Fidelity Investments Account Application/Enrollment Form and Beneficiary Designation

1. GENERAL INSTRUCTIONS

Opening a new account: Please complete this form and sign it on the back. Once your account is established, you can submit a Workplace Savings Plan Contribution Form (Salary Reduction Agreement) to your employer who can then forward contributions to your account. Please contact Fidelity, your employer, or your tax advisor to determine your maximum allowable contribution.

Moving assets from an existing plan: To consolidate/move money to your employer-sponsored retirement savings account, please complete the enclosed Transfer/Rollover/Exchange form. If a form was not included within your enrollment kit, please call to request a form.

Fees: Your account may be subject to an annual maintenance and/or recordkeeping fee.

Mailing instructions:

Return this form in the enclosed postage-paid envelope or to

Fidelity Investments, P.O. Box 770002, Cincinnati, OH 45277-0090

If you wish to send your form via overnight service, please send it to

Fidelity Investments, Mailzone KC1E, 100 Crosby Parkway, Covington, KY 41015

Questions? Call Fidelity Investments at **1-800-343-0860**, Monday through Friday, from 8:00 A.M. to midnight ET, excluding holidays that the New York Stock Exchange is closed, or visit us at **www.fidelity.com/atwork**.

2. SELECTING YOUR INVESTMENT OPTIONS

In **whole percentages** please indicate how you wish to have your contributions allocated to the investment options available for investment under your plan. Please ensure that your allocations total 100%, for example, 50% for your first, 30% for your second, and 20% for your third fund choice. If your percentages do not add up to 100% or you select an unavailable investment option, your contribution will be invested in an investment option according to your plan rules.

If you would like to select more than four investment options, please write the fund code, fund name, and allocation percentage on a separate sheet of paper and attach it to your account application. The fund code can be found in your investment options brochure.

3. DESIGNATING YOUR BENEFICIARY(IES)

You are not limited to two primary and two contingent beneficiaries. The beneficiaries designated on this form will apply to all the plans named in Section 1. To assign additional beneficiaries, or to designate a more complex beneficiary designation, please attach, sign, and date a separate piece of paper. You may revoke the beneficiary designation and designate a different beneficiary by submitting a new Beneficiary Designation Form to Fidelity or your Human Resources department.

When designating primary and contingent beneficiaries, please use whole percentages and be sure that the percentages for each group of beneficiaries total 100%. Your primary beneficiary cannot be your contingent beneficiary. If you designate a trust as a beneficiary, please include the date the trust was created, and the trustee's name.

If more than one person is named and no percentages are indicated, payment will be made in equal shares to your primary beneficiaries who survive you. If a percentage is indicated and a primary beneficiary does not survive you, the percentage of that beneficiary's designated share shall be divided among the surviving primary beneficiaries in proportion to the percentage selected for them.

4. SPOUSAL CONSENT

Spousal Consent: If you are married, your plan requires you to designate that your spouse receives 50% or more of your vested account balance in the form of a preretirement survivor annuity. If you are married and you do not designate your spouse as your primary beneficiary for a portion of your account balances as described above, your spouse must sign the Spousal Consent portion of this form in the presence of a notary public or a representative of the plan.

Age 35 Requirement: Your spouse must be the primary beneficiary of your account as described above unless your spouse consents to a different primary beneficiary. If this designation occurs prior to the first day of the plan year in which you attain age 35, this designation is void on the earlier of (a) the first day of the plan year in which you attain age 35, or (b) the date of separation from service. When this designation is voided, your spouse will become the beneficiary for the amount described above. If you wish to designate a different primary beneficiary at that time you will need to complete a new Beneficiary Designation form.

5. AUTHORIZATION

Please provide your signature.

Fidelity Investments Institutional Operations Company, Inc.

Page 1 022320001

Fidelity Investments

Account Application/Enrollment Form and Beneficiary Designation

		1	YOUR IN	ORMATION	i i di Gi Gi			
Please use a black	x pen and print	clearly in CAPITAL		ORMANON				
Social Security #:	immin			OR U.S. Tax II	D #:			
Date of Birth:				Date of Hire:				
First Name:								
Last Name:								
Mailing Address:								
Address Line 2:								
City:							State:	
Zip:								
Daytime Phone:				Evening Phone:				
E-mail Address:								
Name of Employe	er:							
Plan Numbers (if known):		Employe	er City/State:					
		Employe	er Zip (if know	m):				
	403(b)	Please select the Emp 401(a) with a plan type selected,	401(k)	457(b)		(select all th	nat apply):	
	Single OR	Married	Name of Sit					
		2. SELECTIN	G YOUR II	NVESTMENT	OPTION	IS		
Please c		you are selecting	more than	four investme	nt options.		e whole pe	ercentages
Fund Code:		Fund Name:						entage:
								%
								%
								%

