOBAL NEW DISCOVERY FUND CL A                                         | 111 HUNTINGTON AVE BOSTON MA<br>US 021997632                                         | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | MFS MID CAP GROWTH CLASS A                                                 | 111 HUNTINGTON AVE BOSTON MA<br>US 021997632                                         | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | MADISON MID CAP FUNDCL Y                                                   | 550 SCIENCE DR MADISON WI US 53711                                                   | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | MAINSTAY MACKAY HIGHYIELD CORP BD C                                        | 30 HUDSON ST 23RD FL ARLINGTON NJ<br>US 07032                                        | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | MAINSTAY MACKAY CONVERTIBLE CL A                                           | 30 HUDSON ST 23RD FL ARLINGTON NJ<br>US 07032                                        | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | MAINSTAY INCOME BUILDER FD CLASS A                                         | 30 HUDSON ST 23RD FL ARLINGTON NJ<br>US 07032                                        | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | MAINSTAY MACKAY US INFRASTRUCTURE B                                        | 30 HUDSON ST 23RD FL ARLINGTON NJ<br>US 07032                                        | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | MAINSTAY MACKAY HIGHYIELD CORP BD C                                        | 30 HUDSON ST 23RD FL ARLINGTON NJ<br>US 07032                                        | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | MAINSTAY EPOCH US EQUITY YIELD CL I                                        | 30 HUDSON ST 23RD FL ARLINGTON NJ<br>US 07032                                        | 0.10%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | MAINSTAY MACKAY SHRT DURATION HIGH                                         | 30 HUDSON ST 23RD FL ARLINGTON NJ<br>US 07032                                        | 0.10%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | MAINSTAY MACKAY SHRTDURATION HIGH Y                                        | 30 HUDSON ST 23RD FL ARLINGTON NJ<br>US 07032                                        | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | MUHLENKAMP FUND                                                            | 5000 STONEWOOD DR. WEXFORD PA<br>US 15090                                            | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | NUANCE MID CAP VALUE FD INVESTOR                                           | 4900 MAIN ST STE 220 KANSAS CITY MO US 64112                                         | 0.10%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | ATAC ROTATION FUND INVESTOR CL                                             | 615 E. MICHIGAN ST. MILWAUKEE WI<br>US 53202                                         | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | KENSINGTON DYNAMIC GROWTH CLASS I                                          | 100 SALEM ST SMITHFIELD RI US 02917                                                  | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | KENSINGTON MANAGED INCOME CLASS I                                          | 100 SALEM ST SMITHFIELD RI US 02917                                                  | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | JACKSON SQUARE SMID CAP GROWTH FD I                                        | 1 LETTERMAN DR SAN FRANCISCO CA US 94129                                             | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | HOOD RIVER SMALL CAPGROWTH INVESTOR                                        | 6001 SHADY OAK ROAD STE 200<br>MINNETONKA MN US 55343                                | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | MANNING & NAPIER PROBLEND MAX TERM                                         | 290 WOODCLIFF DR. FAIRPORT NY<br>US 14450                                            | 0.40%                                                                                                                                                              |

PLAN NAME: AT&T RETIREMENT SAVINGS PLAN

EIN: 43-1301883

PLAN NUMBER: 009

Attachment - Schedule C - Part 1, Line 3

| (a) Enter service provider name as it appears on line 2     | (b) Service Codes (see instructions) | (c) Enter amount of indirect compensation | (d) Enter name and EIN (address) of source of indirect compensation (Name) | (d) Enter name and EIN (address) of source of indirect compensation (EIN or Address) | (e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation. |
|-------------------------------------------------------------|--------------------------------------|-------------------------------------------|----------------------------------------------------------------------------|--------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | MANNING & NAPIER EQUITY SERIES CL S                                        | 290 WOODCLIFF DR. FAIRPORT NY<br>US 14450                                            | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | MANNING & NAPIER PROBLEND EXTD CL S                                        | 290 WOODCLIFF DR. FAIRPORT NY<br>US 14450                                            | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | MANNING & NAPIER HIGH YIELD BD SRS                                         | 290 WOODCLIFF DR. FAIRPORT NY<br>US 14450                                            | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | MANNING & NAPIER REAL ESTATE SRS S                                         | 290 WOODCLIFF DR. FAIRPORT NY<br>US 14450                                            | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | MANNING & NAPIER OVERSEAS SERIES CL                                        | 290 WOODCLIFF DR. FAIRPORT NY<br>US 14450                                            | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | MARSICO GROWTH FUND                                                        | 235 WEST GALENA ST MILWAUKEE WI<br>US 53212                                          | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | MARSICO MIDCAP GROWTH FOCUS FUND                                           | 235 WEST GALENA ST MILWAUKEE WI<br>US 53212                                          | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | MARSICO GLOBAL FUND                                                        | 235 WEST GALENA ST MILWAUKEE WI<br>US 53212                                          | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | MFS MASS INVESTOR GROWTH STOCK A                                           | 111 HUNTINGTON AVE BOSTON MA<br>US 021997632                                         | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | MATTHEW 25                                                                 | P.O. BOX 2479 JENKINTOWN PA US 19046                                                 | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | MATTHEWS ASIA DIVIDEND FUND                                                | 4 EMBARCADERO<br>CENTER STE 550 SAN FRANCISCO CA US 94111                            | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | MATTHEWS EMERG MRKTSSM COMPANIES IN                                        | 4 EMBARCADERO<br>CENTER STE 550 SAN FRANCISCO CA US 94111                            | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | MATTHEWS CHINA DIV FUND INVESTOR CL                                        | 4 EMBARCADERO<br>CENTER STE 550 SAN FRANCISCO CA US 94111                            | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | MATTHEWS CHINA SMALLCOMPANIES INVES                                        | 4 EMBARCADERO<br>CENTER STE 550 SAN FRANCISCO CA US 94111                            | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | MATTHEWS ASIAN INNOVATORS FD INSTL                                         | 4 EMBARCADERO<br>CENTER STE 550 SAN FRANCISCO CA US 94111                            | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | MATTHEWS PACIFIC TIGER FUND                                                | 4 EMBARCADERO<br>CENTER STE 550 SAN FRANCISCO CA US 94111                            | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | MATTHEWS ASIAN GROWTH & INCOME FUND                                        | 4 EMBARCADERO<br>CENTER STE 550 SAN FRANCISCO CA US 94111                            | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | MATTHEWS CHINA FUND                                                        | 4 EMBARCADERO<br>CENTER STE 550 SAN FRANCISCO CA US 94111                            | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | MATTHEWS EMERG MKT SUSTAIN FUTURE I                                        | 4 EMBARCADERO<br>CENTER STE 550 SAN FRANCISCO CA US 94111                            | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | MATTHEWS ASIA GROWTH INST'L                                                | 4 EMBARCADERO<br>CENTER STE 550 SAN FRANCISCO CA US 94111                            | 0.10%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | MATTHEWS JAPAN FUND                                                        | 4 EMBARCADERO<br>CENTER STE 550 SAN FRANCISCO CA US 94111                            | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | MATTHEWS INDIA FUND                                                        | 4 EMBARCADERO<br>CENTER STE 550 SAN FRANCISCO CA US 94111                            | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | MATTHEWS ASIA GROWTH FUND INV                                              | 4 EMBARCADERO<br>CENTER STE 550 SAN FRANCISCO CA US 94111                            | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | MATTHEWS ASIAN INNOVATORS FD INVST                                         | 4 EMBARCADERO<br>CENTER STE 550 SAN FRANCISCO CA US 94111                            | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | MEEDER SPECTRUM FUND INSTITUTIONAL                                         | 6125 MEMORIAL DR DUBLIN OH<br>US 43017                                               | 0.12%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | MEEDER DYNAMIC ALLOCATION INSTL                                            | 6125 MEMORIAL DR DUBLIN OH<br>US 43017                                               | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | MERGER FUND CLASS A                                                        | 100 SUMMIT LAKE DR 201<br>GREENFIELD MA US 01301                                     | 0.40%                                                                                                                                                              |

PLAN NAME: AT&T RETIREMENT SAVINGS PLAN

EIN: 43-1301883

PLAN NUMBER: 009

Attachment - Schedule C - Part 1, Line 3

| (a) Enter service provider name as it appears on line 2     | (b) Service Codes (see instructions) | (c) Enter amount of indirect compensation | (d) Enter name and EIN (address) of source of indirect compensation (Name) | (d) Enter name and EIN (address) of source of indirect compensation (EIN or Address) | (e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation. |
|-------------------------------------------------------------|--------------------------------------|-------------------------------------------|----------------------------------------------------------------------------|--------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | MERIDIAN GROWTH FUND LEGACY                                                | 100 FILLMORE ST. DENVER CO<br>US 80206                                               | 0.12%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | MERIDIAN SMALL CAP GROWTH FD INVEST                                        | 100 FILLMORE ST. DENVER CO<br>US 80206                                               | 0.10%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | METROPOLITAN WEST TOT RETURN BOND C                                        | 865 S FIGUEROA ST 1400<br>LOS ANGELES CA US 90071                                    | 0.35%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | METROPOLITAN WEST LOW DURATION M                                           | 865 S FIGUEROA ST 1400<br>LOS ANGELES CA US 90071                                    | 0.35%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | METROPOLITAN WEST TOTAL RETURN CLAS                                        | 865 S FIGUEROA ST 1400<br>LOS ANGELES CA US 90071                                    | 0.10%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | METWEST UNCONSTRAINED BOND I                                               | 865 S FIGUEROA ST 1400<br>LOS ANGELES CA US 90071                                    | 0.10%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | METWEST UNCONSTRAINED BOND M                                               | 865 S FIGUEROA ST 1400<br>LOS ANGELES CA US 90071                                    | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | METROPOLITAN WEST ULTRA SHRT BD FD                                         | 865 S FIGUEROA ST<br>1400<br>LOS ANGELES CA US 90071                                 | 0.25%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | METROPOLITAN WEST STRAT INC FD CL M                                        | 865 S FIGUEROA ST<br>1400<br>LOS ANGELES CA US 90071                                 | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | METROPOLITAN WEST INTERMED BOND FUN                                        | 865 S FIGUEROA ST<br>1400<br>LOS ANGELES CA US 90071                                 | 0.35%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | METROPOLITAN WEST HIGH YIELD BOND C                                        | 865 S FIGUEROA ST<br>1400<br>LOS ANGELES CA US 90071                                 | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | MIDAS FUND                                                                 | 11 HANOVER SQUARE ROCHESTER NY US 14605                                              | \$12.00                                                                                                                                                            |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | MS GLOBAL FIXED INCOME OPPORT CL A                                         | 522 FIFTH AVE 4TH FL NEW YORK NY<br>US 10036                                         | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | MORGAN STANLEY MORTGAGE SEC TR CL A                                        | 522 FIFTH AVE 4TH FL NEW YORK NY<br>US 10036                                         | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | MORGAN STANLEY INSTLHIGH YIELD A                                           | 522 FIFTH AVE 4TH FL NEW YORK NY<br>US 10036                                         | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | MORGAN STAN CORE PLUS FIXED INC PT                                         | 522 FIFTH AVE 4TH FL NEW YORK NY<br>US 10036                                         | 0.10%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | MORGAN STANLEY DISCOVERY PORT CL I                                         | 522 FIFTH AVE 4TH FL NEW YORK NY<br>US 10036                                         | 0.10%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | MORGAN STANLEY GLOBLSTRATEGIST PORT                                        | 522 FIFTH AVE 4TH FL NEW YORK NY<br>US 10036                                         | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | MORGAN STANLEY CORE PLUS FIXED INC                                         | 522 FIFTH AVE 4TH FL NEW YORK NY<br>US 10036                                         | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | MORGAN STANLEY DISCOVERY PORT CL A                                         | 522 FIFTH AVE 4TH FL NEW YORK NY<br>US 10036                                         | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | MORGAN STANLEY GLOBAREAL ESTATE POR                                        | 522 FIFTH AVE 4TH FL NEW YORK NY<br>US 10036                                         | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | MSIF GLOBAL FRANCHISE CLASS A                                              | 522 FIFTH AVE 4TH FL NEW YORK NY<br>US 10036                                         | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | MORGAN STA INST INC. INCEPTION PORT                                        | 522 FIFTH AVE 4TH FL NEW YORK NY<br>US 10036                                         | 0.10%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | MORGAN STANLEY GROWTH PORTFOLIO A                                          | 522 FIFTH AVE 4TH FL NEW YORK NY<br>US 10036                                         | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | MORGAN STA INST INC. INCEPTION PORT                                        | 522 FIFTH AVE 4TH FL NEW YORK NY<br>US 10036                                         | 0.40%                                                                                                                                                              |

