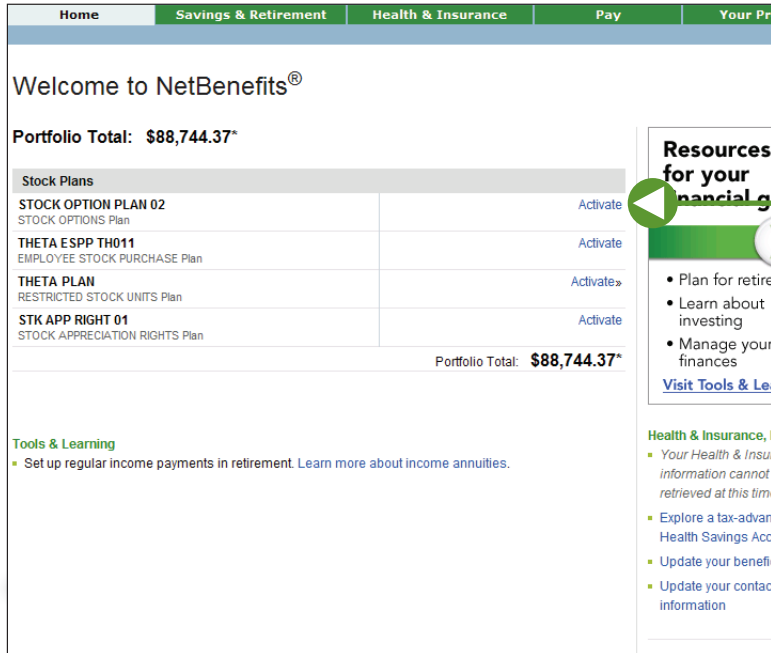


Activating your Fidelity Account.®

A quick-start guide for stock plan participants.

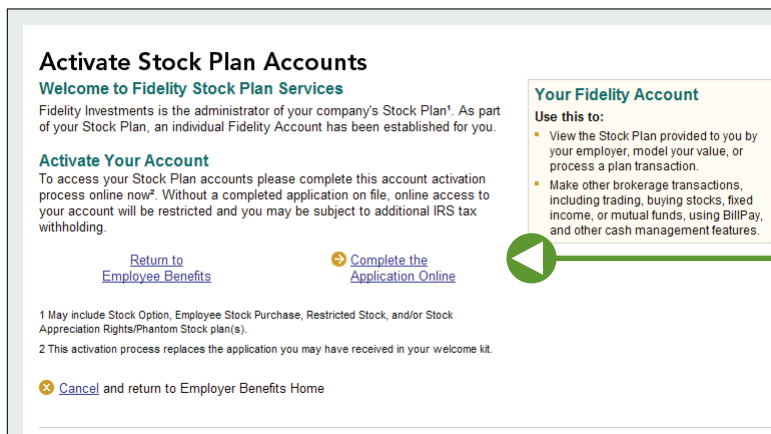
Your company stock plan can be an important benefit for you— but only if you activate your account. Just follow these easy steps.



1. Log into your **Fidelity NetBenefits®** account and click **Activate** to start the activation process.

If you haven't yet established a password for NetBenefits, refer to page 5 for directions.

Screenshot is for illustrative purposes only.



2. This brings you to the **Activate Stock Plan Accounts** page. Select *Complete the Application Online* to continue activation.

Screenshot is for illustrative purposes only.

Turn here®



Fidelity.com Stock Plan Services Account

✔ **Step 1 of 5:** Provide Account Owner Information

Account Owner Information

First name

Middle name

Last name

[Social Security Number](#)

Date of birth / /

Please note: If your date of birth information is incorrect, change it here and inform your company of your correct date of birth.

Country of citizenship U.S. Other

Country of tax residence U.S. Other

[E-mail address](#)

[Driver's license number](#)

Driver's license state

Permanent Address (no P.O. boxes)

Address line 1

Address line 2

Attention To

City/Town

3. You've launched the application for your new Fidelity Account. Fill in all the required **Account Owner Information**. Click **Next**.

Screenshot is for illustrative purposes only.

