Your Plan Details

Phone number: ____________________

Hours: ____________________

Web site: ____________________

Contribution limits

Plan: ____________________ IRS: ____________________

Other important Plan details:

____

____

____

____

____

TABLE OF CONTENTS PAGE

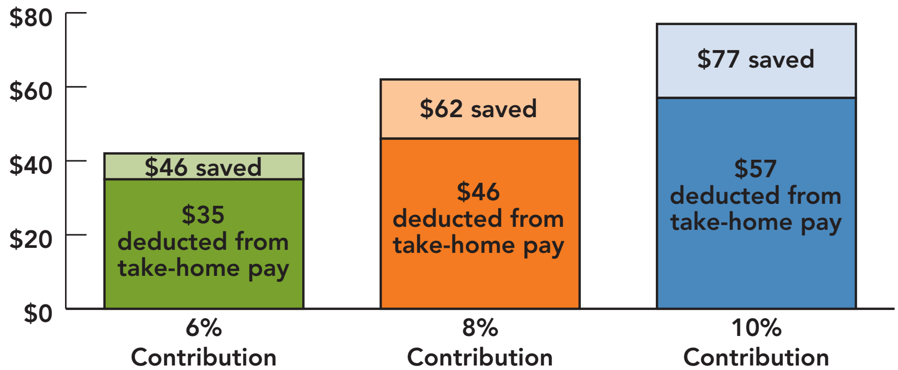
Save More for the Long Run

The Effects of Contributing Just 2% More

Your contributions to your workplace savings plan come out of your pay before taxes. While the full contribution amount goes to build up your account, you won't be missing that much from your take-home pay.

The net effect: $40,000 salary

Weekly take-home pay reduction



This hypothetical example assumes $40,000 annual salary; filing single at a 25% federal income tax rate on the take-home pay chart, state/local taxes not included. The weekly contribution to your account is a tax-deferred contribution, and income taxes will be due when you withdraw from the account. To this effect no other payroll deductions are taken into account. Your own results will be based on your individual tax situation.

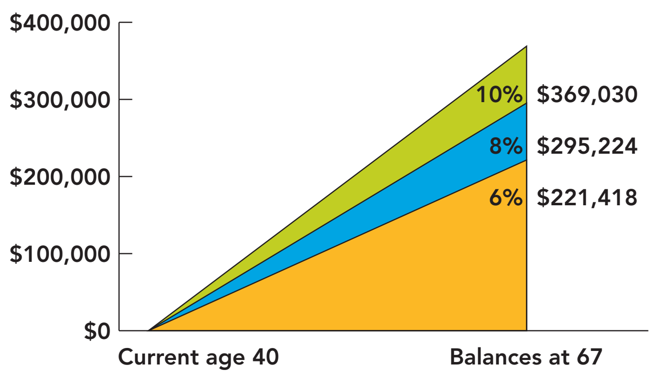
When the interest and/or dividends your money earns begin to earn interest, you are achieving compound earnings on your money.

Growth of Investment Over 25 Years

The power of compounding can have a big impact on the growth of your investment. Even a small amount can go a long way! You can see the effect of only a 2% increase that has been compounded over 25 years, as shown in the graph.

It's important to remember that your workplace savings plan provides you with a powerful way to contribute to your investment. You should contribute as much as you can, without exceeding IRS or Plan limits. Your contributions are made with before-tax money. These contributions, plus any earnings, can compound and have the potential to grow faster than an investment that is taxed annually. Earnings will not be taxed until you withdraw them. This can allow your contributed money to accumulate substantially over time.

The power of compounding



This hypothetical example is based on monthly contributions to a tax-deferred retirement plan and a 7% annual rate of return compounded monthly. A 1.5% annual increase to salary is assumed as well as a $0 starting balance. Your own plan account may earn more or less than this example, and income taxes will be due when you withdraw from your account. Investing in this manner does not ensure a profit or guarantee against loss in declining markets. This illustration does not take any fees into account and your own account will generally be reduced by fees. This example does not consider plan or IRS contribution limits and assumes no loans or withdrawals are taken during accumulation. Assumptions: Investments are made at the beginning of the period. Chart balances shown are end-of-year balances, and the annual rate of return is compounded at the same frequency as the contribution. Also, the calculations assume a steady rate of contribution for the number of years invested that is entered.

Importance of Asset Allocation

When you strategically allocate your money among investment types (stocks, bonds, and short-term investments), that process is called asset allocation.

Investment Types

Think of the three investment types as a three-lane highway: slow, moderate, and fast lanes. Fill in the chart below with information about the different investment types. Use the bottom row to record information about the investment options in your plan.

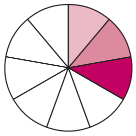
	Short-term Investments	Bonds (Fixed Income)	Stocks (Equity)
Description or examples of...			
Type(s) of risk associated with...			
Funds in the plan within each category			

REMEMBER THESE TIPS

- Know your time horizon—the number of years until you plan to start taking money out of your account
- Understand your attitude about risk
- Be aware of your personal financial situation

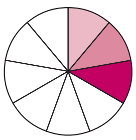
Sub-Asset Classes

Take a look at how stocks, bonds and short-term investments break down into what are called "sub-asset classes." Understanding the characteristics of these different categories may help you decide how you might want to divide your investment mix.