PLAN NAME: AT&T RETIREMENT SAVINGS PLAN

EIN: 43-1301883

PLAN NUMBER: 009

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|-------------------------------------------------------------|--------------------------------------|-------------------------------------------|----------------------------------------------------------------------------|--------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | MORGAN STANLEY GROWTH PORTFOLIO I                                          | 522 FIFTH AVE 4TH FL NEW YORK NY US 10036                                            | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | MORGAN STANLEY INSIGHT A                                                   | 522 FIFTH AVE 4TH FL NEW YORK NY US 10036                                            | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | MORGAN STANLEY INSIGHT I                                                   | 522 FIFTH AVE 4TH FL NEW YORK NY US 10036                                            | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | MORGAN STANLEY INTL ADVANTAGE CL A                                         | 522 FIFTH AVE 4TH FL NEW YORK NY US 10036                                            | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | MORGAN STANLEY INTL ADVANTAGE CL I                                         | 522 FIFTH AVE 4TH FL NEW YORK NY US 10036                                            | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | MSIF GLOBAL INSIGHT PORT CL A                                              | 522 FIFTH AVE 4TH FL NEW YORK NY US 10036                                            | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | MSIF GLOBAL INSIGHT PORT CL I                                              | 522 FIFTH AVE 4TH FL NEW YORK NY US 10036                                            | 0.10%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | MORGAN STANLEY GLOBAL OPPORTUNITY A                                        | 522 FIFTH AVE 4TH FL NEW YORK NY US 10036                                            | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | MORGAN STANLEY GLOBAL OPPORTUNITY I                                        | 522 FIFTH AVE 4TH FL NEW YORK NY US 10036                                            | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | MORGAN STANLEY INSTLADVANTAGE CL A                                         | 522 FIFTH AVE 4TH FL NEW YORK NY US 10036                                            | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | MORGAN STANLEY INSTLINTERNTL OPP CL                                        | 522 FIFTH AVE 4TH FL NEW YORK NY US 10036                                            | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | MSIF ASIA OPPORTUNITY CL A                                                 | 522 FIFTH AVE 4TH FL NEW YORK NY US 10036                                            | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | MS INSTIT EMRG MRKTSLEADERS CLASS A                                        | 522 FIFTH AVE 4TH FL NEW YORK NY US 10036                                            | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | MORGAN STANLEY GLOBL SUSTAIN PORTFO                                        | 522 FIFTH AVE 4TH FL NEW YORK NY US 10036                                            | 0.10%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | MORGAN STANLEY MULTI ASSET REAL RTR                                        | 522 FIFTH AVE 4TH FL NEW YORK NY US 10036                                            | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | RATIONAL SPECIAL SITUATIONS INC INS                                        | 80 ARKAY DR STE 110 HAUPPAUGE NY US 11788                                            | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | RATIONAL SPECIAL SITUATIONS INC A                                          | 80 ARKAY DR STE 110 HAUPPAUGE NY US 11788                                            | 0.10%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | JPMORGAN GROWTH ADVANTAGE FUND CL A                                        | 1111 POLARIS PARKWAY COLUMBUS OH US 43240                                            | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | EVENTIDE GILEAD FUND CLASS N                                               | 80 ARKAY STE 110 HAUPPAUGE NY US 11788                                               | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | CATALYST ENERGY INFRASTRUCTURE CL I                                        | 80 ARKAY STE 110 HAUPPAUGE NY US 11788                                               | 0.10%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | CATALYST SYSTEMATIC ALPHA FD CL I                                          | 80 ARKAY STE 110 HAUPPAUGE NY US 11788                                               | 0.10%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | EVENTIDE HEALTHCARE AND LIFE SCIENC                                        | 80 ARKAY STE 110 HAUPPAUGE NY US 11788                                               | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | EVENTIDE BALANCED FUND CL N                                                | 80 ARKAY STE 110 HAUPPAUGE NY US 11788                                               | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | EVENTIDE DIVIDEND OPPORTUNITIES CL                                         | 80 ARKAY STE 110 HAUPPAUGE NY US 11788                                               | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | CATALYST MILLBURN HEDGE STRTGY FD C                                        | 80 ARKAY STE 110 HAUPPAUGE NY US 11788                                               | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | FRANKLIN MUTUAL GLBLDISCOVERY CLASS                                        | 100 FOUNTAIN PARKWAY ST. PETERSBURG FL US 33716                                      | \$16.00                                                                                                                                                            |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | NATIONWIDE BNYM DYNMIC US CORE EAGL                                        | 1000 CONTINENTAL DR STE 400 COLUMBUS OH US 43215                                     | 0.35%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | LOOMIS SAYLES CORE PLUS BD FD CL A                                         | 399 BOYLSTON ST 8TH FL BOSTON MA US 02116                                            | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | NATIXIS US EQUITY OPPORTUNITIES CL                                         | 399 BOYLSTON ST 8TH FL BOSTON MA US 02116                                            | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | NATIXIS OAKMARK FUND CL A                                                  | 399 BOYLSTON ST 8TH FL BOSTON MA US 02116                                            | 0.40%                                                                                                                                                              |

PLAN NAME: AT&T RETIREMENT SAVINGS PLAN

EIN: 43-1301883

PLAN NUMBER: 009

Attachment - Schedule C - Part 1, Line 3

| (a) Enter service provider name as it appears on line 2     | (b) Service Codes (see instructions) | (c) Enter amount of indirect compensation | (d) Enter name and EIN (address) of source of indirect compensation (Name) | (d) Enter name and EIN (address) of source of indirect compensation (EIN or Address) | (e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation. |
|-------------------------------------------------------------|--------------------------------------|-------------------------------------------|----------------------------------------------------------------------------|--------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | LOOMIS SAYLES SR FLTRATE & FIXED IN                                        | 399 BOYLSTON ST 8TH FL<br>BOSTON MA US 02116                                         | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | NEEDHAM GROWTH FUND                                                        | 445 PARK AVE 15TH FL NEW YORK NY<br>US 10022                                         | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | NEEDHAM AGGRESSIVE GROWTH                                                  | 445 PARK AVE 15TH FL NEW YORK NY<br>US 10022                                         | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | NEEDHAM SMALL CAP GROWTH                                                   | 445 PARK AVE 15TH FL NEW YORK NY<br>US 10022                                         | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | ADVISORS CAPITAL ACTIVE ALL CAP FD                                         | 100 SALEM ST SMITHFIELD RI US 02917                                                  | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | ADVISORS CAPITAL TACTICAL FX INC IN                                        | 100 SALEM ST SMITHFIELD RI US 02917                                                  | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | ADVISORS CAPITAL SMALL MID CAP INVS                                        | 100 SALEM ST SMITHFIELD RI US 02917                                                  | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | ADVISORS CAPITAL US DIVIDEND FD INV                                        | 100 SALEM ST SMITHFIELD RI US 02917                                                  | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | NEUBERGER BERMAN GENESIS TRUST CLAS                                        | 1290 AVE OF THE AMERICAS 22ND FL NEW YORK NY<br>US 10104002                          | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | NEUBERGER BERMAN LRG CAP VALUE TRUS                                        | 1290 AVE OF THE AMERICAS 22ND FL NEW YORK NY<br>US 10104002                          | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | NEUBERGER BERMAN GENESIS INVESTOR C                                        | 1290 AVE OF THE AMERICAS 22ND FL NEW YORK NY<br>US 101040002                         | \$16.00                                                                                                                                                            |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | NEUBERGER BERMAN SMALL CAP GROWTH A                                        | 1290 AVE OF THE AMERICAS 22ND FL NEW YORK NY US<br>10104                             | \$12.00                                                                                                                                                            |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | NEUBERGER BERMAN EMERGING MKTS EQ A                                        | 1290 AVE OF THE AMERICAS 22ND FL NEW YORK NY<br>US 10104002                          | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | NEUBERGER BERMAN REAL ESTATE TRUST                                         | 1290 AVE OF THE AMERICAS 22ND FL NEW YORK NY<br>US 10104002                          | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | NEUBERGER BERMAN INTRINSIC VALUE IN                                        | 1290 AVE OF THE AMERICAS 22ND FL NEW YORK NY<br>US 101040002                         | 0.10%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | NEUBERGER BERMAN REAL ESTATE CL A                                          | 1290 AVE OF THE AMERICAS 22ND FL NEW YORK NY<br>US 10104002                          | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | NEUBERGER BERMAN LARGE CAP VALUE CL                                        | 1290 AVE OF THE AMERICAS 22ND FL NEW YORK NY US<br>10104                             | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | NEUBERGER BERMAN STRATEGIC INC INST                                        | 1290 AVE OF THE AMERICAS 22ND FL NEW YORK NY<br>US 10104002                          | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | NEUBERGER BERMAN STRATEGIC INC CL A                                        | 1290 AVE OF THE AMERICAS 22ND FL NEW YORK NY<br>US 101040002                         | \$12.00                                                                                                                                                            |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AMERICAN NEW ECONOMYFUND CLASS A                                           | 3500 WISEMAN BLVD SAN ANTONIO TX<br>US 782514321                                     | \$18.00                                                                                                                                                            |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AMERICAN NEW ECONOMYCLASS F1                                               | 3500 WISEMAN BLVD SAN ANTONIO TX<br>US 782514321                                     | 0.37%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AMERICAN THE NEW ECONOMY FUND CL F2                                        | 3500 WISEMAN BLVD SAN ANTONIO TX<br>US 782514321                                     | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AMERICAN NEW PERSPECTIVE CLASS A                                           | 3500 WISEMAN BLVD SAN ANTONIO TX<br>US 782514321                                     | \$18.00                                                                                                                                                            |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AMERICAN NEW PERSPECTIVE CLASS F1                                          | 3500 WISEMAN BLVD SAN ANTONIO TX<br>US 782514321                                     | 0.37%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AMERICAN NEW PERSPECTIVE CL F2                                             | 3500 WISEMAN BLVD SAN ANTONIO TX<br>US 782514321                                     | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AMERICAN NEW WORLD FUND CLASS A                                            | 3500 WISEMAN BLVD SAN ANTONIO TX<br>US 782514321                                     | \$18.00                                                                                                                                                            |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AMERICAN NEW WORLD CLASS F1                                                | 3500 WISEMAN BLVD SAN ANTONIO TX<br>US 782514321                                     | 0.37%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AMERICAN NEW WORLD FUND CL F2                                              | 3500 WISEMAN BLVD SAN ANTONIO TX<br>US 782514321                                     | 0.15%                                                                                                                                                              |

PLAN NAME: AT&T RETIREMENT SAVINGS PLAN

EIN: 43-1301883

PLAN NUMBER: 009

Attachment - Schedule C - Part 1, Line 3

| (a) Enter service provider name as it appears on line 2     | (b) Service Codes (see instructions) | (c) Enter amount of indirect compensation | (d) Enter name and EIN (address) of source of indirect compensation (Name) | (d) Enter name and EIN (address) of source of indirect compensation (EIN or Address) | (e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation. |
|-------------------------------------------------------------|--------------------------------------|-------------------------------------------|----------------------------------------------------------------------------|--------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | NICHOLAS EQUITY INCOME CL I                                                | 411 E. WISCONSIN AVE MILWAUKEE WI US 53202                                           | 0.12%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | NICHOLAS FUND                                                              | 411 E. WISCONSIN AVE MILWAUKEE WI US 53202                                           | 0.12%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | NICHOLAS LTD EDITION CL I                                                  | 411 E. WISCONSIN AVE MILWAUKEE WI US 53202                                           | 0.12%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | NICHOLAS II INC CLASS N                                                    | 411 E. WISCONSIN AVE MILWAUKEE WI US 53202                                           | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | HODGES FUND FUND RETAIL CLASS                                              | 2905 MAPLE AVENUE DALLAS TX US 75201                                                 | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | HODGES SMALL CAP FUND RETAIL CLASS                                         | 2905 MAPLE AVENUE DALLAS TX US 75201                                                 | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | HODGES SMALL INTRINS VALUE FD RETAI                                        | 2905 MAPLE AVENUE DALLAS TX US 75201                                                 | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | NORTHERN SMALL CAP VALUE                                                   | 801 SOUTH CANAL C55 CHICAGO IL US 60675                                              | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | NORTHERN MULTI MANAGER EMG MRKT E                                          | 801 SOUTH CANAL C55 CHICAGO IL US 60675                                              | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | NORTHERN LARGE CAP CORE FUND                                               | 801 SOUTH CANAL C55 CHICAGO IL US 60675                                              | 0.10%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | NORTHERN HIGH YIELD FIXED INCOME                                           | 801 SOUTH CANAL C55 CHICAGO IL US 60675                                              | 0.35%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | NORTHERN SMALL CAP INDEX FUND                                              | 801 SOUTH CANAL C55 CHICAGO IL US 60675                                              | 0.10%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | SIERRA TACTICAL CORE INCOME FUND IN                                        | 3420 OCEAN PARK BLVD SANTA MONICA CA US 90405                                        | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | INVENOMIC INVESTOR CLASS                                                   | 211 CONGRESS ST 7TH FL BOSTON MA US 02110                                            | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | INVENOMIC INSTL CL                                                         | 211 CONGRESS ST 7TH FL BOSTON MA                                                     | 0.08%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | HCM INCOME PLUS FUNDINVESTOR                                               | 1145 HEMBREE ROAD ROSWELL GA US 30076                                                | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | HCM INCOME PLUS FUND CLASS A                                               | 1145 HEMBREE ROAD ROSWELL GA US 30076                                                | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | ABSOLUTE CAPITAL DEFENDER FD INVEST                                        | 101 PENNSYLVANIA BLVD PITTSBURGH PA US 15228                                         | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | ABSOLUTE CAPITAL ASSET ALLOCATOR IN                                        | 101 PENNSYLVANIA BLVD PITTSBURGH PA US 15228                                         | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | HCM DIVIDEND SECTOR PLUS FUND INVES                                        | 1145 HEMBREE ROAD ROSWELL GA US 30076                                                | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | HCM DIVIDEND SECTOR PLUS FUND CL A                                         | 1145 HEMBREE ROAD ROSWELL GA US 30076                                                | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | HCM TACTICAL GROWTH FUND INVESTOR                                          | 1145 HEMBREE ROAD ROSWELL GA US 30076                                                | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | HCM TACTICAL GROWTH FUND CL A                                              | 1145 HEMBREE ROAD ROSWELL GA US 30076                                                | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | USA MUTUALS VICE FD INVESTOR                                               | 615 EAST MICHIGAN ST MILWAUKEE WI US 53202                                           | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | ANCHOR RISK MANAGED EQUITY STRAT IN                                        | 15 ENTERPRISE ALISO VIEJO CA US 92656                                                | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | PFG MFS AGGRESSIVE GROWTH STRATEGY                                         | 777 108TH AVE NE STE 2100 BELLEVUE WA US 98004                                       | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | PFG JP MORGAN TACTICAGGRESSIVE STRA                                        | 777 108TH AVE NE STE 2100 BELLEVUE WA US 98004                                       | 0.40%                                                                                                                                                              |

