

Fees

The Fidelity BrokerageLink® account is highly flexible, and our cost structure is flexible as well. Our use of “à la carte” pricing for many features helps to ensure that you only pay for the features you use.

About Our Commissions and Fees

The most economical way to place trades is online, meaning either through Fidelity.com, Fidelity Active Trader Pro® (if eligible), or Fidelity Mobile®. The next most economical way is Fidelity Automated Service Telephone (FAST®). This automated service is available around the clock and can be accessed from a touch-tone phone.

Below is the Fee Schedule associated with BrokerageLink. The first section describes the various fees associated with mutual funds, followed by the expanded investment options section, which describes the fees associated with securities other than mutual funds. The fees described in this document may change from time to time without notice. Before placing a trade, consider Fidelity’s most recent *Brokerage Commission and Fee Schedule*, available at Fidelity.com or through a Fidelity representative.

Consult your Plan’s *BrokerageLink Fact Sheet*, available in the *BrokerageLink Central* section of NetBenefits (www.netbenefits.com > Quick Links > BrokerageLink > Plan Fact Sheet), to understand the BrokerageLink account options available to you.

MUTUAL FUNDS

Commissions and Fees in BrokerageLink

This section only describes fees associated with the account. Fees charged by a fund itself (for example, expense ratios, redemption fees [if any], exchange fees [if any], and sales charges [for certain load funds]) are in the fund’s prospectus. Read it carefully before you invest.

Fidelity® Funds

All Methods: No transaction fees

FundsNetwork® Funds

Through FundsNetwork®, the account provides access to over 5,000 mutual funds. At the time you purchase shares of funds, those shares will be assigned either a transaction fee (TF), a no transaction fee (NTF), or a load status. When you subsequently sell those shares, any applicable fees will be assessed based on the status assigned to the shares at the time of purchase.

Fidelity Brokerage Services LLC, or its affiliates, may receive compensation in connection with the purchase and/or the ongoing maintenance of positions in certain mutual funds in the account. FBS may also receive compensation for such things as systems development necessary to establish a fund on its systems, a fund’s attendance at events for FBS’s clients and/or representatives, and opportunities for the fund to promote its products and services. This compensation may take the form of sales loads and 12b-1 fees described in the prospectus; marketing, engagement, and analytics program participation fees; maintenance fees; start-up fees; and platform support paid by the fund, its investment advisor, or an affiliate.

The following are the different types of FundsNetwork Funds:

1) FundsNetwork No Transaction Fee Funds

All Methods: No transaction fees* Most NTF Funds will have no load. Certain NTF Funds will be available with the load waived.

Short-Term Trading Fees

Fidelity charges a short-term trading fee each time you sell or exchange shares of a FundsNetwork NTF fund held less than 60 days. This fee does not apply to Fidelity funds, money market funds, FundsNetwork Transaction Fee funds, FundsNetwork load funds, or shares purchased through dividend reinvestment. In addition, Fidelity reserves the right to exempt other funds from this fee, such as funds designed to achieve their stated objective on a short-term basis. The fee will be based on the following fee schedule:

Online: \$49.95 flat fee

FAST®: 0.5625% of principal (25% off representative-assisted rates); maximum \$187.50, minimum \$75

Representative-assisted: 0.75% of principal; maximum \$250, minimum \$100

Keep in mind that the short-term trading fee charged by Fidelity on FundsNetwork NTF funds is different and separate from a short-term redemption fee assessed by the fund itself. Not all funds have short-term redemption fees, so please review the fund’s prospectus to learn more about a potential short-term redemption fee charged by a particular fund.

**Fidelity reserves the right to change the funds available without transaction fees and reinstate the fees on any funds.*

2) FundsNetwork Transaction Fee Funds

Purchases

Online: \$49.95 or \$75 per purchase. To identify any applicable transaction fees associated with the purchase of a given fund, please refer to the “Fees and Distributions” tab on the individual fund page on Fidelity.com.

FAST®: 0.5625% of principal per purchase; maximum \$187.50, minimum \$75

Representative-assisted: 0.75% of principal per purchase; maximum \$250, minimum \$100

These fees may be waived for certain types of periodic investment accounts.

