



**MEBA Pension Trust  
Money Purchase Benefit Plan**



**Build a retirement  
with a plan that's engineered  
for the finest maritime workforce.**

**Your MEBA Pension Trust Money Purchase Benefit Plan (MPB) will transition to a new provider of recordkeeping services — Fidelity Investments.**



This transition guide will help you understand what is changing and what is staying the same.

# Welcome to Fidelity Investments: A guide to the transition ahead

The Board of Trustees of the MEBA Money Purchase Benefit Plan (MPB) is committed to offering you resources to help you reach your retirement goals — and along with Fidelity Investments®, we're here to help you at every step in your journey.

As you may know, Fidelity currently serves as the provider of recordkeeping services for the MEBA 401(k) Plan. And we are now pleased to announce that we will be transitioning recordkeeping services of your MPB from your current provider (Vanguard) to Fidelity, effective December 1, 2017.

This transition guide will help you understand what is changing and what is staying the same. Fidelity is available to assist you at every step during and after the transition.

If you have questions or need help, just call a Fidelity Representative at **866-84-UNION (866-848-6466)**.

To ensure that all information is transferred accurately from your current MPB account at Vanguard to your new MPB account at Fidelity, there will be a period of time when you will be unable to direct or diversify investments in your individual account or obtain a distribution from the Plan. This period during which you will be unable to exercise these rights otherwise available under the Plan is called a "blackout period." Whether or not you are planning retirement in the near future, we encourage you to carefully consider how this "blackout period" period may affect your retirement planning, as well as your overall financial plan. The "blackout period" for the MPB is expected to begin at 4 p.m. Eastern time on November 27, 2017, and is expected to end during the week of December 10, 2017. During these weeks, you can determine whether the "blackout period" has started or ended by calling Fidelity Investments at **866-84-UNION (866-848-6466)**.

During the "blackout period," you will be unable to direct or diversify the assets held in your MPB account. For this reason, it is very important that you review and consider the appropriateness of your current investments in light of your inability to direct or diversify those investments during the "blackout period." For your long-term retirement security, you should give careful consideration to the importance of a well-balanced and diversified investment portfolio, taking into account all your assets, income, and investments.

**Important notice concerning your rights under the MEBA Money Purchase Benefit Plan: This notice is to inform you that the MEBA Money Purchase Benefit Plan will have a "blackout period" when you will be unable to make changes in your individual accounts, or obtain a distribution from the Plan. Please refer to this guide for more details.**

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

# Your to-do list

## Before November 27, 2017:

- Read this guide carefully**, along with any accompanying inserts you may have received.
- View the “Get Ready for the Move to Fidelity” workshop** online anytime at your convenience at:  
**[www.brainshark.com/fidelityemg/mpbtransition](http://www.brainshark.com/fidelityemg/mpbtransition)**.
- Review and make any changes to your account** before the "blackout period" begins at 4 p.m. Eastern time on November 27, 2017.
- Questions? Call a Fidelity Representative at **866-84-UNION (866-848-6466)**.

### *What is a provider of recordkeeping services?*

A provider of recordkeeping services is a company that provides services to your retirement plan. These include calculating the value of your retirement account, processing your account transactions, such as new contributions, fund purchases/sales, issuing distribution checks, etc. These companies also provide services such as account statements, customer service support (e.g., phone representatives), providing plan education materials, etc.

### *What does this mean for me?*

Once the transition is complete, you will no longer contact Vanguard for these retirement account services. Fidelity will be the provider of these services to the MPB. You may access your MPB account and get account support with just one call to 866-84-UNION (866-848-6466) or at [www.netbenefits.com/meba](http://www.netbenefits.com/meba).

# Get ready for the changes ahead

Starting December 1, 2017, Fidelity Investments will become the provider of recordkeeping services for the MPB.

- Page 5** Explore how the MPB will change as a result of the transition, and read important information about your investment options.
- Page 11** Review the key transition dates and take note of services that may be temporarily unavailable during the transition.
- Page 14** Take advantage of the tools and resources to help you make confident investment decisions.



As the MPB transitions to Fidelity, members will retain access to the investment options currently available. Please be sure to read and understand how your investment choices will work.

**A Special Note for Former Members, Alternate Payees, and Plan Beneficiaries:**

If you are a former member, alternate payee, or beneficiary with an account balance in the Plan, some of the information enclosed may not apply to you. However, you will be affected by the upcoming transition, so please read this material carefully.