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|-------------------------------------------------------------|--------------------------------------|-------------------------------------------|----------------------------------------------------------------------------|--------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | PFG BNY MELLON DIVERSIFIER STRAT R                                         | 777 108TH AVE NE STE 2100<br>BELLEVUE WA US 98004                                    | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | PFG MEEDER TACTICAL STRATEGY FUND R                                        | 777 108TH AVE NE STE 2100<br>BELLEVUE WA US 98004                                    | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | PFG JP MORGAN TACTICMODERATE STRATE                                        | 777 108TH AVE NE STE 2100<br>BELLEVUE WA US 98004                                    | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | PFG ACTIVE CORE BOND STRATEGY FUND                                         | 777 108TH AVE NE STE 2100<br>BELLEVUE WA US 98004                                    | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | PFG INVESCO EQ FACTRROTATION STRATE                                        | 777 108TH AVE NE STE 2100<br>BELLEVUE WA US 98004                                    | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | PFG JANUS HENDERSON BALANCED STRATE                                        | 777 108TH AVE NE STE 2100<br>BELLEVUE WA US 98004                                    | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | PFG FIDELITY INST AMCORE PLUS BD ST                                        | 777 108TH AVE NE STE 2100<br>BELLEVUE WA US 98004                                    | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | PFG TACTICAL INCOME STRATEGY CL R                                          | 777 108TH AVE NE STE 2100<br>BELLEVUE WA US 98004                                    | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | PFG EQUITY INDEX FOCUSED STRATEGY R                                        | 777 108TH AVE NE STE 2100<br>BELLEVUE WA US 98004                                    | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | PFG SECTOR EQUITY BUS CYCLE STRAT R                                        | 777 108TH AVE NE STE 2100<br>BELLEVUE WA US 98004                                    | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | PFG BR TRGT ALLOCAT EQ STRATEGY FD                                         | 777 108TH AVE NE STE 2100<br>BELLEVUE WA US 98004                                    | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | PFG AMERICAN FUNDS GROWTH STRAT CL                                         | 777 108TH AVE NE STE 2100<br>BELLEVUE WA US 98004                                    | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | PFG AMERICAN FDS CONS INC STRAT CL                                         | 777 108TH AVE NE STE 2100<br>BELLEVUE WA US 98004                                    | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | NUVEEN REAL ASSET INCOME FUND A SHR                                        | 333 WEST WACKER DR CHICAGO IL<br>US 60606                                            | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | NUVEEN SMALL CAP SELECT CL A                                               | 333 WEST WACKER DR CHICAGO IL<br>US 60606                                            | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | NUVEEN PREFERRED SECS AND INC CL I                                         | 333 WEST WACKER DR CHICAGO IL<br>US 60606                                            | 0.07%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | NUVEEN FLEXIBLE INCOME FUND CL A3                                          | 333 WEST WACKER DR CHICAGO IL<br>US 60606                                            | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | NUVEEN FLEXIBLE INCOME CL I                                                | 333 WEST WACKER DR CHICAGO IL<br>US 60606                                            | 0.07%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | NUVEEN GLOBAL DIVIDEND GROWTH A                                            | 333 WEST WACKER DR CHICAGO IL<br>US 60606                                            | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | OCM GOLD FUND ATLAS CLASS SHARES                                           | 235 W. GALENA ST MILWAUKEE WI US 53212                                               | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | PIN OAK EQUITY FUND                                                        | 225 PICTORIA DR STE 450<br>CINCINNATI OH US 45246                                    | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | RED OAK TECHNOLOGY SELECT                                                  | 225 PICTORIA DR STE 450<br>CINCINNATI OH US 45246                                    | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | BLACK OAK EMERGING TECHNOLOGY FUND                                         | 225 PICTORIA DR STE 450<br>CINCINNATI OH US 45246                                    | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | LIVE OAK HEALTH SCIENCES FUND                                              | 225 PICTORIA DR STE 450<br>CINCINNATI OH US 45246                                    | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | OBERWEIS MICRO CAP FUND                                                    | 3333 WARRENVILLE RD<br>STE. 500 LISLE IL US 60532                                    | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | OBERWEIS SMALL CAP OPPORTUNITIES                                           | 3333 WARRENVILLE RD<br>STE. 500 LISLE IL US 60532                                    | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | OBERWEIS CHINA OPPORTUNITIES FUND                                          | 3333 WARRENVILLE RD<br>STE. 500 LISLE IL US 60532                                    | 0.40%                                                                                                                                                              |

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PLAN NUMBER: 009

Attachment - Schedule C - Part 1, Line 3

| (a) Enter service provider name as it appears on line 2     | (b) Service Codes (see instructions) | (c) Enter amount of indirect compensation | (d) Enter name and EIN (address) of source of indirect compensation (Name) | (d) Enter name and EIN (address) of source of indirect compensation (EIN or Address) | (e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation. |
|-------------------------------------------------------------|--------------------------------------|-------------------------------------------|----------------------------------------------------------------------------|--------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | OBERWEIS INTL OPPORTUNITIES INVSTR                                         | 3333 WARRENVILLE RD<br>STE. 500 LISLE IL US 60532                                    | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | PIMCO LOW DURATION CLASS A                                                 | 1633 BROADWAY NEW YORK NY US 10019                                                   | 0.38%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | PIMCO TOTAL RETURN CLASS A                                                 | 1633 BROADWAY NEW YORK NY US 10019                                                   | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | PIMCO REAL RETURN CLASS A                                                  | 1633 BROADWAY NEW YORK NY US 10019                                                   | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | PIMCO LONG TERM US GOV'T CLASS A                                           | 1633 BROADWAY NEW YORK NY US 10019                                                   | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | PIMCO SHORT TERM CLASS A                                                   | 1633 BROADWAY NEW YORK NY US 10019                                                   | 0.38%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | PIMCO INTL BD FD U DOLLAR HEDGED A                                         | 1633 BROADWAY NEW YORK NY US 10019                                                   | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | PIMCO GNMA AND GOVT SECURITIES FUND                                        | 1633 BROADWAY NEW YORK NY US 10019                                                   | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | PARADIGM MICRO CAP FUND                                                    | 9 ELK ST ALBANY NY US 12207                                                          | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | PARNASSUS MID CAP GROWTH FUND INVST                                        | 1 MARKET ST STEUART TOWER STE 1600<br>SAN FRANCISCO CA US 94105                      | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | PARNASSUS VALUE EQUITY INSTITUTIONA                                        | 1 MARKET ST STEUART TOWER STE 1600<br>SAN FRANCISCO CA US 94105                      | 0.10%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | PARNASSUS MID CAP FD INSTITUTIONAL                                         | 1 MARKET ST STEUART TOWER STE 1600<br>SAN FRANCISCO CA US 94105                      | 0.10%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | PARNASSUS VALUE EQUITY INVESTOR                                            | 1 MARKET ST STEUART TOWER STE 1600<br>SAN FRANCISCO CA US 94105                      | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | PARNASSUS MID CAP                                                          | 1 MARKET ST STEUART TOWER STE 1600<br>SAN FRANCISCO CA US 94105                      | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | PARNASSUS CORE EQUITY INVESTOR                                             | 1 MARKET ST STEUART TOWER STE 1600<br>SAN FRANCISCO CA US 94105                      | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | PARNASSUS FIXED INCOME FUND                                                | 1 MARKET ST STEUART TOWER STE 1600<br>SAN FRANCISCO CA US 94105                      | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | PARNASSUS CORE EQUITY INSTL                                                | 1 MARKET ST STEUART TOWER STE 1600<br>SAN FRANCISCO CA US 94105                      | 0.10%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | IMPAX GLOBAL ENVIRONMARKETS INVESTO                                        | 1290 BROADWAY STE 1100<br>DENVER CO US 80203                                         | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | PAYDEN EMERG MARKETS BOND FD INV                                           | 333 S GRAND AVE 32ND FL<br>LOS ANGELES CA US 90071                                   | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | PAYDEN HIGH INCOME INVESTOR CLASS                                          | 333 S GRAND AVE 32ND FL<br>LOS ANGELES CA US 90071                                   | 0.38%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | PAYDEN GLOBAL LOW DURATION FD INVES                                        | 333 S GRAND AVE 32ND FL<br>LOS ANGELES CA US 90071                                   | 0.35%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | PEAR TREE POLARIS FRGN VAL SM CAP I                                        | 55 OLD BEDFORD ROAD<br>LINCOLN MA US 01773                                           | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | PEAR TREE POLARIS FRGN VALUE ORDINA                                        | 55 OLD BEDFORD ROAD<br>LINCOLN MA US 01773                                           | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | PEAR TREE POLARIS INTL OPP ORDINARY                                        | 55 OLD BEDFORD ROAD<br>LINCOLN MA US 01773                                           | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | PERMANENT PORTFOLIO                                                        | 600 MONTGOMERY ST<br>STE 4100<br>SAN FRANCISCO CA US 94111                           | 0.38%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | PERRITT ULTRA MICRO CAP FUND                                               | 300 SOUTH WACKER<br>DR STE 2880 CHICAGO IL US 60606                                  | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | PIMCO LOW DURATION INCOME FUND CL A                                        | 1633 BROADWAY NEW YORK NY US 10019                                                   | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | PIMCO INTL BOND FUND (UNHEDGED) A                                          | 1633 BROADWAY NEW YORK NY US 10019                                                   | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | PIMCO COMMODITY REALRETURN STRAT A                                         | 1633 BROADWAY NEW YORK NY US 10019                                                   | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | PIMCO INVESTMENT GR CREDIT BOND FUN                                        | 1633 BROADWAY NEW YORK NY US 10019                                                   | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | PIMCO ALL ASSET ALLAUTHORITY FD CL                                         | 1633 BROADWAY NEW YORK NY US 10019                                                   | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | PIMCO REAL ESTATE REAL RETURN STRAT                                        | 1633 BROADWAY NEW YORK NY US 10019                                                   | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | PIMCO STOCKSPUS INTERNATL USHDG A                                          | 1633 BROADWAY NEW YORK NY US 10019                                                   | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | PIMCO STOCKSPUS ABSOLUTE RTRN CL A                                         | 1633 BROADWAY NEW YORK NY US 10019                                                   | 0.40%                                                                                                                                                              |

PLAN NAME: AT&T RETIREMENT SAVINGS PLAN

EIN: 43-1301883

PLAN NUMBER: 009

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|-------------------------------------------------------------|--------------------------------------|-------------------------------------------|----------------------------------------------------------------------------|--------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | PIMCO DIVERSIFIED INCOME FUND CL A                                         | 1633 BROADWAY NEW YORK NY US 10019                                                   | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | PIMCO ALL ASSET FUNDCLASS A                                                | 1633 BROADWAY NEW YORK NY US 10019                                                   | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | PIMCO INCOME FUND CL A                                                     | 1633 BROADWAY NEW YORK NY US 10019                                                   | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | PIMCO STOCKSPUS INTERNAT'L (UNHDG)                                         | 1633 BROADWAY NEW YORK NY US 10019                                                   | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | PIMCO STOCKSPUS SMALL FUND A                                               | 1633 BROADWAY NEW YORK NY US 10019                                                   | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | PIMCO STOCKSPUS SHORT FUND A                                               | 1633 BROADWAY NEW YORK NY US 10019                                                   | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | PIMCO RAE PLUS FUND A                                                      | 1633 BROADWAY NEW YORK NY US 10019                                                   | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | PIMCO INCOME CL I2                                                         | 1633 BROADWAY NEW YORK NY US 10019                                                   | 0.10%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | PIMCO COMMODITIES PLUS STRATEGY CL                                         | 1633 BROADWAY NEW YORK NY US 10019                                                   | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | PIMCO GLOBAL CORE ASSET ALLOC CL A                                         | 1633 BROADWAY NEW YORK NY US 10019                                                   | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | PIMCO TRENDS MANAGEDFUTURES STRATEG                                        | 1633 BROADWAY NEW YORK NY US 10019                                                   | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | PIMCO MORTGAGE OPPOR AND BOND FUND                                         | 1633 BROADWAY NEW YORK NY US 10019                                                   | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | PIMCO TOTAL RETURN FUND CL I3                                              | 1633 BROADWAY NEW YORK NY US 10019                                                   | 0.10%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | PIMCO INCOME CL I3                                                         | 1633 BROADWAY NEW YORK NY US 10019                                                   | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | PIMCO INTL BOND FUND (UNHEDGED) I 3                                        | 1633 BROADWAY NEW YORK NY US 10019                                                   | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | PIMCO INTL BD U.S. DOLLAR HEDGED I                                         | 1633 BROADWAY NEW YORK NY US 10019                                                   | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | PIMCO PREFERRED AND CAPITAL SECS CL                                        | 1633 BROADWAY NEW YORK NY US 10019                                                   | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | PIMCO LONG DURATION TOTAL RETURN CL                                        | 1633 BROADWAY NEW YORK NY US 10019                                                   | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | PIMCO REALPATH BLENDINCOME FUND CL                                         | 1633 BROADWAY NEW YORK NY US 10019                                                   | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | PIONEER BOND FUND CLASS Y                                                  | 60 STATE ST 17TH FL. BOSTON MA US 02109                                              | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | PRAXIS VALUE INDEX CLASS A                                                 | 1110 N. MAIN ST GOSHEN IN US 46527                                                   | 0.10%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | T ROWE PRICE COMM & TECHNOLOGY INVE                                        | 4515 PAINTERS MILL RD OWINGS MILLS MD US 21117                                       | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | T ROWE PRICE GROWTH STOCK                                                  | 4515 PAINTERS MILL RD OWINGS MILLS MD US 21117                                       | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | T ROWE PRICE HEALTH SCIENCES                                               | 4515 PAINTERS MILL RD OWINGS MILLS MD US 21117                                       | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | T ROWE PRICE GLOBAL TECHNOLOGY                                             | 4515 PAINTERS MILL RD OWINGS MILLS MD US 21117                                       | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | T ROWE PRICE QM US BOND INDEX INVES                                        | 4515 PAINTERS MILL RD OWINGS MILLS MD US 21117                                       | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | T ROWE PRICE GLBL MULTI SECTOR BOND                                        | 4515 PAINTERS MILL RD OWINGS MILLS MD US 21117                                       | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | T ROWE PRICE 2010 RETIREMENT FUND                                          | 4515 PAINTERS MILL RD OWINGS MILLS MD US 21117                                       | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | T ROWE PRICE RET 2020 FUND                                                 | 4515 PAINTERS MILL RD OWINGS MILLS MD US 21117                                       | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | T ROWE PRICE RET 2030 FD                                                   | 4515 PAINTERS MILL RD OWINGS MILLS MD US 21117                                       | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | T ROWE PRICE RET 2040 FD                                                   | 4515 PAINTERS MILL RD OWINGS MILLS MD US 21117                                       | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | T ROWE PRICE TARGET 2040 FD                                                | 4515 PAINTERS MILL RD OWINGS MILLS MD US 21117                                       | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | T ROWE PRICE TARGET 2015 FD                                                | 4515 PAINTERS MILL RD OWINGS MILLS MD US 21117                                       | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | T ROWE PRICE RETIREMENT 2045 FD                                            | 4515 PAINTERS MILL RD OWINGS MILLS MD US 21117                                       | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | T ROWE PRICE RETIREMENT 2035 FUND                                          | 4515 PAINTERS MILL RD OWINGS MILLS MD US 21117                                       | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | T ROWE PRICE RETIREMENT 2025 FD                                            | 4515 PAINTERS MILL RD OWINGS MILLS MD US 21117                                       | 0.15%                                                                                                                                                              |

