Resource Guide

Your workplace savings plan

Turn here℠

Fidelity INVESTMENTS

Here's a unique chance to take charge of your financial future

Your workplace savings plan provides plenty of opportunities to build for your most important goals. But to get the most from your plan, you need to be involved.

Today's workshop is designed to help you make sound decisions—to take control of your plan and your financial future. We'll cover all the important questions: Where should the next dollar go? How should I invest it? And, is there someone who can help me with all this?

You'll want to save this resource guide. It can help with the important investment decisions you're making today, as well those you'll be making down the road. And remember, Fidelity is here to help guide you on your way.

Your Plan Details. Easy Access to Information.

Phone number: ____________________________

Web site: ________________________________

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1 Saving More for the Long Run

We all have competing priorities, things that need our money and attention right now. Like paying off the credit cards. Buying a home or a car. Saving for college. Or, investing for retirement. When competing priorities hit, it can help to keep a consistent point of view on what to do next. This is Fidelity's.

A point of view on saving for the future

Fidelity believes that saving for retirement should be most Americans' top priority. Why? You can probably get loans to pay for other things—a house, a car, your children's college tuition—but there are very few ways to fund your retirement.

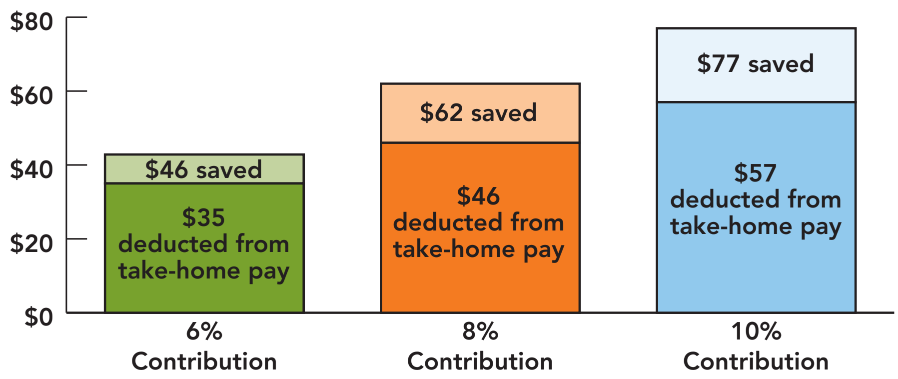
Step 1. Contribute up to the match in your workplace plan.

If your employer offers matching contributions to your workplace savings plan, take advantage of them. Each matching contribution is like getting "free" money*—plus, you get the added potential benefits of tax-deferred growth and compounding returns. If you don't have an employer match, we recommend setting a savings goal of 10% to 15% of your paycheck. Can't start that high? Save what you can and work your way up.

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.

*Employer contributions are subject to your plan provisions.

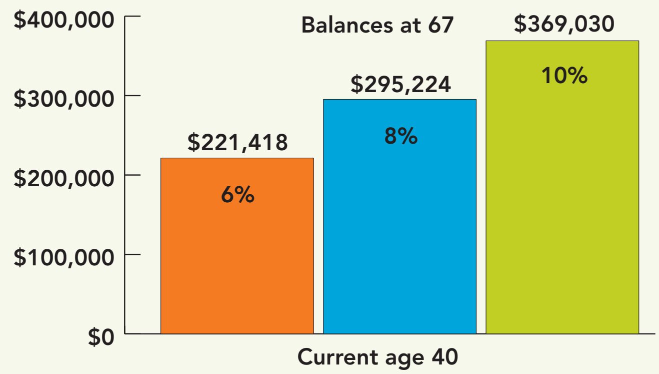
Potential investment growth over 27 years

The power of compounding can have a big impact on the growth of your investment. You can see the effect of only a 2% increase that has been compounded over 27 years, as shown in the graph.

With your workplace savings plan, any potential earnings on your investments aren't taxed until you withdraw your money. This could allow you to accumulate more than in a regular, taxable savings or investment account.

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 that 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.

Step 2. Pay down high-interest credit card debt.

If your interest rate is high on your credit card debt, use any extra savings you've set aside to pay down the balance. If you have more than one account, you can work on the one with the highest interest rate first. Continue to make the minimum required payments on the other cards (so you don't get hit with any penalties). When that first card is paid off, you move on to putting your extra money toward paying off the next. Each card gets easier to pay off, because you have more money to work with. You can do this until you're out from under all your high-interest debt.

