Disclosure Comparative Chart – Variable Return Investments

Plan Name: Indeed Flex 401(k) Profit-sharing Plan Trust - 33918

Evaluating the Plan's Investment Options

This section provides information about the investment options in the Plan and reflects data recordkept as of 05/05/2021, except for performance data, which is as of December 31 of the prior year. To help you better understand the Plan's investment options, information is available at https://nb.fidelity.com/public/nb/default/homeoption=ngDCInqFundPerformance, including a glossary of investment terms available online at https://nb. fidelity.com/public/nb/default/homeoption=dcPlandetails. To request additional investment-related information, or a paper copy of certain information available online, free of charge, contact a Fidelity representative at Fidelity Investments, PO Box 770003, Cincinnati, OH 45277-0065 or call 800-890-4015.

As you review this information, you may want to think about whether an investment in a particular option, along with your other investments, will help you achieve your financial goals. Keep in mind that the cumulative effect of fees and expenses can substantially reduce the growth of your retirement savings, but is only one of many factors to consider when you decide to invest in an option. Visit the Department of Labor's website at https://www. dol.gov/agencies/ebsa/about-ebsa/our-activities/resource-center/publications/understanding-your-retirement-plan-fees for an example of the long-term effect of fees and expenses.

The chart below lists the Plan's investment options that do not have a fixed or stated rate of return, and underneath each investment option is an applicable benchmark for that option. A benchmark is a standard against which the performance of a security, mutual fund, or investment manager can be measured. This Notice requires that a broad-based market index be listed on the chart for each investment option. Additional benchmarks for an investment option may be available online at https://nb.fidelity.com/public/nb/default/homeoption=ngDCInqFundPerformance along with benchmark index definitions. Please note that the benchmark used by the Plan sponsor to measure and monitor performance may be different than the benchmark displayed in the chart. Keep in mind that you cannot invest in a benchmark index.

Understanding investment performance: As you review the following information, please remember that the performance data stated represents past performance, which does not guarantee future results. Investment return and principal value of an investment will fluctuate; therefore, you may have a gain or loss when you sell your shares. Current performance may be higher or lower than the performance stated and is available at https://nb.fidelity.com/public/nb/default/homeoption=ngDCInqFundPerformance or your Plan's benefits website.

			Average Annual Total Return as of 12/31/2020									Shareholder Fees						
Asset Class	Fund Code	Investment Name Benchmark Name	1 Year	5 Year	10 Year	Life Of Fund	Inception Date	Annual Gross Expense Ratio as a %	Annual Gross Expense Ratio Per 1000	Excessive Trading Restrictions	Competing Fund	Short Term Trading Fees (% /Days)	Insurance Fees	Mortality Expense	Admin Fee	Other Fee	Surrender Limit% / Penalty%	Money Market
Bond	0820	Fidelity® Total Bond Fund	9.34%	5.64%	4.60%	5.14%	10/15/2002	0.45%	$4.50	§	N/A	◊	◊	◊	◊	◊	◊	
		Benchmark: BBgBarc U.S. Agg Bond	7.51%	4.44%	3.84%	4.45%												
Bond	OQAZ	Vanguard Total Bond Market Index Fund Admiral Shares	7.72%	4.46%	3.80%	5.94%	12/11/1986	0.05%	$0.50	§	N/A	◊	◊	◊	◊	◊	◊	
		Benchmark: BBgBarc Agg Float Adj	7.75%	4.53%	3.89%	--												
Bond	OQSP	PIMCO Real Return Fund Administrative Class	11.81%	5.15%	3.54%	5.65%	01/29/1997	0.78%	$7.80	§	N/A	◊	◊	◊	◊	◊	◊	
		Benchmark: BBgBarc US TIPS	10.99%	5.08%	3.81%	--												
Bond	OQTO	Vanguard Short-Term Federal Fund Admiral Shares	4.45%	2.40%	1.82%	4.73%	12/31/1987	0.1%	$1.00	§	‡	◊	◊	◊	◊	◊	◊	
		Benchmark: BBgBarc 1-5 Yr Govt	4.34%	2.35%	1.79%	4.80%												
Domestic Equities	2095	Fidelity® Low-Priced Stock Fund - Class K	9.40%	10.09%	10.72%	13.26%	12/27/1989	0.69%	$6.90	§	N/A	◊	◊	◊	◊	◊	◊	
		Benchmark: Russell	19.96%	13.26%	11.20%	9.86%												