Fidelity.com Stock Plan Services Account

✔ **Step 2 of 5:** Provide Employment Information

Employment Information

I am employed

Employer's name

My occupation is

If self-employed is your work address the same as your permanent home address?
Yes

Employer's Address line 1

Address line 2

City

State

ZIP

I am not employed

Source of income:

I am retired

Source of income:

Affiliations

Industry regulations require Fidelity to obtain the following information. Please answer both questions.

Are you [affiliated](#) with or employed by a stock exchange or member firm of an exchange or the NASD, or a municipal securities broker/dealer?*

*If you are affiliated with or employed by a stock exchange or member firm of an exchange or NASD, or municipal securities broker/dealer, you must mail a letter of account approval from your Compliance Officer to Fidelity Investments at P.O. Box 770001, Cincinnati, OH 45277-0011 and indicate your employer's company name and address on the screen. Notification of your intent to open an account will be sent to your employer in accordance with the current regulations. Account approval letter is not required for Fidelity employees.

No, I am not employed by a stock exchange or a member firm.

Yes, I am employed by a stock exchange or a member firm.

4. Complete the **Employment Information**. Click **Next**.

Enter the address at which you work here.

Most people answer no to these questions. Click the highlighted links for definitions of "affiliated" and "control person."

If you're still unsure of your status, contact your Human Resources department.

Screenshot is for illustrative purposes only.

Fidelity.com Stock Plan Services Account

✔ **Step 3 of 5:** Provide Financial Information

Financial Information

In order for Fidelity to comply with industry regulations, we will be requesting certain information from you. For an explanation of how we use this information, review [Fidelity's Privacy Policies](#).

Annual Income
(from all sources)

Under \$20,000

\$20,000 - \$25,000

\$25,001 - \$50,000

\$50,001 - \$100,000

Over \$100,000

Estimated Net Worth
(excluding residence)

Under \$30,000

\$30,000 - \$50,000

\$50,001 - \$100,000

\$100,001 - \$500,000

Over \$500,000

Estimated Liquid Net Worth

Under \$15,000

\$15,000 - \$50,000

\$50,001 - \$100,000

\$100,001 - \$500,000

Over \$500,000

Federal Tax Bracket

15% or less

25% to 27%

Over 27%

Investment Objectives

1. Choose the most appropriate investment objective to meet your goals:
Before selecting an investment objective, see definitions for each objective, including sample target asset mixes and historical investment returns.

[View definitions for each objective](#) (required)

2. Select one investment objective:

Short-Term

Conservative

Balanced

Growth

Aggressive Growth

Most Aggressive

< Previous
Next >

Employment Information
Review Information

[Cancel](#) and return to Portfolio Summary

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5. Complete the **Financial Information**. Click **Next**.

This information is required to comply with federal regulations. Click the link for information about Fidelity's privacy policies.

You must review the investment objective definitions before choosing one.

Screenshot is for illustrative purposes only.

Fidelity.com Stock Plan Services Account

✔ **Step 4 of 5:** Review Your Application and Agree to Terms

Review Your Application

- Verify your information on this application.
- To change information, select Change Information next to that section.
- After you verify this information, print a copy of this account application for your records. This is the information we will have on file for your new Stock Plan Services account.

PRINT

Review Your Application	
Step 1: Account Owner Information	Change Information
Name	
E-mail address	
Social Security number	
Date of birth	
Country of citizenship	
Country of tax residence	
Driver's license	
Permanent address	
Mailing address	
Daytime phone number	
Evening phone number	

6. **Review your application**. Click **Next**.

If anything's incorrect, make changes now.

Screenshot is for illustrative purposes only.

✔ Step 4 of 5: Review Your Application and Agree to Terms

Agree to Terms

PRINT

Each owner and custodian/fiduciary must read and agree to the terms of the Customer Agreement.

You ("You" refers to all account owners) hereby request Fidelity Brokerage Services LLC, Member NYSE, SIPC, and National Financial Services LLC, Member NYSE, SIPC (collectively "Fidelity") to open the Fidelity Account in the name(s) listed as account owners on this online application.

