

**Required Disclosure Information**

**XXX Investment Savings Plans**

**Participant Disclosure Notice**

**IMPORTANT PLAN AND INVESTMENT-  
RELATED INFORMATION**

This Participant Disclosure Notice is being provided to you as required by federal law because you are/will be eligible to participate or have a balance in the XXXX Investment Savings Plans (the " Plan") and have the right to direct investments.

The Plan Administrator has directed Fidelity Investments® (" Fidelity"), a Plan service provider, to collect, consolidate, and provide you with the information in this Notice.

Inside, you will find the following:

- Information about managing your Plan account
- Certain Plan information, including an explanation of the right to direct investments, any Plan restrictions, and a description of the types of fees and expenses associated with a Plan account
- Various details about the Plan's investment options, which may include historical rates of return, benchmark information, expense ratios, and other fees and restrictions that may be imposed

Please review these materials carefully. Please keep this information in mind when managing or monitoring any account you may have in the Plan. For more information about participating in the Plan, or if you already have an account with Fidelity in the XXXX Investment Savings Plans and would like to make any changes, log on to [www.netbenefits.com/XXXX](http://www.netbenefits.com/XXXX).

**Note:** If this is your first time logging on to [www.netbenefits.com/XXXX](http://www.netbenefits.com/XXXX), you will need to register and set up a username and password to access your account. If you already have a username and password for a Fidelity site (including NetBenefits® from a previous employer), you do not need to register again.

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## SECTION 1:

# Helping You Manage Your Plan Account

This Participant Disclosure Notice (the "Notice") includes important Plan and investment-related information. Additional tools and other resources are available through your Plan's Web site. Your workplace savings plan is an important benefit, and you'll want to monitor your account periodically to help keep your savings plan on track.

## Accessing Your Plan Account Statement

If you have a Plan account, one way to monitor your retirement savings is to periodically review your account statement. Your statement will also display any Plan administrative or individual fees described in this Notice that have been deducted from your Plan account. Remember, on [www.netbenefits.com/XXXX](http://www.netbenefits.com/XXXX), you may do the following:

- Access your online Fidelity statement, which is continuously available, by logging on to the Web site, selecting your Plan name, and clicking *Online Statement* in the View menu on your Plan's summary page.
- Print your Fidelity statement. Keep in mind that you may obtain a paper version (free of charge) by calling your Plan's toll-free number.
- Change the way Fidelity statements are delivered to you by logging on to your account and visiting *Mail Preferences*.

For additional assistance, log on to [www.netbenefits.com/XXXX](http://www.netbenefits.com/XXXX) or call 800-354-3971.

## Your Communication Preferences

**Prefer Email?** If you are receiving this Notice in print and would like to receive it electronically, help us to serve you better by providing Fidelity with your email address. Simply visit [www.netbenefits.com/XXXX](http://www.netbenefits.com/XXXX) and go to the *Your Profile* section. From there, select the *Email Settings* link to provide your email address and the *Mail Preferences* link to provide consent for Required Disclosures.

Visit [www.netbenefits.com/XXXX](http://www.netbenefits.com/XXXX) for information and resources to help you make informed investment decisions, including more detailed information on the Plan's investment options.

## SECTION 2:

# Certain Plan Information for You to Review

This Participant Disclosure Notice provides certain information about your Plan. Your rights under the Plan are subject to the terms of the Plan. Please refer to your Plan's Summary Plan Description.

## Right to Direct Investments

You have the right to direct your account balance and any future contributions among the Plan's investment options, subject to any restrictions summarized below. To access your Plan account with Fidelity, make any changes to your investment options, direct any future contributions, or seek additional information, log on to [www.netbenefits.com/XXXX](http://www.netbenefits.com/XXXX) or call 800-354-3971.

## Investment Options

The Plan offers a choice of investment options that allow you to create a diversified portfolio to help you meet your individual needs. The Plan's investment options, along with certain information about each of them, are listed in Section 3 of this Notice.