# How your plans will be structured

The MPB and MEBA 401(k) Plan are important benefit programs, and the Board of Trustees continuously seeks to ensure you have the information, resources, and support to help you make decisions with confidence.

**To this end, the Board of Trustees has decided to move servicing of the MPB to Fidelity. Effective December 2017, Fidelity will be the new provider of recordkeeping services for the MPB. Fidelity is already the provider of recordkeeping services for the MEBA 401(k) Plan. This means that after the consolidation, Fidelity will be the provider of recordkeeping services for both the MPB and MEBA 401(k) Plan.**

## IMPORTANT NOTES:

- These changes will simply be moving recordkeeping services of your MPB from your current provider (Vanguard) to Fidelity, effective December 2017.
- If you also have a current Fidelity MEBA 401(k) Plan account, no action is needed because these changes will not impact this Plan.

Let's take a closer look at how the investment options in the MPB will work, and what will be available.

# Investment options

## Overview

The investment options currently available to you will continue to be available after the transition to Fidelity.

## Investment options

The MPB has a menu of investment options available. As mentioned above, these options currently available at Vanguard will also be available at Fidelity Investments.

Please refer to the following pages for information about the investment options that will be available when the consolidation is complete.

**An important note regarding investment options by plan:**

Please note that the investment options for the MPB are different from the MEBA 401(k) Plan. Contributions to the MPB cannot be invested in the options of the MEBA 401(k) Plan, and vice versa.

**For example:** Contributions to the MPB Plan at Fidelity cannot be invested in an investment option listed under the MEBA 401(k) Plan unless that investment option is also listed in the lineup for the MPB.

## What you need to know

### **MPB Account (current provider of recordkeeping services - Vanguard):**

No action is required on your part if you are comfortable with how your account balance is currently invested. Your current assets will transfer to the same fund at Fidelity. Keep in mind that now might be a good time to look at your situation and decide whether changes might be appropriate to better align your investment approach with your retirement goals. If you wish to make any changes prior to the transition, please contact Vanguard prior to the blackout date listed in the calendar found in this guide.

While many accounts may need to be liquidated and reinvested in the new investment option, MEBA may determine that a reregistration, or in-kind transfer, is appropriate. Please be aware that the transfer methodology may vary by individual investment option, and certain options may be out of the market for a day or more while others remain fully invested during the transition.

### **MEBA 401(k) Plan Account (current provider of recordkeeping services - Fidelity Investments):**

No action is required. This Plan will remain at Fidelity. **However, if you are not yet enrolled in the MEBA 401(k) Plan, now may be a good time to consider participation.**

## How to choose your investments

Before making your investment decisions, it is important that you become familiar with the various options in the MPB. Additional information regarding each investment option's risk, as well as its strategy and objective, can be found in the "Investment Descriptions" supplement provided with this guide. Please consider all investment information before choosing your investments.

For an explanation of your rights to direct investments, any Plan restrictions, and a description of the types of fees and expenses associated with your Plan account, refer to the enclosed Participant Disclosure Notice.

**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.**

## MPB investment options

The table below lists all the investment options that will be available through the MPB once the transition to Fidelity is complete in December 2017.

INVESTMENT OPTION	TICKER SYMBOL
<b>Stock Investment Options</b>	
Vanguard Explorer Fund — Admiral Shares	VEXRX
Vanguard Institutional Index Fund — Institutional Shares	VINIX
Vanguard International Growth Fund — Admiral Shares	VWILX
Vanguard International Value Fund — Institutional Shares	VTRIX
Vanguard Mid-Cap Index Fund — Admiral Shares	VIMAX
Vanguard PRIMECAP Fund — Admiral Shares	VPMAX
Vanguard Small-Cap Value Index Fund — Admiral Shares	VSIAX
Vanguard Windsor II Fund — Admiral Shares	VWNAX
<b>Balanced/Hybrid Investment Option</b>	
Vanguard Balanced Index Fund — Admiral Shares	VBIAX
<b>Bond Investment Options</b>	
Vanguard Short-Term Investment Grade Fund — Admiral Shares	VFSUX
Vanguard Total Bond Market Index Fund — Institutional Shares	VBTIX
<b>Short-Term Investment Option</b>	
Vanguard Treasury Money Market Fund — Investor Shares	VUSXX
<b>Specialty Fund</b>	
Vanguard REIT Index Fund — Institutional Shares	VGSNX