PLAN NAME: AT&T RETIREMENT SAVINGS PLAN

EIN: 43-1301883

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|-------------------------------------------------------------|--------------------------------------|-------------------------------------------|----------------------------------------------------------------------------|--------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | T ROWE PRICE US LARGE CAP CORE FUND                                        | 4515 PAINTERS MILL RD<br>OWINGS MILLS MD US 21117                                    | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | PRIMECAP ODYSSEY GROWTH FUND                                               | 2020 E. FINANCIAL<br>WAY STE 100 GLENDORA CA US 91741                                | 0.10%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | PRIMECAP ODYSSEY AGGRESSIVE GRWTH F                                        | 2020 E. FINANCIAL<br>WAY STE 100 GLENDORA CA US 91741                                | 0.10%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | PRIMECAP ODYSSEY STO CK FUND                                               | 2020 E. FINANCIAL<br>WAY STE 100 GLENDORA CA US 91741                                | 0.10%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | PRINCIPAL REAL ESTATE SEC INSTL CL                                         | 620 COOLIDGE DR STE<br>300<br>FOLSOM CA US 95630                                     | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | PRINCIPAL MID CAP INSTL                                                    | 620 COOLIDGE DR STE<br>300<br>FOLSOM CA US 95630                                     | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | PRINCIPAL SPECTRUM PREF CAPT SEC IN                                        | 620 COOLIDGE DR STE<br>300<br>FOLSOM CA US 95630                                     | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | PRINCIPAL REAL ESTATE SEC FD CL A                                          | 620 COOLIDGE DR STE<br>300<br>FOLSOM CA US 95630                                     | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | PRINCIPAL SHORT TERM INCOME INSTL                                          | 620 COOLIDGE DR STE<br>300<br>FOLSOM CA US 95630                                     | 0.10%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | PRINCIPAL GOV & HIGH QUALITY BOND I                                        | 620 COOLIDGE DR STE<br>300<br>FOLSOM CA US 95630                                     | 0.10%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | PRINCIPAL DIVERSIFIED INCOME A                                             | 620 COOLIDGE DR STE<br>300<br>FOLSOM CA US 95630                                     | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | PRINCIPAL GLOBAL REAL ESTATE CL A                                          | 620 COOLIDGE DR STE<br>300<br>FOLSOM CA US 95630                                     | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | PRINCIPAL INVESTORS SAM CONS GROWTH                                        | 620 COOLIDGE DR STE<br>300<br>FOLSOM CA US 95630                                     | 0.10%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | PRINCIPAL SAM CONS GROWTH CL A                                             | 620 COOLIDGE DR STE<br>300<br>FOLSOM CA US 95630                                     | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | PRINCIPAL EQUITY INC CL A                                                  | 620 COOLIDGE DR STE<br>300<br>FOLSOM CA US 95630                                     | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | PRINCIPAL BLUE CHIP FUND CL A                                              | 620 COOLIDGE DR STE<br>300<br>FOLSOM CA US 95630                                     | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | PRINCIPAL LARGE CAP GROWTH I CL A                                          | 620 COOLIDGE DR STE<br>300<br>FOLSOM CA US 95630                                     | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | PRINCIPAL BLUE CHIP I SHARES                                               | 620 COOLIDGE DR STE<br>300<br>FOLSOM CA US 95630                                     | 0.10%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | PRINCIPAL SMALL MID CAP DIVIDEND IN                                        | 620 COOLIDGE DR STE<br>300<br>FOLSOM CA US 95630                                     | 0.40%                                                                                                                                                              |

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EIN: 43-1301883

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|-------------------------------------------------------------|--------------------------------------|-------------------------------------------|----------------------------------------------------------------------------|--------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | PRINCIPAL MID CAP VALUE FUND I CL A                                        | 620 COOLIDGE DR STE 300<br>FOLSOM CA US 95630                                        | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AKRE FOCUS FUND RETAIL                                                     | 777 E. WISCONSIN AVE.<br>4TH FL MILWAUKEE WI US 53202                                | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AKRE FOCUS FUND INSTL                                                      | 777 E. WISCONSIN AVE.<br>4TH FL MILWAUKEE WI US 53202                                | 0.10%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | THE OSTERWEIS FUND                                                         | 777 E. WISCONSIN AVE<br>4TH FL MILWAUKEE WI US 53202                                 | 0.10%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | THE OSTERWEIS STRATEGIC INCOME FD                                          | 777 E. WISCONSIN AVE<br>4TH FL MILWAUKEE WI US 53202                                 | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | VILLERE BALANCED                                                           | 601 POYDRAS ST STE 1808<br>NEW ORLEANS LA                                            | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | OTTER CREEK LONG SHORT OPPORT INVST                                        | 777 E. WISCONSIN AVE<br>4TH FL MILWAUKEE WI US 53202                                 | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | CONGRESS MID CAP GROWTH RETAIL                                             | TWO SEAPORT LANE BOSTON MA<br>US 02210                                               | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | BECKER VALUE EQUITY                                                        | 1211 SW 5TH AVE PORTLAND OR US 97204                                                 | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | CONGRESS SMALL CAP GROWTH INSTL CL                                         | TWO SEAPORT LANE BOSTON MA<br>US 02210                                               | 0.10%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | NASDAQ 100 PRO FUND INVESTOR CLASS                                         | 7501 WISCONSIN AVE STE 1000 E TOWE BETHESDA MD<br>US 20814                           | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | COMM SVC ULTRASECT PROFD INVESTOR C                                        | 7501 WISCONSIN AVE STE 1000 E TOWE BETHESDA MD<br>US 20814                           | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | INTERNET ULTRASECTORPRO FD INVESTOR                                        | 7501 WISCONSIN AVE STE 1000 E TOWE BETHESDA MD<br>US 20814                           | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | SEMICONDUCTOR ULTRA SECTOR PRO FD I                                        | 7501 WISCONSIN AVE STE 1000 E TOWE BETHESDA MD<br>US 20814                           | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | BIOTECHNOLOGY ULTRA SECTOR PRO FD I                                        | 7501 WISCONSIN AVE STE 1000 E TOWE BETHESDA MD<br>US 20814                           | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | MATERIALS ULTRASECT PROFUND INVESTO                                        | 7501 WISCONSIN AVE STE 1000 E TOWE BETHESDA MD<br>US 20814                           | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | ULTRA BULL PRO FUND INVESTORS SHARE                                        | 7501 WISCONSIN AVE STE 1000 E TOWE BETHESDA MD<br>US 20814                           | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | ULTRA SHORT NASDAQ 100 PROFUND INV                                         | 7501 WISCONSIN AVE STE 1000 E TOWE BETHESDA MD<br>US 20814                           | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | ULTRA NASDAQ 100 PRO FUND INVESTOR                                         | 7501 WISCONSIN AVE STE 1000 E TOWE BETHESDA MD<br>US 20814                           | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | LARGE CAP VALUE PRO FUND INVESTOR                                          | 7501 WISCONSIN AVE STE 1000 E TOWE BETHESDA MD<br>US 20814                           | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | OIL&GAS EQUIP&SERVICULTRASE C PROFUN                                       | 7501 WISCONSIN AVE STE 1000 E TOWE BETHESDA MD<br>US 20814                           | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | MID CAP GROWTH PRO FUND INVESTOR                                           | 7501 WISCONSIN AVE STE 1000 E TOWE BETHESDA MD<br>US 20814                           | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | SMALL CAP VALUE PRO FUND INVESTOR                                          | 7501 WISCONSIN AVE STE 1000 E TOWE BETHESDA MD<br>US 20814                           | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | BITCOIN STRATEGY FD INVESTOR                                               | 7501 WISCONSIN AVE STE 1000 E TOWE BETHESDA MD<br>US 20814                           | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | ULTRA SHORT EMERGING MRKTS PRO FD I                                        | 7501 WISCONSIN AVE STE 1000 E TOWE BETHESDA MD<br>US 20814                           | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | PGIM JEN EMRG MRKTS EQUITY OPP CL Z                                        | 655 BROAD ST NEWARK NJ US 07102                                                      | 0.10%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | PGIM JEN INTL OPPORTUNITIES CL Z                                           | 655 BROAD ST NEWARK NJ US 07102                                                      | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | PGIM JENNISON GROWTH CL A                                                  | 655 BROAD ST NEWARK NJ US 07102                                                      | 0.10%                                                                                                                                                              |

PLAN NAME: AT&T RETIREMENT SAVINGS PLAN

EIN: 43-1301883

PLAN NUMBER: 009

Attachment - Schedule C - Part 1, Line 3

| (a) Enter service provider name as it appears on line 2     | (b) Service Codes (see instructions) | (c) Enter amount of indirect compensation | (d) Enter name and EIN (address) of source of indirect compensation (Name) | (d) Enter name and EIN (address) of source of indirect compensation (EIN or Address) | (e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation. |
|-------------------------------------------------------------|--------------------------------------|-------------------------------------------|----------------------------------------------------------------------------|--------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | PGIM GLOBAL TOTAL RETURN CL Z                                              | 655 BROAD ST NEWARK NJ US 07102                                                      | 0.10%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | PGIM FLOATING RATE INCOME CL A                                             | 655 BROAD ST NEWARK NJ US 07102                                                      | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | PGIM TOTAL RETURN BOND CL A                                                | 655 BROAD ST NEWARK NJ US 07102                                                      | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | PGIM TOTAL RETURN BOND CL Z                                                | 655 BROAD ST NEWARK NJ US 07102                                                      | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | PGIM HIGH YIELD CL A                                                       | 655 BROAD ST NEWARK NJ US 07102                                                      | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | PGIM HIGH YIELD CL Z                                                       | 655 BROAD ST NEWARK NJ US 07102                                                      | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | PGIM JENN NATURAL RESOURCES CL Z                                           | 655 BROAD ST NEWARK NJ US 07102                                                      | 0.10%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | PGIM SHORT TERM CORP BOND CL Z                                             | 655 BROAD ST NEWARK NJ US 07102                                                      | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | PUTNAM DIVERSIFIED INCOME TRUST CLA                                        | 1 POST OFFICE SQ MAILZONE G3C BOSTON MA US 02109                                     | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | PUTNAM LARGE CAP VALCLASS A                                                | 1 POST OFFICE SQ MAILZONE G3C BOSTON MA US 02109                                     | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | PUTNAM SHORT DURATION BOND CL Y                                            | 1 POST OFFICE SQ MAILZONE G3C BOSTON MA US 02109                                     | 0.10%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | PUTNAM GLOBAL TECHNOLOGY FUND CL A                                         | 1 POST OFFICE SQ MAILZONE G3C BOSTON MA US 02109                                     | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | PUTNAM FOCUSED EQ FUND CLASS A                                             | 1 POST OFFICE SQ MAILZONE G3C BOSTON MA US 02109                                     | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | PUTNAM ULTRA SHORT DURATION INCOME                                         | 1 POST OFFICE SQ MAILZONE G3C BOSTON MA US 02109                                     | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | PUTNAM CORE EQUITY CLASS Y                                                 | 1 POST OFFICE SQ MAILZONE G3C BOSTON MA US 02109                                     | 0.10%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | PUTNAM GLOBAL HEALTHCARE FUND CLASS                                        | 1 POST OFFICE SQ MAILZONE G3C BOSTON MA US 02109                                     | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | PUTNAM INCOME FUND CLASS A                                                 | 1 POST OFFICE SQ MAILZONE G3C BOSTON MA US 02109                                     | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | PUTNAM SMALL CAP VALUE CLASS A                                             | 1 POST OFFICE SQ MAILZONE G3C BOSTON MA US 02109                                     | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | PUTNAM LARGE CAP GROWTH FD CLASS A                                         | 1 POST OFFICE SQ MAILZONE G3C BOSTON MA US 02109                                     | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | PUTNAM INTERNATIONALCAPITA L OPPORT                                        | 1 POST OFFICE SQ MAILZONE G3C BOSTON MA US 02109                                     | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | BOSTON PARTNERS ALL CAP VALUE INVS                                         | 223 WILMINGTON W<br>CHESTER PIKE 216 CHADDS FORD PA US 19317                         | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | BOSTON PARTNERS LONG SHORT EQ INVS                                         | 223 WILMINGTON W<br>CHESTER PIKE 216 CHADDS FORD PA US 19317                         | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | BOSTON PARTNERS SM CAP VALUE II INV                                        | 223 WILMINGTON W<br>CHESTER PIKE 216 CHADDS FORD PA US 19317                         | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | SGI GLOBAL EQUITY FUND CL I                                                | 1055 WESTLAKES DR BERWYN PA<br>US 19312                                              | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | BOSTON PARTNERS LONGSHORT RESEARCH                                         | 223 WILMINGTON W<br>CHESTER PIKE 216 CHADDS FORD PA US 19317                         | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | RBC SMID CAP GROWTH FUND CLASS A                                           | 50 S SIXTH ST STE 2350 MINNEAPOLIS MN<br>US 55402                                    | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | ACCESS CAPITAL COMMUNITY INVST CL A                                        | 50 S SIXTH ST STE 2350 MINNEAPOLIS MN<br>US 55402                                    | 0.35%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | CAMPBELL SYSTEMATIC MACRO FUND CL I                                        | 47 HULFISH ST STE 510 BALTIMORE MD<br>US 21209                                       | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | RIVERNORTH/DOUBLE LINE STRATEGIC IN                                        | 325 NORTH LASALLE<br>ST STE 645 CHICAGO IL US 60654                                  | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | WEDGEWOOD RETAIL                                                           | ONE FREEDOM VALLEY DR OAKS PA<br>US 19456                                            | 0.40%                                                                                                                                                              |