In order to complete this application and receive all necessary documentation, you will need to have a personal computer with internet access, an internet browser that is Javascript enabled, and the ability to read pop-up boxes.

Clicking here and clicking on the I Agree button below signifies that you and each owner, custodian and fiduciary on this account acknowledge that you have been provided, have read, understood, and agree to be bound by the current terms of, and as may be amended from time to time the following documents (which will appear in HTML pop-up) in electronic format:

- [Fidelity's Privacy Policies](#)
- [The Customer Agreement](#)

The Core Account established on this account will be a Taxable Cash Account, which is an interest bearing credit balance. You may at any time change this election and select a mutual fund to serve as your Core account by calling a Fidelity Representative at 800-544-9354.

Please verify that you are able to view these documents now by clicking on the hypertext links above. If you are unable to access or view any of these documents please exit this application. You may obtain paper copies of this application or any of the documents listed above at no charge by calling 800-544-9354.

This consent applies only to this new account application process and delivery of the legal documents listed above. You can print these documents, using the print function of your browser, or you can save them to your hard drive using the save function. Electronic delivery is provided free of charge from Fidelity, however other online service provider charges may apply. You may update your e-mail address any time under "Accounts and Trade > Update Accounts/Features"

*** You certify under penalties of perjury that (1) the social security number or taxpayer identification number provided above is correct; and (2) unless you have checked the box immediately following this statement, you are not subject to Internal Revenue Service (IRS) back-up withholding because (a) you are exempt from back-up withholding; or (b) you have not been notified by the IRS that you are subject to back-up withholding as a result of a failure to report all interest and dividends; or (c) the IRS has notified you that you are no longer subject to backup withholding; and (3) you are a U.S. person (including a U.S. resident alien).**

Click here if you are subject to IRS backup withholding.

Click I Agree to sign this electronic application, to acknowledge and agree to the above, to submit your information to Fidelity and to open your account.

This account is governed by a [predispute arbitration clause](#) which is located on the last page of the customer agreement and which is accessible by clicking on the preceding underlined link. I acknowledge receipt of the predispute arbitration clause.

The IRS does not require your consent to any provision of this document other than the certifications required to avoid back-up withholding.

Fidelity Investments is a registered trademark owned by FMR Corp. Accounts are carried with our affiliate, National Financial Services LLC, Member NYSE, SIPC, a member of the New York Stock Exchange and other principal exchanges. Fidelity Investments, P.O. Box 5000, Cincinnati, OH 45273-8699

< Previous
Review Application

I Agree
Click I Agree to Agree to Terms and go to Electronic Delivery



7. Click this box to verify that you've read and agree to the terms of the agreement.

IMPORTANT: Only click here if you've been informed by the IRS that you're subject to backup withholding.

Click here to agree and activate your account.

Screenshot is for illustrative purposes only.

When you reach this point, you have successfully activated your Fidelity Account and are ready to take advantage of all the benefits your stock plan has to offer.

Creating Your Password

Before you can activate your Fidelity Account,[®] you must ensure you have a password to access your information. If you have an existing individual brokerage account with Fidelity or access to **netbenefits.fidelity.com** for other benefit programs, you do not need to create a new password—you will have the convenience of accessing all of your information with the same password.

- Step 1**
- In order to activate your account, first you need to establish your username and password. Visit **netbenefits.fidelity.com** and click on *New User Registration*.
- Step 2**
- Complete the information requested to verify your identity, including the last 4 digits of your Social Security number, date of birth, and first and last name.
 - Click *Next*.
- Step 3**
- Create a new *username*.
 - By default, your username is your Social Security number (SSN). For security reasons, we recommend that you change your username. Click the button to *Create username* to complete.
 - Create your password. You can enter your current password, if you have created it previously. Otherwise, use the following criteria to create your password:
 - 6 to 12 letters and/or numbers.
 - No sequences (e.g., 1234) or a single repeating number or letter.
 - Do not use Social Security number, username, or date of birth.
 - Create a security question and answer and provide your e-mail address. Click *Submit*.
- Step 4**
- You have successfully created your password and username. You may now log in to **netbenefits.fidelity.com** to activate your Fidelity Account.