Redemptions

Fidelity does not charge a transaction fee on any redemption of shares of a transaction-fee fund that were purchased with no load. A fund’s own redemption fees may apply.

You can buy shares in a transaction-fee fund from its principal underwriter or distributor without a Fidelity transaction fee.

3) FundsNetwork Load Funds

A fund’s sales charges may apply. Fidelity does not charge a transaction fee on a load fund. A fund’s own redemption fees may apply.

AUTOMATIC INVESTMENTS

If allowed by your plan, you may establish instructions to automatically invest your future BrokerageLink contributions into specific mutual funds.

Before you can set up Automatic Investments, you must first meet your plan’s minimum initial investment requirement, which can be found in the *BrokerageLink Fact Sheet*. To meet the minimum, you may execute an exchange to BrokerageLink. Upon settlement of this exchange (usually the next business day), you must then designate a portion of your future contributions to BrokerageLink through your plan’s Investment Elections (www.netbenefits.com > Change Investments > Investment Elections).

Once this has been completed, you may then choose to automatically invest in up to 20 mutual funds out of the full universe of funds available within the BrokerageLink account.

Automatic Investments can be set up online or by contacting a Fidelity representative through your plan’s toll-free number. Please keep in mind that fund minimums are not applied in all situations to BrokerageLink investors.

EXPANDED INVESTMENT OPTIONS

Commissions and Fees in BrokerageLink

Please see below for information on commissions and fees on products other than mutual funds. Always consult your plan literature for more information on the expanded investment options available in BrokerageLink.

STOCKS / ETFs

Online: \$0.00 per trade

FAST®: \$12.95 per trade

Representative-assisted: \$32.95 per trade

The remuneration that Fidelity receives and keeps as described in this section applies to transactions and activities involving securities including, but not limited to, domestic (U.S.) equities traded on national exchanges, exchange-traded funds (ETFs), and U.S.-traded foreign securities (ADRs, or American Depositary Receipts and ORDs, or Ordinaries).¹ For details on foreign stock trading, see the Foreign Stocks section. Large block orders requiring special handling, restricted stock orders, and certain directed orders may carry additional fees which will be disclosed at the time of transaction.

In addition to the per trade charges identified above, Fidelity's remuneration also includes a fee that is charged on all sell orders ("Additional Assessment"). The Additional Assessment, which typically ranges from \$0.01 to \$0.03 per \$1,000 of principal, is charged by Fidelity. Fidelity uses the Additional Assessment to pay certain charges imposed on Fidelity by national securities associations, clearing agencies, national securities exchanges, and other self-regulatory organizations (collectively, "SROs"). The SROs in turn pay the SEC using the money they collect from Fidelity and other broker dealers. The Additional Assessment that Fidelity charges you is designed to offset the charges imposed on Fidelity by the SROs, which in turn are intended to cover the costs incurred by the government, including the SEC, for supervising and regulating the securities markets and securities professionals. You acknowledge, understand, and agree that Fidelity determines the amount of the Additional Assessment in its sole and exclusive discretion, and that the Additional Assessment may differ from or exceed the charges imposed on Fidelity by the SROs. These differences are caused by various factors, including, among other things, the rounding methodology used by Fidelity, the use of allocation accounts, transactions or settlement movements for which a fee by the SROs may not be assessed, and differences between the dates of changes to rates charged by the SROs. You understand, acknowledge, and agree that Fidelity has made no representation that the Additional Assessment charged to you will equal the fees assessed against Fidelity by the SROs in connection with your transactions. The Additional Assessment is in addition to the commissions we charge (i.e., the per trade charged identified above), and is included on your trade confirmation as a part of the Activity Assessment Fee. For the exact amount of the Additional Assessment charged on a particular transaction, please contact a Fidelity representative.

Fidelity Brokerage Services LLC ("FBS") and/or NFS receives remuneration, compensation, or other consideration (such as financial credits or reciprocal business) for directing orders in certain securities to particular broker/dealers or market centers for execution. The payer, source, and nature of any compensation received in connection with your particular transaction will vary based on the venue that a trade has been routed to for execution and will be disclosed upon written request to FBS. Please refer to Fidelity's customer agreement for additional information about order flow practices and to Fidelity's Commitment to Execution Quality (http://personal.fidelity.com/products/trading/Fidelity_Services/Service_Commitment.shtml) for additional information about order routing. Also review FBS's annual disclosure on payment for order flow policies and order routing policies.