PLAN NAME: AT&T RETIREMENT SAVINGS PLAN

EIN: 43-1301883

PLAN NUMBER: 009

Attachment - Schedule C - Part 1, Line 3

| (a) Enter service provider name as it appears on line 2     | (b) Service Codes (see instructions) | (c) Enter amount of indirect compensation | (d) Enter name and EIN (address) of source of indirect compensation (Name) | (d) Enter name and EIN (address) of source of indirect compensation (EIN or Address) | (e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation. |
|-------------------------------------------------------------|--------------------------------------|-------------------------------------------|----------------------------------------------------------------------------|--------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | RIVERPARK SHORT TERMHIGH YIELD RETA                                        | ONE FREEDOM VALLEY DR OAKS PA<br>US 19456                                            | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | RIVERPARK LONG/SHORT OPPORTUNITY IN                                        | ONE FREEDOM VALLEY DR OAKS PA<br>US 19456                                            | 0.12%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | T ROWE PRICE DIVIDEND GROWTH                                               | 4515 PAINTERS MILL RD<br>OWINGS MILLS MD US 21117                                    | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | T ROWE PRICE DIV GRWTH FD ADV CL                                           | 4515 PAINTERS MILL RD<br>OWINGS MILLS MD US 21117                                    | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | T ROWE PRICE EQUITY INCOME                                                 | 4515 PAINTERS MILL RD<br>OWINGS MILLS MD US 21117                                    | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | T ROWE PRICE CAP APPRECIATION                                              | 4515 PAINTERS MILL RD<br>OWINGS MILLS MD US 21117                                    | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | T ROWE PRICE CAPITL APPREC INCOME I                                        | 4515 PAINTERS MILL RD<br>OWINGS MILLS MD US 21117                                    | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | T ROWE PRICE FINANCIAL SERVICES                                            | 4515 PAINTERS MILL RD<br>OWINGS MILLS MD US 21117                                    | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | T ROWE PRICE U.S EQUITY RESEARCH FD                                        | 4515 PAINTERS MILL RD<br>OWINGS MILLS MD US 21117                                    | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | T ROWE PRICE BLUE CHIP GROWTH INC                                          | 4515 PAINTERS MILL RD<br>OWINGS MILLS MD US 21117                                    | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | T ROWE PRICE EQUITY INDEX 500 FUND                                         | 4515 PAINTERS MILL RD<br>OWINGS MILLS MD US 21117                                    | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | T ROWE PRICE EXTEND EQU MKT INDEX F                                        | 4515 PAINTERS MILL RD<br>OWINGS MILLS MD US 21117                                    | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | T ROWE PRICE MID CAP GROWTH                                                | 4515 PAINTERS MILL RD<br>OWINGS MILLS MD US 21117                                    | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | T ROWE PRICE ALL CAP OPPORTUNITIES                                         | 4515 PAINTERS MILL RD<br>OWINGS MILLS MD US 21117                                    | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | T ROWE PRICE NEW ERA                                                       | 4515 PAINTERS MILL RD<br>OWINGS MILLS MD US 21117                                    | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | T ROWE PRICE NEW HORIZONS FD INC                                           | 4515 PAINTERS MILL RD<br>OWINGS MILLS MD US 21117                                    | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | T ROWE PRICE INTL DISCOVERY FUND                                           | 4515 PAINTERS MILL RD<br>OWINGS MILLS MD US 21117                                    | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | T ROWE PRICE EUROPEAN STOCK                                                | 4515 PAINTERS MILL RD<br>OWINGS MILLS MD US 21117                                    | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | T ROWE PRICE NEW ASIA                                                      | 4515 PAINTERS MILL RD<br>OWINGS MILLS MD                                             | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | T.ROWE PRICE ASIA OPPORTUNITI INVES                                        | 4515 PAINTERS MILL RD<br>OWINGS MILLS MD US 21117                                    | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | T ROWE PRICE EMERG MRKTS CORP BD IN                                        | 4515 PAINTERS MILL RD<br>OWINGS MILLS MD US 21117                                    | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | T ROWE PRICE INT'L JAPAN                                                   | 4515 PAINTERS MILL RD<br>OWINGS MILLS MD US 21117                                    | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | T ROWE PRICE GLOBAL GR STOCK INVEST                                        | 4515 PAINTERS MILL RD<br>OWINGS MILLS MD US 21117                                    | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | T ROWE PRICE OVERSEAS STOCK FUND                                           | 4515 PAINTERS MILL RD<br>OWINGS MILLS MD US 21117                                    | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | T ROWE PRICE EMERGING EUROPE FUND                                          | 4515 PAINTERS MILL RD<br>OWINGS MILLS MD US 21117                                    | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | T ROWE PRICE INT'L VALUE EQUITY FUN                                        | 4515 PAINTERS MILL RD<br>OWINGS MILLS MD US 21117                                    | 0.15%                                                                                                                                                              |

PLAN NAME: AT&T RETIREMENT SAVINGS PLAN

EIN: 43-1301883

PLAN NUMBER: 009

Attachment - Schedule C - Part 1, Line 3

| (a) Enter service provider name as it appears on line 2     | (b) Service Codes (see instructions) | (c) Enter amount of indirect compensation | (d) Enter name and EIN (address) of source of indirect compensation (Name) | (d) Enter name and EIN (address) of source of indirect compensation (EIN or Address) | (e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation. |
|-------------------------------------------------------------|--------------------------------------|-------------------------------------------|----------------------------------------------------------------------------|--------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | T ROWE PRICE GLOBAL STOCK                                                  | 4515 PAINTERS MILL RD<br>OWINGS MILLS MD US 21117                                    | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | T ROWE PRICE EMERGING MKTS STOCK                                           | 4515 PAINTERS MILL RD<br>OWINGS MILLS MD US 21117                                    | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | T ROWE PRICE LATIN AMERICA FUND                                            | 4515 PAINTERS MILL RD<br>OWINGS MILLS MD US 21117                                    | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | T ROWE PRICE SMALL CAP STOCK                                               | 4515 PAINTERS MILL RD<br>OWINGS MILLS MD US 21117                                    | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | T ROWE PRICE VALUE                                                         | 4515 PAINTERS MILL RD<br>OWINGS MILLS MD US 21117                                    | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | T ROWE PRICE SPECT MODERATE ALLOCAT                                        | 4515 PAINTERS MILL RD<br>OWINGS MILLS MD US 21117                                    | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | T ROWE PRICE SPECT MOD GRWTH ALLOC                                         | 4515 PAINTERS MILL RD<br>OWINGS MILLS MD US 21117                                    | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | T ROWE PRICE SCIENCE& TECHNOLOGY                                           | 4515 PAINTERS MILL RD<br>OWINGS MILLS MD US 21117                                    | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | T ROWE PRICE ULTRA SHORT TERM BD IN                                        | 4515 PAINTERS MILL RD<br>OWINGS MILLS MD US 21117                                    | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | T ROWE PRICE SMALL CAP VALUE FUND                                          | 4515 PAINTERS MILL RD<br>OWINGS MILLS MD US 21117                                    | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | T ROWE PRICE US TREAINTERMEDIATE IN                                        | 4515 PAINTERS MILL RD<br>OWINGS MILLS MD US 21117                                    | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | T ROWE PRICE US TREALONG TERM INDEX                                        | 4515 PAINTERS MILL RD<br>OWINGS MILLS MD US 21117                                    | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | T ROWE PRICE MID CAP VALUE                                                 | 4515 PAINTERS MILL RD<br>OWINGS MILLS MD US 21117                                    | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | T ROWE PRICE DIVERSD MID CAP GROWTH                                        | 4515 PAINTERS MILL RD<br>OWINGS MILLS MD US 21117                                    | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | T ROWE PRICE INFLATION PROT BD FD                                          | 4515 PAINTERS MILL RD<br>OWINGS MILLS MD US 21117                                    | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | T ROWE PRICE SPECTRUM INCOME                                               | 4515 PAINTERS MILL RD<br>OWINGS MILLS MD US 21117                                    | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | T ROWE PRICE SPECTRUM DIVERSE EQUITY                                       | 4515 PAINTERS MILL RD<br>OWINGS MILLS MD US 21117                                    | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | T ROWE PRICE SPECTRM INTERNATIONAL E                                       | 4515 PAINTERS MILL RD<br>OWINGS MILLS MD US 21117                                    | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | T ROWE PRICE INTRTD US SM CAP GR EQ                                        | 4515 PAINTERS MILL RD<br>OWINGS MILLS MD US 21117                                    | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | T ROWE PRICE REAL ESTATE FUND                                              | 4515 PAINTERS MILL RD<br>OWINGS MILLS MD US 21117                                    | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | ROYCE INTRNL PREMIERFD INVESTMENT C                                        | 745 FIFTH AVE STE 2400 NEW YORK NY<br>US 10151                                       | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | ROYCE INTERNATIONAL PREMIER SERVICE                                        | 745 FIFTH AVE STE 2400 NEW YORK NY<br>US 10151                                       | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | ROYCE SMALL CAP SPECEQUITY SERVICE                                         | 745 FIFTH AVE STE 2400 NEW YORK NY<br>US 10151                                       | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | ROYCE PREMIER FUND INVESTMENT CL                                           | 745 FIFTH AVE STE 2400 NEW YORK NY<br>US 10151                                       | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | ROYCE MICRO CAP SVSCCL                                                     | 745 FIFTH AVE STE 2400 NEW YORK NY<br>US 10151                                       | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | ROYCE SMALL CAP VALUE SERVICE CL                                           | 745 FIFTH AVE STE 2400 NEW YORK NY<br>US 10151                                       | 0.40%                                                                                                                                                              |

PLAN NAME: AT&T RETIREMENT SAVINGS PLAN

EIN: 43-1301883

PLAN NUMBER: 009

Attachment - Schedule C - Part 1, Line 3

| (a) Enter service provider name as it appears on line 2     | (b) Service Codes (see instructions) | (c) Enter amount of indirect compensation | (d) Enter name and EIN (address) of source of indirect compensation (Name) | (d) Enter name and EIN (address) of source of indirect compensation (EIN or Address) | (e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation. |
|-------------------------------------------------------------|--------------------------------------|-------------------------------------------|----------------------------------------------------------------------------|--------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | ROYCE SMALLER CO GROWTH SERVICE CL                                         | 745 FIFTH AVE STE 2400 NEW YORK NY US 10151                                          | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | ROYCE SMALL CAP SPECEQUITY INVESTME                                        | 745 FIFTH AVE STE 2400 NEW YORK NY US 10151                                          | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | ROYCE SMALL CAP OPPORTUNITY INVEST                                         | 745 FIFTH AVE STE 2400 NEW YORK NY US 10151                                          | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | ROYCE PENNSYLVANIA MUTUAL INVST CLA                                        | 745 FIFTH AVE STE 2400 NEW YORK NY US 10151                                          | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | RYDEX PRECIOUS METALS INVESTOR CL                                          | 9601 BLACKWELL RD<br>STE 500 ROCKVILLE MD US 20850                                   | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | RYDEX NASDAQ 100 2X STRATEGY CL H                                          | 9601 BLACKWELL RD<br>STE 500 ROCKVILLE MD US 20850                                   | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | RYDEX NASDAQ 100 INV CLASS                                                 | 9601 BLACKWELL RD<br>STE 500 ROCKVILLE MD US 20850                                   | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | RYDEX INVERSE GOVT LONG BOND STRAT                                         | 9601 BLACKWELL RD<br>STE 500 ROCKVILLE MD US 20850                                   | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | RYDEX ELECTRONICS INV CLASS                                                | 9601 BLACKWELL RD<br>STE 500 ROCKVILLE MD US 20850                                   | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | RYDEX CONSUMER PRODUCTS INVESTOR CL                                        | 9601 BLACKWELL RD<br>STE 500 ROCKVILLE MD US 20850                                   | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | RYDEX BIOTECHNOLOGY INV CLASS                                              | 9601 BLACKWELL RD<br>STE 500 ROCKVILLE MD US 20850                                   | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | RYDEX TRANSPORTATION FD CL A                                               | 9601 BLACKWELL RD<br>STE 500 ROCKVILLE MD US 20850                                   | 0.07%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | RYDEX S&P SMALLCAP 600 PURE GROWTH                                         | 9601 BLACKWELL RD<br>STE 500 ROCKVILLE MD US 20850                                   | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | RYDEX S&P SMALLCAP 600 PURE VALUE H                                        | 9601 BLACKWELL RD<br>STE 500 ROCKVILLE MD US 20850                                   | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | RYDEX S&P 500 PURE GROWTH H CLASS                                          | 9601 BLACKWELL RD<br>STE 500 ROCKVILLE MD US 20850                                   | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | RYDEX S&P 500 PURE VALUE H CLASS                                           | 9601 BLACKWELL RD<br>STE 500 ROCKVILLE MD US 20850                                   | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | RYDEX S&P MIDCAP 400PURE GROWTH CLA                                        | 9601 BLACKWELL RD<br>STE 500 ROCKVILLE MD US 20850                                   | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | RYDEX COMMODITIES STRATEGY CL H                                            | 9601 BLACKWELL RD<br>STE 500 ROCKVILLE MD US 20850                                   | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | RYDEX S&P 500 FD CL H                                                      | 9601 BLACKWELL RD<br>STE 500 ROCKVILLE MD US 20850                                   | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | GUGGENHEIM MULTI HEDGE STRATEGIES                                          | 9601 BLACKWELL RD<br>STE 500 ROCKVILLE MD US 20850                                   | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | RYDEX DOW JONES IND AVERAGE FD CL H                                        | 9601 BLACKWELL RD<br>STE 500 ROCKVILLE MD US 20850                                   | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | RYDEX MONTHLY REBAL NASDAQ 100 2X S                                        | 9601 BLACKWELL RD<br>STE 500 ROCKVILLE MD US 20850                                   | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | RYDEX NASDAQ 100 FUND CLASS H                                              | 9601 BLACKWELL RD<br>STE 500 ROCKVILLE MD US 20850                                   | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | ICON NATURAL RES AND INFRA FUND INS                                        | P.O. BOX 87 DENVER CO US 802010087                                                   | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | SAAT MARKET GROWTH STRATEGY ALLOC C                                        | 1 FREEDOM VALLEY DR<br>OAKS PA US 19456                                              | 0.10%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | SEXTANT INTRNATIONALFUND                                                   | 1300 NORTH STATE ST BELLINGHAM WA US 98225                                           | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | SCHWAB HEALTH CARE FUND                                                    | 211 MAIN ST<br>SAN FRANCISCO CA US 94105                                             | 0.40%                                                                                                                                                              |