## Restrictions

There may be certain restrictions on how investment directions may be made in the Plan, summarized as follows:

- Exchanges into the Government Money Market fund are not allowed from the Interest Income fund.
- Investment elections for the Alcon 401(H) source are not allowed and contributions will be invested 100% into Asset Allocation Fund.
- Exchanges into XXXX Stock Fund within the Before-Tax Basic, Catch Up, After-Tax Pre 1987, After-Tax Basic, Roth Rollover, Roth Basic, Rollover, Roth Supplemental, Wesley Jessen MPP, After Tax Rollover, ALCON QVEC, Roth Catch-Up, Before-Tax Supplemental, After-Tax Supplemental source(s) are not allowed.
- Investment elections for XXXX Stock Fund within the Before-Tax Basic, Catch Up, After-Tax Pre 1987, After-Tax Basic, Roth Rollover, Roth Basic, Rollover, Roth Supplemental, Wesley Jessen MPP, After Tax Rollover, ALCON OVEC, Roth Catch-Up, Before-Tax Supplemental, After-Tax Supplemental source(s) are not allowed.

Any frequent trading restrictions imposed by the Plan and/or by the Plan's investment options are listed in Section 3 of this Notice. Keep in mind that restrictions are subject to change.

## Exercising Voting, Tender, and Similar Rights

You have the right to exercise voting, tender, and similar rights related to the following investments you may have in your Plan account. You will receive information regarding such rights and how to exercise them at the time of a vote, tender, or other event.

- XXXX Stock Fund

## Fees and Expenses

If you have an account in the Plan, it may be subject to the following types of fees and expenses:

- Asset-based fees
- Plan administrative fees and expenses
- Individual fees and expenses

#### **Asset-Based Fees**

Asset-based fees reflect an investment option's total annual operating expenses and include management and other fees. They are often the largest component of retirement plan costs and are paid by all shareholders of the investment option.

Typically, asset-based fees are reflected as a percentage of assets invested in the option and often are referred to as an "expense ratio." You may multiply the expense ratio by your balance in the investment option to estimate the annual expenses associated with your holdings. Refer to Section 3 of this Notice for information about the Plan's investment options, including their expense ratios (where applicable).

Asset-based fees are deducted from an investment option's assets, thereby reducing its investment return. Fee levels can vary widely among investment options, depending in part on the type of investment option, its management (including whether it is active or passive), and the risks and complexities of the option's strategy. In some instances, a plan's administrative services may be paid for through offsets and/or payments associated with a plan's investment options.

#### **Plan Administrative Fees and Expenses**

Plan administrative fees may include recordkeeping, legal, accounting, trustee, and other administrative fees and expenses associated with maintaining the Plan. Some plans may deduct these fees and expenses from individual accounts in the Plan.

Based on the information and direction Fidelity had on file at the time this Notice was prepared, no Plan administrative fees will be deducted from accounts in the Plan. However, the Plan's administrative services may be paid for through offsets and/or payments associated with one or more of the Plan's investment options. Please keep in mind that fees are subject to change.

**If any Plan administrative fees are deducted directly from your account, they will be reflected on your Plan account statement.**

#### **Individual Fees and Expenses**

Individual fees and expenses include those associated with a service or transaction you may select, or an investment option you hold in your account. In some instances, they may be deducted from the accounts of those individuals who utilize the service or engage in the transaction.

If you have an account in the Plan, and you select or execute the following service(s) or transaction(s), the fee(s) outlined below may be deducted from your account based on the information and direction Fidelity had on file at the time this Notice was prepared. As you review this information, please keep in mind that fees are subject to change and that certain individual fees may not be deducted in some circumstances.

