

STEPHENS INC.
Advisory Account
Guide to Services and Compensation
Under ERISA 408b-2

Description of Services to be Provided:

Services are provided to ERISA Plans (“Plan”) based on the class of account. If your Plan has an account with Stephens that is subject to an investment advisory agreement, an investment management agreement or a consulting agreement with Stephens Inc., then your Plan’s account with Stephens Inc. is an Advisory Account.

Services to Investment Advisory Accounts Include:

- Discretionary Accounts: Selection or recommendations of investments for purchase or sale by the Plan based on discussions with the Plan, guidelines set by the Plan or guidelines or discussions with an individual Plan Participant
- Non-Discretionary Accounts: Provide information or recommendations regarding a selection of investments for purchase or sale by the Plan or an individual Plan Participant based upon discussion with Plan representatives or guidelines set by the Plan
- Recommendations of securities transactions, managers or strategies
- Purchase and sale of securities
- Clearance of purchases and sales with the Plan custodian (which may be Stephens)
- Investment information such as market quotation, a research report or a security profile
- Investment research including research reports and oral and written research updates
- Investment education regarding industries, markets and securities

Services to Custody Accounts - Services to All Types of Accounts Where We Maintain Custody of Securities Held by the Account:

- Safekeeping of securities either physically or through industry securities depositories
- Collection of interest or dividends due on securities
- Processing of mergers, tenders, maturities, redemptions and other similar transactions
- Reporting of transactions as they occur in the account through trade confirmations or transaction notices

- Summary of positions held for the account and transactions affected for the account through the customer statement which is usually delivered monthly
- Reporting the dates and prices of transactions in the account
- Regular reinvestment of available funds in the account into a money market mutual fund (cash sweep)

Services Provided as an ERISA Fiduciary:

- Discretionary Accounts: Selection or recommendations of investments for purchase or sale by the Plan based on discussions with the Plan, guidelines set by the Plan or guidelines or discussions with an individual Plan Participant
- Non-Discretionary Accounts: Provide information or recommendations regarding a selection of investments for purchase or sale by the Plan or an individual Plan Participant based upon discussion with Plan representatives or guidelines set by the Plan
- Recommendations of securities transactions, managers or strategies

Services Provided as Registered Investment Advisor:

- Discretionary Accounts: Selection or recommendations of investments for purchase or sale by the Plan based on discussions with the Plan, guidelines set by the Plan or guidelines or discussions with an individual Plan Participant
- Non-Discretionary Accounts: Provide information or recommendations regarding a selection of investments for purchase or sale by the Plan or an individual Plan Participant based upon discussion with Plan representatives or guidelines set by the Plan
- Recommendations of securities transactions, managers or strategies

Compensation Stephens Will Receive From the Plan, the Employer or the Individual Participant:

The following compensation may be received from the Plan, the Employer or the Individual Participant -

- Asset Management Fee based on the market value of assets under management, usually computed on a quarterly basis. Please refer to the “Fee” section and/or the Fee Exhibit of the investment advisory agreement, investment management agreement or consulting agreement for details on how this management fee is calculated and any other fees that Stephens may be charged as part of our services to the plan. Also, please see Appendix-Fees for Special Account Services

Compensation Stephens Will Receive From Other Parties Not Related to the Plan or the Employer:

The Plan account may hold one or more Mutual Funds which may include Money Market Mutual Funds, as well as other types of Mutual Funds. Mutual Fund sponsors frequently pay 12b-1 fees and other similar fees to brokerage firms holding their funds in client accounts.

- Stephens receives 12b-1 fees on mutual fund holdings in Plan accounts, the amounts of which are disclosed in the mutual fund prospectus
- Stephens receives other fees from some mutual fund companies to compensate Stephens for assuming the responsibility for shareholder reporting, tax reporting and similar duties in amounts that typically vary from zero to 0.25% (25 basis points) on the market value of the holdings in the respective mutual fund
- These fees are typically paid on a monthly or quarterly basis
- These fees are included in the total operating cost of the fund rather than being charged against individual account holdings

Any such fees received from fund sponsors and identified to the Plan's account are credited back to the account.