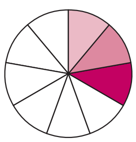
Stock Funds

Market Capitalization		
Large Cap	**Mid Cap**	**Small Cap**
Over $11.2 billion	$2.0 to $11.2 billion	Less than $2.0 billion
Top 70% of the domestic stock market	Next 20%	Remaining 10%



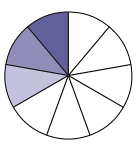
Stock Funds

Investment Style	
Value	**Growth**
Companies undervalued	Companies whose earnings and profits are growing
Buy it "on sale"	Share price is higher than current earnings
Poised for growth	Pay a premium for potential



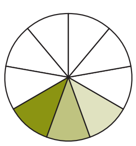
Stock Funds

Region	
How	**Type**
By whether they include the U.S.	Global (includes U.S.); international (outside U.S.)
By where they invest	Regional (Europe); country (Japan)
By segment of the market	International small cap



Bond Funds

Bond Funds	
How	**Type**
By credit risk	High, moderate, and low quality • Government • Corporate
By maturity	Short-, intermediate-, and long-term bonds



Short-term Investments

Short-Term Investments	
How	**Type**
By type of short-term investments	Money market
By issuer	• Banks • Government • Other financial institutions

An investment in a money market fund is not insured or guaranteed by the FDIC or any other government agency. Although money market funds seek to preserve the value of your investment at $1 per share, it is possible to lose money by investing in these funds.

Unlike mutual funds, most CDs and U.S. Treasuries offer a fixed rate of return and guarantee payment of principal if held to maturity.

Unlike most bank products such as CDs, money market mutual funds are not FDIC insured.

A well-diversified portfolio allows investors to reduce some of the risks associated with investing. It is impossible to predict which asset class will be the best or worst performer in any given year. The performance of any given asset class can have drastic periodic changes. By investing a portion of a portfolio in a number of different asset classes, portfolio volatility may be reduced. Fidelity Investments consultants can provide you with the information to help you choose a mix of funds that provide diversification so you may be in a better position to weather the ups and downs of each segment of the stock market. Remember, past performance is no guarantee of future results and neither diversification nor asset allocation ensures a profit or guarantees against loss.

Reasons to Diversify Your Portfolio

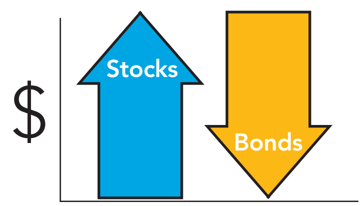
Did you know that diversification refers to how your investments are spread across each of the asset classes?

Diversification is one of the most important strategies for investors to help reduce the overall risk within their portfolio. Here are two good reasons to consider diversification. Remember that neither diversification nor asset allocation ensures a profit or guarantees against loss.

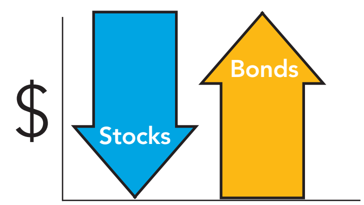
Two Reasons to Consider Diversification

- To help take advantage of market conditions
- To help protect yourself against downturns

Generally, when corporate earnings are strong stock performance may go up



Generally, when interest rates increase stock performance may go down



Past performance is no guarantee of future results.
Source: www.pathtoinvesting.org

CONSIDER DIVERSIFYING TO HELP BALANCE YOUR RISK...

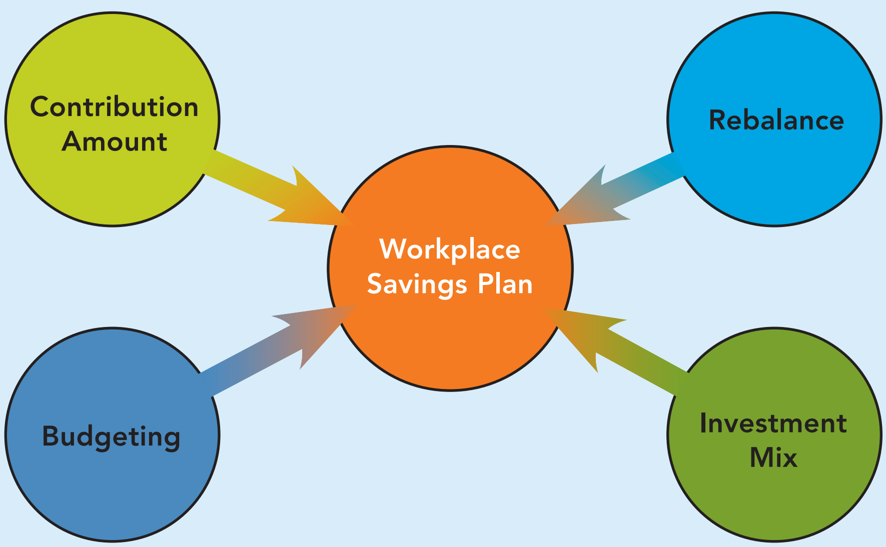
- Invest in stock funds with varying investment strategies
- Mix domestic and international stock funds
- Maintain not more than 25% of assets in a single stock fund
- Diversify among bond funds with varying maturities
- Select a limited number of stock funds to keep tracking simple

Your Financial Checkup

To keep your workplace savings plan working for you, you should review it at least once a year, as well as whenever you experience a major life event.

Changes such as a marriage or divorce, the purchase or sale of a house, a child starting college, a job change, or a change in income can often lead to changes in the assumptions on which your plan is based. And this change in assumptions, in turn, may prompt a change in your contribution amount or other aspects of your workplace savings plan.

Your review should cover several aspects of your planning.



When reviewing your plan, ask yourself the following questions:

- Am I saving enough?
- Am I still on track to meet my goal?
- Is my investment mix right for my time frame and risk tolerance?
- Am I managing my spending and debt in a way that allows me to save for my retirement goal?

An annual financial checkup can help you make the adjustments necessary to meet your financial goal.

What Makes the Markets Move

Movement in the market is affected by a number of different factors, all of which can have a profound impact on your portfolio.