			Average Annual Total Return as of 12/31/2020									Shareholder Fees						
Asset Class	**Fund Code**	**Investment Name Benchmark Name**	**1 Year**	**5 Year**	**10 Year**	**Life Of Fund**	**Inception Date**	**Annual Gross Expense Ratio as a %**	**Annual Gross Expense Ratio Per 1000**	**Excessive Trading Restrictions**	**Competing Fund**	**Short Term Trading Fees (% /Days)**	**Insurance Fees**	**Mortality Expense**	**Admin Fee**	**Other Fee**	**Surrender Limit% / Penalty%**	**Money Market**
		2000																
Domestic Equities	OFHH	Harbor Capital Appreciation Fund Institutional Class	54.43%	22.45%	18.33%	13.05%	12/29/1987	0.72%	$7.20	§	N/A	◊	◊	◊	◊	◊	◊	
		Benchmark: Russell 1000 Growth	38.49%	21.00%	17.21%	11.52%												
Domestic Equities	OFVH	Vanguard Institutional Index Fund Institutional Shares	18.39%	15.19%	13.86%	10.34%	07/31/1990	0.035%	$0.35	§	N/A	◊	◊	◊	◊	◊	◊	
		Benchmark: S&P 500	18.40%	15.22%	13.88%	10.33%												
Domestic Equities	OIJ5	JPMorgan Mid Cap Value Fund Class R6	0.43%	7.93%	10.37%	11.68%	11/13/1997	0.74%	$7.40	§	N/A	◊	◊	◊	◊	◊	◊	
		Benchmark: Russell Midcap Value	4.96%	9.73%	10.49%	9.37%												
Domestic Equities	OKR2	Columbia Dividend Income Fund Institutional 3 Class	7.91%	12.74%	12.26%	10.48%	03/04/1998	0.57%	$5.70	§	N/A	◊	◊	◊	◊	◊	◊	
		Benchmark: Russell 1000	20.96%	15.60%	14.01%	8.04%												
Domestic Equities	OMRJ	Vanguard Mid-Cap Index Fund Institutional Shares	18.26%	13.29%	12.41%	10.39%	05/21/1998	0.04%	$0.40	§	N/A	◊	◊	◊	◊	◊	◊	
		Benchmark: CRSP US Mid Cap Index	18.24%	13.30%	12.52%	--												
Domestic Equities	OMZE	Vanguard Small-Cap Index Fund Institutional Shares	19.12%	13.61%	12.02%	10.83%	10/03/1960	0.04%	$0.40	§	N/A	◊	◊	◊	◊	◊	◊	
		Benchmark: CRSP US Sm Cap Index	19.07%	13.58%	12.18%	--												
Domestic Equities	OUO3	Janus Henderson Triton Fund Class N	28.66%	17.21%	14.96%	13.85%	02/25/2005	0.66%	$6.60	§	N/A	◊	◊	◊	◊	◊	◊	
		Benchmark: Russell 2500 Growth	40.47%	18.68%	15.00%	11.74%												
International/ Global	2363	Fidelity® International Index Fund	8.17%	7.72%	5.67%	5.19%	11/05/1997	0.035%	$0.35	§	N/A	◊	◊	◊	◊	◊	◊	
		Benchmark: MSCI EAFE (Net MA)	8.02%	7.67%	5.69%	5.32%												
International/ Global	OUBE	American Funds EuroPacific Growth Fund® Class R-6	25.27%	12.47%	8.14%	11.08%	04/16/1984	0.46%	$4.60	§	N/A	◊	◊	◊	◊	◊	◊	
		Benchmark: MSCI AC Wld ex US (N)	10.65%	8.93%	4.92%	--												
Money Market (or Short Term)	0458	Fidelity® Government Money Market Fund	0.26%	0.82%	0.42%	2.67%	02/05/1990	0.42%	$4.20	N/A	‡	◊	◊	◊	◊	◊	◊	#
		Benchmark: FTSE 3-Mo Treasury Bill	0.58%	1.16%	0.60%	2.70%												
Target Date	O99B	T. Rowe Price Retirement 2010 Trust Class F	12.13%	8.51%	N/A	7.67%	01/13/2012	0.43%	$4.30	N/A	N/A	◊	◊	◊	◊	◊	◊	
		Benchmark: S&P Target Date 2010	9.95%	7.22%	6.15%	6.45%												
Target Date	O99C	T. Rowe Price Retirement 2015 Trust Class F	12.85%	9.17%	N/A	8.59%	01/13/2012	0.43%	$4.30	N/A	N/A	◊	◊	◊	◊	◊	◊	
		Benchmark: S&P Target Date 2015	10.28%	7.79%	6.77%	7.24%												
Target Date	O99D	T. Rowe Price Retirement 2020 Trust Class F	13.46%	9.96%	N/A	9.49%	01/13/2012	0.43%	$4.30	N/A	N/A	◊	◊	◊	◊	◊	◊	

