

Fidelity Advantage 401(k) Plan
Eligible Automatic Contribution Arrangement/Qualified Default Investment
Alternative Notice for the Plan Year Beginning January 1, 2025

The Fidelity Advantage 401(k) Plan (the “Plan”) provides for automatic enrollment for employees who are eligible to participate in the Plan. This Notice is intended to provide important information regarding some Plan rules, including the Plan’s automatic enrollment feature, safe harbor matching contributions, and employer contributions made to your Plan account by your Employer (the “Employer”).

The following applies to Fidelity Advantage 401(k) Plan employees eligible to participate in the Plan:

- **Automatic Enrollment:** Newly hired or rehired employees who have not made an affirmative election to make or not make their own contributions will be automatically enrolled at a 3% pre-tax contribution rate.
- **Employer Safe Harbor Match:**
 - Upon completion of the Plan’s eligibility requirements, 100% of the first 3% of your compensation that you contribute to the Plan and 50% of the next 2% of your compensation that you contribute to the Plan will be matched, up to 4% of eligible compensation.
- **Contribution Amounts:** You may adjust your Plan contribution percentage in 1% increments.

The remainder of this Notice covers the items above in more detail, as well as the following provisions of the Plan, as they apply to eligible employees:

- Whether the Plan’s automatic enrollment feature applies to you
- What amounts will be automatically taken from your pay and contributed to the Plan
- How you can change your contributions
- What other amounts your Employer will contribute to your Plan account
- How your Plan account will be invested
- When your Plan account will be vested (that is, not lost when you leave your job)
- When you can withdraw your account

If you have questions about this Notice or about the Plan, please contact the Fidelity Service Center at **(800) 835-5097**. Representatives are available Monday through Friday from 8:30 a.m. to 8:00 p.m. ET (excluding all New York Stock Exchange holidays except Good Friday). To request a copy of the Summary Plan Description (“SPD”), please contact:

Fidelity Investments
P.O. Box 770003
Cincinnati, OH 45277-0065

1. Does the Plan’s automatic enrollment feature apply to me?

The Plan’s automatic enrollment feature will not apply to you if you have previously elected to contribute to the Plan, or to not contribute by electing 0%. However, you may still receive an annual automatic enrollment notice (similar to this Notice) prior to the beginning of each year, in accordance with Internal Revenue Service (IRS) rules.

If you are subject to automatic enrollment, you may make an affirmative election to contribute a different percentage of your eligible compensation. For Plan purposes, “eligible compensation” generally includes your wages reported on Form W-2, plus certain pre-tax deferrals to employee benefit plans, less certain exclusions. Eligible compensation is limited to the first \$350,000 in 2025, subject to any cost of living adjustments. For more information on eligible compensation, please refer to the Plan’s SPD.

If you are newly hired or rehired and do not make an election, you will be automatically enrolled in the Plan at a 3% pre-tax contribution rate as soon as administratively practicable following the end of the 30-day period beginning on the date you receive this Notice. This means that amounts will be taken from your pay and contributed to the Plan on a pre-tax basis. These automatic contributions will be 3% of your eligible compensation each pay period; however, you can choose a different amount by electing to contribute more, less, or even nothing. The date on which you are first automatically enrolled is referred to as your “Automatic Enrollment Date.” Your contribution level will remain at 3% until you make an affirmative contribution election.

Keep in mind that all contributions are subject to IRS limits. Those participants who are classified as highly compensated employees may be subject to additional Plan limits.

You can change your contribution percentage, decline enrollment (elect not to contribute), or make changes at virtually any time by logging on to Fidelity NetBenefits® at www.401k.com or by calling the Fidelity Service Center at **(800) 835-5097**. Representatives are available Monday through Friday from 8:30 a.m. to 8:00 p.m. ET (excluding all New York Stock Exchange holidays except Good Friday).

2. If I do nothing, how much will be taken from my pay and contributed to the Plan?

If the automatic enrollment feature applies to you, and you do not affirmatively elect to participate in the Plan or decline automatic enrollment by your Automatic Enrollment Date, 3% of your eligible compensation for each pay period will be withheld and contributed to your Plan account.

If you are automatically enrolled, your Employer will automatically increase your contributions annually until your contributions reach a maximum of 10% and you will receive notice prior to the change taking effect. If you are uncertain how this plan provision impacts you, please consult with your Employer.

