



## Indeed Flex 401(k) Profit-sharing Plan Trust Notice of Qualified Default Investment Alternative

You are required to receive this notice to inform you that any contributions which you do not provide investment direction will be invested in the Plan's designated fund option, the T. Rowe Price Retirement Trust Class F.

Provided is a description of the Plan's current designated fund options as well as fee information for each of the funds. You have the right under the Plan to direct the investment of your contributions to any of the Plan's available investment options.

To obtain information about other Plan investment options, please log onto NetBenefits® at [www.netbenefits.com](http://www.netbenefits.com) or call 800-890-4015 to speak to a representative. You may also make changes to your investment elections for future contributions and/or exchange all or a portion of your existing balance into other options available under the Plan via NetBenefits or by phone. We encourage you to review your investment mix and deferral percentage and update as appropriate.

The T. Rowe Price Retirement Trust Class F used as the Plan designated default investment option are based on the assumption that the participant will retire at age 65. Please use the chart below, decided by your plan sponsor, to determine in which T. Rowe Price Retirement Trust Class F your future contributions will be directed, based on your date of birth at Fidelity Investments.

Date Of Birth	Fund Name	Expense Information as of May 5, 2021
Before 1948	T. Rowe Price Retirement 2010 Trust Class F	0.43%
1948 – 1952	T. Rowe Price Retirement 2015 Trust Class F	0.43%
1953 – 1957	T. Rowe Price Retirement 2020 Trust Class F	0.43%
1958 – 1962	T. Rowe Price Retirement 2025 Trust Class F	0.43%
1963 – 1967	T. Rowe Price Retirement 2030 Trust Class F	0.43%
1968 – 1972	T. Rowe Price Retirement 2035 Trust Class F	0.43%
1973 – 1977	T. Rowe Price Retirement 2040 Trust Class F	0.43%
1978 – 1982	T. Rowe Price Retirement 2045 Trust Class F	0.43%
1983 – 1987	T. Rowe Price Retirement 2050 Trust Class F	0.43%
1988 – 1992	T. Rowe Price Retirement 2055 Trust Class F	0.43%
1993 and later	T. Rowe Price Retirement 2060 Trust Class F	0.43%

## Investment Option Descriptions

### **T. Rowe Price Retirement 2010, 2015, 2020, 2025, 2030, 2035, 2040, 2045, 2050, 2055, 2060 Trust Class F**

**Ticker:** N/A, N/A, N/A, N/A, N/A, N/A, N/A, N/A, N/A, N/A, N/A

**Gross expense ratio:** 0.43 - 0.43% as of 02/01/2021

**Objective:** The Trust seeks the highest total return over time consistent with an emphasis on both capital growth and income.

**Strategy:** The Trust invests in a diversified portfolio of other T. Rowe Price common trust funds that represent various asset classes and sectors. The Trusts' allocations between stock and bond trusts will change over time in relation to each Trust's target retirement date.

**Risk:** The target date funds are designed for investors expecting to retire around the year indicated in each fund's name. The funds are managed to gradually become more conservative over time as they approach their target date. The investment risk of each target date fund changes over time as its asset allocation changes. They are subject to the volatility of the financial markets, including that of equity and fixed income investments in the U.S. and abroad, and may be subject to risks associated with investing in high-yield, small-cap, and foreign securities. Principal invested is not guaranteed at any time, including at or after their target dates. Additional risk information for this product may be found in the prospectus or other product materials, if available.

**Short-term redemption fee:** None

**Who may want to invest:** Someone who is seeking an investment option intended for people in or very near retirement and who is willing to accept the volatility of diversified investments in the market.

Someone who is seeking a diversified mix of stocks, bonds, and short-term investments in one investment option or who does not feel comfortable making asset allocation choices over time.

The investment option is a collective investment trust. It is managed by T. Rowe Price. This description is only intended to provide a brief overview of the fund.

This investment option is not a mutual fund.

The analysis on these pages may be based, in part, on adjusted historical returns for periods prior to the class's actual inception of 04/07/2017. The returns are provided by Morningstar and reflect the historical performance of the oldest, eligible share class of the Pool with reported expenses and an inception date of 01/13/2012, adjusted to reflect the fees and expenses of this share class (when this share class's fees and expenses are higher.) The adjusted historical returns are not actual returns. Calculation methodologies utilized by Morningstar may differ from those applied by other entities, including the Pool itself. Please refer to a Pool's offering materials for information regarding its' fees and expenses.

In the event of a discrepancy between this notice and the terms of the Plan, the plan document will govern.

A mutual fund expense ratio is the total annual fund or class operating expenses (before waivers or reimbursements) paid by the fund and stated as a percent of the fund's total net assets. For other types of investments, the figure in the expense ratio field reflects similar information, but may have been calculated differently than for mutual funds. Mutual fund data comes from the fund's prospectus. For non-mutual fund investment options, the information has been provided by the plan sponsor, the investment option's manager or the trustee. When no ratio is shown for these options it is because none was available. There may be fees and expenses associated with the investment option. Expense information changes periodically. Please consult NetBenefits for updates.

Fidelity Brokerage Services LLC, Member NYSE, SIPC, 900 Salem Street, Smithfield RI 02917

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