Type of Individual Fee	Amount
Loan Setup Fee	\$75.00 per loan
In-Service Withdrawal Fee	\$25.00 per transaction
Minimum Required Distribution Fee	\$25.00 per distribution year
Overnight Mailing Fee	\$25.00 per transaction
Qualified Domestic Relations Order (QDRO) Fee	Per your Plan's agreement with the QDRO vendor

Also, please note that you may incur short-term redemption fees, commissions, and similar expenses in connection with transactions associated with your Plan's investment options. Please see Section 3 for details regarding the specific fees that may apply to the investment options available under the Plan.

**If any individual fees are deducted directly from your account, they will be reflected on your Plan account statement.**

### SECTION 3:

## Evaluating the Plan's Investment Options

This section provides information about the investment options in the Plan and reflects data recordkept as of March 10, 2015, except for performance data, which is as of December 31 of the prior year. Additional information about the Plan's investment options, including a glossary of investment terms to help you better understand the Plan's investment options, is available online at

<https://netbenefits.fidelity.com/NBLogin/?option=dcPlandetails>. To request additional investment-related information or a paper copy of certain information available online, free of charge, contact a Fidelity representative at Fidelity Investments, P.O. Box# 770003, Cincinnati, OH 45277-0065 or call 800-354-3971.

### Variable Return Investments

The chart below lists the Plan's investment options that do not have a fixed or stated rate of return, and underneath each investment option is an applicable benchmark(s) for that option. A benchmark is a standard against which the performance of a security, mutual fund, or investment manager can be measured. This Notice requires that a broad-based market index be listed on the chart for each investment option. Additional benchmarks for an investment option may be available online at

<https://netbenefits.fidelity.com/NBLogin/?option=dcPlandetails> along with benchmark index definitions. Please note that the benchmark to measure and monitor performance may be different from the benchmark displayed in the chart. Keep in mind that you cannot invest in a benchmark index.

Investment Name <i>Benchmarks)</i>	Average Annual Total Return as of 12/31/2014			
	1 Year	5 Year	10 Year (if less, since Inception*)	Inception Date
<b>Asset Class: Stocks</b>				
<b>XXXX Stock Fund</b>	18.50%	14.98%	9.35%	03/31/1997
<i>S&amp;P 500</i>	<i>13.69%</i>	<i>15.45%</i>	<i>7.67%</i>	
<b>Large Cap Growth Index Fund</b>	14.88%	16.02%	8.50%	05/28/1999
<i>S&amp;P 500 Growth</i>	<i>14.89%</i>	<i>16.05%</i>	<i>8.55%</i>	
<b>Large Cap Index Fund</b>	13.64%	15.39%	7.62%	03/31/1997
<i>S&amp;P 500</i>	<i>13.69%</i>	<i>15.45%</i>	<i>7.67%</i>	
<b>Large Cap Growth Index Fund</b>	12.59%	15.68%	8.02%	02/29/2000
<i>Russell 3000</i>	<i>12.56%</i>	<i>15.63%</i>	<i>7.94%</i>	



As you review this information, you may want to think about whether an investment in a particular option, along with your other investments, will help you achieve your financial goals. Keep in mind that the cumulative effect of fees and expenses can substantially reduce the growth of your retirement savings, but is only one of many factors to consider when you decide to invest in an option. Visit the Department of Labor's Web site at [http://www.dol.gov/ebsa/publications/401k\\_employee.html](http://www.dol.gov/ebsa/publications/401k_employee.html) for an example of the long-term effect of fees and expenses.

