



## Participant Certifications and Signature

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| <ul style="list-style-type: none"><li>• Certify that the amount requested is necessary to cover expenses and losses (including loss of income) on account of a FEMA-declared disaster.</li><li>• Certify that your principal residence or principal place of employment at the time of the disaster was located in an area designated by FEMA for individual assistance with respect to the disaster.</li></ul> | <ul style="list-style-type: none"><li>• Represent that you have obtained all other currently available distributions (including distributions of ESOP dividends under Internal Revenue Code section 404(k), but not hardship distributions) and nontaxable loans (if required by the Plan) under this Plan and all other plans of deferred compensation, whether qualified or nonqualified, maintained by the employer; and that you have insufficient cash or other liquid assets reasonably available to satisfy your financial need.</li></ul> | <ul style="list-style-type: none"><li>• Certify that this withdrawal is being taken for you.</li><li>• Authorize Fidelity to act on all instructions given on this form.</li><li>• Certify that all information you have provided, is true, authentic and correct to the best of your knowledge, that you have not previously requested and received a hardship withdrawal for the expense(s) and/or losses submitted as part of this request, and that you have satisfied all the requirements for a hardship withdrawal under the terms of your Plan.</li></ul> |
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**Signature and Date:** Participant must sign and date.

By signing below, you: authorize Fidelity to act on all instructions given on this form, accept all terms and conditions described in this form and certify that all information you provided is correct to the best of your knowledge.

Participant Signature \_\_\_\_\_ DATE \_\_\_\_\_

Choose one option to return all pages of this form.

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