Expand your world of investment choices.

The power is in your hands.

Because it’s your retirement money and because it’s your future, you should have the freedom to make your own decisions.

Fidelity BrokerageLink® integrated brokerage services combines the convenience of your workplace retirement plan account with the additional flexibility of a brokerage account. It gives you expanded investment choices and the opportunity to more actively manage your retirement contributions.
Introducing a broad range of services and mutual fund options to help you design a retirement portfolio that’s all your own.

Broader Choice

Fidelity BrokerageLink® provides you with the opportunity to select from thousands of mutual funds—beyond the fund options offered directly through your employer’s retirement plan. It allows you to invest in a broad range of funds available through Fidelity and FundsNetwork® mutual fund brokerage services—depending on the guidelines set by your employer and noted in your plan’s BrokerageLink fact sheet.

Designed for Hands-on Investors

Keep in mind that a Fidelity BrokerageLink account is not for everyone. If you are a more experienced investor who feels comfortable managing risk, and you are prepared to assume the responsibility of more closely monitoring this portion of your portfolio, it could be appropriate for you. However, if you do not feel comfortable evaluating and choosing from among thousands of potential investments, you may prefer to choose from the standard investment options that were selected by your employer as appropriate investments for retirement savings. Remember that it is always your responsibility to ensure that the options you select are consistent with your particular situation, including your goals, investment time horizon, and risk tolerance.
About This Handbook

This handbook was developed to help you get the most out of BrokerageLink’s many features and benefits. Please keep this guide and the BrokerageLink fact sheet for easy reference on your account details and other pertinent information when you do business with us. Of course, the information in this handbook is subject to any plan restrictions noted in your BrokerageLink fact sheet or summary plan description.
How Fidelity BrokerageLink® Works

Funding Your Account
With a BrokerageLink account as part of your workplace retirement plan, you can fund the account in two ways, if allowed by your plan. Once your Fidelity BrokerageLink account has been established, you can fund it either by:

• Selecting BrokerageLink as one of your payroll contribution options.
• You can exchange money from one of your existing plan options.

Exchanging or Transferring Assets
If you choose to fund your BrokerageLink account through an exchange, simply:

• Request an exchange from one or more eligible standard plan options.
• Transfer existing qualified retirement brokerage assets at the time of your initial plan conversion to Fidelity (if applicable).*

See page 7 for details on how to place trades through Fidelity. Trades may not be placed with an outside broker-dealer for transfer to your BrokerageLink account.

Payroll Contributions
There is no minimum amount for direct payroll contributions, but your plan may require minimum amounts for initial and subsequent exchanges. Keep in mind that your plan may also limit how much money you can exchange to your BrokerageLink account. Because your BrokerageLink account is an investment option in your retirement plan, assets entering or leaving your BrokerageLink account generally must flow through your standard plan options.

If applicable, you may establish automatic investment of BrokerageLink payroll contributions into one or more FundsNetwork® mutual funds of your choice by contacting a Fidelity Representative through your plan’s toll-free number (see page 6 for details).

Dividends and Capital Gains
Any dividends and capital gains from mutual funds held in your BrokerageLink account are reinvested in each respective mutual fund that paid the dividend or capital gain.

Available BrokerageLink Funds
The funds accessible to you on any given day are known as your available funds. Your available funds are the collected balance in your core account (see next page for details). Several types of activities can affect your available funds, including:

• Pending trades,
• Transfers to and from your standard plan options, and
• Contributions to your BrokerageLink account.

*Please see your plan’s transition materials.
Settlement Dates
The settlement date is the day your core account is debited or credited for the purchase or sale of mutual funds. Settlement dates vary from investment to investment.

All Transactions Are Processed through Your Core Account
Your Fidelity BrokerageLink® account automatically includes a core account—Fidelity® Cash Reserves—a money market mutual fund that serves as the hub of your BrokerageLink activities.