If you do not contact Fidelity in time to prevent automatic contributions, you will have a period of 90 days following your Automatic Enrollment Date to make an election to withdraw your automatic contributions (as adjusted for any investment gains or losses through the date of distribution). If you elect to withdraw your automatic contributions, you will forfeit the corresponding Employer matching contributions made to the Plan on your behalf, if any. The amount of the withdrawal will be subject to federal income tax (but not the extra 10% tax that normally applies to early distributions) and will not be eligible for rollover treatment. If you take out automatic contributions, the Employer will treat you as having chosen to make no further contributions. However, you can always choose to continue or restart your contributions as described in Question 3 below.

3. How much can I contribute? Can I change the amount of my contributions?

You may choose to contribute between 0% and 75% of your eligible compensation (in 1% increments) on a pre-tax and/or Roth basis to the Plan. For example, if you are eligible for Employer matching contributions, you may want to get the full amount of the match by contributing at least 5% of your eligible compensation on a combined pre-tax and/or Roth basis. These contributions are subject to dollar limits that are set by law. In 2025, the limit on pre-tax and/or Roth employee deferrals is \$23,500; however, you can contribute up to an additional \$7,500 in “catch-up” contributions if you will be at least age 50 by December 31, 2025. You are always 100% vested in contributions you make to the Plan at all times. For more information on catch-up contributions, please refer to the Plan’s SPD.

You can always change the amount you contribute to the Plan. You can do this at virtually any time by logging on to Fidelity NetBenefits at www.401k.com or by calling the Fidelity Service Center at **(800) 835-5097**. Representatives are available Monday through Friday from 8:30 a.m. to 8:00 p.m. ET (excluding all New York Stock Exchange holidays except Good Friday).

4. In addition to the contributions taken out of my pay, what amounts will my Employer contribute to my Plan account?

Once you have satisfied the eligibility requirements for the Plan, your Employer will make a safe harbor matching contribution to the Plan on your behalf each payroll period in an amount equal to 100% of the first 3% of your eligible compensation, and 50% of the next 2% of your eligible compensation that you contribute to the Plan as a pre-tax and/or Roth contribution. These matching contributions will be made if you are automatically enrolled or if you choose your own contribution level.

The Employer’s matching contribution depends on the amount you contribute out of your pay each pay period. See the table below for an example on how the Employer matching contribution works each pay period.

(a) Eligible Compensation	(b) Contribution Percentage	(c) Your Contribution = (a) x (b)	(d) Employer Matching Contribution = (a) x 100% of the first 3% and 50% of the next 2% of (b)
\$10,000	3%	\$300	\$300

Remember, you can always change the amount you contribute to the Plan by logging on to Fidelity NetBenefits at www.401k.com or by calling the Fidelity Service Center at **(800) 835-5097**. Representatives are available Monday through Friday from 8:30 a.m. to 8:00 p.m. ET (excluding all New York Stock Exchange holidays except Good Friday).

5. How will my Plan account be invested?

The Plan lets you invest your account in a number of different investment funds. The funds available under the Plan are described in the “Investment Performance and Research” section of the Fidelity NetBenefits website at www.401k.com. Unless you elect a different investment option, your Plan account will be invested in the Plan’s default fund. The Plan’s default fund is the Fidelity Flex® Freedom Blend Fund that has a target retirement date closest to the year you might retire, based on your current age and assuming a retirement age of 65.

You have the right under the Plan to direct the investment of your existing balances and future contributions to any of the Plan’s available investment options, including the right to transfer out of the default fund to another investment option without any special restrictions. Please refer to the investment option descriptions below for additional information regarding the objective, strategy, and risks, as well as restrictions and fees or expenses that may apply to the default fund. The Employer encourages you to review the investment options available to you on Fidelity NetBenefits at www.401k.com and make an investment election.

If you do not make an investment election for your contributions, your account balance will be invested in the specific Fidelity Flex® Freedom Blend Target Date Series Fund shown in the table below that corresponds to your date of birth. If your date of birth is not known, your account will be invested in the Fidelity Flex® Freedom Blend Income Fund.

