

Monthly Plan Performance Update

TEMPCO ELECTRIC HEATER CORPORATION - TEMPCO ELECTRIC HEAT (45099)

Understanding investment performance: As you review this update, 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. To learn more or to obtain the most recent month-end performance, call Fidelity or visit NetBenefits.com.

Name	Cumulative Total Returns				Average Annual Total Returns				
	As of	1 mo	3 mo	YTD	As of	1 yr	3 yr	5 yr	10 yr
DOW JONES 30 INDUSTRIAL AVERAGE	11/30/2010	-0.61	10.63	8.29	11/30/2010	9.33	-3.51	3.08	2.98
NASDAQ COMPOSITE INDEX	11/30/2010	-0.20	18.57	11.16	11/30/2010	17.68	-1.11	3.20	0.30
BARCLAYS CAPITAL U.S. AGGREGATE BOND INDEX	11/30/2010	-0.57	-0.11	7.70	11/30/2010	6.02	6.39	6.23	6.15
RUSSELL 2000 INDEX	11/30/2010	3.47	21.12	17.52	11/30/2010	26.98	-0.37	2.79	6.40
STANDARD & POOR'S 500™ INDEX	11/30/2010	0.01	13.08	7.86	11/30/2010	9.94	-5.15	0.98	0.81

Investment Name	Cumulative Total Returns				Average Annual Total Returns					Fees			Inception Date
	As of	1 mo	3 mo	YTD	As of	1 yr	3 yr	5 yr	10 yr	Life	Short-Term Trading Fee	Expense Ratio †	
Stock Investments													
Large Cap													
FID BLUE CHIP GROWTH	11/30/2010	2.45	21.00	13.51	09/30/2010	14.11	-2.41	2.56	-1.82	10.13	—	0.94% on 09/29/2010	12/31/1987
FID CONTRAFUND	11/30/2010	1.10	15.92	12.49	09/30/2010	14.69	-3.83	3.76	3.89	12.20	—	1.02% on 03/01/2010	05/17/1967
FID DIVIDEND GROWTH	11/30/2010	1.31	17.94	11.51	09/30/2010	11.24	-5.06	1.71	0.93	9.98	—	0.93% on 09/29/2010	04/27/1993
FID LARGE CAP VALUE	11/30/2010	-0.70	9.36	1.95	09/30/2010	2.83	-12.42	-2.96	—	2.01	—	0.85% on 04/01/2010	11/15/2001
SPTN TOTAL MKT INDEX	11/30/2010	0.58	14.36	9.89	09/30/2010	11.25	-6.38	1.15	0.25	3.74	.5 % / 90days	0.10% on 04/29/2010	11/05/1997
Mid-Cap													
FID GR STRATEGIES	11/30/2010	3.32	18.02	16.72	09/30/2010	16.85	-8.84	0.65	-9.71	7.68	1.5 % / 90days	0.88% on 01/29/2010	12/28/1990
FID MID CAP STOCK	11/30/2010	2.12	18.19	13.49	09/30/2010	12.34	-6.17	2.64	1.45	10.71	.75 % / 30days	0.65% on 06/29/2010	03/29/1994
FID VALUE	11/30/2010	0.66	15.59	13.29	09/30/2010	12.29	-8.15	0.38	7.59	12.07	—	0.64% on 12/30/2009	12/01/1978
Small Cap													
FID SM CAP DISCOVERY	11/30/2010	3.85	20.43	21.36	09/30/2010	16.78	5.85	5.52	8.70	8.85	1.5 % / 90days	1.26% on 06/29/2010	09/26/2000
FID SMALL CAP STOCK	11/30/2010	1.97	20.84	13.49	09/30/2010	11.96	-1.55	3.97	6.23	8.36	2 % / 90days	1.25% on 06/29/2010	03/12/1998