PLAN NAME: AT&T RETIREMENT SAVINGS PLAN

EIN: 43-1301883

PLAN NUMBER: 009

Attachment - Schedule C - Part 1, Line 3

| (a) Enter service provider name as it appears on line 2     | (b) Service Codes (see instructions) | (c) Enter amount of indirect compensation | (d) Enter name and EIN (address) of source of indirect compensation (Name) | (d) Enter name and EIN (address) of source of indirect compensation (EIN or Address) | (e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation. |
|-------------------------------------------------------------|--------------------------------------|-------------------------------------------|----------------------------------------------------------------------------|--------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AVE MARIA VALUE FUND                                                       | 801 W. ANN ARBOR TRAIL STE 244 PLYMOUTH MI US 48170                                  | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AVE MARIA GROWTH                                                           | 801 W. ANN ARBOR TRAIL STE 244 PLYMOUTH MI US 48170                                  | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AVE MARIA RISING DIVIDEND FUND                                             | 801 W. ANN ARBOR TRAIL STE 244 PLYMOUTH MI US 48170                                  | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AVE MARIA FOCUSED FUND                                                     | 801 W. ANN ARBOR TRAIL STE 244 PLYMOUTH MI US 48170                                  | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | SEGALL BRYANT HAMILL SML CAP GROWTH                                        | 370 17TH ST STE 5000 DENVER CO US 80202                                              | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | SEGALL BRYANT HAMILL PLUS BOND INST                                        | 370 17TH ST STE 5000 DENVER CO US 80202                                              | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | SEGALL BRYANT HAMILL SML CAP GRWTH                                         | 370 17TH ST STE 5000 DENVER CO US 80202                                              | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | SEGALL BRYANT HAMILL PLUS BOND FD R                                        | 370 17TH ST STE 5000 DENVER CO US 80202                                              | 0.30%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | SHELTON SUSTAINABLE EQUITY INVESTOR                                        | P.O. BOX 87 DENVER CO US 802010087                                                   | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | SHELTON NASDAQ 100 INDEX INVESTOR                                          | P.O. BOX 87 DENVER CO US 802010087                                                   | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AMERICAN SMALL CAP WORLD CLASS A                                           | 3500 WISEMAN BLVD SAN ANTONIO TX US 782514321                                        | \$18.00                                                                                                                                                            |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AMERICAN SMALLCAP WORLD CLASS F1                                           | 3500 WISEMAN BLVD SAN ANTONIO TX US 782514321                                        | 0.37%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AMERICAN SMALLCAP WORLD FUND CL F2                                         | 3500 WISEMAN BLVD SAN ANTONIO TX US 782514321                                        | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | SMEAD INTERNATIONAL VALUE I1 SHARES                                        | 1290 BROADWAY STE 1100 DENVER CO US 80203                                            | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | SMEAD VALUE INSTL SHARE CLASS                                              | 1290 BROADWAY STE 1100 DENVER CO US 80203                                            | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | SMEAD VALUE FUND INVESTOR CL SHARES                                        | 1290 BROADWAY STE 1100 DENVER CO US 80203                                            | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | SOUND SHORE FD INC                                                         | 8 SOUND SHORE DR STE 180 GREENWICH CT US 06830                                       | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | SPROTT GOLD EQUITY FUND INVESTOR                                           | 200 BAY ST STE 2600 TORONTO CA CA M5J 2J1                                            | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | STATE STREET SM/MID CAP EQ INDEX CL                                        | ONE LINCOLN ST. BOSTON MA US 021112900                                               | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | STERLING CAPITAL SMALL CAP VALUE I                                         | 434 FAYETTEVILLE ST 5TH FL RALEIGH NC US 27601                                       | 0.12%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | STERLING CAPITAL EQUITY INCOME CL I                                        | 434 FAYETTEVILLE ST 5TH FL RALEIGH NC US 27601                                       | 0.10%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | STERLING CAPITAL EQUITY INCOME CL A                                        | 434 FAYETTEVILLE ST 5TH FL RALEIGH NC US 27601                                       | 0.10%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | STEWARD VALUES FOC LRG CAP ENH IND                                         | 15375 MEMORIAL DR. STE 200 HOUSTON TX US 77079                                       | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | STEWARD VALUES FOC SM MID CAP ENH I                                        | 15375 MEMORIAL DR. STE 200 HOUSTON TX US 77079                                       | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | STEWARD GLOBAL EQ INCOME CL A                                              | 15375 MEMORIAL DR. STE 200 HOUSTON TX US 77079                                       | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | STONERIDGE DIVERSIFI ALTERNATIVE FU                                        | 510 MADISON AVE NEW YORK NY US 10022                                                 | 0.10%                                                                                                                                                              |

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EIN: 43-1301883

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| (a) Enter service provider name as it appears on line 2     | (b) Service Codes (see instructions) | (c) Enter amount of indirect compensation | (d) Enter name and EIN (address) of source of indirect compensation (Name) | (d) Enter name and EIN (address) of source of indirect compensation (EIN or Address) | (e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation. |
|-------------------------------------------------------------|--------------------------------------|-------------------------------------------|----------------------------------------------------------------------------|--------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | STONERIDGE REINSURAC RISK PREM INTE                                        | 510 MADISON AVE NEW YORK NY US 10022                                                 | 0.20%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | TCW EMERGING MARKETS INCOME CL N                                           | 865 S FIGUERA ST 22ND FL<br>LOS ANGELES CA US 90071                                  | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | TCW CORE FIX ED INC CLASS I                                                | 865 S FIGUERA ST 22ND FL<br>LOS ANGELES CA US 90071                                  | 0.10%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | TCW RELATIVE VALUE LARGE CAP CLASS                                         | 865 S FIGUERA ST 22ND FL<br>LOS ANGELES CA US 90071                                  | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | TCW RELATIVE MID CAP VALUE FD CL N                                         | 865 S FIGUERA ST 22ND FL<br>LOS ANGELES CA US 90071                                  | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | TCW TOTAL RETURN BOND CLASS N                                              | 865 S FIGUERA ST 22ND FL<br>LOS ANGELES CA US 90071                                  | 0.35%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | TCW HIGH YIELD BOND CLASS N                                                | 865 S FIGUERA ST 22ND FL<br>LOS ANGELES CA US 90071                                  | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | TCW EMERGING MKTS INCOME CL I                                              | 865 S FIGUERA ST 22ND FL<br>LOS ANGELES CA US 90071                                  | 0.10%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | TCW TOTAL RETURN BOND CLASS I                                              | 865 S FIGUERA ST 22ND FL<br>LOS ANGELES CA US 90071                                  | 0.10%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | TCW ARTIFICIAL INTELLIGENCE EQ I                                           | 865 S FIGUERA ST 22ND FL<br>LOS ANGELES CA US 90071                                  | 0.10%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | TCW NEW AMERICAS PREMIER EQUITIES N                                        | 865 S FIGUERA ST 22ND FL<br>LOS ANGELES CA US 90071                                  | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | TCW GLOBAL REAL ESTATE CLASS N                                             | 865 S FIGUERA ST 22ND FL<br>LOS ANGELES CA US 90071                                  | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | TCW ENHANCED COMMDTYSTRATEGY FUND C                                        | 865 S FIGUERA ST 22ND FL<br>LOS ANGELES CA US 90071                                  | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | TIAA CREF REAL ESTATE SEC RETAIL                                           | 730 THIRD AVE NEW YORK NY US 10017                                                   | 0.12%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | TIAA CREF MID CAP VALUE RETAIL                                             | 730 THIRD AVE NEW YORK NY US 10017                                                   | 0.12%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | T.ROWE PRICE LTD DURINFLAT FOCD BD                                         | 4515 PAINTERS MILL RD<br>OWINGS MILLS MD US 21117                                    | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | T ROWE PRICE FLOATING RATE INVEST                                          | 4515 PAINTERS MILL RD<br>OWINGS MILLS MD US 21117                                    | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | T ROWE PRICE CREDIT OPPORTUNITIES I                                        | 4515 PAINTERS MILL RD<br>OWINGS MILLS MD US 21117                                    | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | T ROWE PRICE GLOBAL REAL ESTATE FUN                                        | 4515 PAINTERS MILL RD<br>OWINGS MILLS MD US 21117                                    | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | T ROWE PRICE TOTAL RETURN INVESTOR                                         | 4515 PAINTERS MILL RD<br>OWINGS MILLS MD US 21117                                    | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | T. ROWE PRICE CHINA EVOLUTION EQUIT                                        | 4515 PAINTERS MILL RD<br>OWINGS MILLS MD US 21117                                    | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | T ROWE PRICE GLBL ALLOCATION INVEST                                        | 4515 PAINTERS MILL RD<br>OWINGS MILLS MD US 21117                                    | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | T ROWE PRICE LARGE CAP GROWTH INVES                                        | 4515 PAINTERS MILL RD<br>OWINGS MILLS MD US 21117                                    | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | TANAKA GROWTH FUND CLASS R                                                 | 369 LEXINGTON AVE FL<br>20<br>NEW YORK NY US 10017                                   | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | PGIM QUANT SOLUTIONS SMALL CAP VALU                                        | 655 BROAD ST NEWARK NJ US 07102                                                      | 0.10%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | TEMPLETON GLOBAL BOND CLASS A                                              | 100 FOUNTAIN PARKWAY<br>ST. PETERSBURG FL US 33716                                   | \$16.00                                                                                                                                                            |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | TEMPLETON GLOBAL BOND ADVISOR CLASS                                        | 100 FOUNTAIN PARKWAY<br>ST. PETERSBURG FL US 33716                                   | \$16.00                                                                                                                                                            |

PLAN NAME: AT&T RETIREMENT SAVINGS PLAN

EIN: 43-1301883

PLAN NUMBER: 009

Attachment - Schedule C - Part 1, Line 3

| (a) Enter service provider name as it appears on line 2     | (b) Service Codes (see instructions) | (c) Enter amount of indirect compensation | (d) Enter name and EIN (address) of source of indirect compensation (Name) | (d) Enter name and EIN (address) of source of indirect compensation (EIN or Address) | (e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation. |
|-------------------------------------------------------------|--------------------------------------|-------------------------------------------|----------------------------------------------------------------------------|--------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | TETON WESTWOOD EQUITY CL AAA                                               | 401 THEODORE FREMD. AVE.<br>RYE NY US 10580                                          | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | THE PRIVATE SHARES FUND CLASS I                                            | 2220 E. ROUTE 66 STE<br>226<br>GLENDDORA CA US 91740                                 | 0.20%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | THIRD AVENUE VALUE INSTL CLASS                                             | 622 THIRD AVE 32 FL NEW YORK NY<br>US 10017                                          | 0.35%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | THIRD AVENUE REAL ESTATE VALUE INST                                        | 622 THIRD AVE 32 FL NEW YORK NY<br>US 10017                                          | 0.35%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | THIRD AVENUE VALUE FUND INVESTOR CL                                        | 622 THIRD AVE 32 FL NEW YORK NY<br>US 10017                                          | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | THOMPSON BOND FUND                                                         | 1255 FOURIER DR STE 200<br>MADISON WI                                                | 0.25%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | THORNBURG STRATEGIC INCOME FUND CL                                         | 2300 NORTH RIDGETOP RD<br>SANTA FE NM US 87506                                       | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | THORNBURG STRATEGIC INCOME FUND CL                                         | 2300 NORTH RIDGETOP RD<br>SANTA FE NM US 87506                                       | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | THORNBURG INTL GROWTH CL A                                                 | 2300 NORTH RIDGETOP RD<br>SANTA FE NM US 87506                                       | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | THORNBURG GLOBAL OPPORTUNITIES FD A                                        | 2300 NORTH RIDGETOP RD<br>SANTA FE NM US 87506                                       | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | THORNBURG INCOME BUILDER CL I                                              | 2300 NORTH RIDGETOP RD<br>SANTA FE NM US 87506                                       | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | THORNBURG LTD TERM INCOME CLASS A                                          | 2300 NORTH RIDGETOP RD<br>SANTA FE NM US 87506                                       | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | THORNBURG INV INCOME BUILDER FUND C                                        | 2300 NORTH RIDGETOP RD<br>SANTA FE NM US 87506                                       | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | THORNBURG INTL EQUITY FUND CL I                                            | 2300 NORTH RIDGETOP RD<br>SANTA FE NM US 87506                                       | 0.10%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | THORNBURG DEVELOPING WORLD FUND CL                                         | 2300 NORTH RIDGETOP RD<br>SANTA FE NM US 87506                                       | 0.10%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | THRIVENT SMALL CAP STOCK FUND CL S                                         | 4321 N. BALLARD ROAD<br>APPLETON WI US 549190001                                     | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | THRIVENT MID CAP STOCK FUND CL S                                           | 4321 N. BALLARD ROAD<br>APPLETON WI US 549190001                                     | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | TIMOTHY SMALL CAP VALUE CLASS A                                            | 80 ARKAY DR STE 110 HAUPPAUGE NY<br>US 11788                                         | 0.08%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | TIMOTHY PLAN ISRAEL COMMON VALUES C                                        | 80 ARKAY DR STE 110 HAUPPAUGE NY<br>US 11788                                         | 0.08%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | TIMOTHY PLAN DEFENSIVE STRAT CL A                                          | 80 ARKAY DR STE 110 HAUPPAUGE NY<br>US 11788                                         | 0.08%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | TIMOTHY PLAN LRG/MID CAP VALUE CL A                                        | 80 ARKAY DR STE 110 HAUPPAUGE NY<br>US 11788                                         | 0.08%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | TIMOTHY PLAN HIGH YIELD BOND CL A                                          | 80 ARKAY DR STE 110 HAUPPAUGE NY<br>US 11788                                         | 0.08%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | TIMOTHY LARGE/MID GROWTH CL C                                              | 80 ARKAY DR STE 110 HAUPPAUGE NY<br>US 11788                                         | 0.08%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | TIMOTHY PLAN FIXED INCOME CLASS C                                          | 80 ARKAY DR STE 110 HAUPPAUGE NY<br>US 11788                                         | 0.08%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | TIMOTHY PLAN FIXED INCOME CL A                                             | 80 ARKAY DR STE 110 HAUPPAUGE NY<br>US 11788                                         | 0.08%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | TOCQUEVILLE FUND                                                           | 40 W 57TH ST 19TH FL NEW YORK NY US 10019                                            | \$16.00                                                                                                                                                            |