FBS has entered into a long-term, exclusive and significant arrangement with the advisor to the iShares Funds that includes but is not limited to FBS's promotion of iShares funds, as well as in some cases purchase of certain iShares funds at a reduced commission rate ("Marketing Program"). FBS receives compensation from the fund's advisor or its affiliates in connection with the Marketing Program. FBS is entitled to receive additional payments during or after termination of the Marketing Program based upon a number of criteria, including the overall success of the Marketing Program. The Marketing Program creates significant incentives for FBS to encourage customers to buy iShares funds. Additional information about the sources, amounts, and terms of compensation is described in the ETF's prospectus and related documents.

Certain ETF sponsors pay an asset-based fee in support of their ETFs on Fidelity's platform, including related shareholder support services, the provision of calculation and analytical tools, as well as general investment research and education materials regarding ETFs. Fidelity does not receive payment from these ETF sponsors to promote any particular ETF to its customers.

NEW ISSUE

Fidelity makes certain new issue products available without a separate transaction fee. Fidelity may receive compensation for participating in the offering as a selling group member or underwriter. The compensation Fidelity receives from issuers when acting as both underwriter and selling group member is reflected in the "Range of Fees from Underwriting" column. When Fidelity acts as underwriter but securities are sold through other selling group members, Fidelity receives the underwriting fees less the selling group fees.

Securities	Range of Fees from Participation in Selling Group	Range of Fees from Underwriting
IPOs	• 3% to 4.2% of the investment amount	• 5% to 7% of the investment amount
Follow-Ons	• 1.8% to 2.4% of the investment amount	• 3% to 4% of the investment amount

Please refer to the applicable pricing supplement or other offering document for the exact percentage sales concession or underwriting discount.

OPTIONS

Online: \$0.00 per trade + 65¢ per contract

FAST®: \$12.95 per trade + 65¢ per contract

Representative-assisted: \$32.95 per trade + 65¢ per contract

Buy-to-close orders placed online for options priced 0¢ to 65¢ are commission-free and are not subject to per contract option fees. For trades placed on other channels, you will not be charged a per contract fee when the contract price is 65¢ or less. Regular option rates (as shown above) apply when the contract price exceeds 65¢.

Maximum charge: 5% of principal (subject to a minimum charge of \$12.95 for FAST® trades, and \$32.95 for representative-assisted trades).

Exercises and assignments are commission-free and are not charged a per contract fee.

In addition to the per trade/contract fees described above, Fidelity's remuneration also includes fees it charges you ("Options Fee") that are designed to offset the Options Regulatory Fee ("ORF") that the Options Clearing Corporation ("OCC") charges Fidelity through various options exchanges. The ORF applies to any transaction to buy or sell options contracts and represents the cumulative charges imposed by all the participating options exchanges. The ORF has ranged from \$0.02 - \$0.04 per contract but is subject to change at any time. You acknowledge, understand, and agree that Fidelity determines the amount of the Options Fee charged to you and its other customers in its sole and exclusive discretion, and that the Options Fee amount collected from you by Fidelity may differ from or exceed the ORF that Fidelity pays to OCC. These differences are caused by various factors, including, among other things, the rounding methodology used by Fidelity, the use of allocation accounts, transactions for which a fee may not be assessed, and differences between the dates of changes to ORF rate. You understand, acknowledge, and agree that Fidelity has made no representation that the fees assessed to you will equal the fees assessed against Fidelity by the OCC in connection with your transactions. This Options Fee is in addition to your commission and is included on your trade confirmation as a part of the Activity Assessment Fee. For the exact amount of the Options Fee charged to you on a particular transaction, please contact a Fidelity representative.

Multi-Leg Option orders placed online are charged a per contract Options Fee for the total number of contracts executed in the trade. Multi-Leg Option orders placed through other channels are charged a commission and the 65¢ per contract fee.

An "Additional Assessment" is also charged on any order to sell options contracts. Please refer to the discussion of the "Additional Assessment" in the Stocks/ETFs section of this document for additional information.