Available Funds
Every time settlement of one of the activities shown in the chart below takes place, the money to cover the transaction will be drawn from your core account. Your “available funds,” the money available in your core account on any given day, will be increased or decreased accordingly.
Your core account also keeps your idle cash working. Any uninvested assets in your BrokerageLink account will be held in your core account, where they can earn income. Earned income is accrued daily and credited monthly.*

*Please see your plan’s fact sheet for more details.
†An investment in a money market fund is not insured or guaranteed by the FDIC or any other government agency. Although money market funds seek to preserve the value of your investment at $1 per share, it is possible to lose money by investing in these funds.
Transfers to BrokerageLink from Your Standard Plan Options

When you transfer money to your BrokerageLink account from your standard plan options, assets are first invested in the core account. This is because when the transfer is placed to move money into BrokerageLink, a settlement period is involved:

1. When the transfer is placed, you will have 90% of the assets immediately available to trade through a Fidelity Retirement Brokerage Services Representative. (Ten percent of the transfer amount is held in reserve in the core account to allow for market fluctuation.)

2. Once a market close has passed, you will be able to trade 100% of the transferred amount the next business day through Fidelity.com, Fidelity Automated Service Telephone (FAST®), or a Fidelity Retirement Brokerage Services Representative.

Depending on equity wash restrictions, you may not be able to make a direct transfer from an investment contract or other competing fund to BrokerageLink.

Depending on your plan provisions, fees (as discussed in your plan’s fact sheet) may be deducted automatically from your standard plan options. For this reason, we suggest that you keep at least $500 invested in your standard plan options at all times. In some cases, fees may be deducted from your core account. Please see the fee section for details.

Also, some plans offer their participants the ability to trade company stock as a standard plan option. You must wait for settlement on these company stock shares before transferring proceeds to your BrokerageLink account. Company stock may not be traded through your BrokerageLink account.

Transfers from BrokerageLink to Your Standard Plan Options

When you transfer money from your BrokerageLink account to your standard plan options, assets are first transferred from your BrokerageLink core account, Fidelity® Cash Reserves, and are credited in the standard plan options’ default fund on the next business day. You may then contact a Fidelity Representative the next business day to exchange from your standard plan options’ default fund to another standard/core plan option.

If you need to transfer assets to cover a withdrawal or loan from your account, you should speak with a Fidelity Retirement Brokerage Services Representative. The representative can help you estimate what needs to be transferred from your BrokerageLink account in order to fulfill your loan or withdrawal request. To ensure that your withdrawal or loan request is processed as quickly as possible, you may want to consider increasing the transfer amount to help cover a potential shortfall due to fluctuation from market volatility. For information on loans and withdrawals from your plan account, please refer to your plan’s summary plan description.

To transfer assets from your BrokerageLink account, please call your retirement plan’s toll-free number, which is listed on your BrokerageLink fact sheet.

ACCESSING BROKERAGELINK

You can access your BrokerageLink account at Fidelity.com, by using Fidelity Anywhere® wireless information and brokerage services,* or through the FAST® phone-based financial service using your touch-tone phone.

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*Fidelity does not impose a charge for accessing Fidelity Anywhere,* but you must be enrolled in a data service plan with your carrier.
Online Trading

Fidelity.com allows you to access your account and place orders online that receive a transaction-fee discount over representative-assisted rates. Our Web site gives you the ability to:

• Place orders for Fidelity and FundsNetwork® mutual funds
• Confirm the status of your orders
• Get quotes and look up trading symbols
• View your account positions, balances, and recent transaction history
• Access market news, independent third-party research, and interactive investment tools

If you have not yet gone online to access your account, please be prepared to set up a Password. Your Password is required for access to online and Fidelity Automated Service Telephone (FAST) trading.

Fidelity Automated Service Telephone (FAST®)

FAST® is Fidelity’s automated phone response system. With FAST, you can use your touch-tone phone to manage your BrokerageLink account virtually 24 hours a day. By dialing 1-800-544-5555, you are able to:

• Place orders to buy and sell mutual funds
• Obtain net asset value (NAV) for mutual funds
• Check your current account balances and holdings
• Review orders and account activity
• Use the speech recognition system to keep your hands free

What’s more, mutual fund transactions executed through FAST automatically receive a transaction-fee discount over representative-assisted rates.