DATE OF BIRTH	FUND NAME	TICKER SYMBOL	GROSS EXPENSE RATIO AS OF November 12, 2024
1942 and before	Fidelity Freedom® Income Fund Class K	FNSHX	0.42%
1943-1947	Fidelity Freedom® 2010 Fund Class K	FSNKX	0.43%
1948-1952	Fidelity Freedom® 2015 Fund Class K	FSNLX	0.46%
1953-1957	Fidelity Freedom® 2020 Fund Class K	FSNOX	0.49%
1958-1962	Fidelity Freedom® 2025 Fund Class K	FSNPX	0.53%
1963-1967	Fidelity Freedom® 2030 Fund Class K	FSNQX	0.56%
1968-1972	Fidelity Freedom® 2035 Fund Class K	FSNUX	0.6%
1973-1977	Fidelity Freedom® 2040 Fund Class K	FSNVX	0.63%
1978-1982	Fidelity Freedom® 2045 Fund Class K	FSNZX	0.65%
1983-1987	Fidelity Freedom® 2050 Fund Class K	FNSBX	0.65%
1988-1992	Fidelity Freedom® 2055 Fund Class K	FNSDX	0.65%
1993-1997	Fidelity Freedom® 2060 Fund Class K	FNSFX	0.65%
1998-2002	Fidelity Freedom® 2065 Fund Class K	FFSDX	0.65%
2003 and after	Fidelity Freedom® 2070 Fund Class K	FRBEX	0.64%

Fidelity Freedom® 2010, 2015, 2020 Fund Class K

Ticker: FSNKX, FSNLX, FSNXX

Objective: Seeks high total return until its target retirement date. Thereafter, the fund's objective will be to seek high current income and, as a secondary objective, capital appreciation.

Strategy: Designed for investors who anticipate retiring in or within a few years of the fund's target retirement year at or around age 65. Investing in a combination of Fidelity U.S. equity funds, international equity funds, bond funds, and short-term funds (underlying Fidelity funds). Allocating assets among underlying Fidelity funds according to a "neutral" asset allocation strategy that adjusts over time until it reaches an allocation similar to that of the Freedom Income Fund approximately 10 to 19 years after the target year. Ultimately, the fund will merge with the Freedom Income Fund.

Fidelity Management & Research Company LLC (the Adviser) may modify the fund's neutral asset allocations from time to time when in the interests of investors. Buying and selling futures contracts (both long and short positions) in an effort to manage cash flows efficiently, remain fully invested, or facilitate asset allocation. Through an active asset allocation strategy, the Adviser may increase or decrease asset class exposures relative to the neutral asset allocations by up to 10 percentage points for equity, bond and short-term funds to reflect the Adviser's market outlook, which is primarily focused on the intermediate term.

Risk: Investment performance of the Fidelity Freedom Fund products depends on the performance of the underlying investment options and on the proportion of the assets invested in each underlying investment option. The investment risk of each Fidelity Freedom Fund changes over time as its asset allocation changes. These risks are subject to the asset allocation decisions of the Investment Adviser. Pursuant to the Adviser's ability to use an active asset allocation strategy, investors may be subject to a different risk profile compared to the fund's neutral asset allocation strategy shown in its glide path. The funds are subject to the volatility of the financial markets, including that of equity and fixed income investments in the U.S. and abroad, and may be subject to risks associated with investing in high-yield, small-cap, commodity-linked and foreign securities. Leverage can increase market exposure, magnify investment risks, and cause losses to be realized more quickly. No target date fund is considered a complete retirement program and there is no guarantee any single fund will provide sufficient retirement income at or through retirement. Principal invested is not guaranteed at any time, including at or after the funds' target dates.

Short-term redemption fee: None

This description is only intended to provide a brief overview of the mutual fund. Read the fund's prospectus for more detailed information about the fund.

On July 20, 2017, an initial offering of the Fidelity Freedom K class took place. Returns and expenses prior to that date are those of the Freedom (retail) class. Had K class expenses been reflected in the returns shown, total returns would have been higher.

Fidelity Freedom® 2025, 2030, 2035, 2040, 2045, 2050, 2055, 2060 Fund Class K

Ticker: FSNPX, FSNQX, FSNUX, FSNVX, FSNZX, FNSBX, FNSDX, FNSFX

Objective: Seeks high total return until its target retirement date. Thereafter, the fund's objective will be to seek high current income and, as a secondary objective, capital appreciation.

