

Fidelity Stock Plan Services

Getting started.

Learn about the equity award you have received from your employer.



Your award at a glance: Stock Appreciation Rights.

Congratulations on being recognised for all the work you do. Stock appreciation rights (SARs) can help you build your personal wealth potential and make it easier to reach your financial goals.

Below are some general steps that could occur during the lifecycle of your award. Be sure to check your own plan rules for details about your specific award.



1. Receive your award and open your account (if needed).



2. Accept your award

If it's required by your employer.



4. Your award is vested

You've met all employer requirements, including the waiting or "vesting" period.



6. Exercise your rights

The type of SAR and exercise method used will determine whether you receive shares or cash.



3. Set up bank instructions

This can take up to two weeks to process.



5. Decide if and when to exercise your rights

You have until the expiration date to take action.



7. View your shares or cash

Log in to [NetBenefits.com](https://www.netbenefits.com) to see what you received (minus taxes).



8. Sell your shares on [NetBenefits.com](https://www.netbenefits.com)

Optional only if stock is received from the exercise.



Fidelity does not provide legal or tax advice. The information herein is general in nature and should not be considered legal or tax advice. Consult an attorney or tax professional regarding your specific situation.

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

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