Summary of Settlement Periods

<table>
<thead>
<tr>
<th>Investment Type</th>
<th>Purchase Settlement Periods*</th>
<th>Sales Settlement Periods*</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fidelity Money Market Mutual Funds</td>
<td>Same day</td>
<td>Same day</td>
</tr>
<tr>
<td>Fidelity Bond Mutual Funds</td>
<td>1 business day</td>
<td>1 business day</td>
</tr>
<tr>
<td>Fidelity Equity Mutual Funds</td>
<td>1 business day</td>
<td>1 business day</td>
</tr>
<tr>
<td>Non-Fidelity Mutual Funds†</td>
<td>Varies</td>
<td>Varies</td>
</tr>
</tbody>
</table>

* Saturdays, Sundays, and stock exchange holidays are not business days and therefore cannot be settlement days. Exchanges are sometimes open during bank holidays, and settlements are made on those days. These are general time frames and they may vary. Some mutual funds, such as tax-exempt mutual funds, are not available through BrokerageLink. All purchases are subject to availability through the Fidelity trading desk. In addition, your plan may restrict investment in other mutual funds. In the event that you do purchase restricted investment options, Fidelity reserves the right to sell those investments at your expense. Be sure to consult your BrokerageLink fact sheet for more information. Remember, it is your responsibility to comply with your plan’s guidelines.

† Please call a BrokerageLink representative for more complete information on settlement periods.

Fidelity reserves the right to correct the purchase of an ineligible security at the participant’s expense. It is your responsibility to manage your BrokerageLink account within the guidelines set forth by Fidelity and your plan.
Buying and Selling Securities

You can use Fidelity.com, Fidelity Anywhere®, or our FAST® automated trading line to place most mutual fund orders and to enjoy transaction-fee savings. Or, if you prefer, you can speak with a representative by calling your plan’s toll-free number.

Please be sure that you have exchanged money into your BrokerageLink core account to cover your trades and expenses before placing your orders.

Confirmation of Orders
You will be given a confirmation number that you should keep on hand until you receive an actual confirmation. Please note that it is your responsibility to have sufficient funds in your core account to cover your trades and expenses.

Please be aware that during periods of heavy order trading activity, an incomplete or inaccurate settlement report may be received. The actual transaction, not the incorrect report, is binding, according to exchange rules. We will notify you promptly when we receive corrected information.

Your phone order may be recorded for accuracy, both for your protection and ours. We suggest, however, that you make your own record of the time, date, reference number, and details of your order. When you receive your written confirmation, be sure to verify the accuracy of all transactions. If you believe there is an error, contact a Fidelity Retirement Brokerage Services Representative as soon as possible by calling your plan’s toll-free number. We will need the confirmation number of your transaction to investigate your claim.
Fees and Expenses

Brokerage Transaction-Related Fees
Transaction-related fees cover the cost of mutual fund transactions and are charged on purchases of certain no-load mutual funds within BrokerageLink. In addition, other mutual funds charge a sales load, which is a percentage of the trade purchases and sales amount of the fund.

- Numerous funds are available through BrokerageLink without a transaction fee or sales load being paid to Fidelity.* “No transaction fee” funds are listed on Fidelity.com under the Investment Products tab, under “Mutual Funds.”
- Transaction fees are charged on purchases of no-load mutual funds that do not participate in Fidelity’s “no transaction fee” program. This includes purchases as a result of an exchange. Fidelity does not charge a transaction fee when you sell transaction-fee funds.*
- For funds that carry a load, Fidelity does not charge a transaction fee; instead, a portion of the sales load is paid to Fidelity. Loads are described in a fund’s current prospectus; please read it carefully before you make your investment choice.

The lowest rates are available by trading online. All transaction fees are included in trade proceeds—you cannot pay separately for transaction fees. When you make a purchase, transaction fees are added to the total purchase amount. Transaction fees and related fees are subject to change.

Please note that load waivers on mutual funds available through the plan’s standard options are not available on those same funds if purchased through BrokerageLink. Those funds must be purchased directly through your employer’s plan in order for the load waiver to apply.

Account Protection
Securities in your BrokerageLink account are protected by the Securities Investor Protection Corporation (SIPC) up to $500,000 (cash claims limited to $250,000). Money market funds held in a brokerage account are considered securities. In addition to SIPC protection, Fidelity provides its brokerage customers with additional “excess of SIPC” coverage in the total aggregate amount of $1 billion, the maximum “excess of SIPC” protection currently available in the brokerage industry. The excess of SIPC coverage would only be used when SIPC coverage is exhausted. Like SIPC, excess of SIPC protection does not cover investment losses in customer accounts due to market fluctuation. Within Fidelity’s excess of SIPC coverage, there is no per-account dollar limit on coverage of securities, but there is a per-account limit of $1.9 million on coverage of cash awaiting investment.