Step 3. Contribute the maximum to your workplace plan.

It makes sense to contribute the maximum to a workplace savings plan or other retirement accounts before tackling low-interest or tax-advantaged debt. That's because the amount you need to save for even basic expenses in retirement can be hundreds of thousands of dollars, or more. Building tax-deferred savings early makes sense. You don't want to be borrowing money for living expenses later.

2 Choosing a Mix of Investments

There's a reason your employer offers different types of investments for your workplace savings plan. By spreading your money thoughtfully among stocks, bonds, and short-term investments, you can help guard against risk. Here's more information on how it's done.

Four steps to putting together an investment mix

Step 1: Understand the differences between the investment types.

There are three types of investments available in your plan—stocks, bonds, and short-term investments. Each of these investment types offers unique advantages. By understanding the role each one plays, you can put together an investment mix that can help bring you closer to your goals.

Stocks. Also known as equity investments, stocks give you the greatest potential for growth. But they also come with the highest investment risk. Generally, the more years until retirement, the longer you have to ride out short-term changes in the market—and the bigger the role stocks could play in your investment mix.

Bonds. Also known as fixed-income investments, bonds are generally less risky than stocks, so they can help offset some of the investment risk stocks can create. The potential risk and return on bonds is moderate—lower than stocks, but higher than short-term investments. In general, the bond market is volatile, and bond funds entail interest rate risk. (As interest rates rise, bond prices usually fall, and vice versa. This effect is usually more pronounced for longer-term securities.) Bond funds also entail the risk of issuer or counterparty default, issuer credit risk, and inflation risk. Any fixed income security sold or redeemed prior to maturity may be subject to loss.

Short-term investments. Also known as money market or cash investments, these are considered the least risky of the three investment types. They also tend to produce the lowest returns over the long run. Short-term investments become more important as you get closer to retirement.

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.

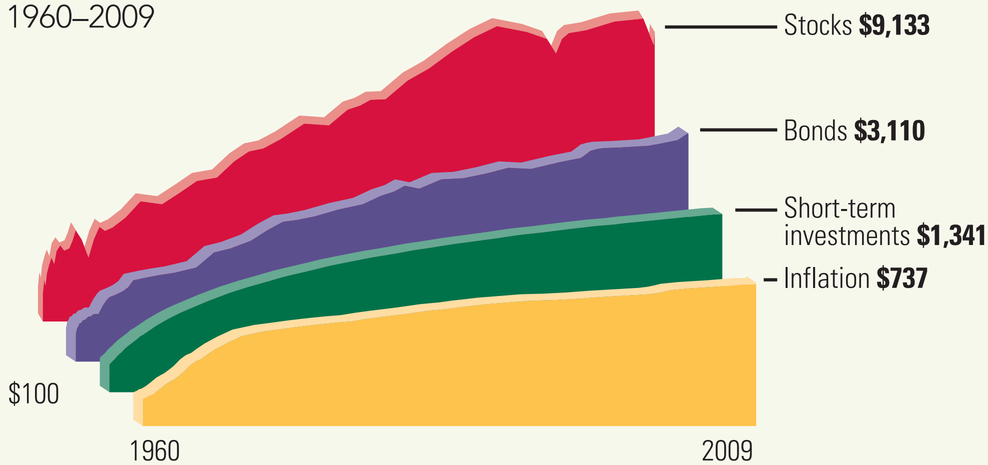
Step 2: Determine your investment approach.

Determining your investment approach — or put another way, discovering what type of investor you are — can help you choose the right investment mix. There are multiple factors to consider, including your time horizon, risk tolerance, and financial situation.

Your time horizon. The chart below shows how the three investment types have performed over the past 50 years. As you can see, the returns on stocks can fluctuate greatly over time. Yet, historically stocks have outperformed bonds and short-term investments and have greatly offset the effects of inflation. The longer you have to invest, the better equipped you are to ride out short-term fluctuations in the stock market, and the more aggressive your investment strategy can be. But, if you're nearing retirement, you may need more of the security that bonds and short-term investments can bring.

