



ERISA Section 408(b)(2) Disclosure – Retail Direct Mutual Fund and 3rd Party Recordkeeping Platforms

This document (Notice) includes a description of the services that Avantax Investment ServicesSM (Firm) is providing to you with respect to your defined contribution retirement plan (Plan) and the compensation that we receive in connection with these services.

The Firm

The Firm provides certain services on behalf of your Plan as described below in *Description of Services*. These services are provided by a registered representative of the Firm.

Description of Services

We provide investment-related consulting services and other related assistance (Investment-Related Services) that are intended to assist you with your duties in your capacity as the sponsor and fiduciary of your Plan. These services entail providing assistance with the establishment or maintenance of a broad range of investment options for the Plan and providing certain related brokerage services, such as effecting securities transactions in connection with investments in the Plan's investment options.

Our services also include assisting you, as applicable, with the maintenance of an investment policy statement for the Plan, making recommendations with respect to the selection of investments for the Plan's menu of investment options, assisting you with the monitoring of the selected investment options, and providing education for your employees. We may also provide related ancillary assistance concerning the Plan's ongoing administration and operation. All Investment-Related Services are non-discretionary in nature, and we do not have discretionary investment management authority or control over the Plan's assets or any participant's investments under the Plan.

Status

Avantax Investment Services provides its brokerage services and certain other Investment-Related Services in its capacity as a broker-dealer registered with the U.S. Securities and Exchange Commission (SEC) and as a fiduciary within Section 3(21) under the Employee Retirement Income Security Act of 1974 ("ERISA"), as amended.

Direct Compensation Payable to the Firm from the Plan

The Firm does not receive any compensation directly from your Plan.

Indirect Compensation Payable to the Firm

From Sources other than the Plan or the Plan Sponsor

As a registered broker-dealer, the Firm receives payments from the Plan's investment funds (Funds) as indirect compensation for the Investment-Related Services provided on behalf of the Plan, including certain related brokerage services, such as effecting securities transactions in connection with investments in the Plan's investment options. Funds may include mutual funds and other similar investment products.

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When the Plan invests in a Fund that is a mutual fund, depending on the particular share class, the purchase of Fund shares by the Plan may be subject to a front-end sales commission, resulting in additional compensation for the Firm as described in the Fund's prospectus. (Investments in the Fund may be subject to other charges that are not payable to the Firm, such as a contingent deferred sales charge payable to a Fund affiliate as described in the Fund's prospectus.) The indirect compensation received by the Firm may also include 12b-1 fees paid by the Funds for providing distribution-related services as well as administrative and informational services, as applicable, to the Plan. The 12b-1 fees paid by an applicable mutual fund are described in its prospectus. For more information, please refer to the relevant mutual fund prospectuses previously provided to you and which are generally available at the relevant Fund's website.

Companies for some of the investment products the Firm sells participate in activities that are designed to help facilitate the distribution of their products. The marketing activities and educational programs provided by these product sponsors include, but are not limited to, attendance by product representatives at our conferences, cash and non-cash marketing assistance paid to the Firm, and training and education presentations provided to the Firm's registered representatives about their products and services. In return for assistance in facilitating the activities described above, the Firm receives additional compensation, commonly referred to as "revenue sharing," from these companies. These companies are part of what the Firm calls our Educational Partners Program. These revenue sharing payments are in addition to the commissions and distribution fees (known as 12b-1 fees), and other fees and expenses paid to us, as disclosed in the respective product's prospectus. It is important to note, however, that these revenue sharing payments are paid out of the company's own assets—not from the investment's assets themselves—and, therefore, would not appear as items in a fund's expense table.

The amount paid by Educational Partners can be up to 13 basis points (0.13%) annually for assets held with the partner and up to 25 basis points (0.25%) on sales (for example, for every \$10,000 investment, Avantax would receive a one-time \$25 payment and/or a \$13 annual payment during each period the asset remains invested); or a flat annual dollar amount.

Participating product sponsors may also be subject to certain minimum payments each year in conjunction with the program if minimum amounts of sales or assets are not met, and they may also make additional payments to us for attendance at various educational meetings hosted by us throughout the year. Not all Educational Partners listed below offer services to ERISA covered retirement plans through Avantax Investment Services.

Mutual Fund / ETF Sponsors	Annuity / Insurance Carriers	Alternatives / Direct Participation Sponsors	Other Business Partners
AM Funds	AXA	AEI	AAM
Columbia	AIG	APX Energy	AEI
Davis	Athene	Blackstone	Allegiance
Delaware	Allianz	CNL Securities	BOK Financial
Deutsche	BrightHouse	FS Investments	First Trust
Dreyfus	Lincoln	Hines Securities	
Franklin Templeton	Nationwide	Inland Securities	
Invesco	Protective	Jones Lang LaSalle	
John Hancock	Saybrus	Mewbourne	
Hartford	Transamerica	Penn Square	
Legg Mason	Sammons	SmartStop	
MFS	Global Atlantic	Waveland	
Pioneer	New York Life		
Prudential (PGIM)	Integrity		
Sammons	Jackson National		
Virtus	Symetra		
Wisdom Tree			

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Compensation Paid Among Related Parties

As described in *Indirect Compensation Payable to the Firm from Sources Other Than the Plan or the Plan Sponsor*, the Firm receives fees from the Plan's Funds and, as applicable, may receive revenue sharing payments from the Manager of a Fund. These payments are not shared with any entities affiliated with the Firm or with any other entities.

Compensation for Termination of Services

We do not receive any additional compensation in connection with the termination of the Plan's Investment-Related Services.

Manner of Receipt of Compensation

With regard to the annual 12b-1 fees and, if applicable, any commissions earned that are payable to the Firm from the Funds, such amounts will be deducted directly from the Fund's assets automatically. Any revenue sharing payments made to the Firm by a Fund's Manager are paid directly from the Manager's own separate assets, and are not deducted from the Fund's assets or the Plan's account.

Important Information

The information included in this Notice, including but not limited to the statements under *Description of Services* and *Direct Compensation Payable to the Firm from the Plan*, is not intended to replace or modify any existing or prospective agreement relating to the Plan. This Notice is provided for informational purposes only, and it should not be relied upon as a legal contract or guarantee for any service that is or will be provided by the Firm or any affiliate.