Total = 100%

Page 2 022320002 __

	3. DESIGNATIN	IG YOUR BENEFICIARY(IES)	
Please check here if yo	u have more than	two primary or two contingent beneficiaries.	
	to all retirement plans	in numbers named in Section 1. If you do no not list plan of the employer named in Section 1, when Fidelity	
Primary Beneficiary(ies) I hereby designate the person(s) nar the plan upon my death.	med below as primary	beneficiary(ies) to receive payment of the value of my ac	count(s) under
Individual:	OR	Trust Name:	
Social Security Number:	OR	U.S. Tax ID Number:	Percentage:
			%
Date of Birth or Trust Date:		Relationship to Applicant:	
		Spouse OR Trust OR Other	
2. Individual:	OR	Trust Name:	
Social Security Number:	OR	U.S. Tax ID Number:	Percentage:
			%
Date of Birth or Trust Date:		Relationship to Applicant:	
		Spouse OR Trust OR Other	Total = 100%
	ing at the time of my o	leath, I hereby specify that the value of my account is to be Your primary beneficiary cannot be your contingent ben	
1. Individual:	OR	Trust Name:	
Social Security Number:	OR	U.S. Tax ID Number:	Percentage:
			%
Date of Birth or Trust Date:		Relationship to Applicant:	
		Spouse OR Trust OR Other	
2. Individual:	OR	Trust Name:	
Social Security Number:	OR	U.S. Tax ID Number:	Percentage:
Date of Birth or Trust Date:		Relationship to Applicant:	
		Spouse OR Trust OR Other	Total = 100%
Payment to contingent beneficiary(io	es) will be made accord	ding to the rules of succession described under Primary B	eneficiary(ies).
		OUSAL CONSENT	

I am the spouse of the participant named in Section 1.

By signing below, I hereby acknowledge that I understand: (1) that the effect of my consent may result in the forfeiture of benefits I would otherwise be entitled to receive upon my spouse's death; (2) that my spouse's waiver is not valid unless I consent to it; (3) that my consent is voluntary, (4) that my consent is irrevocable unless my spouse completes a new Beneficiary Designation; and (5) that my consent (signature) must be witnessed by a notary public or if allowed by plan, a plan representative.

Page 3 022320003

4. SPOUSAL CONSENT (CONTINUED)

I understand that if this beneficiary designation is executed prior to the first day of the plan year in which the participant turns attains 35 that my waiver of my spousal death benefit as determined by the retirement plan provisions will be restored to me on the earlier of (a) the first day of the plan year in which the participant attains age 35, or (b) the date the participant separates form service with the employer sponsoring the retirement Plan. After that date, in order for another person to receive the death benefit that would be restored to me, I would then need to consent to a new beneficiary designation.

Signature of Participant's Spouse:	Date:
To be completed by a notary public or representative of the plan (if	provided for under the terms of your employer's plan):
Sworn before me this day	
In the State of County of	
Notary Public Signature:	
My Commission Expires:	Notary stamp must be in the above box
As plan representative, I witnessed the spouse signing this form:	Date:
5. AUTHORIZATION	AND SIGNATURE
 By executing this form I certify under penalties of perjury that my Social Security or U.S. Ta I acknowledge that I have read the prospectus of any mutual fund in prospectus(es) of any fund into which I exchange and agree to the to If my account is established under a Fidelity Investments Section 40 Fidelity Investments Section 403(b)(7) Custodial Account ("The Proagram Agreement. I acknowledge that the provisions of the Program shall If my account is established under a Section 403(b) Group Custodia Management Trust Company (FMTC) have executed a Fidelity Investing "Program") and that an account under the Program has been established I recognize that although FMTC is a bank, neither Fidelity Distribut invested is a bank, and mutual fund shares are not backed or guarant. I understand that I may designate a beneficiary for my assets accumbeneficiary, my beneficiary will be my surviving spouse, or if I do not the provisions of the Plan. I understand that my account may be subject to an annual main 	n which I invest and that it is my responsibility to read the erms. 13(b) Individual Custodial Account Agreement I hereby adopt the ogram") and certify that I have received and read the Custodial be governed by the laws of the Commonwealth of Massachusetts. al Agreement, I understand that my Employer and Fidelity stments Section 403(b)(7) Custodial Account Agreement (the shed on my behalf. 1. Ors Corporation nor any mutual fund in which my accounts may be nateed by any bank or insured by the FDIC. 1. Ulated under the Plan and that if I choose not to designate a bot have a surviving spouse, distributions will be made based on
Your Signature:	Date:
Check this box if you are signing this form as an a	ttorney-in-fact under a power of attorney.
446148.3.0 Fidelity Investments Institu	itional Operations Company, Inc. 1.837775.102

Fidelity Investments Institutional Operations Company, Inc.