How $100 grew over 50 years

1960–2009



Data Source: Ibbotson Associates, 2010 (1960–2009). Past performance is no guarantee of future results. The asset class (index) returns reflect the reinvestment of dividends and other earnings. This chart is for illustrative purposes only and does not represent actual or future performance of any investment option. It is not possible to invest directly in a market index. Stocks are represented by the Standard and Poor's 500 Index (S&P 500® Index). The S&P 500® Index is a registered service mark of The McGraw-Hill Companies, Inc., and has been licensed for use by Fidelity Distributors Corporation and its affiliates. It is an unmanaged index of the common stock prices of 500 widely held U.S. stocks that includes the reinvestment of dividends. Bonds are represented by the U.S. Intermediate Government Bond Index, which is an unmanaged index that includes the reinvestment of interest income. Short-term instruments are represented by U.S. Treasury bills, which are backed by the full faith and credit of the U.S. government. Inflation is represented by the Consumer Price Index (CPI), a widely recognized measure of inflation, calculated by the U.S. government. Stock prices are more volatile than those of other securities. Government bonds and corporate bonds have more moderate short-term price fluctuations than stocks but provide lower potential long-term returns. U.S. Treasury bills maintain a stable value (if held to maturity), but returns are only slightly above the inflation rate.

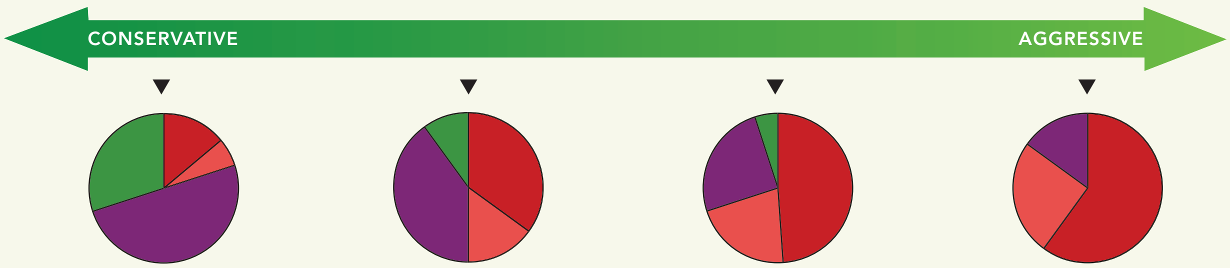
Your risk tolerance. Before deciding on your risk tolerance level, there are two types of risk to think about: the risk that an investment will not generate the return you'd hoped for (investment risk), and the risk that inflation will eat away at the value of your savings (inflation risk). Stocks tend to involve greater investment risk and less inflation risk. Bonds and short-term investments offer less investment risk but greater inflation risk. Ultimately, your comfort level with each type of risk will help determine which investment mix is right for you.

Your financial situation. No two people are alike, which is why you need to identify your unique financial situation. Understanding both your short- and long-term financial needs will help you choose the best approach to help you meet your goals.

Step 3: Select the right investment mix.

You now understand the differences between investment types and should know how conservative or aggressive your approach is as an investor. Next, figure out which mix of investment types matches your approach.

This chart shows how four hypothetical investment mixes align with different approaches to investing, from conservative to aggressive.



Conservative Mix

- 14% domestic stocks
- 6% foreign stocks
- 50% bonds
- 30% short-term investments

May be appropriate if you prefer steadier performance over time, with some opportunity for growth.

Balanced Mix

- 35% domestic stocks
- 15% foreign stocks
- 40% bonds
- 10% short-term investments

May be appropriate if you want some opportunity for growth, and can tolerate some up-and-down movement in your portfolio's value.

Growth Mix

- 49% domestic stocks
- 21% foreign stocks
- 25% bonds
- 5% short-term investments

May be appropriate if you have a preference for growth, and can tolerate significant up-and-down movement in your portfolio's value.

Aggressive Growth Mix

- 60% domestic stocks
- 25% foreign stocks
- 15% bonds

May be appropriate if you have a strong preference for growth, and can tolerate wide, and sometimes sudden, up-and-down movement in your portfolio's value.

Strategic Advisers, Inc., is adjusting its target asset mixes, as of November 2009, to increase the percentage of international equity to 30% of the overall equity portion of each target asset mix.

The purpose of the sample investment mixes is to show how 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 have outside the plan when making your investment choices.

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

The mixes 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.

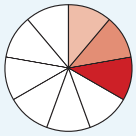
Step 4: Choose your investment options.

Armed with these basic investment concepts, you're now ready to review and select from among your plan's investment options. Your choices may include a number of investment options from some or all of the three investment types discussed here.

By spreading your money within each investment type—or diversifying—you can reduce both your investment and your inflation risk. A diversified investment mix can help keep your long-term returns on track as the market fluctuates. However, you should know that diversification doesn't ensure a profit or guarantee against loss.

