

Hurricane Harvey

Managing Money during Unexpected Events

In times when unexpected events occur, like the recent impact of Hurricane Harvey, it's common to feel uneasy about your investments, what help is available, and what to do next. This is only natural.

But rest assured, we can help you talk through your options. If you'd like to discuss the help that is available to you within your workplace savings plan, you can contact a Fidelity Representative at 800.835.5095. Below is additional information you may find helpful.

You may be eligible for a hardship withdrawal, for those unexpected circumstances when you may need your money before retirement. According to IRS safe harbor regulations, your hardship must represent an immediate and heavy financial need and the plan distribution must be necessary to satisfy the financial need, meaning there must not be any other resources reasonably available to satisfy the need. **This means if you have a loan available to you, you would need to use this as a resource first, before a hardship withdrawal would become available to you.** The IRS has deemed expenses for the repair of damage to the employee's principal residence that would qualify for the casualty deduction under Code §165 (determined without regard to whether the loss exceeds 10% of adjusted gross income) as representing an immediate and heavy financial need.

- The deadline for requesting a hardship withdrawal for reasons related to Hurricane Harvey is January 31, 2018.
- You will not need to provide proof of your expenses, which would include relevant bills and invoices, at the time you process the hardship withdrawal, although you may be asked to supply this documentation at a later time.
- As a result of the Economic Growth and Tax Relief Reconciliation Act of 2001, hardship withdrawals are not eligible to be rolled over and are not subject to mandatory 20% federal income tax withholding. You may still owe income taxes and a possible 10% early withdrawal penalty if you are under 59½ when you file your annual income tax return. State and local taxes may also apply.
- The six month suspension period from contributing to your plan which normally applies to taking a hardship withdrawal is waived for withdrawals related to the impact of Hurricane Harvey.

Please note: You should consult your financial/tax adviser with specific questions about your personal situation if you are considering a withdrawal from your plan account.

You may find it beneficial during this time to enroll in Electronic Payments, if you haven't done so already. By establishing direct deposit, you can avoid a check being mailed to your home address. If you are impacted by Hurricane Harvey, you can call a Fidelity Representative to assist with waiving the 6 to 10 business day freeze period.

Easy Enrollment in Electronic Payments through NetBenefits®

Visit NetBenefits® at www.401k.com and choose Electronic Payments under Quick Links on the right-hand side of the page. Follow the instructions to establish your bank account information. You will incur a 6 to 10 business day freeze before funds can be transferred to your bank account.

If you would prefer to activate your account with a Fidelity Retirement Benefits Representative or if you have questions, please call 800-835-5095 from 8:30 A.M. to 8:30 P.M. Eastern Time, Monday through Friday (excluding New York Stock Exchange holidays). Fidelity Representatives are available to assist those impacted by Hurricane Harvey with waiving the standard 6 to 10 business day freeze period.

Whether you enroll on NetBenefits or through a representative, be sure to have the following information available:

- Name of your bank
- Name on bank account
- Bank account number
- Bank routing number

Supporting Documentation

Below are examples of acceptable supporting documents for casualty loss that you may be asked to provide at a later date, once you've received a hardship withdrawal. You can refer to the Summary Plan Document for more specific information.

- A copy of a bill, invoice, or estimate for repairs from a contractor.
- A written description of the casualty event and related damage, including participant's name and the address of the property impacted by the event.
- Documents must include participant's name, the address of the participant's primary residence, and must be dated within 12 months.

The image shows a sample check form with the following fields and labels:

- My Name** (top left)
- My Address** (top left)
- My City, State ZIP** (top left)
- 1000** (top right)
- Pay to the order of:** (middle left)
- \$** (middle right)
- Dollars** (bottom right)
- Bank Name** (bottom left)
- Bank Address** (bottom left)
- Memo:** (bottom left)
- Routing Number** (bottom left, with example: 123456789)
- Account Number** (bottom left, with example: 12 34567890)
- 1000** (bottom right)

Keep in mind that investing involves risk. The value of your investment will fluctuate over time and you may gain or lose money.

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

© 2017 FMR LLC. All rights reserved.

814997.1.1