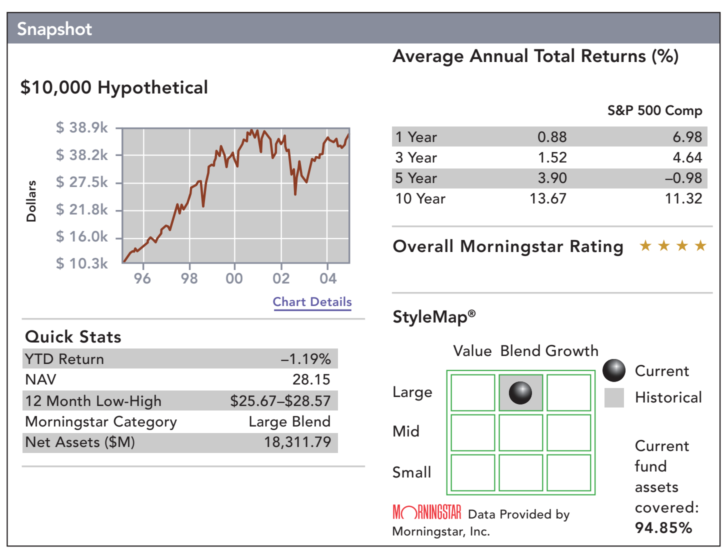
Market Influencers

Economic Indicators

Bull Markets

Bear Markets

What to Look For



For illustrative purposes only.

Evaluating Your Investment Options

	Look at performance over the long term.		Greater than 1.0 means greater volatility; less than 1.0 means lower volatility.		The closer this number is to 1.0, the greater the correlation to the benchmark.
Mutual Fund	**Performance** **1yr. 5yr. 10yr.**	**Fund Rating and/or Ranking**	**Beta**	**Standard Deviation**	**R^2**
Take the time to review all your investment options.		Compare funds with similar investment styles.		When comparing funds, the fund with the higher standard deviation is riskier.	

Use this table to help you evaluate mutual funds based on the factors discussed in the workshop. Keep in mind that good fund analysis may mean looking at more than one factor.

Mutual Fund	Performance 1yr.	5yr.	10yr.	Fund Rating and/or Ranking	Beta	Standard Deviation	R^2

Rebalancing Your Investment Mix

Each day, your investment mix earns a different return (market value), resulting in a weighting change. This may create a situation that puts your investment strategy out of alignment with your goals and your target mix.

Rebalancing

Portfolio rebalancing is the process of buying and selling portions of your portfolio in order to set the weight of each asset type back to its original (target) mix. It's like a tune-up for your car—helping you keep your risk level in check and your investment strategy on target.

As your investment strategy, risk tolerance or time horizon changes, you can use rebalancing to readjust the weights of each asset type to meet changes in your situation or investment goals.

How to Rebalance Your Portfolio.

Rebalancing your portfolio is easy. Simply review your portfolio once a year to make sure it's still in line with your target mix.

Most financial planners suggest that target asset mixes should be rebalanced when any asset type is +/- 5% to +/- 10% from the target mix.

Static vs. Tactical Rebalancing There are two types of rebalancing that you may want to consider.	
Static	• Static rebalancing is a rigid approach. You select a target investment mix and rebalance at regular intervals, such as annually or whenever you receive your quarterly statement. • At the end of each interval, if any of the asset types shift out of proportion from the desired allocation, you move assets to bring them back into balance. • With static rebalancing you would sell a portion of the shares in the investment types that are over the target, and use the proceeds to buy a different investment type to bring the portfolio back to the target allocation of stocks, bonds, and short-term investments.
Tactical	• Tactical rebalancing uses the same principles as static rebalancing, but it gives you a bit more flexibility when to make changes. • With tactical rebalancing you still periodically review your allocation, but you may give yourself a little bit of "wiggle room" in terms of how much shift you will allow in your portfolio. • Many investors give themselves somewhere between 5% and 10% for each asset type.

Next Steps Checklist

SAVE MORE

- ☐ Enroll in the Plan—getting started is easy.
- ☐ Create a budget and stick to it.
- ☐ Choose how much to contribute and remember—even a little now can make a big difference later.
- ☐ If you are 50 or older—consider increasing your contribution even more to meet the IRS limits.
- ☐ Revisit your contribution amount and consider increasing whenever possible.

CHOOSE YOUR INVESTMENT MIX

- ☐ Use the Investor Profile Questionnaire to determine your comfort level with risk.
- ☐ Evaluate all the investment options in your plan.
- ☐ Select investments that match your own risk tolerance.
- ☐ Review your investment strategy at least once a year.
- ☐ Decide if you are a "hands-on" or "hands-off" investor.

STAY ON TRACK

- ☐ Make sure you're saving as much as you can, even as little as 2% more can make a big difference!
- ☐ Determine whether you're in the appropriate investment options to meet your own savings goals.
- ☐ Regularly evaluate the investment options available in your Plan.
- ☐ Rebalance when necessary to help maintain your investment strategy.
- ☐ Explore other savings opportunities beyond your workplace savings. For example, IRAs and College 529s.

Budgeting Worksheet

To get a clear understanding of your expenses, fill out the worksheet indicating your essential expenses (things you need to have) and your discretionary expenses (things you would like to have) and your sources of income.

