

## Fidelity BrokerageLink<sup>®</sup> Fact Sheet Duke Faculty and Staff Retirement Plan

This fact sheet contains information about the features of a Fidelity BrokerageLink<sup>®</sup> account. Please keep it for future reference. In case of discrepancy, the Duke Faculty and Staff Retirement Plan (“Duke Retirement Plan”) Summary Plan Description or Plan Document will govern.

**Opening a self-directed brokerage account before January 2019, will serve as your request to participate in the optional one-time transfer in-kind of ALL eligible Fidelity and Vanguard mutual fund account balances to a Fidelity BrokerageLink account.**

**While there is no annual cost to establish the BrokerageLink account or to participate in the optional one-time transfer in-kind, if you purchase a mutual fund through BrokerageLink prior to January 2019, mutual fund minimums generally will still apply. In addition, any contributions made to or account balances transferred to BrokerageLink before January 2019 (aside from the one-time transfer in-kind), are subject to the BrokerageLink transaction costs as well as the minimum transfer amount requirement. Prior to initiating a trade in a BrokerageLink account, you should review any associated fees.**

### Opening a Fidelity BrokerageLink Account

To open a BrokerageLink<sup>®</sup> account, you must complete an application either online at NetBenefits<sup>®</sup> or by paper form. If submitting a paper application, the information below will help you with the Account Setup section of the Fidelity BrokerageLink Participant Acknowledgement Form:

Plan Number: **82205**

Name of Plan Trustee: **Fidelity Management Trust Company (FMTC)**

Name of Plan: **Duke Faculty and Staff Retirement Plan**

### Eligible Security Types

Through your BrokerageLink account, you have the ability to invest in Fidelity mutual funds and non-Fidelity mutual funds available through Fidelity *FundsNetwork*<sup>®</sup>.

### Ineligible Security Types

Through your BrokerageLink account, you are **unable** to invest in stocks, corporate bonds, zero-coupon bonds, U.S. Treasury securities, mortgage securities and U.S. government agency bonds, certificates of deposit (CDs), unit investment trusts (UITs), foreign securities (through American Depositary Receipts), exchange-traded funds (ETFs), Real Estate Investment Trusts (REITs), and options (covered call writing, buy puts and calls) with agreement.

Additionally, you are unable to invest in Fidelity mutual funds and non-Fidelity mutual funds offered through the Duke Retirement Plan, tax-exempt securities, employer securities (includes all types of equities, e.g. common stock, preferred stock, convertible stock, options), annuities, physical certificates, U.S. savings bonds, precious metal, limited partnerships, master limited partnerships (exchange traded), exchange traded funds (limited partnership structure), futures contracts, commodities, interest rate options, currencies, currency warrants, and currency options, CAPS, and options levels 3, 4, and 5.

<b>Standard Plan Options</b>	The standard, non-brokerage investment options available through the Duke Retirement Plan.
<b>BrokerageLink Core Account</b>	This is the portion of your BrokerageLink account that acts as a cash component. BrokerageLink account assets not invested in individual securities will be held in Fidelity <sup>®</sup> Government Cash Reserves <sup>^</sup> , a money market mutual fund. Transactions are settled with Fidelity <sup>®</sup> Government Cash Reserves <sup>^</sup> from your BrokerageLink Core Account.
<b>BrokerageLink Default Fund</b>	Any transfers from your BrokerageLink account into your Standard Plan Options will first be invested in the Vanguard Federal Money Market Fund Investor Shares <sup>^</sup> .
<b>Minimum Investment</b>	<p>The maximum direct payroll contribution allocation that may be made to BrokerageLink is 95%. There is no minimum amount for direct payroll contributions into your BrokerageLink account, but there is a \$500 minimum for each subsequent transfer from a Standard Plan Option.</p> <p>Investment minimums represent the total amounts required across all BrokerageLink accounts when opening an account or transferring money from a Standard Plan Option. Note that some investments may also impose a separate minimum investment requirement when you make a purchase.</p>
<b>Competing Funds</b>	<i>You are not permitted to make a direct exchange from Valic Fixed Interest to BrokerageLink (considered “competing funds”). Before exchanging from Valic Fixed Interest, you must first exchange to a “noncompeting” fund for 90 days. While these requirements may seem restrictive, they 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.</i>
<b>Prohibited Transaction</b>	In addition, you may not invest in any other issue/security that may result in a prohibited transaction under the Plan.
<b>Other Account Restrictions</b>	The Duke Retirement Plan may restrict a source of money, or a percentage of each participant’s account from being transferred to a BrokerageLink account. A maximum of 95% of your total account value may be transferred into BrokerageLink.
<b>Third-Party Trading Authorization</b>	To allow someone other than you to have limited trading authority in your BrokerageLink account, please call the Fidelity Retirement Service Center toll free at <b>800-343-0860</b> to request a copy of the Limited Third-Party Trading Authorization and Indemnification Form.
<b>Annual Plan-Related Account Fee</b>	There is no annual fee for your BrokerageLink account.

**Brokerage Fees**

For a listing of all applicable brokerage fees, please refer to the Fidelity BrokerageLink Commission Schedule. Log on to Fidelity NetBenefits at [fidelity.com/duke](https://www.fidelity.com/duke) to view the commission schedule.

**Additional Resources**

Please refer to the Duke Retirement Plan Summary Plan Description or Plan Document for Plan information. Refer to the Fidelity BrokerageLink Commission Schedule for more complete details about your BrokerageLink account.

**Contact Information**

For questions or assistance with your BrokerageLink account, contact a Fidelity representative toll free at **800-343-0860**.

**Before investing, consider the funds' investment objectives, risks, charges, and expenses. Contact Fidelity for a prospectus or, if available, a summary prospectus containing this information. Read it carefully.**

**^You could lose money by investing in a money market fund. Although the fund seeks to preserve the value of your investment at \$1.00 per share, it cannot guarantee it will do so. An investment in the fund is not insured or guaranteed by the Federal Deposit Insurance Corporation or any other government agency. The fund's sponsor has no legal obligation to provide financial support to money market funds and you should not expect that the sponsor will provide financial support to the fund at any time.**

Fidelity's government and U.S. Treasury money market funds will not impose a fee upon the sale of your shares, nor temporarily suspend your ability to sell shares if the fund's weekly liquid assets fall below 30% of its total assets because of market conditions or other factors.

Fidelity BrokerageLink accounts are brokerage accounts established as part of an employee benefit plan and are subject to plan rules. Plan participants have trading authority over Fidelity BrokerageLink accounts. Consult the Fidelity BrokerageLink account Terms and Conditions for more information.

BrokerageLink includes investments beyond those in your plan's lineup. The plan fiduciary neither evaluates nor monitors the investments available through BrokerageLink. It is your responsibility to ensure that the investments you select are suitable for your situation, including your goals, time horizon, and risk tolerance. See the commission schedule for applicable fees and risks.

Access to the money in this account is regulated according to the Internal Revenue Code and other applicable legislation. None of the Fidelity companies will undertake to determine or advise you as to whether your investment or trading activity is permissible under or consistent with the Employee Retirement Income Security Act of 1974 (ERISA), the Internal Revenue Code (IRC), or your own employee benefit plan (Plan). Each plan has certain restrictions that you are responsible for knowing about and with which you must comply.

Commission schedules and fees are subject to change. All fees as described in the fund's prospectus still apply. Please refer to the *FundsNetwork*<sup>®</sup> fund listing for more details on the *FundsNetwork*<sup>®</sup> program and a complete listing of available funds.

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