For more complete information on the fees and other costs included in Total Operating Costs for any Mutual Fund held by the Plan, please consult the Fund's prospectus.

Stephens has a schedule of fees for support services such as the transfer of individual securities, transfer of funds by wire transfer, etc. See Appendix - Fees for Special Account Services for a list of these service fees.

In addition to the payments described above Stephens and its financial consultants may, from time to time, receive non-cash compensation from mutual fund companies, investment managers, insurance companies and sponsors of products we distribute in the form of occasional gifts, occasional meals, tickets or other entertainment, sponsorship support of training events for our employees and other forms of marketing support. Such non-cash compensation is received in the context of Stephens' overall business relationships with such companies and is not generally attributable or allocable to your Plan account or to any plan account. In any event, the value of such non-cash compensation, if allocated among all applicable accounts, is not expected in any year to exceed the Department of Labor's de minimus reporting threshold for non-cash compensation.

Compensation That Will Be Paid Among Stephens and Related Parties:

The Plan account may hold one or more Mutual Funds where the fund sponsor and/or investment advisor is Hotchkis & Wiley Capital Management LLC ("H&W") or with Stephens Investment Management Group LLC ("SIMG"). H&W is an investment adviser registered with the SEC in which affiliates of Stephens hold a substantial ownership interest. SIMG is an investment adviser registered with the SEC in which affiliates of Stephens hold the entire ownership interest.

Hotchkis and Wiley Funds ("H&W Funds"), the American Beacon Stephens Small Cap Growth Fund and the American Beacon Stephens Mid Cap Growth Fund ("SIMG Funds") pay 12b-1 fees and other similar fees to Stephens Inc. and other brokerage firms holding such funds in client accounts including any Plan accounts that hold such funds. The annual fee is typically between 15 and 25 basis points on the market value of the fund holding. These fees are paid

quarterly. These fees are included in the Total Operating Cost of the fund rather than being charged against individual account holdings. These fees are not paid for all classes of H&W Funds or SIMG Funds. The Plan may hold a class of shares to which these fees do not apply. Please consult the H&W Funds prospectus (available at www.hwcm.com) or the SIMG Funds prospectus (available at www.stephensfunds.com).

Any such fees received from fund sponsors and identified to the Plan's account are credited back to the account.

Compensation That Stephens Will Receive if You Terminate the Service Agreement:

If the Plan terminates an account service arrangement and transfers the Plan account to a different financial firm, a transfer fee, currently \$100, will apply to the transfer.

Cost of Plan Recordkeeping Services:

Stephens does not provide any Plan recordkeeping services beyond that provided through the traditional brokerage account reporting discussed above.

Fees and Expenses Relating to Plan Investment Options:

The services provided to the Plan by Stephens may include the recommendation of specific investment alternatives for inclusion in the Plan. Investments utilized by the Plan may include individual securities, Mutual Funds, including Money Market Mutual and Exchange Traded Funds and other investments.

Individual Securities – If the Plan executes trades away from Stephens Inc., the Plan may pay commissions, and regulatory transaction fees, associated with the purchase or sale of individual securities, as discussed above, which are disclosed on each applicable trade confirmation.

Mutual Funds - Mutual Funds, including Money Market Mutual Funds, bought, sold or held for the Plan may be of a share class that includes a load, or commission, upon purchase or sale as more fully described in the fund's prospectus. All mutual funds, including Money Market Mutual Funds, have operating expenses that are deducted from the assets of the fund. The amount of these expenses (the fund's expense ratio) varies from fund to fund. Special fees such as a short-term redemption fees may be charged by a fund sponsor and deducted from proceeds of a sale or added to the cost of a purchase. For more complete information about the fees and other costs included in the Total Operating Cost of the Fund as well as any special transaction fees that may apply, please consult the Fund prospectus which is available upon request.

Exchange Traded Funds - Commissions associated with the purchase or sale of ETFs apply and work like the commissions (and regulatory transaction fees) for individual securities discussed above, if the Plan executes trades away from Stephens Inc. ETF securities are very similar to mutual funds. Like mutual funds they have operating expenses that are deducted from the assets of the fund. The amount of these expenses (the ETF's expense ratio) varies from fund to fund.