Monthly Expenses

	Essential (need to have)		Discretionary (nice to have)
Housing			
Mortgage	$________	or	$________
Rent/Condo Fees	$________	or	$________
Property Tax	$________	or	$________
Homeowner's Insurance	$________	or	$________
Household Improvement and Maintenance	$________	or	$________
Utilities			
Electric	$________	or	$________
Water/Sewer	$________	or	$________
Oil/Gas	$________	or	$________
Telephone/Cable/Internet Fees	$________	or	$________
Other	$________	or	$________
Subtotal—Housing	**$________**	**or**	**$________**
Personal			
Groceries	$________	or	$________
Personal Care (health and beauty aids)	$________	or	$________
Clothing	$________	or	$________
Laundry/Dry Cleaning	$________	or	$________
Other	$________	or	$________
Subtotal—Personal	**$________**	**or**	**$________**
Health care and Insurance			
Health Insurance Premiums	$________	or	$________
Prescriptions	$________	or	$________
Dental and Vision Care	$________	or	$________
Other (copayments, deductibles, etc.)	$________	or	$________
Insurance			
Long-Term Care Insurance Premiums	$________	or	$________
Life Insurance Premiums	$________	or	$________
Disability Insurance	$________	or	$________
Subtotal—Health care and Insurance	**$________**	**or**	**$________**

Fidelity suggests:

Consider at least the shaded portions on this list, which represent the most common essential expenses.

To help you complete this section, you may want to review your checkbook ledger and credit card statements to get expense estimates.

Monthly Expenses

	Essential (need to have)		Discretionary (nice to have)
Family Care			
Support for Parent(s)	$	or	$
Support for Children/Grandchildren	$	or	$
Other	$	or	$
Subtotal—Family Care	**$**	**or**	**$**
Routine Transportation			
Auto Loan or Lease Payment	$	or	$
Auto Insurance	$	or	$
Excise Tax/Registration Fees	$	or	$
Routine Maintenance	$	or	$
Gasoline	$	or	$
Other	$	or	$
Subtotal—Routine Transportation	**$**	**or**	**$**
Recreation			
Travel and Vacations	$	or	$
Club Memberships	$	or	$
Hobbies	$	or	$
Other	$	or	$
Subtotal—Recreation	**$**	**or**	**$**
Entertainment			
Movies/Theater/Sports Events	$	or	$
Dining Out	$	or	$
Other	$	or	$
Subtotal—Entertainment	**$**	**or**	**$**
Gifts			
Family	$	or	$
Charitable Donations	$	or	$
Other	$	or	$
Subtotal—Gifts	**$**	**or**	**$**

$	+	$	=	$
Total Essential Expenses		Total Discretionary Expenses		Total Monthly Expenses

Monthly Income

Salary	$
Other	$

$	–	$	=	$
Total Monthly Income		Total Monthly Expenses		Total Available to Save Monthly

Activity Guide

Your Workplace Savings Plan Worksheets

Retirement Savings Goal Worksheet

Your goal is to live retirement on your own terms. This simple worksheet will help you determine how much you may be responsible for providing in retirement and gives some suggestions on how to reach that goal.

Action Plan

- Estimate how much you may need annually in retirement
- Determine how much you may be responsible for providing to meet your retirement need
- Set your contribution amount
- Use Fidelity's online retirement income planning tools for more detailed results

Worksheet

Step 1: Estimate how much you may need your first year of retirement beginning at age 67.

It is suggested that you'll need about 85% of your preretirement income to maintain your current lifestyle through retirement. To determine what this amount may be for you, find the current income and age that comes closest to yours from the table below and write it in the box to the right. For example, if you're 40 years old and make $40,000 today, the amount estimated that you would need in your first year of retirement is $50,072. Keep in mind that determining the income replacement rate is a very personal, subjective estimate based on the kind of lifestyle you envision in retirement.

Assumptions: This table estimates how much you might be earning at age 67 (the age at which it is assumed that Social Security payments will begin) by taking your current salary and age and using an assumed 1.5% growth rate. Then 85% of the projected preretirement wage income is taken to illustrate the estimated income replacement rate for your first year of retirement. Values are shown in today's dollars.[1] It is important to consider any other savings and sources of income you may have, as well as your spouse/partner's assets, if applicable.

$____________________________

Current Income	Current Age Age 25	Age 30	Age 35	Age 40	Age 45	Age 50	Age 55
$20,000	$ 31,301	$ 29,055	$ 26,971	$ 25,036	$ 23,240	$ 21,573	$ 20,025
$40,000	$ 62,602	$ 58,111	$ 53,942	$ 50,072	$ 46,480	$ 43,146	$ 40,050
$60,000	$ 93,903	$ 87,166	$ 80,913	$ 75,108	$ 69,720	$ 64,718	$ 60,075
$80,000	$125,204	$116,221	$107,884	$100,144	$ 92,960	$ 86,291	$ 80,101
$100,000	$156,504	$145,277	$134,855	$125,180	$116,200	$107,864	$100,126

[1]Today's dollars represent the value of a future expense at a current point in time and is calculated by removing the effect of projected inflation (currently 2.16%) over time to determine its current value.

Step 2: Estimate how much of your retirement income you may be responsible for providing.

This table shows the difference between your retirement income need, shown in Step 1, and what Social Security may provide the first year according to current figures.* Again, find the income and age that is closest to yours and write the number from the table in the box to the right. This number represents the estimated amount you will need in your first year of retirement after your estimated Social Security benefit is subtracted. You will then multiply that number by a factor of 25. The final number represents the amount you may need to have saved by the time you retire in order for you to be able to sustain a 4% annual withdrawal rate of assets during a retirement lasting 27 years. Please keep in mind that the "factor of 25" is an approximation, designed to provide a high-level savings target only. Your own need will depend on your specific situation, including your financial circumstances, taxes, and other goals.

$______________________________

x factor of 25 = $____________________

Current Income	Current Age						
	Age 25	Age 30	Age 35	Age 40	Age 45	Age 50	Age 55
$20,000	$ 17,693	$ 16,107	$ 14,623	$ 13,192	$ 11,780	$ 9,669	$ 8,205
$40,000	$ 41,866	$ 37,987	$ 34,382	$ 30,980	$ 27,916	$ 23,994	$ 21,114
$60,000	$ 69,459	$ 63,286	$ 57,669	$ 52,500	$ 47,664	$ 41,642	$ 37,035
$80,000	$ 99,644	$ 90,769	$ 82,636	$ 75,112	$ 68,144	$ 60,047	$ 53,785
$100,000	$130,932	$119,705	$109,319	$ 99,764	$ 90,952	$ 81,140	$ 73,318

Step 3: What you can do today to help reach your workplace savings goals.

