Investment Option Additions - Compensation and Fee Addendum

This Addendum, generated on Thursday, May 11, 2017, contains information regarding investment option(s) that the plan's named fiduciary is considering directing Fidelity to add to the plan's line-up including information required to be provided under the Employee Retirement Income Security Act of 1974 (ERISA) Section 408(b)(2) regulation. Please ensure that this Addendum is reviewed by the Plan's responsible fiduciary before the investment option(s) listed below is added to the plan.

Please note that other fees may apply if the investment option(s) is added to the plan, in which case information related to such fees will be provided separately. If you have any questions regarding this information, please contact your Fidelity representative.

A. Investment Option Fees Attributable to Recordkeeping

<table>
<thead>
<tr>
<th>Investment Option Name</th>
<th>Ticker</th>
<th>Investment Option Fees Attributable to Recordkeeping*</th>
</tr>
</thead>
<tbody>
<tr>
<td>Vanguard Long-Term Investment-Grade Fund Admiral Shares</td>
<td>VWETX</td>
<td>0.05%</td>
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</table>

*B. Investment Disclosures

Under the 408(b)(2) regulation, recordkeepers are required to provide certain information or data that is required for the plan administrator to comply with its disclosure obligation under ERISA 404(a) regulation to the extent such information is within the control of or reasonably available to the recordkeeper. Listed below is the investment information reasonably available to Fidelity at the time this addendum was prepared.

This information and data, as well as any additional information or data Fidelity receives, will be populated on the Fidelity website for your plan (netbenefits.fidelity.com) and may also be accessed via PSW (psw.fidelity.com).

**This gross expense ratio is the total annual fund or class operating expenses (before waivers or reimbursements) paid by the fund and stated as a percent of the fund’s total net assets.

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Fidelity may receive a payment from American Fund Distributors (AFD) for among other things, to compensate Fidelity for providing them access to financial intermediaries and investors in certain Fidelity channels, a platform to support the provision of investment guidance and service to such financial intermediaries and investors, when applicable, and to promote operational efficiencies. As described in American Fund prospectuses, AFD has discretion as to the amount of the payment. If any, the criteria to determine any payment includes sales, assets, and cash flow as well as qualitative factors. It is anticipated that the payment would not exceed .08% annually of American Fund assets in all retail, workplace and intermediary channels maintained by Fidelity, subject to certain exclusions.

Fidelity may receive an annual product fee of up to $2,000 if aggregate assets held in that product across all retail, workplace and intermediary channels maintained by Fidelity are less than $1.5 million.

Fidelity may receive a payment from American Fund Distributors (AFD) for among other things, to compensate Fidelity for providing them access to financial intermediaries and investors in certain Fidelity channels, a platform to support the provision of investment guidance and service to such financial intermediaries and investors, when applicable, and to promote operational efficiencies. As described in American Fund prospectuses, AFD has discretion as to the amount of the payment. If any, the criteria to determine any payment includes sales, assets, and cash flow as well as qualitative factors. It is anticipated that the payment would not exceed .08% annually of American Fund assets in all retail, workplace and intermediary channels maintained by Fidelity, subject to certain exclusions.

Fidelity may receive a payment from American Fund Distributors (AFD) for among other things, to compensate Fidelity for providing them access to financial intermediaries and investors in certain Fidelity channels, a platform to support the provision of investment guidance and service to such financial intermediaries and investors, when applicable, and to promote operational efficiencies. As described in American Fund prospectuses, AFD has discretion as to the amount of the payment. If any, the criteria to determine any payment includes sales, assets, and cash flow as well as qualitative factors. It is anticipated that the payment would not exceed .08% annually of American Fund assets in all retail, workplace and intermediary channels maintained by Fidelity, subject to certain exclusions.

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Fidelity Investments Institutional Operations Company, Inc.
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