INVESTMENT OPTION	TICKER SYMBOL
<b>Target Date Investment Options</b>	
Vanguard Institutional Target Retirement Income Fund - Institutional Shares	VIRTX
Vanguard Institutional Target Retirement 2015 Fund - Institutional Shares	VITVX
Vanguard Institutional Target Retirement 2020 Fund - Institutional Shares	VITWX
Vanguard Institutional Target Retirement 2025 Fund - Institutional Shares	VRIVX
Vanguard Institutional Target Retirement 2030 Fund - Institutional Shares	VTTWX
Vanguard Institutional Target Retirement 2035 Fund - Institutional Shares	VITFX
Vanguard Institutional Target Retirement 2040 Fund - Institutional Shares	VIRSX
Vanguard Institutional Target Retirement 2045 Fund - Institutional Shares	VITLX
Vanguard Institutional Target Retirement 2050 Fund - Institutional Shares	VTRLX
Vanguard Institutional Target Retirement 2055 Fund - Institutional Shares	VIVLX
Vanguard Institutional Target Retirement 2060 Fund - Institutional Shares	VILVX
Vanguard Institutional Target Retirement 2065 Fund - Institutional Shares	VSXFX

The Plan is intended to be a participant-directed plan as described in Section 404(c) of ERISA, which means that fiduciaries of the Plan are ordinarily relieved of liability for any losses that are the direct and necessary result of investment instructions given by a participant or beneficiary.

## Default investment option

The Board of Trustees has determined that current balances and future contributions to your account that you have not directed to a specific investment option in the Plan will be invested in the Vanguard Institutional Target Retirement Fund - Institutional Shares.

Your current account balances and future contributions will be invested in the target date fund that has a target retirement date closest to the year you might retire and assumes a retirement age of 65.

The Vanguard Institutional Target Retirement Fund is designed for investors expecting to retire around the year indicated in each fund's name. The funds are managed to gradually become more conservative over time as they approach the target date. The investment risk of each Vanguard Institutional Target Retirement Fund changes over time as the fund's asset allocation changes. 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, and foreign securities. Principal invested is not guaranteed at any time, including at or after the funds' target dates.

Please use the guidelines in the table below, as selected by the Board of Trustees, to determine in which Vanguard Institutional Target Retirement Fund your current account balances and future contributions will be invested.

DATE OF BIRTH*	FUND NAME	TARGET RETIREMENT DATE
Before 1948	Vanguard Institutional Target Retirement Income Fund	Before 2013
January 1, 1948–December 31, 1952	Vanguard Institutional Target Retirement 2015 Fund	2013–2017
January 1, 1953–December 31, 1957	Vanguard Institutional Target Retirement 2020 Fund	2018–2022
January 1, 1958–December 31, 1962	Vanguard Institutional Target Retirement 2025 Fund	2023–2027
January 1, 1963–December 31, 1967	Vanguard Institutional Target Retirement 2030 Fund	2028–2032
January 1, 1968–December 31, 1972	Vanguard Institutional Target Retirement 2035 Fund	2033–2037
January 1, 1973–December 31, 1977	Vanguard Institutional Target Retirement 2040 Fund	2038–2042
January 1, 1978–December 31, 1982	Vanguard Institutional Target Retirement 2045 Fund	2043–2047
January 1, 1983–December 31, 1987	Vanguard Institutional Target Retirement 2050 Fund	2048–2052
January 1, 1988–December 31, 1992	Vanguard Institutional Target Retirement 2055 Fund	2053–2057
January 1, 1993–December 31, 1997	Vanguard Institutional Target Retirement 2060 Fund	2058–2062
After 1997	Vanguard Institutional Target Retirement 2065 Fund	2063 and later

# Activity calendar

**Please review this activity calendar to understand how your account may be affected during the transition period.**

To ensure that all information is transferred accurately from your current MPB account at Vanguard to your new MPB account at Fidelity, there will be a period of time when you will be unable to direct or diversify investments in your individual accounts, or obtain a distribution from the Plan. This period during which you will be unable to exercise these rights otherwise available under the Plan is called a "blackout period." During the "blackout period," you will be unable to direct or diversify the assets held in your MPB account. For this reason, it is very important that you review and consider the appropriateness of your current investments in light of your inability to direct or diversify those investments during the "blackout period." If you have any questions or if you would like to make any changes to your MPB account at Vanguard before the start of the "blackout period," please call Vanguard before 4 p.m. Eastern time on November 27, 2017.