**Understanding investment performance: As you review the following information, please remember that the performance data stated represents past performance, which does not guarantee future results. Investment return and principal value of an investment will fluctuate; therefore, you may have a gain or loss when you sell your shares. Current performance may be higher or lower than the performance stated and is available at [www.netbenefits.com/XXXX](http://www.netbenefits.com/XXXX).**

Fees and Expenses		Shareholder Fees <sup>A</sup>	Excessive Trading Restrictions	Other Restrictions
Annual Gross Expense Ratio				
As a %	Per \$1,000			
0.067%	\$0.67		N/A	N/A
0.037%	\$0.37		N/A	N/A
0.037%	\$0.37		N/A	N/A
0.037%	\$0.37		N/A	N/A

Investment Name Benchmark(s)	Average Annual Total Return as of 12/31/2014			
	1 Year	5 Year	10 Year (if less, since Inception*)	Inception Date
<b>Asset Class: Stocks (cont'd)</b>				
<b>Large Cap Value Index Fund</b>	12.35%	14.87%	6.77%	02/29/1996
<i>S&amp;P 500 Value</i>	12.36%	14.86%	6.74%	
<b>Md Cap Index Fund</b>	9.78%	16.56%	9.78%	09/30/1997
<i>S&amp;P MidCap 400</i>	9.77%	16.54%	9.71%	
<b>Small Cap Growth Index Fund</b>	5.91%	17.15%	8.74%	08/31/1998
<i>Russell 2000 Growth</i>	5.60%	16.80%	8.54%	
<b>Large Cap Value Index Fund</b>	5.11%	15.85%	7.97%	11/30/1994
<i>S&amp;P 500 Value</i>	4.89%	15.55%	7.77%	
<b>Small Cap Value Index Fund</b>	4.36%	14.38%	6.95%	06/30/1999
<i>Russell 2000 Value</i>	4.22%	14.26%	6.89%	
<b>International EAFE Index Fund</b>	-4.66%	5.43%	4.35%	03/31/1997
<i>MSCI EAFE (N)</i>	-4.90%	5.33%	4.43%	
<b>International Index Fund</b>	-3.84%	N/A	7.61%*	07/01/2010
<i>MSCI AC Wld ex US (N)</i>	-3.87%	N/A	7.87%*	
<b>International EAFE Index Fund</b>	-2.65%	N/A	2.89%*	07/01/2010
<i>MSCI EAFE (N)</i>	-2.19%	N/A	3.65%*	
<b>Asset Class: Blended Funds</b>				
<b>Asset Allocation Fund</b>	4.69%	9.79%	6.04%	03/31/1997
<i>MS Wld/Barclays Agg 60/40</i>	5.43%	8.16%	5.83%	
<b>XXXX Target Retirement 2015 Fund</b>	6.64%	8.94%	6.08%*	07/05/2005
<i>MSCI US Broad Mkt (N)</i>	10.52%	13.48%	6.34%*	
<i>Vanguard Retirement 2015 Composite Index</i>	6.77%	9.03%		
<b>XXXX Target Retirement 2020 Fund</b>	7.17%	9.69%	6.17%*	02/15/2008
<i>MSCI US Broad Mkt (N)</i>	10.52%	13.48%	6.92%*	
<i>Vanguard Retirement 2020 Composite Index</i>	7.37%	9.92%		

Fees and Expenses		Shareholder Fees <sup>A</sup>	Excessive Trading Restrictions	Other Restrictions
Annual Gross Expense Ratio				
As a %	Per \$1,000			
0.037%	\$0.37		N/A	N/A
0.037%	\$0.37		N/A	N/A
0.037%	\$0.37		N/A	N/A
0.037%	\$0.37		N/A	N/A
0.037%	\$0.37		N/A	N/A
0.079%	\$0.79		Yes5	N/A
0.146%	\$1.46		Yes5	N/A
0.156%	\$1.56		Yes5	N/A
0.296%	\$2.96		N/A	N/A
0.095%	\$0.95		N/A	N/A
0.096%	\$0.96		N/A	N/A