Strategy: Designed for investors who anticipate retiring in or within a few years of the fund's target retirement year at or around age 65. Investing in a combination of Fidelity U.S. equity funds, international equity funds, bond funds, and short-term funds (underlying Fidelity funds). Allocating assets among underlying Fidelity funds according to a "neutral" asset allocation strategy that adjusts over time until it reaches an allocation similar to that of the Freedom Income Fund approximately 10 to 19 years after the target year. Ultimately, the fund will merge with the Freedom Income Fund.

Fidelity Management & Research Company LLC (the Adviser) may modify the fund's neutral asset allocations from time to time when in the interests of investors. Buying and selling futures contracts (both long and short positions) in an effort to manage cash flows efficiently, remain fully invested, or facilitate asset allocation. Through an active asset allocation strategy, the Adviser may increase or decrease asset class exposures relative to the neutral asset allocations by up to 10 percentage points for equity, bond and short-term funds to reflect the Adviser's market outlook, which is primarily focused on the intermediate term.

Risk: Investment performance of the Fidelity Freedom Fund products depends on the performance of the underlying investment options and on the proportion of the assets invested in each underlying investment option. The investment risk of each Fidelity Freedom Fund changes over time as its asset allocation changes. These risks are subject to the asset allocation decisions of the Investment Adviser. Pursuant to the Adviser's ability to use an active asset allocation strategy, investors may be subject to a different risk profile compared to the fund's neutral asset allocation strategy shown in its glide path. The funds are subject to the volatility of the financial markets, including that of equity and fixed income investments in the U.S. and abroad, and may be subject to risks associated with investing in high-yield, small-cap, commodity-linked and foreign securities. Leverage can increase market exposure, magnify investment risks, and cause losses to be realized more quickly. No target date fund is considered a complete retirement program and there is no guarantee any single fund will provide sufficient retirement income at or through retirement. Principal invested is not guaranteed at any time, including at or after the funds' target dates.

Short-term redemption fee: None

This description is only intended to provide a brief overview of the mutual fund. Read the fund's prospectus for more detailed information about the fund.

On July 20, 2017, an initial offering of the Fidelity Freedom K class took place. Returns and expenses prior to that date are those of the Freedom (retail) class. Had K class expenses been reflected in the returns shown, total returns would have been higher.

Fidelity Freedom® 2065 Fund Class K

Ticker: FFSDX

Objective: Seeks high total return until its target retirement date. Thereafter, the fund's objective will be to seek high current income and, as a secondary objective, capital appreciation.

Strategy: Designed for investors who anticipate retiring in or within a few years of the fund's target retirement year at or around age 65. Investing in a combination of Fidelity U.S. equity funds, international equity funds, bond funds, and short-term funds (underlying Fidelity funds). Allocating assets among underlying Fidelity funds according to a "neutral" asset allocation strategy that adjusts over time until it reaches an allocation similar to that of the Freedom Income Fund approximately 10 to 19 years after the target year. Ultimately, the fund will merge with the Freedom Income Fund.

Fidelity Management & Research Company LLC (the Adviser) may modify the fund's neutral asset allocations from time to time when in the interests of investors. Buying and selling futures contracts (both long and short positions) in an effort to manage cash flows efficiently, remain fully invested, or facilitate asset allocation. Through an active asset allocation strategy, the Adviser may increase or decrease asset class exposures relative to the neutral asset allocations by up to 10 percentage points for equity, bond and short-term funds to reflect the Adviser's market outlook, which is primarily focused on the intermediate term.

Risk: Investment performance of the Fidelity Freedom Fund products depends on the performance of the underlying investment options and on the proportion of the assets invested in each underlying investment option. The investment risk of each Fidelity Freedom Fund changes over time as its asset allocation changes. These risks are subject to the asset allocation decisions of the Investment Adviser. Pursuant to the Adviser's ability to use an active asset allocation strategy, investors may be subject to a different risk profile compared to the fund's neutral asset allocation strategy shown in its glide path. The funds are subject to the volatility of the financial markets, including that of equity and fixed income investments in the U.S. and abroad, and may be subject to risks associated with investing in high-yield, small-cap, commodity-linked and foreign securities. Leverage can increase market exposure, magnify investment risks, and cause losses to be realized more quickly. No target date fund is considered a complete

retirement program and there is no guarantee any single fund will provide sufficient retirement income at or through retirement. Principal invested is not guaranteed at any time, including at or after the funds' target dates.

Short-term redemption fee: None

This description is only intended to provide a brief overview of the mutual fund. Read the fund's prospectus for more detailed information about the fund.