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	As of	1 mo	3 mo	YTD	As of	1 yr	3 yr	5 yr	10 yr	Life	Short-Term Trading Fee	Expense Ratio †	
International													
FID CANADA	11/30/2010	1.88	11.01	13.78	09/30/2010	12.00	-4.18	6.71	10.10	10.94	1.5 % / 90days	1.17% on 12/30/2009	11/17/1987
FID DIVERSIFIED INTL	11/30/2010	-3.32	11.32	1.82	09/30/2010	4.67	-10.03	1.80	4.81	8.90	1 % / 30days	1.01% on 12/30/2009	12/27/1991
FID LATIN AMERICA	11/30/2010	-2.47	12.40	9.74	09/30/2010	22.86	-0.33	15.92	16.99	12.25	1.5 % / 90days	1.07% on 12/30/2009	04/19/1993
Specialty													
FID SEL CONS DISCR	11/30/2010	4.16	23.65	26.67	09/30/2010	23.51	-1.82	2.45	2.29	8.59	.75 % / 30days	1.10% on 04/29/2010	06/29/1990
FID SEL FINANCIAL	11/30/2010	-3.21	3.67	-7.93	09/30/2010	-4.24	-18.44	-7.94	-1.98	11.49	.75 % / 30days	0.96% on 04/29/2010	12/10/1981
FID SEL HEALTHCARE	11/30/2010	1.21	16.00	9.28	09/30/2010	11.45	-1.86	2.64	1.82	14.82	.75 % / 30days	0.88% on 04/29/2010	07/14/1981
FID SEL INDUSTRIALS	11/30/2010	2.72	19.30	21.13	09/30/2010	22.96	-2.27	6.02	8.23	8.67	.75 % / 30days	0.97% on 04/29/2010	03/03/1997
FID SEL NATURAL RES	11/30/2010	6.64	24.13	11.25	09/30/2010	4.17	-7.98	4.89	9.41	10.20	.75 % / 30days	0.93% on 04/29/2010	03/03/1997
FID SEL TECHNOLOGY	11/30/2010	1.17	23.28	19.56	09/30/2010	24.20	0.39	6.53	-4.88	12.05	.75 % / 30days	0.92% on 04/29/2010	07/14/1981
FID SEL UTILITIES	11/30/2010	-3.76	2.76	6.31	09/30/2010	12.92	-5.92	3.29	-0.97	11.00	.75 % / 30days	0.95% on 04/29/2010	12/10/1981
Blended Investment*													
Others													
FID FREEDOM 2000	11/30/2010	-0.50	3.64	6.11	09/30/2010	7.53	1.69	3.72	3.11	5.76	-	0.51% on 05/29/2010	10/17/1996
FID FREEDOM 2005	11/30/2010	-0.65	6.49	6.97	09/30/2010	8.47	-0.85	3.25	-	4.30	-	0.64% on 05/29/2010	11/06/2003
FID FREEDOM 2010	11/30/2010	-0.60	7.48	7.48	09/30/2010	8.93	-0.79	3.38	2.78	6.49	-	0.67% on 05/29/2010	10/17/1996
FID FREEDOM 2015	11/30/2010	-0.71	7.64	7.48	09/30/2010	8.97	-1.47	3.33	-	4.79	-	0.68% on 05/29/2010	11/06/2003
FID FREEDOM 2020	11/30/2010	-0.74	9.01	7.74	09/30/2010	9.40	-3.12	2.82	1.87	6.44	-	0.74% on 05/29/2010	10/17/1996
FID FREEDOM 2025	11/30/2010	-0.71	10.08	7.90	09/30/2010	9.54	-3.62	2.62	-	4.65	-	0.76% on 05/29/2010	11/06/2003
FID FREEDOM 2030	11/30/2010	-0.75	10.77	7.81	09/30/2010	9.56	-5.28	1.98	1.00	5.96	-	0.79% on 05/29/2010	10/17/1996
FID FREEDOM 2035	11/30/2010	-0.72	11.70	7.66	09/30/2010	9.29	-5.71	1.77	-	4.28	-	0.81% on 05/29/2010	11/06/2003
FID FREEDOM 2040	11/30/2010	-0.78	11.82	7.67	09/30/2010	9.25	-6.14	1.60	0.49	0.19	-	0.81% on 05/29/2010	09/06/2000
FID FREEDOM 2045	11/30/2010	-0.77	11.99	7.61	09/30/2010	9.30	-6.33	-	-	0.03	-	0.82% on 05/29/2010	06/01/2006
FID FREEDOM 2050	11/30/2010	-0.67	12.63	7.48	09/30/2010	8.94	-7.10	-	-	-0.46	-	0.84% on 05/29/2010	06/01/2006
FID FREEDOM INCOME	11/30/2010	-0.44	3.49	6.10	09/30/2010	7.53	2.37	3.91	3.53	5.15	-	0.50% on 05/29/2010	10/17/1996