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		Benchmark: S&P Target Date 2020	10.24%	8.29%	7.29%	7.91%												
Target Date	O99E	T. Rowe Price Retirement 2025 Trust Class F	14.84%	10.78%	N/A	10.37%	01/13/2012	0.43%	$4.30	N/A	N/A	◊	◊	◊	◊	◊	◊	
		Benchmark: S&P Target Date 2025	11.22%	9.08%	7.88%	8.66%												
Target Date	O99F	T. Rowe Price Retirement 2030 Trust Class F	16.07%	11.52%	N/A	11.14%	01/13/2012	0.43%	$4.30	N/A	N/A	◊	◊	◊	◊	◊	◊	
		Benchmark: S&P Target Date 2030	11.91%	9.78%	8.41%	9.35%												
Target Date	O99G	T. Rowe Price Retirement 2035 Trust Class F	17.25%	12.12%	N/A	11.73%	01/13/2012	0.43%	$4.30	N/A	N/A	◊	◊	◊	◊	◊	◊	
		Benchmark: S&P Target Date 2035	12.79%	10.47%	8.91%	9.97%												
Target Date	O99H	T. Rowe Price Retirement 2040 Trust Class F	18.33%	12.61%	N/A	12.15%	01/13/2012	0.43%	$4.30	N/A	N/A	◊	◊	◊	◊	◊	◊	
		Benchmark: S&P Target Date 2040	13.37%	10.95%	9.26%	10.41%												
Target Date	O99I	T. Rowe Price Retirement 2045 Trust Class F	18.80%	12.87%	N/A	12.29%	01/13/2012	0.43%	$4.30	N/A	N/A	◊	◊	◊	◊	◊	◊	
		Benchmark: S&P Target Date 2045	13.66%	11.24%	9.49%	10.71%												
Target Date	O99J	T. Rowe Price Retirement 2050 Trust Class F	18.80%	12.85%	N/A	12.28%	01/13/2012	0.43%	$4.30	N/A	N/A	◊	◊	◊	◊	◊	◊	
		Benchmark: S&P Target Date 2050	13.86%	11.44%	9.67%	10.96%												
Target Date	O99K	T. Rowe Price Retirement 2055 Trust Class F	18.77%	12.85%	N/A	12.27%	01/13/2012	0.43%	$4.30	N/A	N/A	◊	◊	◊	◊	◊	◊	
		Benchmark: S&P Target Date 2055	13.86%	11.55%	9.82%	11.12%												
Target Date	O99L	T. Rowe Price Retirement 2060 Trust Class F	18.75%	12.86%	N/A	10.33%	12/05/2014	0.43%	$4.30	N/A	N/A	◊	◊	◊	◊	◊	◊	
		Benchmark: S&P Target Date 2060+	13.99%	11.71%	9.88%	9.19%												