SIPC and excess of SIPC coverage do not apply to assets held directly through your employer’s plan. Federal laws generally require those assets to be held in a trust protected from the creditors of the employer or recordkeeper.

Plan-Related BrokerageLink Account Fees
You may be charged an account fee for your BrokerageLink account. The amount and other applicable fees are listed in your plan’s fact sheet, which you received with your acknowledgment form. Generally, this account fee is deducted quarterly from your standard plan options’ balance, based on your account status at the end of the billing quarter.

Depending on your plan, you may also be charged an asset fee based on the market value of certain assets in your BrokerageLink account. This fee is also generally deducted quarterly from your standard plan options’ balance. Please refer to your plan’s fact sheet for more information.

Other Plan-Related Fees
For certain plan transactions or services, other fees may apply. For this reason, we suggest that you keep at least $500 invested in your standard plan options at all times. If funds are not available in your standard plan options, Fidelity reserves the right to withdraw the funds from your BrokerageLink core account.

*Other fees and expenses, including those that apply to a continued investment in the fund, are described in the fund’s current prospectus. Fund expenses and brokerage commissions apply. Depending on your situation, these may include short-term trading fees. Fidelity Brokerage Services LLC, or its brokerage affiliate, may receive remuneration for providing certain recordkeeping or shareholder services to these fund families. Fidelity reserves the right to charge a transaction fee under certain circumstances for funds otherwise available without paying such a fee to Fidelity. See the commission schedule for more details.
Other Brokerage Fees Associated with Mutual Fund Investing in BrokerageLink

Fidelity has waived transaction fees on many popular no-load funds so that investors can enjoy the ease and value of one-stop diversification. However, certain other fees may continue to apply on any funds offered through BrokerageLink, and fees are subject to change.*

Frequent Trading Fees

Fidelity will charge a transaction fee each time you sell or exchange shares of FundsNetwork® funds purchased without paying a transaction fee or load and held less than 180 days (short-term trade). In addition, if you place more than 15 short-term trades in a 12-month period in your account, Fidelity will charge a transaction fee each time you purchase or exchange shares of FundsNetwork funds (typically available without paying a transaction fee or load) in that account for the following 12 months. Automatic investments are included. Fidelity funds, money market funds, and shares purchased through dividend reinvestment are excluded. The transaction fee will be based on the existing FundsNetwork transaction-fee schedule applicable to that account. Any transaction-fee discounts for trading via FAST or Fidelity.com will apply.

Preprogram Shares

Shares purchased before the fund’s inclusion in the group of funds available without transaction fees do not qualify for a waiver of the transaction fee upon sale of those shares. However, transferred shares do qualify for the waiver of the transaction fee if the fund is included at the time of the transfer.

Short-term Trading/Exchange Fees

Short-term trading or exchange fees must be paid on those funds that charge such fees if shares are sold within stated time frames. Consult a fund’s prospectus for more information.

Fund Expenses

Investors will still pay any fund-level expenses, such as management fees, asset-based sales charges (12b-1 fees), and other fund expenses, as detailed in the prospectus.

*Fund expenses and brokerage commissions apply. Depending on your situation, these may include short-term trading fees.
Keeping Track of Your Investments

At Fidelity, we believe that every individual is responsible for his or her investments. After all, only you know the financial needs you have today—and the goals you’ve set for the future. To help you invest responsibly, look to Fidelity as a valuable resource for assistance with your long-term investing strategies and for information and tools to help you manage your money.

Diversifying among a Broad Range of Investment Opportunities
Diversification can be a key to managing risk. Of course, neither diversification nor asset allocation ensures a profit or guarantees against loss. Asset allocation means spreading your investments among different asset classes—the three major ones are equities, bonds, and short-term investments. Diversification means different types of investments within each asset class. For example, in different industries and different size companies within the equities class. Fidelity offers access to a full array of popular mutual funds from Fidelity and other well-known fund companies.

Full Access to Tools and Information on Fidelity.com
As your online resource, Fidelity.com gives you the information, trading tools, and customization options you want, and is based on the experience of a leader in the financial industry. As Fidelity’s gateway to trading, this unique, powerful site is an ideal way to make your BrokerageLink account work harder for you.

And the benefits don’t stop there. In fact, Fidelity.com gives you greater access to your account through state-of-the-art technology, such as phones, pagers, and other handheld devices.