Investment Name Benchmark(s)	Average Annual Total Return as of 12/31/2014			
	1 Year	5 Year	10 Year (if less, since Inception*)	Inception Date
<b>Asset Class: Blended Funds (cont'd)</b>				
<b>XXXX Target Retirement 2025 Fund</b>	7.24%	10.24%	6.42%*	07/01/2005
<i>MSCI US Broad Mkt (N)</i>	10.52%	13.48%	6.43%*	
<i>Vanguard Retirement 2025 Composite Index</i>	7.45%	10.48%		
<b>XXXX Target Retirement 2030 Fund</b>	7.18%	10.79%	6.30%*	02/15/2008
<i>MSCI US Broad Mkt (N)</i>	10.52%	13.48%	6.92%*	
<i>Vanguard Retirement 2030 Composite Index</i>	7.51%	11.02%		
<b>XXXX Target Retirement 2030 Fund</b>	7.24%	11.31%	6.79%*	07/05/2005
<i>MSCI US Broad Mkt (N)</i>	10.52%	13.48%	6.34%*	
<i>Vanguard Retirement 2030 Composite Index</i>	7.57%	11.54%		
<b>XXXX Target Retirement 2040 Fund</b>	7.25%	11.62%	6.76%*	02/15/2008
<i>MSCI US Broad Mkt (N)</i>	10.52%	13.48%	6.92%*	
<i>Vanguard Retirement 2040 Composite Index</i>	7.61%	11.86%		
<b>XXXX Target Retirement 2045 Fund</b>	7.26%	11.62%	6.74%*	02/15/2008
<i>MSCI US Broad Mkt (N)</i>	10.52%	13.48%	6.92%*	
<i>Vanguard Retirement 2045 Composite Index</i>	7.61%	11.86%		
<b>XXXX Target Retirement Income Fund</b>	5.69%	6.88%	5.44%*	07/01/2005
<i>MSCI US Broad Mkt (N)</i>	10.52%	13.48%	6.43%*	
<i>Vanguard Retirement Income Composite Index</i>	5.76%	6.97%		

Fees and Expenses		Shareholder Fees <sup>A</sup>	Excessive Trading Restrictions	Other Restrictions
Annual Gross Expense Ratio				
As a %	Per \$1,000			
0.096%	\$0.96		N/A	N/A
0.096%	\$0.96		N/A	N/A
0.096%	\$0.96		N/A	N/A
0.096%	\$0.96		N/A	N/A
0.097%	\$0.97		N/A	N/A
0.096%	\$0.96		N/A	N/A

Investment Name (Benchmarks)	Average Annual Total Return as of 12/31/2014			
	1 Year	5 Year	10 Year (if less, since Inception*)	Inception Date
<b>Asset Class: Bonds</b>				
<b>TIPS Index Fund</b>	3.54%	N/A	3.55%*	07/01/2010
<i>Barclays US TIPS</i>	3.64%	N/A	3.64%*	
<b>Treasury Bond Index Fund</b>	4.84%	3.64%	4.15%	11/28/1986
<i>Treas Barclays 1-30</i>	5.05%	3.91%	4.38%	
<b>Total Bond Index Fund</b>	6.08%	4.43%	4.62%	09/30/1994
<i>Barclays U.S. Agg Bond</i>	5.97%	4.45%	4.71%	
<b>Treasury Bond Index Fund</b>	1.48%	2.07%	3.10%	03/31/1997
<i>Treas Barclays 1-30</i>	0.01%	0.02%	1.42%	
<b>Asset Class: Short-term</b>				
<b>Government Money Market Fund</b>	0.00%	-0.02%	1.53%	03/31/1997
<i>CG 3-Month Treasury Bill</i>	0.03%	0.07%	1.46%	

N/A = Not Applicable/None

— = Not Available

<sup>A</sup> Some outside investment and vendor information may not be available to Fidelity. When "N/A" does not appear and no shareholder fee is shown, it is due to the fact that our recordkeeping system does not have a shareholder fee(s) on file. Nevertheless, there may be shareholder fees associated with the investment option. If a shareholder fee is shown, please keep in mind there may be other fees associated with the investment that our recordkeeping system does not have on file. More information may be found in the prospectus and/or other investment-related information, as well as by contacting the outside investment manager or vendor directly.