More than any other factor, the amount you put away will determine how much your savings may grow. Your workplace savings plan may be the easiest and most effective way to save for your retirement. Here are some suggestions for setting your contribution amount in your workplace savings plan today.

- If your workplace savings plan offers matching contributions, try to contribute enough to qualify for the full amount. These additional matching contributions are added to your account just to reward you for investing. It's like "free" money! Employer contributions are subject to your plan provisions.
- Try for 10%. Fidelity considers 10% per paycheck a very good start. Or start at a number that feels comfortable to you. The important thing is to invest what you can and start right away. (Remember that you can change the amount you contribute at any time.)
- Keep in mind that increasing your contribution at "raise time" is also an easy and less painful way to save more.

For a more complete picture, it is important that you complete a full retirement planning analysis. Log on to Fidelity NetBenefits® and select the "Tools & Learning" link, then click on "Retirement Planning Tools." Based on your input, these tools can give you a more accurate estimate of your retirement savings goal.†

*Social Security estimates are based on Social Security Administration data, 2004.

†*The Retirement Planning Tools illustrations result from running a minimum of 250 hypothetical market simulations. The market return data used to generate the illustrations is intended to provide you with a general idea of how asset mixes have performed historically. Our analysis assumes a level of diversity within each asset class consistent with a market index benchmark that may differ from the diversity of your own portfolio. Please note that the projections do not reflect the impact of any transaction costs or management and servicing fees (except variable annuities); if these had been included, the projected account balances would have been lower.*

IMPORTANT: The projections or other information generated by the Retirement Planning 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.

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Investor Profile Questionnaire

This brief Investor Profile Questionnaire takes into consideration how much time you have to invest, how comfortable you are with risk, and your overall financial situation. These are all important factors to consider before deciding on a proper investment mix.

Directions for completing the Investment Mix Questionnaire:

1. Answer each question.
2. Write the point value for each of your answers in the box provided.
3. Add up your points.
4. Compare your points with the investment mixes on page 20.

Planning Consideration: Over time, certain investment types have outperformed others. Historically, stocks have outperformed bonds and money market instruments over long periods. So the longer you're putting money away, the more important it may be to place some of it in growth-oriented investments. Shorter-term investment periods may call for more conservative investments, which are generally less subject to fluctuation. The longer your money can sit and take advantage of market cycles, the more aggressive you may want to be with your investments. (Consider this when responding to questions 1 and 2.) Remember that past performance is not necessarily indicative of future results.

1 In approximately how many years do you plan to retire?

In 4 to 6 years . . . . 52 pts.
In 7 to 10 years . . . . 69 pts.
In 11 to 16 years . . . . 70 pts.
More than 16 years . . . . 71 pts. Points

2 Do you expect to withdraw or borrow one-third or more of this money from your household retirement savings within seven years?
(for retirement income, purchase of a new home, college tuition, etc.)

No . . . . 20 pts.
Yes, within 3 years . . . . 0 pts.
Yes, in 4 to 6 years . . . . 12 pts. Points

A. **Add points from questions 1 and 2 here** Points

Transfer this total to Box A on page 19.

Planning Consideration: Under unforeseen circumstances, such as a loss of income, many people need to draw on "long-term" money for short-term needs. If you don't have an emergency fund, a conservative investment approach may be the most appropriate.

3 Do you have an emergency fund (savings of at least three months' after-tax income)?

No, I do not have an emergency fund . . . . 8 pts.
I have an emergency fund, but it is less than three months' after-tax income. . . . . 3 pts.
Yes, I have an adequate emergency fund. . . . . 0 pts. Points

Planning Consideration: The lower the portion of total assets you're investing, the more aggressive you might wish to be in this portion of your portfolio.

4 Approximately what portion of your total investable assets is in your retirement savings plan at work? (Investable assets include your emergency fund, plan assets, bank accounts, CDs, mutual funds, annuities, cash value of life insurance, stocks, bonds, investment real estate, etc. They do not include your principal residence or vacation home.)

Less than 25% . . . . 0 pts.
Between 25% and 50% . . . . 1 pt.
Between 51% and 75% . . . . 2 pts.
More than 75% . . . . 4 pts. Points

Planning Consideration: If your income is likely to change, you may have more or less money to meet your expenses. For example, during a period when money is tight, you may have to dip into your long-term investments. A more conservative approach may enable you to depend on money being available.

5 Which ONE of the following describes your expected earnings over the next five years?
(Inflation has been about 4.0% on average over the past 30 years.*)

I expect my earnings to increase and far outpace inflation (due to promotions, new job, etc.) . . . . 0 pts.
I expect my earnings increases to stay somewhat ahead of inflation . . . . . 1 pt.
I expect my earnings to keep pace with inflation . . . . 2 pts.
I expect my earnings to decrease (due to retirement, part-time work, economically depressed industry, etc.) . . . . 4 pts. Points

*Inflation is represented by the Consumer Price Index, which monitors the cost of living in the U.S.

Planning Consideration: Your comfort level with investment risk is important in determining how aggressively or conservatively you choose to invest.

6 Choose the sentence below that best reflects your feelings about investment risk. Then select the point total that corresponds with how strongly you agree with it.

I want as much assurance as possible that the value of my retirement savings will not go down.			I want to maintain a balanced savings mix with some fluctuation and growth.			I want my money to grow as much as possible, regardless of risk or fluctuation.
Strongly agree	Agree	Somewhat agree	Strongly agree	Agree	Somewhat agree	Agree
12 pts.	7 pts.	5 pts.	3 pts.	2 pts.	1 pt.	0 pts.