For more complete information about the fees and other costs included in the Total Operating Cost of any ETFs bought, sold or held for the Plan, please consult the ETF offering documents which are available upon request.

Other Investments – Depending upon the specific investment, there may be commission charges, regulatory transaction fees, load charges, operating expense charges or other charges associated with the purchase, sale or holding of other investments. These charges are disclosed on the trade confirmation or in the disclosure document made available in connection with the Plan’s investment in such other types of investments. Typically, the Plan would specifically consent to making investments in these types of investments.

Appendix - Fees for Special Account Services

Stephens provides a wide range of services to our clients. Special services related to the operation and maintenance of your account carry certain fees. We have summarized the fees below.

<p>INACTIVE ACCOUNT FEE</p> <p>When securities are registered in Street name (Stephens' Name) or you have Bearer Securities, and you have not met at least one of the three following criteria: 1) greater than \$500,000 in assets in the household; or 2) greater than 4200,000 in mutual funds in the household; or 3) generated more than \$100 in commission or asset management fees per account per household during the calendar year, this fee will be reflected on the statement. A household consists of an immediate family).</p>	<p>\$50 Annually Per Account</p>
<p>SMALL BALANCE ACCOUNT FEE</p> <p>When an account has a balance of less than \$10,000 in a money market or credit balance, the account does not have any security positions and the account has been inactive for 12 months. These fees will be reflected on the statement.</p>	<p>The lesser of the balance in the account or \$50 annually.</p>
<p>TRANSFER FEE FOR PHYSICAL CERTIFICATE</p> <p>Registering and shipping securities purchased and re-registering securities held in your name.</p>	<p>\$50-\$75</p>
<p>RETURNED CHECKS</p> <p>Personal checks or any other check deposited into your account at Stephens that is returned. This charge is reflected on the statement.</p>	<p>\$25 per check</p>
<p>STOP PAYMENT FEE ON STEPHENS INC. ISSUED CHECKS</p> <p>A stop payment is requested on a check within seven business days of issue. This charge is reflected on the statement.</p>	<p>\$15 per check</p>
<p>LOST CERTIFICATE REPLACEMENT</p> <p>No charge if a certificate is lost in the mail and you report the loss within 90 days. this fee is reflected on the statement.</p>	<p>\$50 per certificate</p>
<p>Handling Fee</p> <p>This fee is collected on all confirmations except for investment advisory accounts</p>	<p>\$4.95 per</p>
<p>WIRE TRANSFER FEE</p> <p>This fee is reflected on the statement.</p> <ul style="list-style-type: none"> ➤ National ➤ International 	<p>\$15 per wire \$30 per wire</p>
<p>ACCOUNT TRANSFER FEE</p> <p>When an account submits an Account Transfer Form (ACAT) to Stephens Inc. From another institution. This fee is reflected on the statement.</p>	<p>\$100 per account</p>

<p>EMPLOYEE STOCK OPTION</p> <p>When Stephens executes and Employee Stock option, a handling fee will be charged. Stephens incurs charges from a transfer agent. These charges will be passed on to the client and reflected on the statement.</p>	<p>Varies per transfer agent</p>
<p>TRANSFER ON DEATH DISTRIBUTIONS</p> <p>This fee is charged at the time the assets are transferred to the beneficiaries. This fee is reflected on the statement.</p>	<p>\$200</p>
<p>MISCELLANEOUS</p> <p>On rare occasion, Stephens Inc. may incur extraordinary clearing and safekeeping charges. These charges will be passed on to you at our cost and reflected on the statement. Every reasonable effort will be made to notify you prior to incurring these charges.</p>	
<p>STEPHENS ADVANTAGE ACCOUNT</p> <p>Cash Management Account with Check Writing, Visa® Platinum Credit Card or Visa® Check Card. \$25,000 minimum balance required. This fee will be reflected on your statement on each anniversary date.</p> <ul style="list-style-type: none"> ➤ Checks returned for Non-Sufficient Funds (NSF) ➤ Overnight check books from check printer ➤ Stop payment 	<p>\$85 per account</p> <p>\$25 per check</p> <p>\$10</p> <p>\$15 per check</p>