The "blackout period" for the Plan is expected to begin **at 4 p.m. Eastern time on November 27, 2017**, and end during the week of **December 10, 2017**. During these weeks, you can determine whether the "blackout period" has started or ended by calling Fidelity Investments at **866-84-UNION (866-848-6466)**.

KEY DATES*	PLAN ACTIVITY/ACTION STEPS
<b>November 27, 2017</b>	<b>BLACKOUT PERIOD FOR MPB INVESTMENT ACCOUNTS BEGINS AT 4 P.M. EASTERN TIME</b>  Return all necessary paperwork to the Plan Office to process a distribution before the "blackout period" begins. Please allow enough time to request, receive, complete, and return the paperwork before this deadline.
<b>November 27, 2017</b>	This is the last day at Vanguard to: <ul style="list-style-type: none"><li>• Check your account balance.</li><li>• Request an exchange between investment options.</li></ul>
<b>November 30, 2017</b>	Your MPB account balances are scheduled to transfer to Fidelity. Review the "Investment Options" section of this guide.  Your account balance will be valued at the close of the market on November 30, 2017, and also transferred on November 30, 2017.

*Continued on the next page >>*

**KEY DATES\*****PLAN ACTIVITY/ACTION STEPS****December 1, 2017 PARTIAL PLAN OPENING**

The Service Center and NetBenefits website will open for certain Plan services. You can now:

- Set up your NetBenefits account and email preferences.
  - If you have a username and password for other accounts at Fidelity, you can use that information to access your retirement account.
  - If you do not have a Fidelity username and password, go to **www.netbenefits.com/meba**, click *Register Now*, and follow the step-by-step instructions to set up your account.
- Review additional information on NetBenefits at **www.netbenefits.com/meba** regarding each investment option's risk, as well as its strategy and objective, including a prospectus or fact sheet, if available. Please consider all investment information before choosing your investments.

**Week of  
December 10, 2017****BLACKOUT PERIOD ENDS**

The "blackout period" is expected to end, and the Service Center and NetBenefits website will open for all Plan services. You can now:

- Go to NetBenefits at **www.netbenefits.com/meba** to set up your username and password.
- On NetBenefits, you can:
  - Review your account balances.
  - Request changes to your account, including exchanges between investment options.
  - Access investment option descriptions.
  - Research investment performance.
- Call **866-84-UNION (866-848-6466)** to speak with a Fidelity Representative, who can answer questions and walk you through any transaction you want to make in your account.
- Request a distribution from your plan if you are eligible. (Please contact the MEBA Plans Office for a distribution form or Fidelity for a phone distribution form.)

**KEY DATES\*****PLAN ACTIVITY/ACTION STEPS****January 2018**

Final account statement from Vanguard will be delivered to you.

**January 2018**

First quarterly statement is available from Fidelity.

- Compare Fidelity's statement with your final account statement from Vanguard. Contact Fidelity with any questions.
- Account statements for the MPB are available online at **www.netbenefits.com/meba** and will not be automatically mailed to your home.
- To change your mail preferences and request that statements be mailed to your home address, call Fidelity at **866-84-UNION (866-848-6466)** or log in to NetBenefits at **www.netbenefits.com/meba**. Simply click *Profile*, then *Mail Preferences*.
- If you have both MPB and MEBA 401(k) Plan accounts, you will receive a consolidated statement for both accounts.

\*The timing of the plan changes and transition period, including any asset reallocations, described within this brochure depends on a variety of factors, which may include the timing and accuracy of the transfer of data, receipt of instructions, and receipt of assets. Changes in any of these factors may result in changes to the timing of the delivery of services, the transition period, and/or the dates on which, and thus the prices at which, assets in your account are sold and/or reinvested.

## Learn more in an online workshop

Fidelity has prepared an online workshop to further explain the changes taking place. The brief online workshop can be accessed virtually 24 hours a day, 7 days per week by logging in to **www.brainshark.com/fidelityemg/mpbtransition**.

# Tools and resources

## It all starts on NetBenefits at [www.netbenefits.com/meba](http://www.netbenefits.com/meba)

Fidelity's website is designed so you can quickly and easily set up, monitor, and manage your retirement savings account.

Beginning the week of December 1, 2017:

- If you have a username and password for other accounts at Fidelity, you can use that information to access your retirement account.
- If you do not have a Fidelity username and password, go to NetBenefits at [www.netbenefits.com/meba](http://www.netbenefits.com/meba), click *Register Now*, and follow the step-by-step instructions to set up your account.