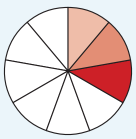
What makes up an investment type?

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



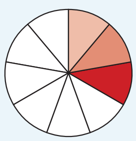
Stock Funds

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%



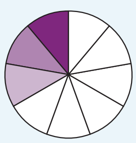
Stock Funds

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



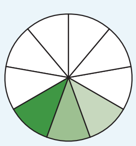
Stock Funds

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.

What type of investor are you?

It is also important at this point to identify your investing style. Fidelity offers approaches to investing for everyone from those who prefer to handle everything themselves to those who want others to make the investment decisions and handle the day-to-day management.

Hand over the wheel: Your plan may offer a managed account. When you invest in a managed portfolio, decisions—including investment research and selection—are made by professionals on your behalf to help pursue your goals.

Put it on autopilot: If your plan offers it, you may consider a lifecycle fund, like Fidelity Freedom Funds,®* to get the power of a diversified set of mutual funds with the simplicity of a single fund, with the added benefit of professional management. Lifecycle funds are intended to provide an automatic investment mix that becomes continually more conservative as time goes on. Just pick the one with the year that's closest to when you plan to retire.

Let us guide you: Utilize our investment guidance tool, Portfolio Review,** to identify a target investment mix, receive a model portfolio suggestion, and easily implement your strategy.

Chart your own course: Access Fidelity's research resources, and utilize our fund selection tools to help build your own portfolio.

TIP

There are several ways to diversify your workplace savings plan investments, including:

- Investing in stock funds with varying investment strategies
- Mixing domestic and international stock funds
- Keeping less than 25% of your money in a single stock fund
- Diversifying among bond funds with varying maturities
- Selecting a limited number of stock funds to keep tracking simple

*Lifecycle funds are designed for investors expecting to retire around the year indicated in each fund's name. The investment risks of each lifecycle fund change over time as its asset allocation changes. They are subject to the volatility of the financial markets, including 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 their target dates.

**Portfolio Review is an educational tool.

Guidance provided by Fidelity is educational in nature, is not individualized and is not intended to serve as the primary or sole basis for your investment or tax-planning decisions.

3 Staying in Balance

Over time, varying performance among the investments you own can change your investment mix. This can put your actual workplace savings plan holdings out of alignment with your goals and your target mix.

Getting back in balance

Rebalancing your portfolio is the process of buying and selling portions of your portfolio in order to reset the weight of each asset type 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.

Rebalancing your portfolio is easier than you may think. Simply review your portfolio once a year to make sure it's still in line with your target mix. If your stocks, bonds, or short-term investments are more than 5% from your original target, you may want to adjust them back to your original percentages.

Here are ways to rebalance your portfolio:
With static rebalancing you determine the desired asset allocation and rebalance at regular intervals, such as annually. If any of the asset classes shift out of proportion from the desired mix, the investor would sell a portion of the shares in the investment type that is over the target.

Tactical rebalancing uses the same principles as static rebalancing, but it gives you a bit more flexibility about when to make changes. With tactical rebalances 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 percent for each investment type before they make a shift back to the original investment mix.

TIP

Keep in mind, too, that when moving portions of your existing balances it's not an "all or none" transaction. If, for example, you have holdings in an investment that you think is overweighted, but you don't want to sell off the entire excess amount at once, you can move portions at a time.

4 Next Steps

Maintaining a checklist can reduce the stress of "what to do next" and can help you navigate through this transition. Use the list below to help you keep track of your financial situation and any "to-dos" you may need to address.

Getting on the right path with your workplace savings

- ☐ Enroll and contribute to your workplace savings plan and save to match. If there is no match, start where you can and increase to 15% annually over time.
  Date completed: ______________________
- ☐ Set contribution rate. ***Amount:*** __________
- ☐ Choose investments. ***Amount:*** __________
- ☐ Complete the budgeting worksheet to help you manage your savings and spending. Page 14
- ☐ Choose investments.
- ☐ Simplify your finances. If you have workplace savings accounts from previous employers, consider rolling them over to your current plan or to an IRA.

Building a portfolio for any weather

- ☐ Complete the investor profile questionnaire to determine an appropriate investment mix. Page 18
  Date completed: ______________________
- ☐ Determine your investment style ***Hands on: [ ] Hands off: [ ]***
- ☐ Select investment options that fit your target investment mix and investment style.
  [ ] Conservative [ ] Balanced [ ] Growth [ ] Aggressive Growth
- ☐ Review and rebalance your investment mix as needed.
- ☐ Go online at NetBenefits® and use Fidelity's guidance tools to help build your portfolio.
- ☐ Simplify your finances by consolidating accounts.