Points

Activity Guide

Your Workplace Savings Plan Worksheets

<u>Planning Consideration</u>: The more experience you have with these two types of investments, the more comfortable you may be in leaving your money invested while riding out any market downturns.

7a Have you ever invested in individual bonds or a mutual fund or annuity that invests primarily in bonds? (aside from U.S. Savings Bonds)

No, and I would be uncomfortable with the risk if I did . . . . 10 pts.
No, but I would be comfortable with the risk if I did. . . . . 4 pts.
Yes, but I was uncomfortable with the risk . . . . 6 pts.
Yes, and I felt comfortable with the risk . . . . 0 pts. Points

7b Have you ever invested in individual stocks or a mutual fund or annuity that invests primarily in stocks?

No, and I would be uncomfortable with the risk if I did . . . . 8 pts.
No, but I would be comfortable with the risk if I did. . . . . 3 pts.
Yes, but I was uncomfortable with the risk . . . . 5 pts.
Yes, and I felt comfortable with the risk . . . . 0 pts. Points

<u>Planning Consideration</u>: You may have responsibility for ongoing family obligations. This may suggest a more conservative approach.

8 How many dependents do you have? (include spouse, children you support, elderly parents, etc.)

None. . . . . 0 pts.
One. . . . . 1 pt.
Two or three. . . . . 2 pts.
More than three. . . . . 4 pts. Points

<u>Planning Consideration</u>: If a large portion of your income goes toward paying debt, you are more likely to need to have cash available to handle unforeseen circumstances.

9 Approximately what portion of your monthly take-home income goes toward paying off debt other than a home mortgage? (auto loans, credit cards, etc.)

Less than 10% . . . . 0 pts.
Between 10% and 25% . . . . 1 pt.
Between 26% and 50% . . . . 2 pts.
More than 50% . . . . 6 pts. Points

<u>Planning Consideration</u>: Your comfort level with investment risk is important in determining how aggressively or conservatively you choose to invest. (Keep this in mind when responding to questions 10 and 11.)

10 Which ONE of the following statements describes your feeling toward choosing your retirement investment choices?

I would prefer investment options that have a low degree of risk associated with them (i.e., it is unlikely that my original investment will ever decline in value) . . . . 10 pts.

I prefer a mix of investment options that emphasizes those with a low degree of risk and includes a small portion of other choices that have a higher degree of risk, but may yield greater returns. . . . . 6 pts.

I prefer a balanced mix of investment options—some that have a low degree of risk and others that have a higher degree of risk but may yield greater returns. . . . . 3 pts.

I prefer a mix of investment options—some would have a low degree of risk, but the emphasis would be on investment options that have a higher degree of risk but may yield greater returns . . . . .1 pt.

I would select only investment options that have a higher degree of risk but a greater potential for higher returns . . . . 0 pts. Points

11 If you could increase your chances of improving your returns by taking more risk, would you...

Be willing to take a lot more risk with all your money?. . . . . 0 pts.
Be willing to take a lot more risk with some of your money?. . . . . .1 pt.
Be willing to take a little more risk with all your money?. . . . . .3 pts.
Be willing to take a little more risk with some of your money?. . . . . 6 pts.
Be unlikely to take much more risk?. . . . . .10 pts. Points

12 What portion of your retirement income do you expect to come from this retirement plan?

Less than 20%. . . . . .0 pts.
Between 20% and 34% . . . . .1 pt.
Between 35% and 50% . . . . 2 pts.
More than 50% . . . . .4 pts. Points

B. **Add points from questions 3 through 12 here** Points

Subtract B from A for your total score A – B = **TOTAL SCORE**

(Your total for Box A can be found on page 16.)

Your Total Score:_______

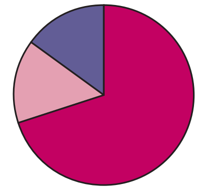
Match your score with the corresponding target asset mix

If your point total is 70 or more:

This target asset mix may be appropriate for investors who seek aggressive growth and who can tolerate wide fluctuations in market values, especially over the short term.

Aggressive growth target asset mix

- **70%** Domestic Stocks
- **15%** Foreign Stocks
- **15%** Bonds

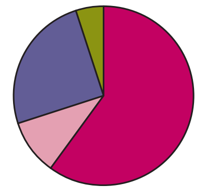


If your point total is 50–69:

This target asset mix may be appropriate for investors who have a preference for growth and who can withstand significant fluctuations in market value.

Growth target asset mix

- **60%** Domestic Stocks
- **10%** Foreign Stocks
- **25%** Bonds
- **5%** Short-term Investments

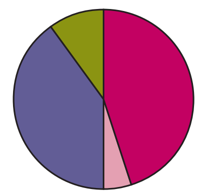


If your point total is 20–49:

This target asset mix may be appropriate for investors who want the potential for capital appreciation and some growth and who can withstand moderate fluctuations in market value.

Balanced target asset mix

- **45%** Domestic Stocks
- **5%** Foreign Stocks
- **40%** Bonds
- **10%** Short-term Investments

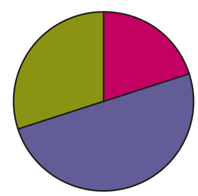


If your point total is less than 20 points:

This target asset mix may be appropriate for investors who want to minimize fluctuations in market values by taking an income-oriented approach with some potential for capital appreciation.

Conservative target asset mix

- **20%** Domestic Stocks
- **50%** Bonds
- **30%** Short-term Investments



Scores provided by paper-based, self-scoring Investor Profile Questionnaires may differ from those provided by online services where technology can impart different capabilities.