## Online resources to help you succeed

Once your account is set up, it's time to make sure your investment strategy is on track. From practical education to easy-to-use tools, you now have access to Fidelity's innovative resources and insights to help you make informed decisions about your MEBA MPB or 401(k) Plan.

IF YOU WANT HELP WITH:	TAKE THESE STEPS:	USE THIS ONLINE RESOURCE:
<b>Taking Control of Your Financial Future</b>	Answer just a few questions and you'll be able to: <ul style="list-style-type: none"> <li>• Estimate how much income you may have — or need — in retirement</li> <li>• Receive tips to help you get or stay on track</li> <li>• Create a retirement plan in minutes</li> </ul>	Planning & Guidance Center
<b>Saving for Retirement</b>	See how increasing your contributions may help your money grow over time.	Contribution Calculator
	See how your pretax contribution might affect your take-home pay.	Take Home Pay Calculator
<b>Saving and Spending</b>	Easily monitor all your Fidelity and non-Fidelity online financial accounts in one secure place.	Full View
	See how your saving and spending compare to a simple rule of thumb.	Savings and Spending Checkup
<b>Investing Strategies</b>	Determine how to invest your savings among stocks, bonds, and short-term investments.	Determine Your Investment Mix Worksheet
	Build a portfolio for your retirement income.	Fidelity Income Strategy Evaluator®
<b>Getting Ready to Retire</b>	If you're retiring or approaching retirement, create an income plan.	Planning & Guidance Center

**IMPORTANT:** The projections or other information generated by Income Strategy Evaluator® and Planning & Guidance Center Retirement Analysis tools regarding the likelihood of various investment outcomes are hypothetical in nature, do not reflect actual investment results, and are not guarantees of future results. Results may vary with each use and over time.



Investing involves risk, including risk of loss.

This document provides only a summary of the main features of the MEBA Pension Trust Money Purchase Benefit Plan, and the Plan document will govern in the event of any discrepancy.

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**Participant Disclosure Notice**

This Participant Disclosure Notice is being provided to you as required by federal law because you are or will be eligible to participate or have a balance in the MEBA Money Purchase Benefit Plan (“the Plan”) at Fidelity Investments and have the right to direct investments.

Inside, you will find:

- Information about managing your Plan account
- Certain Plan information including an explanation of the right to direct investments, any Plan restrictions, and a description of the types of fees and expenses associated with a Plan account
- Various details about the Plan’s investment options, including short-term trading fee information, which are contained in the enclosed materials.

Please review these materials carefully. Please keep this information in mind when managing or monitoring any account you may have in the Plan.

**Starting the week of December 10, 2017 you can go online at [www.netbenefits.com/meba](http://www.netbenefits.com/meba) or call 1-866-84-UNION (1-866-848-6466) to obtain additional information or to sign up for any of the new products and services available in your Plan. Please refer back to this Important Plan Information on NetBenefits® when managing or monitoring your account.**

Note: The first time you log on to [www.netbenefits.com/meba](http://www.netbenefits.com/meba), you will need to register and set up a username and password to access your account. If you already have a username and password for a Fidelity site (including NetBenefits® from a previous retirement plan), you do not need to register again.

Sincerely,

Fidelity Investments Retirement Service Center

## Helping You Manage Your Plan Account

This Participant Disclosure Notice (the "Notice") includes important Plan and investment-related information. Additional tools and other resources are available through your Plan's website. Your workplace savings plan is an important benefit, and you'll want to monitor your account periodically to help keep your savings plan on track.

### Accessing Your Plan Account Statement

If you have a Plan account, one way to monitor your retirement savings is to periodically review your account statement. Your statement will also display any Plan administrative or individual fees described in this Notice that have been deducted from your Plan account. Remember, on [www.netbenefits.com/meba](http://www.netbenefits.com/meba), you may do the following:

- Access your online Fidelity statement, which is continuously available, by logging on to the website, selecting your Plan name, and clicking *Online Statement* in the View menu on your Plan's summary page.
- Print your Fidelity statement. Keep in mind you may obtain a paper version (free of charge) by calling your Plan's toll-free number.
- Change the way Fidelity statements are delivered to you by logging on to your account and visiting *Mail Preferences*.

For additional assistance, log on to [www.netbenefits.com/meba](http://www.netbenefits.com/meba), or call 1-866-84-UNION (1-866-848-6466).