Fidelity makes it easy to get the guidance you need

Call. Speak with a Fidelity Representative about your savings goals at **800.FIDELITY.**

Click. Log on to **http://netbenefits.fidelity.com** to access your workplace savings plan at Fidelity.

Mobile. To access your workplace savings account with Fidelity Anywhere, log on to **http://fidelity.mobi** from your mobile device.

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.

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 45 years old and make $40,000 today, the amount estimated that you would need in your first year of retirement is $46,480. 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.* 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 35	Age 45	Age 55
$20,000	$ 31,301	$ 26,971	$ 23,240	$ 20,025
$40,000	$ 62,602	$ 53,942	$ 46,480	$ 40,050
$60,000	$ 93,903	$ 80,913	$ 69,720	$ 60,075
$80,000	$125,204	$107,884	$ 92,960	$ 80,101
$100,000	$156,504	$134,855	$116,200	$100,126

*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 (2.43%) 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 might 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. This answer relates to a 4% inflation-adjusted withdrawal rate, which is the conservative 4%–5% range many experts believe people should be targeting in the early years of retirement. 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

Total: $________________

Current Income	Current Age			
	Age 25	Age 35	Age 45	Age 55
$20,000	$ 17,319	$ 14,267	$ 11,634	$ 8,859
$40,000	$ 40,832	$ 33,372	$ 28,000	$ 22,670
$60,000	$ 68,054	$ 56,606	$ 46,956	$ 37,630
$80,000	$ 97,621	$ 80,970	$ 67,191	$ 54,741
$100,000	$ 128,783	$ 107,182	$ 88,961	$ 72,551

*Social Security estimates based on Social Security Administration data. Social Security benefits are derived from a person's level of income and the contributions they pay into the system. This table assumes retirement is at age 67. Annual Social Security payments would be higher than what is shown in this exhibit if retirement age was later than 67. For individuals currently 25, 35, or 45 years old, full Social Security would start at age 67. For 55-year-olds, full benefits would start at age 66.

†Table updated on 11/5/2008 using Anypia tool from the Social Security Administration.

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!
- 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

This worksheet provides very general guidelines on how much you may need in retirement and how much you may want to start saving. For a more accurate estimate, it is important that you complete a full retirement planning analysis—including the chance to experiment with various savings amounts and investment assumptions. Log on to Fidelity NetBenefits® at www.netbenefits.com and select the "Tools & Learning" link, then click on *"Preparing for Retirement."* Based on your input, these tools can give you a more accurate estimate of your retirement savings goal.‡

‡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.

Budgeting Worksheet

This worksheet will help give you a clear understanding of your expenses—and could help you find a bit more money to put away in your workplace savings plan. 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	$	or	$
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	$
Medicare Part B Premiums	$	or	$
Medicare Supplemental/ Medigap Premium	$	or	$
Prescriptions	$	or	$
Dental and Vision Care	$	or	$
Other (co-payments, deductibles, etc.)	$	or	$
Insurance	$	or	$
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 some of 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					
Retirement Savings Contributions	$	or	$		
College Savings Contributions	$	or	$		
General Savings Contributions	$	or	$		
Support for Parent(s)	$	or	$		
Support for Children/ Grandchildren (including daycare)	$	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

YOUR NET WORTH

What You Own (Assets)	Amount
Quick Assets—immediate access to cash	
Cash in checking, ready savings, and money market mutual funds	$__________
Stocks, bonds, government securities, unit trusts, and mutual funds	$__________
Other easily salable investments	$__________
Money due you for work you've done	$__________
Life insurance cash values	$__________
Personal property: precious metals, jewelry, silver, cars, etc.	$__________
Restricted Assets—restricted access to cash	
Certificates of deposit, if they have early withdrawal penalties	$__________
Retirement accounts: IRAs, 401(k)s and other workplace savings plans, tax-deferred annuities, company thrift accounts, and deferred compensation	$__________
Current value of your vested pension, lump-sum, and executive stock options	$__________
Slow Assets—longer-term access to cash	
Your home and other real estate	$__________
Other valuable personal property: art, antiques, furs, boats, tools, stamps, coins, etc.	$__________
Restricted stock and limited partnerships, not readily salable	$__________
Money owed you in the future	$__________
Equity value of a business	$__________
Total Assets	__________