022320004



FACTS

What do Fidelity Investments and the Fidelity Funds do with your personal information?



WHY?

Financial companies choose how they share your personal information. Federal law gives consumers the right to limit some but not all sharing. Federal law also requires us to tell you how we collect, share, and protect your personal information. Please read this notice carefully to understand what we do.

WHAT?

The types of personal information we collect and share depend on the product or service you have with us. This information can include:

- Social Security number and employment information
- assets and income
- account balances and transaction history

When you are no longer our customer, we continue to share your information as described in this notice.

HOW?

All financial companies need to share customers' personal information to run their everyday business. In the section below, we list the reasons financial companies can share their customers' personal information, the reasons Fidelity Investments and the Fidelity Funds (hereinafter referred to as "Fidelity") choose to share, and whether you can limit this sharing.

REASONS WE CAN SHARE YOUR PERSONAL INFORMATION	DOES FIDELITY SHARE?	CAN YOU LIMIT THIS SHARING?
For our everyday business purposes— such as to process your transactions, maintain your account(s), respond to court orders and legal investigations, or report to credit bureaus	Yes	No
For our marketing purposes— to offer our products and services to you	Yes	No
For joint marketing with other financial companies	No	We don't share
For our affiliates' everyday business purposes— information about your transactions and experiences	Yes	No
For our affiliates' everyday business purposes— information about your creditworthiness	No	We don't share
For nonaffiliates to market to you	No	We don't share

QUESTIONS?

Call 1-800-544-6666. If we serve you through an investment professional, please contact them directly. Specific Internet addresses, mailing addresses, and telephone numbers are listed on your statements and other correspondence.

WHO WE ARE	
Who is providing this notice?	Companies owned by Fidelity Investments using the Fidelity name to provide financial services to customers, and the Fidelity Funds. A list of companies is located at the end of this notice.
WHAT WE DO	
How does Fidelity protect my personal information?	To protect your personal information from unauthorized access and use, we use security measures that comply with federal law. These measures include computer safeguards and secured files and buildings.
How does Fidelity collect my personal information?	We collect your personal information, for example, when you open an account or direct us to buy/sell your securities provide account information or give us your contact information tell us about your investment portfolio We also collect your personal information from others, such as credit bureaus, affiliates, or other companies.
Why can't I limit all sharing?	Federal law gives you the right to limit only sharing for affiliates' everyday business purposes—information about your creditworthiness affiliates from using certain information to market to you sharing for nonaffiliates to market to you State laws and individual companies may give you additional rights to limit sharing.
DEFINITIONS	
Affiliates	Companies related by common ownership or control. They can be financial and nonfinancial companies. Fidelity Investments affiliates include companies with the Fidelity name (excluding the Fidelity Funds), as listed below, and other financial companies such as National Financial Services LLC, Strategic Advisers, Inc., and Pyramis Global Advisors, LLC.
Nonaffiliates	Companies not related by common ownership or control. They can be financial and nonfinancial companies. ■ Fidelity does not share with nonaffiliates so they can market to you.
Joint marketing	A formal agreement between nonaffiliated financial companies that together market financial products or services to you. ■ Fidelity doesn't jointly market.

OTHER IMPORTANT INFORMATION

If you transact business through Fidelity Investments life insurance companies, we may validate and obtain information about you from an insurance support organization. The insurance support organization may further share your information with other insurers, as permitted by law.

If you establish an account in connection with your employer, your employer may request and receive certain information relevant to the administration of employee accounts.

If you interact with Fidelity Investments directly as an individual investor (including joint account holders), we may exchange certain information about you with Fidelity Investments financial services affiliates, such as our brokerage and insurance companies, for their use in marketing products and services as allowable by law. Information collected from investment professionals' customers is not shared with Fidelity Investments affiliates for marketing purposes, except with your consent and as allowed by law.

The Fidelity Funds have entered into a number of arrangements with Fidelity Investments companies to provide for investment management, distribution, and servicing of the Funds. The Fidelity Funds do not share personal information about you with other entities for any reason, except for everyday business purposes in order to service your account. For additional information, please visit Fidelity.com.

WHO IS PROVIDING THIS NOTICE?

Fidelity Investments companies: Fidelity Brokerage Services LLC; Fidelity Distributors Corporation; Fidelity Investments Institutional Operations Company, Inc.; Fidelity Investments Institutional Services Company, Inc.; Fidelity Management Trust Company; Fidelity Personal Trust Company, FSB; Fidelity Investments Life Insurance Company; Empire Fidelity Investments Life Insurance Company; Fidelity Insurance Agency, Inc.; National Financial Services LLC; Strategic Advisers, Inc.; Pyramis Global Advisors, LLC.

The Fidelity Funds, which include funds advised by Strategic Advisers, Inc.