The purpose of the target asset mixes is to show how target asset mixes may be created with different risk and return characteristics to help meet a participant's goals. You should choose your own investments based on your particular objectives and situation. Remember, you may change how your account is invested. Be sure to review your decisions periodically to make sure they are still consistent with your goals. You should also consider any investments you may have outside the plan when making your investment choices.

Remember, the target asset mix suggested by the worksheet point total is meant to offer an example of the type of target asset mix you might want to consider, based on the average person with a similar score. The final decision on a target asset mix is yours, based on your individual situation, needs, goals, and risk tolerance, which may include factors or circumstances beyond the scope of the worksheet. Furthermore, the example is based on your current assessment of these factors. If any of these factors should change, please review your investment strategy. At a minimum, you should review your allocation on an annual basis.

Keep in mind that the kind of target asset mix indicated by your total score or scores is simply a guideline for you to follow, and not a formula that guarantees results.

The investment options offered through the plan were chosen by the plan sponsor. The sample target asset mixes illustrate some of the many combinations that could be created and should not be considered investment advice.

Fidelity Paper-based, Self-scoring Investor Profile Questionnaire Summary

There are three major components that make up your Investor Profile Questionnaire (IPQ) score: 1) Time Horizon; 2) Financial Tolerance; and 3) Risk Tolerance. Each of these components is made up of the following factors:

1) Time Horizon

- Number of years prior to retirement
- Chance of early withdrawal from your retirement account

2) Financial Tolerance

- Amount in your emergency fund
- Overall financial situation
- Current asset allocation

3) Risk Tolerance

- Investment knowledge and investment experience/years in the market
- Level of risk tolerance
- "Bail out" likelihood, or in other words your tendency to want to sell your investment if the market takes a downturn

Of these components, your IPQ score is most dependent upon Time Horizon, specifically, the number of years prior to retirement. Financial Tolerance and Risk Tolerance together compile the remainder of the score. Overall, your IPQ score is obtained using the following equation:

IPQ Score = Time Horizon Score – Financial Tolerance Score – Risk Tolerance Score

The Fidelity Target Asset Mixes

Fidelity has created four target asset mixes based on historical risk and return characteristics for stock, bond, and short-term investment asset classes. They represent four significantly different allocations reflecting distinct investor profiles with varying investment objectives, risk tolerances, and investment styles ranging from conservative to aggressive.

Asset Class Target Asset Mix	Domestic Stock	Foreign Stock	Bonds	Short-term Investments
Conservative	20%	0%	50%	30%
Balanced	45%	5%	40%	10%
Growth	60%	10%	25%	5%
Aggressive Growth	70%	15%	15%	0%

When you select a target asset mix, keep in mind that different asset classes tend to offer different balances of risk and reward. Generally, the greater the potential for long-term returns, the greater the risk of volatility, especially over the short term. In order to help minimize the risk you assume in seeking high returns, it is critical that your portfolio provide an appropriate mix of investments. A more aggressive portfolio (one with a higher stock allocation) could represent higher risk, especially in the short-term, but could represent higher potential long-term returns. Conversely, a less aggressive portfolio (one with a lower allocation to stock and therefore a higher allocation to bonds or short-term investments) could represent less short-term risk, but potentially lower long-term returns. You should take into consideration any unique circumstances or needs for funds that might apply to your situation when deciding on an appropriate investment strategy.

While past performance does not guarantee future results, history has indicated that diversifying your assets among different asset classes, industries, and countries can potentially improve the long-term performance of your portfolio. However, it is important to keep in mind that certain asset types involve greater risk than others. For example, foreign investments involve greater risk than U.S. investments. Diversifying your investments across asset classes, industry sectors, and internationally may help minimize your overall exposure to sudden market swings that may cause sudden changes in the price of investments. However, this does not ensure a profit or guarantee against loss.

The target asset mixes presented in this publication were developed by Strategic Advisers, Inc., a registered investment adviser and a Fidelity Investments company, based on the needs of a typical retirement plan participant.

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Resources

Books

50 Simple Steps You Can Take to Improve Your Personal Finances: How to Spend Less, Save More, and Make the Most of What You Have by Ilyce R. Glink. Everything you need to know about your personal finances—whether you're just starting out or starting over.

The Road to Wealth: A Comprehensive Guide to Your Money by Suze Orman. Provides a resource of practical financial information applicable to all of life's major financial stages.

Wake Up and Smell the Money: Fresh Starts at Any Age—and Any Season of Your Life by Ginger Applegarth. Filled with frank and reassuring discussion about people's real-life financial problems and how they can take control of their financial future.

Quick and Easy Budget Book: A Practical Workbook for Balancing Your Household Budget by Dianna Barra. Walks you through the steps of determining your past income and spending, and guides you in planning for the next year.

The 9 Steps to Financial Freedom: Practical and Spiritual Steps So You Can Stop Worrying by Suze Orman. This book goes beyond the nuts and bolts of managing your money to explore the psychological impact that money has on our lives.

One Up on Wall Street: How to Use What You Already Know to Make Money in the Market by Peter Lynch with John Rothchild. Find insight into using the information you encounter in everyday life when considering your investment selections.

A Random Walk Down Wall Street by Burton G. Malkiel. This book shows how to analyze the potential returns, not only for stocks and bonds but also for the full range of investment opportunities.

How the Stock Market Works by John Dalton. Topics include the recent developments over the long bull market, including the many changes that have taken place in the NASDAQ, the mutual fund market, the globalization of the markets, and volatility.

