## Materials available in multiple languages



Participants living outside the U.S.	Chinese, simplified	Chinese, traditional	Dutch	French	French Canadian	German	## Hebrew	Italian	Japanese	Korean	Malay	Portuguese (BR)	Russian	Spanish (LA)	Thai	C* Turkish	U.K. English	U.S. English	Vietnamese
Account Opening Guide	<b>(+)</b>	<b>(+</b> )	<b>(+</b> )	<b>(+)</b>	<b>(+)</b>	<b>(+)</b>	<b>(+)</b>	<b>(+)</b>	<b>(+</b> )	<b>(+)</b>	<b>(+)</b>	<b>(+)</b>	<b>(+)</b>	<b>+</b>	<b>(+)</b>	<b>(+)</b>		<b>(+)</b>	<b>+</b>
ESPP Enrollment Guide	<b>(+)</b>	•	<b>(+)</b>	<b>(+)</b>	•	<b>(+)</b>	<b>(+)</b>	<b>(+)</b>	<b>(+)</b>	•	<b>(+)</b>	•	<b>(+)</b>	<b>(+)</b>	<b>(+)</b>	<b>(+)</b>	•	<b>(+)</b>	<b>(+)</b>
Exercise Your Grant Guide	<b>(+)</b>	•	<b>(+)</b>	<b>(+)</b>	•	•	<b>(+)</b>	•	<b>(+)</b>	•	<b>(+)</b>	<b>(+)</b>	•	<b>(+)</b>	•	•	•	•	<b>(+)</b>
How-To-Trade Guide	<b>(+)</b>	•	<b>(+)</b>	<b>(+)</b>	<b>(+)</b>	•	<b>(+)</b>	<b>(+</b> )	<b>(+)</b>	<b>(+)</b>	<b>(+)</b>	<b>(+)</b>	•	<b>(+)</b>	<b>(+)</b>	•	•	•	<b>(+)</b>
NetBenefits® User Guide	<b>(+)</b>	•	<b>(+)</b>	<b>(+)</b>	•	•		•	<b>(+)</b>		<b>(+)</b>	<b>(+)</b>	•	<b>(+)</b>	<b>(+)</b>		•	•	<b>(+)</b>
NetBenefits® Website																			
Online Grant Acceptance Guide	<b>(+)</b>	•	<b>(+)</b>	<b>(+)</b>	<b>(+)</b>	•	<b>(+)</b>	<b>(+</b> )	<b>(+)</b>	<b>(+)</b>	<b>(+)</b>	<b>(+)</b>	•	<b>(+)</b>	<b>(+)</b>	•	•	•	<b>(+)</b>
Participant Account Agreement																			
W-8BEN Form																			
Wire/Check Setup Guide	•	•	<b>(+)</b>	<b>+</b>	•	<b>(+)</b>	<b>(+)</b>	•	•	•	•	•	•	•	<b>(+)</b>	<b>(+)</b>	•	•	<b>(+)</b>
Participants living	į die																		_
inside the U.S.	Spanish	English																	
Account Opening Guide	<b>(+)</b>																		
Electronic Funds Transfer Instructions	<b>(+)</b>	•																	
ESPP Enrollment Guide	<b>(+)</b>	•																	
Exercise Your Grant Guide	<b>(+)</b>	•																	
How-To-Trade Guide	•	<b>(+)</b>																	
Online Grant Acceptance Guide	<b>(+)</b>	•						N	ot available	•	Coming so	on <b>O</b>	Available	on NetBe	nefits® onl	у	Available	′click to se	e)

## FOR PLAN SPONSOR USE ONLY. NOT FOR PARTICIPANT DISTRIBUTION.

All translations identified are as of July 2018. All items are subject to change.

The Fidelity Investments and pyramid design logo is a registered service mark of FMR LLC.

Recordkeeping and administrative services for your company's equity compensation plans are provided by your company and its service providers.

Fidelity Stock Plan Services, LLC

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

© 2018 FMR LLC. All rights reserved.

814018.4.0