N/A = Not Applicable/None -- = Not Available; See Footnotes for an Explanation of Other Symbols

◊ Some outside investment and vendor information may not be available to Fidelity. When "N/A" does not appear and no shareholder fee is shown it is due to the fact that our recordkeeping system does not have a shareholder fee(s) on file. Nevertheless, there may be shareholder fees associated with the investment option. More information may be found in the prospectus and/or other investment-related information, as well as by contacting the outside investment manager or vendor directly.

§ Excessive trading in this investment option and/or other investment options subject to such restrictions will result in the limitation or prohibition of additional purchases (other than contributions) for 85 calendar days; additional excessive trading will result in a limitation of one exchange per day per calendar quarter for a 12-month period.

‡ Certain investment options offered by your plan (e.g., money market funds, short term bond funds, certain asset allocation/lifecycle funds and brokerage window) may be deemed by the Contract issuers to "compete" with this fund. The terms of the Contracts prohibit you from making a direct exchange from this fund to such competing funds. Instead, you must first exchange to a non-competing fund for 90 days. While these requirements may seem restrictive, they are imposed by the Contract issuers as a condition for the issuer's promise to pay certain withdrawals and exchanges at book value.

Expense Ratio

Expense ratio is a measure of what it costs to operate an investment, expressed as a percentage of its assets, as a dollar amount, or in basis points. These are costs the investor pays through a reduction in the investment's rate of return, and are required to be disclosed on the chart as a gross amount. For a mutual fund, the gross expense ratio is the total annual fund or class operating expenses (before waivers or reimbursements) paid by the fund. Where the investment option is not a mutual fund, the figure displayed in the expense ratio field is intended to reflect similar information, but may have been calculated using methodologies that differ from those used for mutual funds. Mutual fund data has been drawn from the most recent prospectus and has been provided by FMR LLC for Fidelity mutual funds and Morningstar, LLC for non-Fidelity mutual funds. For non-mutual fund investment options, the information has been provided by Morningstar, LLC, the product's investment manager or trustee, the plan sponsor or other third party. In certain instances, there may be fee waivers and/or expense reimbursements which could result in a temporary reduction to the gross expense ratios listed in the chart. More information is available online at https://nb.fidelity.com/public/nb/default/home?option=ngDCInqFundPerformance or your Plan's benefit website.

Additional Performance Information

Generally, data on Fidelity mutual funds is provided by FMR LLC, data on non-Fidelity mutual funds is provided by Morningstar, LLC, and data on non-mutual fund products is provided by Morningstar, LLC, the product's investment manager or trustee or the plan sponsor whose plan is offering the product to participants or other third party. Although Fidelity believes data gathered from these third-party sources is reliable, it does not review such information and cannot warrant it to be accurate, complete or timely. Fidelity is not responsible for any damages or losses arising from any use of this third-party information.

Investment Risk

Additional information regarding an investment option's risks, as well as its strategy and objectives, including a prospectus or fact sheet if available, can be obtained at www.netbenefits.com or your Plan's benefit website. Please consider all investment information prior to directing your Plan account.

#Fidelity Government Mutual Fund Money Market: *You could lose money by investing in a money market fund. Although the fund seeks to preserve the value of your investment at $1.00 per share, it cannot guarantee it will do so. An investment in the fund is not insured or guaranteed by the Federal Deposit Insurance Corporation or any other government agency. Fidelity Investments and its affiliates, the fund's sponsor, have no legal obligation to provide financial support to money market funds and you should not expect that the sponsor will provide financial support to the fund at any time.*

Fidelity's government and U.S. Treasury money market funds will not impose a fee upon the sale of your shares, nor temporarily suspend your ability to sell shares if the fund's weekly liquid assets fall below 30% of its total assets because of market conditions or other factors.