

Instructions for How to Transfer Shares from Fidelity to a Non-U.S. Broker/Intermediary Institution Account

Participants who would like to transfer shares from their Fidelity Stock Plan Account to another brokerage or intermediary institution account outside the United States may do so by following the instructions below. Please note that this process will take up to three weeks.

A FEW TERMS THAT WILL CLARIFY THE RESPONSIBLE PARTIES IN THIS TRANSACTION:

1. Participant: The participant who owns the shares.
2. Contra Broker: The final receiving institution or brokerage firm where the participant would like the shares to be deposited.
3. Intermediary Institution: The institution to which Fidelity will send the shares; this intermediary institution will then forward the shares to your account at the contra broker. Your contra broker has an existing business relationship with this intermediary institution, will decide which one to use, and has to share the required contact details with Fidelity.

STEP-BY-STEP PROCESS GUIDE:

1. Contact your contra broker and indicate to them that you hold shares in a Fidelity Stock Plan Account that you would like to transfer to your account with this contra broker.
2. Work with your contra broker to complete the International Transfer Request Form (see attached).
 - a. Please provide the following additional details in the blank space at the bottom of the form: the contact details of your account manager with the contra broker (name, email, telephone number) and the proposed trade date and settlement date (which can be the same day).
 - b. Select a trade date and settlement date that is at least three business days from the date you returned the form to Fidelity by **fax**. If returning by mail, please allow three weeks for trade date and settlement date. This will allow enough time to process your request.
 - c. Have your contra broker complete the intermediary institution section.
3. Send the original signed form via fax, regular mail, or mail courier to the indicated fax number or address listed on the form. Please note that Fidelity must receive the form with the actual signature of the participant.
4. Once you have faxed or mailed the form, ask your contra broker to inform the intermediary institution about the origin and planned trade date and settlement date of the upcoming transfer so that they are ready to accept the shares once they are sent by Fidelity.

REMINDER:

It is important that your contra broker contacts the intermediary institution up front to ensure that the intermediary institution accepts the shares on the specified transfer date. Your contra broker has the relationship with that intermediary institution, not Fidelity.

As a best practice, please have the contra broker work with the intermediary to set the trade date and settlement date as the same day. This must then be noted on the attached form.

SPS International Transfer Requests

INSTRUCTIONS

This form can be utilized only for Stock Plan Services designated accounts to facilitate transactions when the standard transfer process (ACAT) is unavailable. Please review the criteria below to ensure successful completion of your request. Please enter all required information in English.

Transfer Requests:

Please indicate if it is a "full" or "partial" transfer. Transfer requests can be completed if they follow the guidelines below. ANY other requests must be completed using the Change of Registration form and establishing a Stock Plan Account for the recipient to receive the assets. Please contact a Fidelity Representative in reference to Change of Registration requirements (for instance, a common Change of Registration request includes transfers pursuant to divorce). **Cash cannot be sent by Transfer of Assets. Please use your established intermediary institution instructions linked to your SPS account. Call 800-544-0275 if you need assistance with a cash withdrawal.**

STOCK PLAN ACCOUNT TRANSFERS:

Participant to Participant: Same name

PARTICIPANT INFORMATION:

Participant Name

Participant Number (e.g., i12-345678)

Participant Phone Number

Participant Email Address

Your transfer will be processed per your instructions provided below.

QUANTITY OF SHARES OR "ALL AVAILABLE"*:

_____ Shares (enter # of shares to be transferred—whole shares only)

Stock Name, Symbol, and CUSIP Number

"All Available" (Whole shares only. Fractions are sold if all shares transfer.)

*If your plan has restrictions on share transfers prior to satisfying a holding period, only shares that have met that holding period will be eligible for transfer. Holding periods may vary. Please consult your plan's prospectus for further information on transfer restrictions.

If you would like to transfer specific shares please attach details.

Security or Fund Name	Symbol	Number of Shares from Tax Lot*	Date Acquired (MM/DD/YYYY)	Total Cost Basis per Share

*Attach separate sheet if targeting more than three lots.

Trade Date*

Settlement Date*

*Confirm Trade Date and Settlement Date with your Receiving Financial Institution to ensure timely share transfer.

Receiving Financial Institution

Telephone Number of Receiving Financial Institution

Account Number at Receiving Financial Institution

Registration Type of Account at Receiving Financial Institution

Please enter all required information in English.

Contact at Receiving Financial Institution

Email Address

Full Name As It Appears at Financial Institution

U.S. INTERMEDIARY INSTITUTION:

Intermediary Institution Name

DTC Number

Phone

U.S. Intermediary Account Number

AUTHORIZATION AND SIGNATURES:

I hereby acknowledge that I have contacted the receiving firm.

Participant Signature

Date

Print Name

RETURN ADDRESS:

Overnight

Fidelity Stock Plan Services MZ KC1B-SPS
100 Crosby Parkway
Covington, KY 41015

Regular Mail:

Fidelity Stock Plan Services
P.O. Box 770001
Cincinnati, OH 45277-0043

Form may also be delivered via **Fax** to: TOA Deliveries 1-877-236-4162