¹ A Financial Transaction Tax of 0.30% of principal per trade on purchases of French securities, 0.10% of principal per trade on purchases of Italian securities, and 0.20% of principal per trade on Spanish securities may be assessed.

BONDS and CDs

New Issues, Primary Purchases (all other fixed-income securities except U.S. Treasury)

Fidelity makes certain new issue products available without a separate transaction fee. Fidelity may receive compensation from issuers for participating in the offering as a selling group member and/or underwriter. The compensation Fidelity received from issuers when acting as both underwriter and selling group member is reflected in the "Range of Fees from Underwriting" column. When Fidelity acts as underwriter but securities are sold through other selling group members, Fidelity receives the underwriting fees less the selling group fees.

BONDS

Securities	Range of Fees from Participation in Selling Group	Range of Fees from Underwriting
Agency/GSE	N/A	• 0.05% to 1.0% of the investment amount
Corporate Notes	• 0.01% to 2.5% of the investment amount	• 0.01% to 3.0% of the investment amount
Corporate Bond	• 0.01% to 2.5% of the investment amount	• 0.05% to 3.0% of the investment amount
Municipal Bonds and Taxable Municipal Bonds	• 0.1% to 2.0% of the investment amount	• 0.1% to 2.5% of the investment amount
Structured Products (Registered Notes)	• 0.05% to 5.0% of the investment amount	N/A
Fixed-Rate Capital	• 2.0% of the investment amount	• 3.0% of the investment amount

Please refer to the applicable pricing supplement or other offering document for the exact percentage sales concession or underwriting discount.

CDs

Securities	Range of Fees from Participation in Selling Group	Range of Fees from Underwriting
CDs – CDIPs (Inflation Protected)	• 0.1% to 2.0% of the investment amount	• 0.1% to 2.5% of the investment amount
Structured Products (Market-linked CDs)	• 0.05% to 5.0% of the investment amount	N/A

U.S. Treasury, including TIPS – Auction Purchases

Online: no charge

Representative-assisted: \$19.95 per trade

SECONDARY MARKET TRANSACTIONS

Mark-ups for all secondary bond (fixed-income) trades are listed below.

U.S. Treasury, including TIPS

Online: No charge

*Representative-assisted: \$19.95

All Other Bonds

Online: \$1.00 per bond

Representative-assisted: \$1.00 per bond*

*Representative-assisted: \$19.95 minimum

Please note that a \$250 maximum applies to all trades and is reduced to a \$50 maximum for bonds maturing in one year or less.

Bond orders cannot be placed through FAST®.

The offering broker, which may be our affiliate National Financial Services ("NFS"), may separately mark up or mark down the price of the security and may realize a trading profit or loss on the transaction. If NFS is not the offering broker, Fidelity compensation is limited to the prices above.

Commercial Paper

Generally, our affiliate NFS will receive compensation in the form of a mark-up or mark-down when facilitating transactions in commercial paper.

FOREIGN STOCKS

Fidelity offers different opportunities to trade foreign stocks. You can utilize "Dollarized International Trading" or Fidelity's "Foreign Ordinary Share Trading" services. Depending on the service, different commissions, taxes and fees may apply as more fully described below. You may also call a Fidelity representative for further detail. The International Trading team at Fidelity is available Monday through Friday from 5am-7pm ET.

Dollarized International Trading

Dollarized International Trading allows customers to execute stocks on foreign exchanges using a five-character symbol ending in "F" for settlement in U.S. Dollars. Trade Amounts are calculated and posted in U.S. Dollars by incorporating a foreign currency exchange. This service is only available through the International Trading team at Fidelity and orders will execute during the respective countries regular market hours. Please inquire with a Fidelity representative if you have a question about the availability of any specific countries.

Country	Representative-assisted Only*
Canada	Representative-assisted commission
All Others	Representative-assisted commission + \$50 non-DTC (Depository Trust Company) fee

*per trade

Country Specific Taxes and Fees

Additional country specific taxes and fees may be charged as detailed in the table below for Dollarized International Trading. The list of countries, currencies, taxes and fees provided below is subject to change without notice. There may also be further fees, taxes, or other charges assessed by intermediaries when conducting transactions in foreign securities beyond those described here which could change at any time based on the country or exchange directive. Details regarding these charges are available from a Fidelity representative.

