

Service Provider/Subcontractor Disclosure Form

Entity: Deloitte Tax, LLP

- Is the service provider or subcontractor affiliated with a Participant, Processor, Administrator, or member of the Advisory Committee?

No

- If yes, disclose with whom the person is affiliated and describe the nature of the affiliation.
- If the service provider's or subcontractor's compensation is on a commission basis or is tied to specific metrics, provide a detailed narrative summary of how compensation is determined for performing work on behalf of the Plan.

Fees are on a time and material basis

- Is the service provider or subcontractor subject to policies and procedures (including information barriers) concerning the protection of confidential information that includes affiliates?

Yes

- If so, describe. If not, explain their absence.

Engagement letter covers Deloitte Tax, LLP and US affiliates

- Does the service provider or subcontractor, or its representative, have additional relationships or material economic interests that could be perceived by a reasonable objective observer to present a potential conflict of interest with its responsibilities to the Plan?

No, though Deloitte is subject to the regulations of the SEC

- If so, provide a detailed narrative discussion of all material facts necessary to identify the potential conflicts of interest and the effects they may have on the Plan.