Web sites

Social Security Administration—Get the latest news from the Social Security Administration, as well as answers to your general questions on future benefits. **www.ssa.gov 1-800-772-1213**

SmartMoney—Use a variety of free interactive research tools and review the latest market news. **www.smartmoney.com**

Consolidated Credit Counseling Services—Find information about handling debt and managing your money. **www.debtfree.org**

Bankrate.com—Find information on mortgages, credit cards, new and used auto loans, checking and ATM fees, home equity loans, and online banking fees. **www.bankrate.com**

MoneyAdvise.com—Provides budgeting help, tips, and tools for personal and family use. **www.moneyadvise.com**

The Motley Fool—Find information about investing, retirement, and personal finance. **www.fool.com**

MarketWatch—Get business and financial news and analysis, stock quotes, and other market data. **www.marketwatch.com**

Morningstar.com—Take the time to research and monitor your investments with detailed performance data and insightful articles. **www.morningstar.com**

SmartMoney—Use a variety of free interactive research tools and review the latest market news. **www.smartmoney.com**

CNNMoney—Explore market and business news. You will also find financial tools and calculators. **www.money.cnn.com**

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Glossary

Beta
A measure of a portfolio's sensitivity to market movements (as represented by a benchmark index). The benchmark index, such as the S&P 500® or EAFE Index, has a beta of 1.0. A beta of more or less than 1.0 indicates that a fund's historical returns have fluctuated more or less than the benchmark index. Beta is a more reliable measure of volatility when used in combination with a high R^2, which indicates a high correlation between the movements in a fund's returns and movements in a benchmark index.

Compounding
The process by which income is earned on income that has previously been earned. The end value of the investment includes both the original amount invested and the reinvested income.*

Diversification
By spreading your money across different kinds of investments, you could potentially moderate your investment risk. A diversified portfolio can help shield you from large losses, because even if some securities falter, others may perform well. Diversification does not ensure a profit or guarantee against loss.

Inflation Risk
The risk that the rate of inflation will exceed the rate at which your investments grow or earn interest.*

Investment Risk
Investment Risk is the potential for fluctuation in the value of an investment, which could result in loss of principal. Some causes of Investment Risk are: general market fluctuations, industry-specific market fluctuations, trends in interest rates and foreign exchange rates, company-specific factors, and others. Higher risk is usually associated with the potential for higher long-term rates of return.*

Net Asset Value (NAV)
The dollar value of one share of a fund determined by taking the total assets of a fund, subtracting the total liabilities, and dividing by the total number of shares outstanding.

R^2
A measurement of how closely the portfolio's performance correlates with the performance of a benchmark index, such as the S&P 500.® R^2 is a proportion that ranges between 0.00 and 1.00. An R^2 of 1.00 indicates perfect correlation to the benchmark index, while an R^2 of 0.00 indicates no correlation. Therefore, the lower the R^2, the more the fund's performance is affected by factors other than the market as measured by that benchmark index.

Standard Deviation
A statistical measure of how much a return varies over an extended period of time. The more variable the returns, the larger the standard deviation. A higher standard deviation indicates a wider dispersion of past returns, and thus greater historical volatility. Standard deviation does not indicate how an investment actually performed, but it does indicate the volatility of its returns over time. In addition to the numeric value for standard deviation, funds may be displayed as having high, medium, or low standard deviation, based on how much a fund's monthly return varied from its average return over three-, five-, and 10-year periods, as applicable. Standard deviation is annualized. The returns used for this calculation are not load adjusted.

Time Horizon
Time Horizon is the time span of your investment objectives. Your time horizon dictates the types of investments that are suitable for your portfolio. The shorter the time horizon, the less appropriate are equities, or any other asset class with high return variations. Conversely, the longer the time horizon, the more an investor can afford a higher return variation and thus a higher allocation to equities.*

*Definitions found at *www.google.com* Web definitions.

Perf - remove line when printing

Evaluation

For internal use only

Workshop code	Presenter code	Client code

- ☐ **Getting Started in your Workplace Savings Plan**
- ☐ **Finding the Right Investment Strategy**
- ☐ **Keeping Your Investment Strategy on Track**

Your feedback is important. Let us know how we can improve this workshop to better meet your needs.

Fidelity presenter: ______________________________ Date: ______________

Your email address: ______________________________

Your company: ______________________________

Instructions: Circle the response that best describes your answer.

What is your overall evaluation of this workshop?	Excellent	Very Good	Neutral	Fair	Poor

Instructions: Check all that apply.

As a result of this workshop, I will:

1. Enroll in my employer's workplace savings plan.	☐
2. Increase the amount I save from each paycheck.	☐
3. Apply a target investment mix to my account.	☐
4. Analyze my current portfolio allocation.	☐
5. Use diversification when selecting investments.	☐
6. Monitor my investment strategy more carefully.	☐

Instructions: Check the box that best describes your response to each statement.

	Excellent	Very Good	Neutral	Fair	Poor
The information was logically organized and easy to follow.					
The materials were easy to read and understand.					
The activities and/or exercises helped me learn.					
The stated goals/objectives of the workshop were achieved.					
The presenter was knowledgeable about the content.					
The presenter effectively communicated the information.					
The presenter encouraged participation and skillfully managed interaction.					
The presenter was able to make a personal connection with the audience.					
What is your overall rating of the presenter?					

(continued)

How did you learn about today's workshop? (Please check all that apply.)

☐ Coworker ☐ Email ☐ Mailed invitation ☐ Newsletter ☐ Poster

☐ Other (*please specify*):

Did this workshop meet your expectations? ☐ Yes ☐ No

(*Please explain*):

How would you compare this Fidelity Investments workshop with similar workshops from other financial companies?

☐ More informative ☐ About the same ☐ Less informative

☐ Don't know—no experience with other workshops

What additional information or topics would you like to see included in this workshop?

Additional comments:

Before investing in any mutual fund, please carefully consider the investment objectives, risks, charges and expenses. For this and other information, call or write Fidelity for a free prospectus. Read it carefully before you invest.

Please keep in mind that investing involves risk. The value of your investment will fluctuate over time and you may gain or lose money.

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