U.S. tax laws and reporting requirements vary based on your stock plan and what you do with the shares of company stock you receive. The chart below provides a general overview of what taxes apply, when they're withheld, and how they're reported. Please consult a qualified tax advisor about your specific tax situation.

For more information about tax return reporting, including guides to help with filing your income taxes, visit [Fidelity.com/SPSTaxCentral](https://www.fidelity.com/).

### Restricted stock units or restricted stock awards

<table>
<thead>
<tr>
<th>When tax is triggered</th>
<th>Type of tax</th>
<th>Tax withholding and reporting</th>
</tr>
</thead>
</table>
| Your award vests       | Ordinary income and FICA* | • Your employer withholds these taxes for you.  
• On your W-2, your employer reports the value of your shares as income, along with the amount of taxes withheld.  
• Use the information on your W-2 to complete your tax return. |
| You sell your stock    | Capital gains | • Report on your tax return any gain or loss in your shares when you sold them.  
• This information appears in the tax forms you receive from Fidelity.  
• Use Fidelity’s [tax guide](https://www.fidelity.com/) for help understanding your tax-reporting requirements. |

### Restricted stock awards with a section 83(b) election

<table>
<thead>
<tr>
<th>When tax is triggered</th>
<th>Type of tax</th>
<th>Tax withholding and reporting</th>
</tr>
</thead>
</table>
| Your award is granted  | Ordinary income and FICA* | • Your employer withholds these taxes for you.  
• On your W-2, your employer reports the value of your shares as income, along with the amount of taxes withheld.  
• Use the information on your W-2 to complete your tax return. |
| You sell your stock    | Capital gains | • Report on your tax return any gain or loss in your shares when you sold them.  
• This information appears in the tax forms you receive from Fidelity.  
• Use Fidelity’s [tax guide](https://www.fidelity.com/) for help understanding your tax-reporting requirements. |

### Performance units or shares

<table>
<thead>
<tr>
<th>When tax is triggered</th>
<th>Type of tax</th>
<th>Tax withholding and reporting</th>
</tr>
</thead>
</table>
| Your award pays out    | Ordinary income and FICA* | • Your employer withholds these taxes for you.  
• On your W-2, your employer reports the value of your shares as income, along with the amount of taxes withheld.  
• Use the information on your W-2 to complete your tax return. |
| You sell your stock    | Capital gains | • Report on your tax return any gain or loss in your shares when you sold them.  
• This information appears in the tax forms you receive from Fidelity.  
• Use Fidelity’s [tax guide](https://www.fidelity.com/) for help understanding your tax-reporting requirements. |

### Stock options (nonqualified)

<table>
<thead>
<tr>
<th>When tax is triggered</th>
<th>Type of tax</th>
<th>Tax withholding and reporting</th>
</tr>
</thead>
</table>
| You exercise your options | Ordinary income and FICA* | • Your employer withholds these taxes for you.  
• On your W-2, your employer reports the difference between the exercise price and the stock price as income, along with the amount of taxes withheld.  
• Use the information on your W-2 to complete your tax return. |
| You sell your stock    | Capital gains | • Report on your tax return any gain or loss in your shares when you sold them.  
• This information appears in the tax forms you receive from Fidelity.  
• Use Fidelity’s [tax guide](https://www.fidelity.com/) for help understanding your tax-reporting requirements. |
### Incentive stock options (qualified)

<table>
<thead>
<tr>
<th>When tax is triggered</th>
<th>Type of tax</th>
<th>Tax withholding and reporting</th>
</tr>
</thead>
</table>
| You exercise your options and sell your stock | Possibly ordinary income, alternative minimum tax (AMT), and capital gains | - There is no tax withholding.  
- The income when you sell your stock may be fully or partially taxable as ordinary income. When you sell, and at what price, determines the type and amount of tax you owe. Your employer reports any ordinary income on your W-2.  
- AMT may apply when you hold your stock through the calendar year in which you exercise.  
- Report on your tax return any gain or loss in your shares when you sold them. This information appears in the tax forms you receive from Fidelity. Use Fidelity's tax guide for help understanding your tax-reporting requirements. |

### Stock appreciation rights

<table>
<thead>
<tr>
<th>When tax is triggered</th>
<th>Type of tax</th>
<th>Tax withholding and reporting</th>
</tr>
</thead>
</table>
| You exercise your rights | Ordinary income and FICA* | - Your employer withholds these taxes for you.  
- On your W-2, your employer reports the difference between the exercise price and the stock price as income, along with the amount of taxes withheld.  
- Use the information on your W-2 to complete your tax return. |

### Nonqualified employee stock purchase plan (ESPP)

<table>
<thead>
<tr>
<th>When tax is triggered</th>
<th>Type of tax</th>
<th>Tax withholding and reporting</th>
</tr>
</thead>
</table>
| Your shares are purchased | Ordinary income and FICA* | - The difference between the current fair market price and the discounted price you paid is considered ordinary income.†  
- Your employer reports this income on your W-2 and withholds these taxes for you. |

### Tax-qualified employee stock purchase plan (ESPP)

<table>
<thead>
<tr>
<th>When tax is triggered</th>
<th>Type of tax</th>
<th>Tax withholding and reporting</th>
</tr>
</thead>
</table>
| You sell your stock | Capital gains | - Report on your tax return any gain or loss in your shares when you sold them.  
- This information appears in the tax forms you receive from Fidelity.  
- Use Fidelity’s tax guide for help understanding your tax-reporting requirements. |

---

*FICA includes Social Security (up to the annual maximum) and Medicare taxes.

†Assumes shares are delivered at vesting and not further deferred under a nonqualified deferred compensation plan. With proper deferral, ordinary income is delayed until later.

††With share match, the value of those shares is considered ordinary income.

Fidelity does not provide legal or tax advice. The information herein is general and educational in nature and should not be considered legal or tax advice. Tax laws and regulations are complex and subject to change, which can materially impact investment results. Fidelity cannot guarantee that the information herein is accurate, complete, or timely. Fidelity makes no warranties with regard to such information or results obtained by its use, and disclaims any liability arising out of your use of, or any tax position taken in reliance on, such information. Consult an attorney or tax professional regarding your specific situation.

Portions of the content are provided under arrangement with myStockOptions.com, an independent source of online stock plan education and tools. Content may not be reproduced without express permission from myStockPlan.com, Inc., or Fidelity Investments. Fidelity Stock Plan Services, LLC, provides recordkeeping and/or administrative services to your company's equity compensation plan, in addition to any services provided directly to the plan by your company or its service providers.

Fidelity Brokerage Services LLC, Member NYSE, SIPC, 914571.0 © 2020 FMR LLC. All rights reserved.