Researching Potential Investments
Before you invest, you may want to see what some nationally recognized research firms have to say about the array of mutual funds in the market. You can consult extensive independent third-party research* at Fidelity.com/goto/research, or the Fund Evaluator to analyze mutual fund options and compare funds.

Tracking Investment Costs
When you log on to your BrokerageLink account on Fidelity.com, you can analyze the costs of your retirement investments, including profit and loss information.† More specifically, you can view:

- The original purchase cost of your investments
- The current value of those investments

Reviewing Account Statements
You will receive two separate account statements for your retirement plan account.

- Your plan’s regular quarterly statement details your standard plan options and the total market value of your BrokerageLink account.
- Your BrokerageLink account statement details the holdings and market value of all your mutual funds within your BrokerageLink account. For months in which there is account activity, you will receive a monthly statement. If there is no activity, you will receive the statement quarterly.

If you receive a BrokerageLink statement and the plan’s regular statement for the same month, the BrokerageLink total balances might vary if:

- The statement periods differ.
- You transferred assets from a standard plan investment option to BrokerageLink on the last business day of the month.
- Your transfer contribution was processed on the last business day of the month.
- You had an unpriced mutual fund in your BrokerageLink account on the last business day of the month. If we are unable to obtain a price for a certain mutual fund, “unavailable” will appear instead of a dollar value for that mutual fund.

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*Their recommendations do not constitute advice or guidance, nor are they a measure of the suitability of a security. Please determine, based on your investment objectives, risk tolerance, and financial situation, which security, product, or service is right for you.

†Investment tracking does not track costs or the associated profit or loss for money market funds (including Fidelity® Cash Reserves) or the core fund in brokerage retirement accounts.
BrokerageLink within Your Plan

Loans*
In general, if your plan offers a loan provision, your total vested retirement account balance in your standard plan options and in your BrokerageLink account is taken into consideration when you apply for a loan. Generally, you may borrow up to the lesser of 50% of your vested account balance or $50,000. Any outstanding loan balances over the previous 12 months may reduce the amount you have available to borrow. If your loan request exceeds the amount available in your standard plan options, you will need to transfer assets from your BrokerageLink account to the default fund for BrokerageLink plan options to finance the loan. If sufficient assets are not available within 30 days from the date of the original loan request, your loan request will be canceled.

Withdrawals†
Please call your plan’s toll-free number to discuss available withdrawals and full payouts. A Retirement Brokerage Services Representative can explain your withdrawal options, including the general tax consequences. You may also want to refer to your plan’s summary plan description for more information, and may want to consult a tax advisor to discuss your specific situation.

*Be sure you understand the plan guidelines and impact of taking a loan before initiating a loan from your plan account.
†The taxable portion of your withdrawal that is eligible for rollover into an individual retirement account (IRA) or another employer’s retirement plan is subject to 20% mandatory federal income tax withholding, unless it is directly rolled over to an IRA or another employer plan. (You may owe more or less when you file your income taxes.) Distributions from your plan that are not rolled over will be taxed as ordinary income in the year withdrawn. If you are under age 59½, the taxable portion of your withdrawal is also subject to a 10% early withdrawal penalty, unless you qualify for an exception to this rule. The plan document and current tax laws and regulations will govern in case of a discrepancy. Be sure you understand the tax consequences and your plan’s rules for distributions before you initiate a distribution. You may want to consult your tax advisor about your situation.

Any assets distributed from your qualified plan, 403(b) plan, or governmental 457(b) plan will be taxed as ordinary income in the year withdrawn; if you are under age 59½ at the time of the distribution, a 10% early withdrawal penalty may apply to any amounts that were rolled into the plan from an IRA or a plan other than another governmental 457(b) plan. If the distribution is eligible to be rolled over, but is not directly rolled over to an eligible plan or an IRA, 20% mandatory withholding of federal income tax applies. Federal income tax will not be withheld from governmental 457(b) plan assets if an eligible plan-to-plan transfer is made to another employer’s 457 plan that accepts the transfer. Be sure you understand the federal and state tax consequences of any distribution before you initiate one. You may want to consult your tax advisor about your situation.
Name or Address Changes
Do you need to change your name or address on your BrokerageLink account? In addition to following your plan’s regular procedures for name and address changes, you must make an address change for your BrokerageLink account separately; changing one account will not automatically change the other. To change your BrokerageLink account address, please contact a Fidelity Retirement Brokerage Services Representative through your plan’s toll-free number.