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Bond Investments													
Stable Value													
FID MGD INC PORT	11/30/2010	0.12	0.35	1.18	09/30/2010	1.22	2.48	3.14	3.95	5.21	—	—	09/07/1989
Income													
FID MORTGAGE SEC	11/30/2010	-0.24	0.68	7.77	09/30/2010	8.64	5.69	4.49	5.29	7.35	—	0.45% on 10/30/2010	12/31/1984
FID MUNI INCOME	11/30/2010	-2.16	-2.28	4.53	09/30/2010	5.74	5.39	4.68	5.71	6.75	.5 % / 30days	0.48% on 03/01/2010	12/01/1977
FIDELITY US BD INDEX	11/30/2010	-0.62	-0.25	7.46	09/30/2010	7.97	6.76	5.66	6.17	7.17	—	0.36% on 10/30/2010	03/08/1990

† For Fidelity fund of funds the performance table displays both the Expense Ratio and the Combined Total Expense Ratio. Expense Ratio is the total annual fund operating expense ratio from the fund's most recent prospectus. Combined Total Expense Ratio reflects expense reimbursements and reductions and is based on the total operating expense ratio of the fund plus a weighted average of the total operating expense ratios of the underlying Fidelity funds in which it was invested. This ratio may be higher or lower depending on the allocation of the fund's assets among the underlying Fidelity funds and the actual expenses of the underlying Fidelity funds.

† Expense Ratio is the total annual fund operating expense ratio from the fund's most recent prospectus. Please note that for the non-Fidelity fund-of-funds listed, the ratio shown may solely reflect the total operating expense ratio of the fund, or may be a combined ratio reflecting both the total operating expense ratio of the fund and the total operating expense ratios of the underlying funds in which it was invested. Please consult the fund's prospectus for more detail on a particular fund's expense ratio.

Total returns are historical and include change in share value and reinvestment of dividends and capital gains, if any. Cumulative total returns are reported as of the period indicated. Life of Fund figures are reported as of the inception date to the period indicated. These figures do not include the effect of sales charges, if any, as these charges are waived for contributions made through your company's employee benefit plans. If sales charges were included, returns would have been lower.

The management company may be temporarily reimbursing a portion of the fund's expenses. Absent such reimbursement, returns and yields would have been lower. A fund's expense limitation may be terminated at any time. Please see the prospectus for further information.

Performance of an index is not illustrative of any particular investment and an investment cannot be made directly in an index.

The NASDAQ Composite® Index is an unmanaged market capitalization-weighted index of the National Market System which includes over 5,000 stocks traded only over-the-counter and not on an exchange.

The Dow Jones Industrial Average (DJIA) is an unmanaged price-weighted index and is the most widely used indicator of how the country's industrial leaders are performing. Also known as "the Dow," this is a formula based on the stock prices of 30 major companies chosen from sectors of the economy most representative of our country's economic condition.

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Because of their narrow focus, sector funds may be more volatile than funds that diversify across many sectors.

Investments in mortgage securities are subject to prepayment risk, which can limit the potential for gain during a declining interest rate environment and increase the potential

for loss in a rising interest rate environment.

Lower-quality debt securities involve greater risk of default and/or price changes due to changes in the credit quality of the issuer.

Investments in smaller companies may involve greater risks than those of 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 fluctuations.

Strategic Advisers, Inc., a subsidiary of FMR LLC, manages the Fidelity Freedom Funds.

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