Country	Tax (per trade)
France*	Financial Transaction Tax (FTT) 0.30% of principal on purchases
Italy*	Financial Transaction Tax (FTT) 0.12% of principal on purchases
Spain*	Financial Transaction Tax (FTT) 0.20% of principal on purchases
Ireland	Stamp Tax 1.00% of principal on purchases
Hong Kong	Transaction Levy 0.0027% of principal Trading fee 0.005% of principal Stamp Duty 0.10% of principal
South Africa	Securities Transfer Tax 0.25% of principal on purchases
Singapore	Clearing fee of 0.04% of principal
United Kingdom	PTM Levy 1 GBP where principal amount is > £10,000 Stamp Duty 0.50% of principal on purchases

*certain securities based on Market Capitalization

Please also note that if a security trading on an exchange in one of the markets noted above is only listed for trading in a currency other than that country's local market's currency, then the fees that will be charged will be based on the currency the security is trading in instead of the identity of the local market.

Foreign Currency Exchange

In addition to the commissions, taxes, fees, and other charges for Dollarized International Trading, a currency exchange fee (in the form of a mark-up or mark-down on the exchange rate) will be charged based on the size of the currency conversion, pursuant to the following schedule:

Total Foreign Exchange Amount	Cost
<\$100K	1.0% of principal
\$100K-<\$250K	0.75% of principal
\$250K-<\$500K	0.50% of principal
\$500K-<\$1M	0.30% of principal
\$1M+	0-0.20% of principal

Note: The Foreign Currency Exchange Fees above are applied to orders filled in the local country markets listed above. Rates may vary for additional currencies in available countries not listed in this schedule. Details are available from a Fidelity representative.

Foreign Ordinary Share Trading

Foreign Ordinary Share Trading allows customers to trade shares in foreign corporations on the over-the-counter (OTC) market using a five-character symbol ending in "F". Trades in foreign ordinary shares can be placed online or through a Fidelity representative. In either case, the domestic commission schedule for stocks/ETFs will apply. A \$50 fee will also be charged on each transaction in any foreign ordinary stock that is not Depository Trust Company eligible.

Country Specific Taxes and Fees

Additional country specific taxes and fees may be charged as detailed in the table below for Foreign Ordinary Share Trading. The list of countries, taxes and fees provided below is subject to change without notice. There may also be further fees, taxes, or other charges assessed by intermediaries when conducting transactions in foreign securities beyond those described here which could change at any time based on the country. Details regarding these charges are available from a Fidelity representative.

Country	Tax (per trade)
France*	Financial Transaction Tax (FTT) .30% of principal on purchases
Italy*	Financial Transaction Tax (FTT) .12% of principal on purchases
Spain*	Financial Transaction Tax (FTT) .20% of principal on purchases

*certain securities based on Market Capitalization

Note: The taxes and fees, if any, will be disclosed individually on the trade confirmation.

OTHER INVESTMENTS

Unit Investment Trusts (UITs): \$35 minimum per redemption; no fee to purchase. Fidelity makes certain new issue products available without a separate transaction fee. Fidelity receives compensation for participating in the offering as a selling group member. Fees from participating in the selling group range from 1% to 4% of the public offering price. Fidelity may also receive compensation for reaching certain sales levels, which range from 0.001% – 0.0025% of the monthly volume sold.

OTHER FEES AND COMPENSATION

Foreign Dividends/Reorganizations: 1% of principal; charged when a dividend is paid or a reorganization event occurs on a foreign asset held in an account in USD.

Fee and Trading Policies

Commissions will be charged per order. For commission purposes, orders executed over multiple days will be treated as separate orders. Unless noted otherwise, all fees and commissions are debited from the core position.

Limits on Feature Eligibility

Fidelity BrokerageLink accounts cannot sell short, are not eligible for margin loans, and may be subject to other rules and policies. Please review all BrokerageLink literature carefully for details.

Prospectuses and Fact Sheets

Free prospectuses are available for UITs, Fidelity funds, and Fidelity FundsNetwork® funds. Fact sheets are available for certificates of deposit. To obtain any of these documents, and for other information on any fund offered through Fidelity, including charges and expenses, call your plan's toll-free number or visit Fidelity.com.