Trading Authorization
If allowed by your plan, someone else, such as a spouse or investment advisor, may have limited trading privileges for your BrokerageLink account. A limited trading authorization allows only a designated person to buy and sell mutual funds in your account.

To designate individuals for limited trading authorization, call your plan’s toll-free number to request the form, and return it to Fidelity with a signature guarantee. Keep in mind that this limited trading authorization applies only to your BrokerageLink account, and not to your standard plan options.

If you would like someone else to receive duplicate copies of your BrokerageLink statements and confirmations, ask your BrokerageLink representative for the appropriate form and return it directly to Fidelity.

Plan Restrictions
Keep in mind that every retirement plan has its own set of rules as to the types of assets that can be purchased in a BrokerageLink account. In addition, your employer’s retirement plan may have specific limitations on the availability of certain funds and contribution sources for loans, withdrawals, and distributions. Your plan’s BrokerageLink fact sheet includes a summary of restrictions that apply to your BrokerageLink account. Please refer to your summary plan description for more information.

Access to Fidelity
Fidelity has an ongoing commitment to provide the highest level of service and technology to enable you to access your account, obtain market information, and enter your orders quickly, easily, and efficiently. However, during periods of extraordinary volatility and volume, customers using online or automated trading services may experience delays in accessing their accounts due to high Internet traffic or system capacity limitations. Similarly, customers may experience delays in reaching telephone representatives. Please be aware that market conditions, including stock and bond prices, may change rapidly during these periods. Fidelity offers multiple channels through which you may place orders or access information, including the Web, touch-tone phone, and telephone representatives, so you have alternative ways of doing business with us. Please be assured that we are committed to providing the level of service you expect of Fidelity.
Before investing in any mutual fund, please carefully consider the investment objectives, risks, charges, and expenses. For this and other information, call or write Fidelity for a free prospectus or, if available, a summary prospectus. Read it carefully before you invest.

All proprietary marks appearing herein are the property of their respective owners.

BrokerageLink accounts are brokerage accounts established as part of an employee benefit plan and are subject to plan rules. Plan participants have trading authority over BrokerageLink accounts. Consult the BrokerageLink account terms and conditions for more information.

Depending on equity wash restrictions, you are not permitted to make a direct exchange from a competing fund to BrokerageLink. Before exchanging between these funds, you must first exchange to a different type of investment for a fixed period of time, then you may transfer those assets to BrokerageLink. See your Summary Plan Description (SPD) for more information. While these requirements may seem restrictive, issuers, such as insurance companies, banks, or other approved financial institutions, typically impose them as a condition for issuing investment contracts to retirement plans.

This handbook is intended for use by workplace savings plan participants. The term “Retirement Brokerage Services Representative” refers to registered phone representatives for Fidelity Brokerage Services LLC.

Fidelity BrokerageLink® is a brokerage account made available to retirement plan participants in certain retirement plans through Fidelity Brokerage Services LLC. Exchanges, purchases, and sales of core plan options are processed by Fidelity Investments Institutional Operations Company, Inc., an affiliate of Fidelity Brokerage Services LLC (FBS) and a registered transfer agent.

FBS will implement your brokerage transaction instructions and provide administrative services with respect to your BrokerageLink account. National Financial Services LLC (NFS), also a Fidelity company, will act as the custodian of the assets in your BrokerageLink account. Neither FBS nor NFS will undertake to determine or advise you whether your investment or trading activity is permissible under or consistent with the Employee Retirement Income Security Act of 1974 (ERISA), the Internal Revenue Code (IRC), or your own employee benefit plan (plan). Each plan has certain restrictions that you are responsible for knowing about and complying with.

Commissions and fees are subject to change. A brokerage account service and maintenance fee may apply. All fees as described in the fund’s prospectus still apply. Please refer to the FundsNetwork fund listing for more details on the FundsNetwork program and a complete listing of available funds.

Unless otherwise noted, transaction requests confirmed after the close of the market, normally 4 p.m. Eastern time, or on weekends or holidays, will receive the next available closing prices.

The investment options available through the plan reserve the right to modify or withdraw the exchange privilege.

System availability and response times may be subject to market conditions.

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