PLAN NAME: AT&T RETIREMENT SAVINGS PLAN

EIN: 43-1301883

PLAN NUMBER: 009

Attachment - Schedule C - Part 1, Line 3

| (a) Enter service provider name as it appears on line 2     | (b) Service Codes (see instructions) | (c) Enter amount of indirect compensation | (d) Enter name and EIN (address) of source of indirect compensation (Name) | (d) Enter name and EIN (address) of source of indirect compensation (EIN or Address) | (e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation. |
|-------------------------------------------------------------|--------------------------------------|-------------------------------------------|----------------------------------------------------------------------------|--------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | TOUCHSTONE SMALL COMPANY FUND CL Y                                         | 303 BROADWAY STE<br>1100<br>CINCINNATI OH US 452024203                               | 0.10%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | TOUCHSTONE LARGE CAP FOCUSED FUND C                                        | 303 BROADWAY STE<br>1100<br>CINCINNATI OH US 452024203                               | 0.10%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | TOUCHSTONE FLEXIBLE INCOME FUND CL                                         | 303 BROADWAY STE<br>1100<br>CINCINNATI OH US 452024203                               | 0.10%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | TOUCHSTONE SANDS CAP SEL GRWTH Z                                           | 303 BROADWAY STE<br>1100<br>CINCINNATI OH US 452024203                               | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | TOUCHSTONE DIVIDEND EQUITY FUND CL                                         | 303 BROADWAY STE<br>1100<br>CINCINNATI OH US 452024203                               | 0.08%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | TOUCHSTONE SMALL CAP VALUE CL A                                            | 303 BROADWAY STE<br>1100<br>CINCINNATI OH US 452024203                               | 0.08%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | CROMWELL CENTERSQUARREAL ESTATE INV                                        | 100 SALEM ST SMITHFIELD RI US 02917                                                  | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | CROMWELL TRAN SUSTN FOCUS FUND INVE                                        | 100 SALEM ST SMITHFIELD RI US 02917                                                  | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | GUGGENHEIM RBP LRG CAP DEFENSIVE P                                         | 9601 BLACKWELL RD<br>STE 500 ROCKVILLE MD US 20850                                   | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | GUGGENHEIM RBP LRG CAP MARKET P                                            | 9601 BLACKWELL RD<br>STE 500 ROCKVILLE MD US 20850                                   | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | TRANSAMERICA CAPITAL GROWTH CL A                                           | 4333 EDGEWOOD RD NE CEDAR RAPIDS IA<br>US 52499                                      | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | TRANSAMERICA US GROWTH CLASS I                                             | 4333 EDGEWOOD RD NE CEDAR RAPIDS IA<br>US 52499                                      | 0.10%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | TRANSAMERICA SMALL/ MID CAP VALUE C                                        | 4333 EDGEWOOD RD NE CEDAR RAPIDS IA<br>US 52499                                      | 0.10%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | INFINITY Q DIVRS ALPHA INSTL                                               | 888 7TH AVE STE 3800 NEW YORK NY<br>US 10106                                         | 0.10%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | 1919 SOCIALLY RESPON BALANCED I                                            | 2020 E. FINANCIAL<br>WAY STE 100 GLENDORA CA US 91741                                | 0.12%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | 1919 SOCIALLY RESPONBALANCED A                                             | 2020 E. FINANCIAL<br>WAY STE 100 GLENDORA CA US 91741                                | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | PERFORMANCE TRUST TOTAL RETRN BND I                                        | 500 WEST MADISON<br>STE 470 CHICAGO IL US 60661                                      | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | TERRA FIRMA US CONCINTRTD REALTY EQ                                        | 777 E WISCONSIN AVE MILWAUKEE WI<br>US 53202                                         | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | RIVERPARK STRATEGIC INCOME FUND RET                                        | 615 E. MICHIGAN ST MILWAUKEE WI<br>US 53202                                          | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | MAIRS & POWER GROWTH FUND                                                  | 777 E WISCONSIN AVE FL 4<br>MILWAUKEE WI US 53202                                    | 0.12%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | TWEEDY BROWNE INTERNATL VALUE FUND                                         | ONE STATION PLACE 5TH FL<br>STAMFORD CT US 06902                                     | \$25.00                                                                                                                                                            |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | VICTORY CORE PLUS INTERMEDIATE BOND                                        | 4900 TIEDEMAN RD 4TH FL<br>BROOKLYN OH US 44114                                      | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | VICTORY SCIENCE & TECHNOLOGY FD A                                          | 4900 TIEDEMAN RD 4TH FL<br>BROOKLYN OH US 44114                                      | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | VICTORY GROWTH AND TAX STRATEGY FD                                         | 4900 TIEDEMAN RD 4TH FL<br>BROOKLYN OH US 44114                                      | 0.10%                                                                                                                                                              |

PLAN NAME: AT&T RETIREMENT SAVINGS PLAN

EIN: 43-1301883

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|-------------------------------------------------------------|--------------------------------------|-------------------------------------------|----------------------------------------------------------------------------|--------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | VICTORY NASDAQ 100 INDEX FUND CL A                                         | 4900 TIEDEMAN RD 4TH FL<br>BROOKLYN OH US 44114                                      | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | VICTORY AGGRESIVE GROWTH FUND                                              | 4900 TIEDEMAN RD 4TH FL<br>BROOKLYN OH US 44114                                      | 0.10%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | VICTORY NASDAQ 100 INDEX FUND                                              | 4900 TIEDEMAN RD 4TH FL<br>BROOKLYN OH US 44114                                      | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | VICTORY SCIENCE & TECHNOLOGY FUND                                          | 4900 TIEDEMAN RD 4TH FL<br>BROOKLYN OH US 44114                                      | 0.10%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | GLOBAL LUXURY GOODS INVESTOR                                               | 3 CANAL PLAZA STE<br>600<br>PORTLAND ME US 04101                                     | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | UNDISCOVERED MANAGERBEHAVIORAL VAL                                         | 1111 POLARIS PARKWAY COLUMBUS OH US 43240                                            | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AUER GROWTH                                                                | 8801 RIVER CROSSING<br>BLVD STE 100 INDIANAPOLIS IN US 46240                         | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | DEAN SMALL CAP VALUE                                                       | 3500 PENTAGON BLVD.<br>STE 200 BEAVERCREEK OH US 45431                               | 0.10%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | THE APPLESEED FUND                                                         | 161 NORTH CLARK ST. STE 2200<br>CHICAGO IL US 60601                                  | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | ABSOLUTE CONVERTIBLE ARBITRAGE INVE                                        | ATLANTIC FUND ADMINISTRATION PO BO<br>PORTLAND ME US 04112                           | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | STANDPOINT MULTI ASSET FUND INVESTO                                        | 225 PICTORIA DR STE<br>450<br>CINCINNATI OH US 45246                                 | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | GLOBAL RESOURCES FUND                                                      | 3 CANAL PLAZA STE<br>600<br>PORTLAND ME US 04101                                     | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | WORLD PRECIOUS MINERALS FUND                                               | 3 CANAL PLAZA STE<br>600<br>PORTLAND ME US 04101                                     | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | VALUE LINE ASSET ALLOCATION INVESTO                                        | 7 TIMES SQUARE STE<br>1606<br>NEW YORK NY US 10036                                   | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | VALUE LINE MID CAP FOCUSED INVESTOR                                        | 7 TIMES SQUARE STE<br>1606<br>NEW YORK NY US 10036                                   | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | VALUE LINE CAPITAL APPRECIATION INV                                        | 7 TIMES SQUARE STE<br>1606<br>NEW YORK NY US 10036                                   | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | VALUE LINE SMALL CAP OPPORTUNITIES I                                       | 7 TIMES SQUARE STE<br>1606<br>NEW YORK NY US 10036                                   | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | VALUE LINE SMALL CAP OPPORT CL INST                                        | 7 TIMES SQUARE STE<br>1606<br>NEW YORK NY US 10036                                   | 0.12%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | VALUE LINE SELECT GROWTH INVESTORS                                         | 7 TIMES SQUARE STE<br>1606<br>NEW YORK NY US 10036                                   | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | DANA LARGE CAP EQUITY INVESTOR CL                                          | PO BOX 1067 BROOKFIELD WI US 530081067                                               | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | VAN ECK EMERGING MKTS BOND Y                                               | 666 3RD AVE 9TH FL NEW YORK NY<br>US 10017                                           | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | VAN ECK EMERGING MKTS BOND A                                               | 666 3RD AVE 9TH FL NEW YORK NY<br>US 10017                                           | 0.38%                                                                                                                                                              |

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EIN: 43-1301883

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|-------------------------------------------------------------|--------------------------------------|-------------------------------------------|----------------------------------------------------------------------------|--------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | VAN ECK CM COMMODITYINDEX FUND A                                           | 666 3RD AVE 9TH FL NEW YORK NY US 10017                                              | 0.38%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | VAN ECK EMERGING MARKETS FUND CL Y                                         | 666 3RD AVE 9TH FL NEW YORK NY US 10017                                              | 0.10%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | VAN ECK EMERGING MARKETS CLASS A                                           | 666 3RD AVE 9TH FL NEW YORK NY US 10017                                              | 0.38%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | VARIANT ALTERNATIVE INCOME FUND INS                                        | 10300 SW GREENBURG ROAD STE 308 PORTLAND OR US 97223                                 | 0.20%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | VERSUS CAPITAL MULTI MNGR REAL EST                                         | 5555 DTC PARKWAY STE 330 GREENWOOD VILLAGE CO US 80111                               | 0.20%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | VERSUS CAPITAL REAL ASSETS CL I                                            | 5555 DTC PARKWAY STE 330 GREENWOOD VILLAGE CO US 80111                               | 0.20%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | VICTORY SYCAMORE ESTABLISHED VALUE                                         | 4900 TIEDEMAN RD 4TH FL BROOKLYN OH US 44114                                         | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | VICTORY INTEGRITY MID CAP VALUE CL                                         | 4900 TIEDEMAN RD 4TH FL BROOKLYN OH US 44114                                         | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | VICTORY RS SELECT GROWTH FUND CL A                                         | 4900 TIEDEMAN RD 4TH FL BROOKLYN OH US 44114                                         | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | VICTORY FLOATING RATE FUND CL A                                            | 4900 TIEDEMAN RD 4TH FL BROOKLYN OH US 44114                                         | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | VICTORY INTEGRITY DISCOVERY FD CL A                                        | 4900 TIEDEMAN RD 4TH FL BROOKLYN OH US 44114                                         | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | VICTORY RS SCIENCE AND TECHNOLOGY C                                        | 4900 TIEDEMAN RD 4TH FL BROOKLYN OH US 44114                                         | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | VICTORY GLOBAL ENERGY TRANSITION Y                                         | 4900 TIEDEMAN RD 4TH FL BROOKLYN OH US 44114                                         | 0.12%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | VICTORY GLOBAL ENERGY TRANSITION A                                         | 4900 TIEDEMAN RD 4TH FL BROOKLYN OH US 44114                                         | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | VICTORY RS GLOBAL FD CL Y                                                  | 4900 TIEDEMAN RD 4TH FL BROOKLYN OH US 44114                                         | 0.12%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | VICTORY RS GLOBAL FUND CLASS A                                             | 4900 TIEDEMAN RD 4TH FL BROOKLYN OH US 44114                                         | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | VICTORY THB US SMALL OPPORTUNITIES C                                       | 4900 TIEDEMAN RD 4TH FL BROOKLYN OH US 44114                                         | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | VIRTUS KAR SMALL MID CAP CORE FD CL                                        | 100 SUMMIT LAKE DR 201 GREENFIELD MA US 01301                                        | 0.10%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | VIRTUS KAR SMALL CAP CORE FUND CL A                                        | 100 SUMMIT LAKE DR 201 GREENFIELD MA US 01301                                        | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | VIRTUS KAR SMALL CAP GROWTH CL A                                           | 100 SUMMIT LAKE DR 201 GREENFIELD MA US 01301                                        | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | VIRTUS KAR SMALL CAP VALUE CLASS A                                         | 100 SUMMIT LAKE DR 201 GREENFIELD MA US 01301                                        | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | VIRTUS KAR MID CAP GROWTH FUND CL A                                        | 100 SUMMIT LAKE DR 201 GREENFIELD MA US 01301                                        | 0.40%                                                                                                                                                              |

PLAN NAME: AT&T RETIREMENT SAVINGS PLAN

EIN: 43-1301883

PLAN NUMBER: 009

Attachment - Schedule C - Part 1, Line 3

| (a) Enter service provider name as it appears on line 2     | (b) Service Codes (see instructions) | (c) Enter amount of indirect compensation | (d) Enter name and EIN (address) of source of indirect compensation (Name) | (d) Enter name and EIN (address) of source of indirect compensation (EIN or Address) | (e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation. |
|-------------------------------------------------------------|--------------------------------------|-------------------------------------------|----------------------------------------------------------------------------|--------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | VIRTUS DUFF & PHELPSGLBL REAL EST S                                        | 100 SUMMIT LAKE DR<br>201<br>GREENFIELD MA US 01301                                  | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | VIRTUS NEWFLEET LOW DUR CORE PLUS B                                        | 100 SUMMIT LAKE DR<br>201<br>GREENFIELD MA US 01301                                  | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | VIRTUS SGA EMERGING MARKETS EQUITY                                         | 100 SUMMIT LAKE DR<br>201<br>GREENFIELD MA US 01301                                  | 0.10%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | VIRTUS KAR EMERG MKTS SMALL CAP I                                          | 100 SUMMIT LAKE DR<br>201<br>GREENFIELD MA US 01301                                  | 0.10%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | VIRTUS ALPHASIMPLEX MANAG FUTURE ST                                        | 100 SUMMIT LAKE DR<br>201<br>GREENFIELD MA US 01301                                  | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | VIRTUS DUFF & PHELPS SELECT MLP ENE                                        | 100 SUMMIT LAKE DR<br>201<br>GREENFIELD MA US 01301                                  | 0.10%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | VIRTUS ZEVENBERGEN INNOVATIVE GR ST                                        | 100 SUMMIT LAKE DR<br>201<br>GREENFIELD MA US 01301                                  | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | VIRTUS ZEVENBERGEN INNOVATIVE GR ST                                        | 100 SUMMIT LAKE DR<br>201<br>GREENFIELD MA US 01301                                  | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | VIRTUS CEREDX LRG CAP VALUE EQUITY                                         | 100 SUMMIT LAKE DR<br>201<br>GREENFIELD MA US 01301                                  | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | VIRTUS SEIX CORPORATE BOND A                                               | 100 SUMMIT LAKE DR<br>201<br>GREENFIELD MA US 01301                                  | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | VIRTUS CEREDX LARGE CAP EQUITY CL                                          | 100 SUMMIT LAKE DR<br>201<br>GREENFIELD MA US 01301                                  | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | VIRTUS SEIX FLOATING RATE HIGH INCO                                        | 100 SUMMIT LAKE DR<br>201<br>GREENFIELD MA US 01301                                  | 0.10%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | VIRTUS SEIX FLOATINGRATE HIGH INCOM                                        | 100 SUMMIT LAKE DR<br>201<br>GREENFIELD MA US 01301                                  | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | VIRTUS NFJ MID CAP VALUE A                                                 | 100 SUMMIT LAKE DR<br>201<br>GREENFIELD MA US 01301                                  | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | VIRTUS NFJ LARGE CAP VALUE I                                               | 100 SUMMIT LAKE DR<br>201<br>GREENFIELD MA US 01301                                  | 0.10%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | VIRTUS NFJ LARGE CAPVALUE A                                                | 100 SUMMIT LAKE DR<br>201<br>GREENFIELD MA US 01301                                  | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | VIRTUS NFJ INTL VALUE A                                                    | 100 SUMMIT LAKE DR<br>201<br>GREENFIELD MA US 01301                                  | 0.40%                                                                                                                                                              |