Fidelity Freedom® 2070 Fund Class K

Ticker: FRBEX

Objective: Seeks high total return until its target retirement date. Thereafter the fund's objective will be to seek high current income and, as a secondary objective, capital appreciation.

Strategy: Designed for investors who anticipate retiring in or within a few years of the fund's target retirement year at or around age 65. Investing in a combination of Fidelity U.S. equity funds, international equity funds, bond funds, and short-term funds (underlying Fidelity funds). Allocating assets among underlying Fidelity funds according to a "neutral" asset allocation strategy that adjusts over time until it reaches an allocation similar to that of the Freedom Income Fund approximately 10 to 19 years after the target year. Ultimately, the fund will merge with the Freedom Income Fund.

Fidelity Management & Research Company LLC (the Adviser) may modify the fund's neutral asset allocations from time to time when in the interests of investors. Buying and selling futures contracts (both long and short positions) in an effort to manage cash flows efficiently, remain fully invested, or facilitate asset allocation. Through an active asset allocation strategy, the Adviser may increase or decrease asset class exposures relative to the neutral asset allocations by up to 10 percentage points for equity, bond and short-term funds to reflect the Adviser's market outlook, which is primarily focused on the intermediate term.

Risk: Investment performance of the Fidelity Freedom Fund products depends on the performance of the underlying investment options and on the proportion of the assets invested in each underlying investment option. The investment risk of each Fidelity Freedom Fund changes over time as its asset allocation changes. These risks are subject to the asset allocation decisions of the Investment Adviser. Pursuant to the Adviser's ability to use an active asset allocation strategy, investors may be subject to a different risk profile compared to the fund's neutral asset allocation strategy shown in its glide path. The funds are subject to the volatility of the financial markets, including that of equity and fixed income investments in the U.S. and abroad, and may be subject to risks associated with investing in high-yield, small-cap, commodity-linked and foreign securities. Leverage can increase market exposure, magnify investment risks, and cause losses to be realized more quickly. No target date fund is considered a complete retirement program and there is no guarantee any single fund will provide sufficient retirement income at or through retirement. Principal invested is not guaranteed at any time, including at or after the funds' target dates.

Short-term redemption fee: None

This description is only intended to provide a brief overview of the mutual fund. Read the fund's prospectus for more detailed information about the fund.

Fidelity Freedom® Income Fund Class K

Ticker: FNSHX

Objective: Seeks high current income and, as a secondary objective, capital appreciation.

Strategy: Investing in a combination of Fidelity U.S. equity funds, international equity funds, bond funds, and short-term funds (underlying Fidelity funds). Allocating assets among underlying Fidelity funds according to a stable "neutral" asset allocation strategy (approximately 11% in domestic U.S. equity funds, 8% in international equity funds, 43% in U.S. investment grade bond funds, 5% in international bond funds, 3% in long-term treasury bond funds, 20% in inflation-protected bond funds, and 10% in short-term funds) The Adviser may modify the fund's neutral asset allocations from time to time when in the interests of shareholders. Buying and selling futures contracts (both long and short positions) in an effort to manage cash flows efficiently, remain fully invested, or facilitate asset allocation. Through an active asset allocation strategy, the Adviser may increase or decrease asset class exposures relative to the neutral asset allocations by up to 10 percentage points for equity, bond and short-term funds to reflect the Adviser's market outlook, which is primarily focused on the intermediate term.

Risk: The fund is subject to risks resulting from the asset allocation decisions of the Investment Adviser. Pursuant to the Adviser's ability to use an active asset allocation strategy, investors may be subject to a different risk profile compared to the fund's neutral asset allocation strategy shown in its glide path. The fund is subject to the volatility of the financial markets, including that of equity and fixed income investments. Fixed income investments entail issuer default and credit risk, inflation risk, and interest rate risk (as interest rates rise, bond prices usually fall and vice versa). This effect is usually more pronounced for longer-term securities. Leverage can increase market exposure, magnify investment risks, and cause losses to be realized more quickly. No target date fund is considered a complete retirement program and there is no guarantee any single fund will provide sufficient retirement income at or through retirement. Principal invested is not guaranteed at any time, including at or after the funds' target dates.

Short-term redemption fee: None

This description is only intended to provide a brief overview of the mutual fund. Read the fund's prospectus for more detailed information about the fund.