YOUR NET WORTH

What You Owe (Liabilities)	Amount	Interest Rate
Current bills outstanding: this month's rent/ mortgage payment, utilities, medical bills, insurance premiums, etc.	$________	________%
Credit card debt	$________	________%
Installment and auto loans	$________	________%
Life insurance loans (if you're paying them off currently)	$________	________%
Home mortgage	$________	________%
Home equity loan	$________	________%
Other mortgages	$________	________%
Student loans	$________	________%
Loans against investments, including your margin loans	$________	________%
Other loans	$________	________%
Income and real estate taxes due	$________	________%
Taxes due on your investments, if you cash them in	$________	________%
Taxes and penalties due on your retirement accounts, if you cash them in	$________	________%
Total Liabilities	________	

Net Worth (Assets Minus Liabilities)

Total Assets (from previous page)	$________
Total Liabilities	− $________
Net Worth	$________

Investor Profile Questionnaire

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

Directions for completing the Investment Profile 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 22.

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.
In 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 21**.

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% 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

Planning Consideration: 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

Planning Consideration: 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

Planning Consideration: 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

Planning Consideration: 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 18.)

Your Total Score:_______

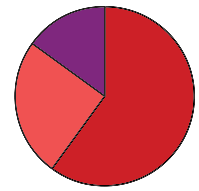
Match your score with the corresponding target asset mix

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

- **60%** Domestic Stocks
- **25%** Foreign Stocks
- **15%** Bonds

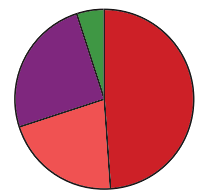


If your point total is 50–69:

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

- **49%** Domestic Stocks
- **21%** Foreign Stocks
- **25%** Bonds
- **5%** Short-term Investments

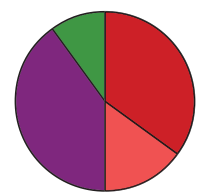


If your point total is 20–49:

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

- **35%** Domestic Stocks
- **15%** Foreign Stocks
- **40%** Bonds
- **10%** Short-term Investments

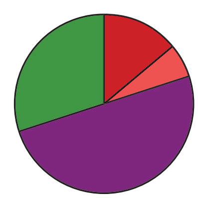


If your point total is less than 20 points:

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

- **14%** Domestic Stocks
- **6%** Foreign Stocks
- **50%** Bonds
- **30%** Short-term Investments



Strategic Advisers, Inc., is adjusting its target asset mixes, as of November 2009, to increase the percentage of international equity to 30% of the overall equity portion of each target asset mix.

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	**14%**	**6%**	**50%**	**30%**
Balanced	**35%**	**15%**	**40%**	**10%**
Growth	**49%**	**21%**	**25%**	**5%**
Aggressive Growth	**60%**	**25%**	**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.

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.

Asset Allocation For Dummies® by Jerry A. Miccolis, CFA, CFP, FCAS, MAAA, and Dorianne R. Perrucci. Learn to construct an investment portfolio that best serves your financial goals.

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 New York Institute of Finance, John M. Dalton, Editor. 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 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.consolidatedcredit.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**

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

Fidelity is not affiliated with the publishers of any of the above resources, was not involved with any of the preparation, and does not assume any responsibility for the content contained in any of the resources.

Evaluation

☐ **Getting on the right path with your workplace savings**
☐ **Building a portfolio for any weather**

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

Fidelity presenter: ______________________ Date: ______________________

Your company: ____

Your Name: ____

Address: ____
Street address: City State ZIP

Instructions: Circle the response that best describes your answer.

What is your overall evaluation of this workshop?	Excellent	Very Good	Neutral	Fair	Poor
What is your overall rating of the presenter?	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 strategy to my account.	☐
4. Analyze my current investment mix.	☐
5. Use diversification when selecting investments.	☐
6. Monitor my investment strategy more carefully.	☐

(continued on other side)

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

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
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.					
The information presented was helpful for my planning.					
The meeting time was convenient.					
I would like to attend similar sessions in the future.					
The location was convenient.					
I would recommend this workshop to others.					

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

☐ Coworker ☐ E-mail ☐ Mailed invitation ☐ Newsletter ☐ Poster

Did this workshop meet your expectations? ☐ Yes ☐ No

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

Fidelity Brokerage Services LLC, Member NYSE, SIPC, 900 Salem Street, Smithfield, RI 02917

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Turn here℠

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