PLAN NAME: AT&T RETIREMENT SAVINGS PLAN

EIN: 43-1301883

PLAN NUMBER: 009

Attachment - Schedule C - Part 1, Line 3

| (a) Enter service provider name as it appears on line 2     | (b) Service Codes (see instructions) | (c) Enter amount of indirect compensation | (d) Enter name and EIN (address) of source of indirect compensation (Name) | (d) Enter name and EIN (address) of source of indirect compensation (EIN or Address) | (e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation. |
|-------------------------------------------------------------|--------------------------------------|-------------------------------------------|----------------------------------------------------------------------------|--------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | VIRTUS INCOME & GROWTH FUND A                                              | 100 SUMMIT LAKE DR<br>201<br>GREENFIELD MA US 01301                                  | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | VIRTUS SILVANT FOCUSED GROWTH A                                            | 100 SUMMIT LAKE DR<br>201<br>GREENFIELD MA US 01301                                  | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | VIRTUS ZEVENBERGEN TECHNOLOGY FUND                                         | 100 SUMMIT LAKE DR<br>201<br>GREENFIELD MA US 01301                                  | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | VIRTUS ZEVENBERGEN TECHNOLOGY INSTL                                        | 100 SUMMIT LAKE DR<br>201<br>GREENFIELD MA US 01301                                  | 0.10%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | VIRTUS NEWFLEET SHRTDURAT HIGH INC                                         | 100 SUMMIT LAKE DR<br>201<br>GREENFIELD MA US 01301                                  | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | VOYA CORPORATE LEAD TRUST SERIES B                                         | 7337 E. DOUBLETREE RANCH RD SCOTTSDALE AZ<br>US 85258                                | 0.10%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | VOYA CORPORATE LEADERS 100 CLASS A                                         | 7337 E. DOUBLETREE RANCH RD SCOTTSDALE AZ<br>US 85258                                | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | VOYA MIDCAP OPPORTUNITIES CL I                                             | 7337 E. DOUBLETREE RANCH RD SCOTTSDALE AZ<br>US 85258                                | 0.10%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | VOYA INTERMEDIATE BOND CLASS I                                             | 7337 E. DOUBLETREE RANCH RD SCOTTSDALE AZ<br>US 85258                                | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | VOYA GNMA INCOME CLASS I                                                   | 7337 E. DOUBLETREE RANCH RD SCOTTSDALE AZ<br>US 85258                                | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | VOYA HIGH YIELD BOND CLASS I                                               | 7337 E. DOUBLETREE RANCH RD SCOTTSDALE AZ<br>US 85258                                | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | VOYA FLOATING RATE CLASS I                                                 | 7337 E. DOUBLETREE RANCH RD SCOTTSDALE AZ<br>US 85258                                | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | VOYA INVESTMENT GRADE CREDIT FUND I                                        | 7337 E. DOUBLETREE RANCH RD SCOTTSDALE AZ<br>US 85258                                | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | VOYA SECURITIZED CRD FUND CLASS A                                          | 7337 E. DOUBLETREE RANCH RD SCOTTSDALE AZ<br>US 85258                                | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | VOYA SMALL COMPANY CL I                                                    | 7337 E. DOUBLETREE RANCH RD SCOTTSDALE AZ<br>US 85258                                | 0.10%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | CRM MID CAP VALUE INVESTOR SHARES                                          | 520 MADISON AVE<br>20TH FL<br>NEW YORK NY US 10022                                   | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | WASATCH SMALL CAP GROWTH                                                   | 505 WAKARA WAY STE<br>300<br>SALT LAKE CITY UT US 84108                              | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | WASATCH CORE GROWTH                                                        | 505 WAKARA WAY STE<br>300<br>SALT LAKE CITY UT US 84108                              | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | WASATCH HOISINGTON US TREASURY                                             | 505 WAKARA WAY STE<br>300<br>SALT LAKE CITY UT US 84108                              | 0.25%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | WASATCH ULTRA GROWTH                                                       | 505 WAKARA WAY STE<br>300<br>SALT LAKE CITY UT US 84108                              | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | WASATCH MICROCAP                                                           | 505 WAKARA WAY STE<br>300<br>SALT LAKE CITY UT                                       | 0.40%                                                                                                                                                              |

PLAN NAME: AT&T RETIREMENT SAVINGS PLAN

EIN: 43-1301883

PLAN NUMBER: 009

Attachment - Schedule C - Part 1, Line 3

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|-------------------------------------------------------------|--------------------------------------|-------------------------------------------|----------------------------------------------------------------------------|--------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | WASATCH SMALL CAP VALUE                                                    | 505 WAKARA WAY STE<br>300<br>SALT LAKE CITY UT US 84108                              | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | WASATCH MICRO CAP VALUE FUND                                               | 505 WAKARA WAY STE<br>300<br>SALT LAKE CITY UT US 84108                              | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | WASATCH ULTRA GROWTHFUND INSTL CL                                          | 505 WAKARA WAY STE<br>300<br>SALT LAKE CITY UT US 84108                              | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | WASATCH INTL SELECT FUND INVESTOR                                          | 505 WAKARA WAY STE<br>300<br>SALT LAKE CITY UT US 84108                              | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | WASATCH GLOBAL OPPORTUNITIES INSTL                                         | 505 WAKARA WAY STE<br>300<br>SALT LAKE CITY UT US 84108                              | 0.10%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | WASATCH EMERGING MARKETS SELECT FUN                                        | 505 WAKARA WAY STE<br>300<br>SALT LAKE CITY UT US 84108                              | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | WASATCH SMALL CAP VALUE INSTITUTION                                        | 505 WAKARA WAY STE<br>300<br>SALT LAKE CITY UT US 84108                              | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | WASATCH CORE GROWTH INSTITUTIONAL                                          | 505 WAKARA WAY STE<br>300<br>SALT LAKE CITY UT US 84108                              | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | WASATCH EMERGING INDIA FUND                                                | 505 WAKARA WAY STE<br>300<br>SALT LAKE CITY UT US 84108                              | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | WASATCH GLOBAL VALUE FUND                                                  | 505 WAKARA WAY STE<br>300<br>SALT LAKE CITY UT US 84108                              | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | WASATCH GLOBAL OPPORTUNITIES RETAIL                                        | 505 WAKARA WAY STE<br>300<br>SALT LAKE CITY UT US 84108                              | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | WASATCH EMERGING MARKETS SMALL CAP                                         | 505 WAKARA WAY STE<br>300<br>SALT LAKE CITY UT US 84108                              | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AMERICAN WASHNTN MUTUAL INVESTRS CL                                        | 3500 WISEMAN BLVD SAN ANTONIO TX<br>US 782514321                                     | \$18.00                                                                                                                                                            |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | AMERICAN WASHINGTON MUTUAL INVESTOR                                        | 3500 WISEMAN BLVD SAN ANTONIO TX<br>US 782514321                                     | 0.37%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | WEITZ SHORT DURATIONINCOME FUND INS                                        | 1125 SOUTH 103RD ST OMAHA NE<br>US 68124                                             | 0.30%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | WEITZ CORE PLUS INCOME FD INVESTOR                                         | 1125 SOUTH 103RD ST OMAHA NE<br>US 68124                                             | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | WEITZ CORE PLUS INCOME FD INSTL CL                                         | 1125 SOUTH 103RD ST OMAHA NE<br>US 68124                                             | 0.12%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | WEITZ SHORT DURATIONINCOME FD INVES                                        | 1125 SOUTH 103RD ST OMAHA NE<br>US 68124                                             | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | ALLSPRING DISCOVERY INNOVATION FD C                                        | 525 MARKET ST MAC A0103 122<br>SAN FRANCISCO CA US 94105                             | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | ALLSPRING CORE PLUS BOND FUND A                                            | 525 MARKET ST MAC A0103 122<br>SAN FRANCISCO CA US 94105                             | 0.40%                                                                                                                                                              |

PLAN NAME: AT&T RETIREMENT SAVINGS PLAN

EIN: 43-1301883

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|-------------------------------------------------------------|--------------------------------------|-------------------------------------------|----------------------------------------------------------------------------|--------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | ALLSPRING C&B MID CAP VALUE FD A                                           | 525 MARKET ST MAC A0103 122<br>SAN FRANCISCO CA US 94105                             | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | ALLSPRING EMERGING MRKTS EQY INCM A                                        | 525 MARKET ST MAC A0103 122<br>SAN FRANCISCO CA US 94105                             | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | ALLSPRING DISCIPLINEUS CORE FD A                                           | 525 MARKET ST MAC A0103 122<br>SAN FRANCISCO CA US 94105                             | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | ALLSPRING PREMIER LRG COMPANY GRTH A                                       | 525 MARKET ST MAC A0103 122<br>SAN FRANCISCO CA US 94105                             | 0.10%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | ALLSPRING CORE PLUS BOND FUND INST                                         | 525 MARKET ST MAC A0103 122<br>SAN FRANCISCO CA US 94105                             | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | ALLSPRING DIVRSFD INCOME BUILD FD A                                        | 525 MARKET ST MAC A0103 122<br>SAN FRANCISCO CA US 94105                             | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | ALLSPRING DIVRSFD CAP BUILDER FD A                                         | 525 MARKET ST MAC A0103 122<br>SAN FRANCISCO CA US 94105                             | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | ALLSPRING DISCOVERY MID CAP GROWTH                                         | 525 MARKET ST MAC A0103 122<br>SAN FRANCISCO CA US 94105                             | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | ALLSPRING SPECIAL MID CAP VLUE ADMI                                        | 525 MARKET ST MAC A0103 122<br>SAN FRANCISCO CA US 94105                             | 0.10%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | ALLSPRING DISCOVERY LARGE CAP GROWT                                        | 525 MARKET ST MAC A0103 122<br>SAN FRANCISCO CA US 94105                             | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | ALLSPRING GROWTH FUND A                                                    | 525 MARKET ST MAC A0103 122<br>SAN FRANCISCO CA US 94105                             | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | ALLSPRING ULTRA SHRTTERM INCOME FUN                                        | 525 MARKET ST MAC A0103 122<br>SAN FRANCISCO CA US 94105                             | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | ALLSPRING SPECIAL MID CAP VLUE FD A                                        | 525 MARKET ST MAC A0103 122<br>SAN FRANCISCO CA US 94105                             | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | ALLSPRING DISCOVERY SMID CAP GROWTH                                        | 525 MARKET ST MAC A0103 122<br>SAN FRANCISCO CA US 94105                             | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | ALLSPRING EMERGING GROWTH FD A                                             | 525 MARKET ST MAC A0103 122<br>SAN FRANCISCO CA US 94105                             | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | VIRTUS WESTCHESTER EVENT DRIVEN I                                          | 100 SUMMIT LAKE DR<br>201<br>GREENFIELD MA US 01301                                  | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | WESTERN ASSET CORE BOND FUND CL I                                          | 100 FOUNTAIN PARKWAY<br>ST. PETERSBURG FL US 33716                                   | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | WESTERN ASSET CORE BOND PLUS FUND C                                        | 100 FOUNTAIN PARKWAY<br>ST. PETERSBURG FL US 33716                                   | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | WESTERN ASSET CORE BOND FUND CL A                                          | 100 FOUNTAIN PARKWAY<br>ST. PETERSBURG FL US 33716                                   | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | WESTERN ASSET CORE PLUS BOND FUND I                                        | 100 FOUNTAIN PARKWAY<br>ST. PETERSBURG FL US 33716                                   | 0.15%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | WESTERN ASSET TOTAL RTN UNCONSTRAIN                                        | 100 FOUNTAIN PARKWAY<br>ST. PETERSBURG FL US 33716                                   | 0.35%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | WILDERMUTH FUND CLASS I                                                    | 11525 PARK WOODS CIRCLE ALPHARETTA GA US 30005                                       | 0.20%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | DOW JONES WILSHIRE 5000 INDEX PORT                                         | 225 PICTORIA DR STE<br>450<br>CINCINNATI OH US 45246                                 | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | PLUMB BALANCED                                                             | PO BOX 44966 MADISON WI US 53717                                                     | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | PLUMB EQUITY                                                               | PO BOX 44966 MADISON WI US 53717                                                     | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | APPLIED FIN EXPLORERFUND INVESTOR                                          | 8730 STONY POINT<br>PKWY STE 205 RICHMOND VA US 23235                                | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | APPLIED FIN SELECT FUND INVESTOR                                           | 8730 STONY POINT<br>PKWY STE 205 RICHMOND VA US 23235                                | 0.40%                                                                                                                                                              |

PLAN NAME: AT&T RETIREMENT SAVINGS PLAN

EIN: 43-1301883

PLAN NUMBER: 009

Attachment - Schedule C - Part 1, Line 3

| (a) Enter service provider name as it appears on line 2     | (b) Service Codes (see instructions) | (c) Enter amount of indirect compensation | (d) Enter name and EIN (address) of source of indirect compensation (Name) | (d) Enter name and EIN (address) of source of indirect compensation (EIN or Address) | (e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation. |
|-------------------------------------------------------------|--------------------------------------|-------------------------------------------|----------------------------------------------------------------------------|--------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | APPLIED FIN DIVIDENDFUND INVSTR CL                                         | 8730 STONY POINT<br>PKWY STE 205 RICHMOND VA US 23235                                | 0.40%                                                                                                                                                              |
| FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, INC. | 60                                   | \$0                                       | CBOE VEST BITCOIN STRTGY MNG VOL IN                                        | 8730 STONY POINT<br>PKWY STE 205 RICHMOND VA US 23235                                | 0.08%                                                                                                                                                              |

**SCHEDULE OF ASSETS (HELD AT END OF YEAR)**

**Schedule H, Line 4i**

PLAN NAME: AT&T RETIREMENT SAVINGS PLAN

EIN: 43-1301883

PLAN NUMBER: 009

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