## Your Communication Preferences

### Prefer Email?

If you are receiving this Notice in print and would like to receive it electronically, help us to serve you better by providing Fidelity with your email address. Simply visit [www.netbenefits.com/meba](http://www.netbenefits.com/meba), and access the *Profile* link at the top of the page. From there, select the *Email Settings* link to provide your email address and the *Mail Preferences* link to provide consent for Required Disclosures.

Visit [www.netbenefits.com/meba](http://www.netbenefits.com/meba), for information and resources to help you make informed investment decisions, including more detailed information on the Plan's investment options.

## Certain Plan Information for You to Review

This Participant Disclosure Notice provides certain information about your Plan. Your rights under the Plan are subject to the terms of the Plan. This Notice describes only your Fidelity account within the Plan.

### Right to Direct Investments

You have the right to direct your account balance and any future contributions among the Plan's investment options, subject to any restrictions. To access your Plan account with Fidelity, make any changes to your investment options, direct any future contributions, or seek additional information, log on to [www.netbenefits.com/meba](http://www.netbenefits.com/meba) or call 1-866-84-UNION (1-866-848-6466).

### Investment Options

The Plan offers a choice of investment options that allow you to create a diversified portfolio to help you meet your individual needs. The Plan's investment options, along with certain information about each of them, can be found in the additional material included with this Notice.

### Exercising Voting, Tender and Similar Rights

You have the right to exercise voting, tender, and similar rights related to the following investments you may have in your Plan account. You will receive information regarding such rights and how to exercise them at the time of a vote, tender, or other event:

- Mutual Funds

### Fees and Expenses

If you have an account in the Plan, it may be subject to the following types of fees and expenses:

- Asset-based fees
- Plan administrative fees and expenses
- Individual fees and expenses

#### Asset-Based Fees

Asset-based fees reflect an investment option's total annual operating expenses and include management and other fees. They are often the largest component of retirement plan costs and are paid by all shareholders of the investment option. Typically, asset-based fees are reflected as a percentage of assets invested in the option and often are referred to as an "expense ratio." You may multiply the expense ratio by your balance in the investment option to estimate the annual expenses associated with your holdings.

Asset-based fees are deducted from an investment option's assets, thereby reducing its investment return. Fee levels can vary widely among investment options, depending in part on the type of investment option, its management (including whether it is active or passive), and the risks and complexities of the option's strategy. In some instances, a Plan's administrative services may be paid for through offsets and/or payments associated with a Plan's investment options.

#### Plan Administrative Fees and Expenses

Plan administrative fees may include recordkeeping, legal, accounting, trustee, and other administrative fees and expenses associated with maintaining the Plan. Some Plans may deduct these fees and expenses from individual accounts in the Plan.

Based on the information and direction Fidelity had at the time this Notice was prepared, the Plan administrative fees listed below may be deducted from accounts in the Plan. The Plan's administrative services may also be paid for through offsets and/or payments associated with one or more of the Plan's investment options. As you review this information, please keep in mind that fees are subject to change and that certain Plan administrative fees may not be deducted from accounts in certain circumstances.

Each participant's account will be charged an annual fee of \$140 for plan recordkeeping and other administrative expenses. This will be charged to your plan account on a quarterly basis as follows:

Type of Plan Administrative Fee	Amount
Recordkeeping expenses	\$10.87 per quarter
Other Plan administrative expenses	\$24.13 per quarter

The amount of administrative expenses charged to your account may be adjusted from time to time. You will be provided notice in advance of any adjustment.

**Your quarterly account statement will reflect the administrative charges to your account and a description of the related category of services (record keeping and other administrative expenses) to which the charge relates.**

### **Individual Fees and Expenses**

Individual fees and expenses include those associated with a service or transaction you may select, or an investment option you hold in your account. In some instances, they may be deducted from the accounts of those individuals who utilize the service or engage in the transaction.

If you have an account in the Plan, and you select or execute the following service(s) or transaction(s), the fee(s) outlined below may be deducted from your account based on the information and direction Fidelity had on file at the time this Notice was prepared. As you review this information, please keep in mind that fees are subject to change and that certain individual fees may not be deducted in some circumstances.

<b>Type of Plan Administrative Fee</b>	<b>Amount</b>
Overnight Mailing Fee	\$25.00 per transaction

Also, please note you may incur short-term redemption fees in connection with transactions associated with your Plan's investment options.

**If any individual fees are deducted directly from your account, they will be reflected on your Plan's account statement.**