#### Investment Restrictions

ft You are not permitted to make a direct exchange from Interest Income Fund into the following fund(s), which are considered "competing fund(s)":

- Government Money Market Fund

Before exchanging from Interest Income Fund into the competing fund(s), you must first exchange to a non-competing fund for 90 days. These requirements are typically imposed by issuers such as insurance companies, banks, or other approved financial institutions as a condition for issuing investment contracts to retirement plans.

§ Excessive trading in this investment option and/or other investment options subject to such restrictions will result in the limitation or prohibition of additional purchases (other than contributions and loan repayments) for 85 calendar days; additional excessive trading will result in a limitation of one exchange day per calendar quarter for a 12-month period.

#### Additional Investment Information

\* Performance provided is Life of Fund, which is since the inception date noted, when the investment option has been in existence for less than 10 years. Life of fund figures are from the

Fees and Expenses		Excessive Trading Restrictions	Other Restrictions	
Annual Gross Expense Ratio				Shareholder Fees <sup>A</sup>
As a %	Per \$1,000			
0.065%	\$0.65	Yes <sup>5</sup>	N/A	
0.175%	\$1.75	N/A	N/A	
0.036%	\$0.36	Yes <sup>5</sup>	N/A	
0.327%	\$3.27	N/A	††	
0.145%	\$1.45	N/A	N/A	

*inception date to the period shown. For unitized funds, the inception date shown may be that of the fund's underlying investment option. For non-mutual fund pools and trusts whose strategies may be offered to multiple clients and whose returns may be based on a composite, the inception date shown may be the beginning date of the composite's returns.*

*Total returns are historical and include change in share price and reinvestment of dividends and capital gains, if any. These figures do not include the effect of sales charges, if any, as these fees are waived for contributions made through your retirement plan. If sales charges were included, returns would have been lower.*

*Please see the Additional Disclosure Information section at the back of this Notice for additional information, including performance and index disclosures.*

**Expense Ratio**

*Expense ratio is a measure of what it costs to operate an investment, expressed as a percentage of its assets, as a dollar amount, or in basis points. These are costs the investor pays through a reduction in the investment's rate of return, and are required to be disclosed on the chart as a gross amount. For a mutual fund, the gross expense ratio is the total annual fund or class operating expenses (before waivers or reimbursements) paid by the fund. Where the investment option is not a mutual fund, the figure displayed in the expense ratio field is intended to reflect similar information, but may have been calculated using methodologies that differ from those used for mutual funds. Mutual fund data has been drawn from the most recent prospectus and has been provided by FMR LLC for Fidelity mutual funds and Morningstar, LLC for non-Fidelity mutual funds. For non-mutual fund investment options, the information has been provided by Morningstar, LLC, the product's investment manager or trustee, the plan sponsor or other third party.*

*In certain instances, there may be fee waivers and/or expense reimbursements, which could result in a temporary reduction to the gross expense ratios listed in the chart. More information*

is available online at

<https://netbenefits.fidelity.com/NBLogin/?option=dcPlanetails>.

### **Investment Risk**

Additional information regarding an investment option's risks, as well as its strategy and objectives, including a prospectus or fact sheet if available, can be obtained at [www.netbenefits.com/XXXX](http://www.netbenefits.com/XXXX). Please consider all investment information prior to directing your Plan account.

*Company stock funds are neither mutual funds nor diversified or managed investment options.*

*Stock markets, especially foreign markets, are volatile and can decline significantly in response to adverse issuer, political, regulatory, market or economic developments.*

*The value of your investment in a company stock fund is affected by the performance of the company and the overall stock market and, if applicable, by the amount and performance of any short-term investments held by the fund.*