On July 20, 2017, an initial offering of the Fidelity Freedom K class took place. Returns and expenses prior to that date are those of the Freedom (retail) class. Had K class expenses been reflected in the returns shown, total returns would have been higher.

To obtain additional information about the Plan's default fund and the other Plan investment options, including the fees and expenses associated with each fund, please log on to Fidelity NetBenefits at www.401k.com or by calling the Fidelity Service Center at (800) 835-5097. Representatives are available Monday through Friday from 8:30 a.m. to 8:00 p.m. ET (excluding all New York Stock Exchange holidays except Good Friday). You may also make changes to your investment elections for future contributions and/or transfer all or a portion of your existing balance into other investment options. We encourage you to review your investment mix and allocation percentages and update your investment elections as appropriate. Please note that the Plan's investment fiduciary has the discretion to change the Plan's default fund at any time.

6. When will my Plan account be vested and available to me?

You will always be fully vested in your pre-tax and Roth contributions, as well as any rollover contributions that you transfer to the Plan from another employer's tax qualified plan. You will also be fully vested in matching and employer contributions made on your behalf. To be fully vested in Plan contributions means that the contributions (as adjusted for investment gain or loss) always belong to you, and you will not lose them when you leave your job. For more information about the Plan's vesting provisions, you can review the Plan's SPD.

7. When can I withdraw my Plan account?

If you have been automatically enrolled in the Plan, but did not wish to make Deferral Contributions, you may elect anytime during the 90 day period that starts on your automatic enrollment date to withdraw the Deferral Contributions made automatically on your behalf.

Generally, you may withdraw your vested account balance when you terminate employment or retire, consistent with the terms of the Plan. In addition, you may elect to receive a lump sum in-service withdrawal of your vested account balance when you reach age 59½, and you may withdraw rollover contribution amounts at any time. There is generally an extra 10% tax on taxable distributions you receive before age 59½. You can learn more about the extra 10% tax in IRS Topic 558 - Additional Tax on Early Distributions from Retirement Plans Other Than IRAs.

Any vested amount remaining in your account upon your death will be available to your designated beneficiary. You should review your beneficiary information periodically to ensure this information remains up to date.

You may withdraw all or a portion of your pre-tax or Roth contributions for certain in-service withdrawals including hardship withdrawals. Hardship withdrawals must be made for a specified reason: for qualifying medical expenses, costs of purchasing your principal residence (or preventing eviction from or foreclosure on your principal residence, or repairing qualifying damages to your principal residence), qualifying post-secondary education expenses, qualifying burial or funeral expenses, or expenses due to a federally declared disaster (if you live or work in a qualifying disaster area).

Before you can take a hardship withdrawal, you must have taken all other permitted withdrawals from qualifying Employer plans.

You can learn more about the Plan's in-service withdrawal rules in the section of the Plan's SPD that explains withdrawals, and distributions.

Be sure to consider all your available options and the applicable fees and features of each before moving your retirement assets.

To learn more about distributions, or to initiate a request for any of these items, log on to Fidelity NetBenefits at www.401k.com or call the Fidelity Service Center at **(800) 835-5097**. Representatives are available Monday through Friday from 8:30 a.m. to 8:00 p.m. ET (excluding all New York Stock Exchange holidays except Good Friday).

Before investing in any mutual fund, consider the investment objectives, risks, charges, and expenses. Contact Fidelity for a prospectus or, if available, a summary prospectus containing this information. Read it carefully.

For a mutual fund, the expense ratio is the total annual fund or class operating expenses (before waivers or reimbursements) paid by the fund and stated as a percentage of the fund's total net assets. Expense ratios change periodically and are drawn from the fund's prospectus. For more detailed fee information, see the fund prospectus or annual or semiannual reports.

In the event of a discrepancy between this notice and the terms of the Plan, the plan document will govern.

The information in this e-mail is intended solely for the attention and use of the named addressee. This message or any part thereof must not be disclosed, copied, distributed, or retained by any person without authorization of the addressee.

Please do not respond to this e-mail. This mailbox is not monitored, and you will not receive a response.

In the event of a discrepancy between this notice and the terms of the Plan, the plan document will govern.

You consented to receive required disclosures (prospectuses, certain plan literature and other legally required documents) electronically. If you no longer want to receive this type of email, [click here to withdraw your consent and stop this service: Withdraw my consent to receive required disclosures electronically.](#) Note: You will be required to log in to NetBenefits.

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