*To help achieve long-term retirement security, you should give careful consideration to the benefits of a well-balanced and diversified investment portfolio. Spreading your assets among different types of investments can help you achieve a favorable rate of return, while minimizing your overall risk of losing money. This is because market or other economic conditions that cause one category of assets, or one particular security, to perform very well often cause another asset category, or other particular security to perform poorly. If you invest more than 20% of your retirement savings in any one company or industry, your savings may not be properly diversified. Although diversification is not a guarantee against loss, it is an effective strategy to help manage your investment risk.*

*Investments in mid-sized companies may involve greater risk than those of larger, more well known companies, but may be less volatile than investments in smaller companies.*

*Investments in smaller companies may involve greater risk than those in larger, more well known companies.*

*Foreign investments, especially those in emerging markets, involve greater risk and may offer greater potential returns than U.S. investments. This risk includes political and economic uncertainties of foreign countries, as well as the risk of currency fluctuation.*

*Target date investments are generally designed for investors expecting to retire around the year indicated in each investment's name. The investments are managed to gradually become more conservative over time. The investment risks of each target date investment 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 risk 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.*

*In general the bond market is volatile and bonds entail interest rate risk (as interest rates rise bond prices usually fall and vice versa). This effect is usually pronounced for longer-term securities. Bonds also entail the risk of issuer default, issuer credit risk and inflation risk.*





## Additional Disclosure Information

Generally, data on Fidelity mutual funds is provided by FMR LLC, data on non-Fidelity mutual funds is provided by Morningstar, LLC, and data on non-mutual fund products is provided by Morningstar, LLC, the product's investment manager or trustee, the plan sponsor whose plan is offering the product to participants, or other third party. Although Fidelity believes data gathered from these third-party sources is reliable, it does not review such information and cannot warrant it to be accurate, complete, or timely. Fidelity is not responsible for any damages or losses arising from any use of this third-party information.

*XXXX Stock Fund: This investment option is not a mutual fund.*

*Large Cap Growth Index Fund: This investment option is not a mutual fund.*

*Large Cap Index Fund: This investment option is not a mutual fund.*

*Total Stock Market Index Fund: This investment option is not a mutual fund.*

*Large Cap Value Index Fund: This investment option is not a mutual fund.*

*Md Cap Index Fund: This investment option is not a mutual fund.*

*Small Cap Growth Index Fund: This investment option is not a mutual fund.*

*Small Cap Index Fund: This investment option is not a mutual fund.*

*Small Cap Value Index Fund: This investment option is not a mutual fund.*

*International EAFE Index Fund: This investment option is not a mutual fund.*

*International Index Fund: This investment option is not a mutual fund.*

*Emerging Markets Index Fund: This investment option is not a mutual fund.*

*Asset Allocation Fund: This investment option is not a mutual fund.*

*XXXX Target Retirement 2015 Fund: This investment option is not a mutual fund.*

*XXXX Target Retirement 2020 Fund: This investment option is not a mutual fund.*

*XXXX Target Retirement 2025 Fund: This investment option is not a mutual fund.*

*XXXX Target Retirement 2030 Fund: This investment option is not a mutual fund.*

*XXXX Target Retirement 2035 Fund: This investment option is not a mutual fund.*

*XXXX Target Retirement 2040 Fund: This investment option is not a mutual fund.*

*XXXX Target Retirement 2045 Fund: This investment option is not a mutual fund.*

*XXXX Target Retirement Income Fund: This investment option is not a mutual fund.*

*TIPS Index Fund: This investment option is not a mutual fund.*

*Treasury Bond Index Fund: This investment option is not a mutual fund.*

*Total Bond Index Fund: This investment option is not a mutual fund.*

*Interest Income Fund: This investment option is not a mutual fund.*

*Government Money Market Fund: This investment option is not a mutual fund.*

**Benchmarks**

*Benchmark indices are unmanaged, and you cannot invest directly in an index. More information on benchmarks for the investment options through Fidelity is available online at [www.netbenefits.com/XXXX](http://www.netbenefits.com/XXXX).*

*Fidelity Investments Institutional Operations Company, Inc., 245 Summer Street, Boston MA 02210*

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