

Exhibit B

Janice K Backus
34 King James Dr.
South Dennis, MA 02660
December 14, 2020

Kai Richter and Paul Lukas, Class Counsel
Nichols Kaster, PLLP
4600 IDS Center
80 S 8th Street
Minneapolis, MN 55402

Regarding: Case Name: Moitoso, et al. v FMR LLC, et al. Civil Action No 1:18-cv-12122-WGY

I am a Participant Class Member of the above-named case and *I object to the settlement* since there is no opt-out option.

I object since I participated in the 2017 Voluntary Buyout Opportunity ("VBO") with Fidelity. Under the VBO letter dated 4/11/2017, page 4, I agreed "to waive any right to bring, maintain or participate in a class action....to the maximum extent permitted by law." I also agreed under this letter to "agree that if I was include within a class action....I would take all steps necessary to op-out of the action or refrain from opting in, as the case may be".

Under the settlement notice I received; I have no ability to opt-out. The answer in question #13 How do I get out of the Settlement states I will be bound the Court approval of the settlement, if it happens, and cannot exclude myself.

I do not want to break any agreements under the VBO so I am objecting to the settlement as proposed. I wish to opt-out of the settlement.

I will not be attending the hearing, due to the COVID pandemic.

Thank you for your attention to this issue.



Janice K Backus
774-218-1872



April 11, 2017

Janice K. Backus
11 Southpark Lane
Mansfield, MA 02048

Dear Janice:

In connection with the 2017 Voluntary Buyout Opportunity ("VBO"), you have elected to voluntarily resign from your position with FMR Co., Inc. ("Fidelity"), effective June 30, 2017 (your "Separation Date"). This letter contains our agreement regarding the finalization of your work, your separation and your agreement to certain matters important to Fidelity.

To receive the VBO benefits outlined in the Fidelity 2017 Voluntary Buyout Opportunity Plan (the "VBO Plan"), this letter and your Personalized Voluntary Buyout Opportunity Summary (Exhibit A), you will be required to sign this letter containing a general release of claims (the "Separation Agreement") on or before June 2, 2017.

Transition: Fidelity will continue your employment through your Separation Date, provided, of course, that you continue to perform to Fidelity's satisfaction through that date and you adhere to your obligations contained in this Separation Agreement. You will continue to be subject to Fidelity's Rules for Employee Investing (which contain the Code of Ethics for Personal Investing and the Policy on Inside Information), as well as Fidelity's other policies and requirements for employees, through your Separation Date. During your continued employment, you will be expected to transition your responsibilities as directed by your current management team.

Separation: You hereby acknowledge your separation from employment effective on your Separation Date. The reason for your separation from employment will be listed as Voluntary Buyout Opportunity (VOLBYO) in Fidelity's human resource records.

Definition: As used in this Separation Agreement, the "Company" or the "Companies" means Fidelity and any entity or person that directly or indirectly, wholly or in part, owns or is owned by, controls or is controlled by or is under common control with Fidelity.

Paid Time Off (PTO): Fidelity will issue you a check, in accordance with the laws of the state in which you work, for any 2017 accrued but unused PTO. This payment is not contingent upon your signing this Separation Agreement.

Final Wages: Payment of your final wages will be made in accordance with the laws of your work state and is not contingent upon your signing this Separation Agreement.

Method of Pay: Any pay you receive from Fidelity will follow your normal method of pay, either direct deposit or a live paycheck. If you receive pay through direct deposit and wish to make any changes regarding your direct deposit accounts, please change your accounts on eWorkplace or you may contact HR Solutions at (800) 835-5099, prompt 1 to speak with a Payroll Representative. You will need your customer ID or Social Security Number and your Fidelity Net Benefits PIN number to access these services.

Employee Benefits: Detailed information about the continuation or termination of your benefits upon separation may be obtained on <https://www.fmrbenefits.com> or by calling HR Solutions at (800) 835-5099, Prompt 1.

[EMPLOYEE INITIALS]



Janice K. Backus
April 11, 2017



including all rights and claims under the Massachusetts Wage Act (M.G.L. c. 149 § 148); and claims for compensatory or punitive damages or attorney's fees. By signing this Separation Agreement, you affirm that you have been fully compensated for any and all earned wages or other compensation and no additional wages are due to you, and you have been provided all leave that you were eligible for and entitled to under the Companies' policies and applicable law.

Nothing in this Separation Agreement shall prohibit you from making or asserting: (i) any claim or right you may have for unemployment or workers' compensation benefits, (ii) any medical claim incurred during your employment that is payable under applicable medical plans, (iii) any claim or right that may arise after the execution of this Separation Agreement, or (iv) any claim or right you may have under this Separation Agreement.

As of the date you sign this Separation Agreement, you represent that you have no pending claims of any sort against any of the Releasees. Nothing in this agreement shall prohibit you from participating or otherwise assisting in any investigation or inquiry by the Securities and Exchange Commission ("SEC"); a securities industry self-regulatory organization such as the Financial Industry Regulatory Authority ("FINRA"); or any state securities regulator.

You may take up to forty-six days to consider, sign and return this Separation Agreement and the Company hereby advises you to consult with an attorney regarding this release of claims. You may sign via electronic signature and return this Separation Agreement at any time during that forty-six day period. After you have signed this Separation Agreement, you have seven days to reconsider the matter and, if you wish, to revoke your acceptance of this Separation Agreement. Any revocation must be emailed to HRSolutionsSWP@FMR.com. If you sign and do not revoke this Separation Agreement, you will separate from employment on the Separation Date.

You also agree to waive any right to bring, maintain or participate in a class action, collective action, or representative action against the Releasees to the maximum extent permitted by law. You agree that you may not serve as a representative of a class action, collective action, or representative action, and may not recover any relief from a class action, collective action, or representative action. You further agree that if you are included within a class action, collective action, or representative action, you will take all steps necessary to opt-out of the action or refrain from opting in, as the case may be. You are not waiving any right to challenge the validity of this paragraph on any grounds that may exist in law and equity, and you will NOT be subject to any discipline or retaliation for doing so. However, Fidelity or the Releasees reserve the right to attempt to enforce this Separation Agreement in any appropriate forum.

Notwithstanding any other provision of this Separation Agreement, (1) you are not waiving any rights you may have under Section 7 of the National Labor Relations Act to file an unfair labor practice charge or a petition with the National Labor Relations Board, (2) you are not waiving the right to file an administrative charge or complaint with the Equal Employment Opportunity Commission ("EEOC") or other federal, state, or local administrative agency, and/or to participate in an investigation or proceeding conducted by the EEOC or other federal, state, or local administrative agency, although the Separation Agreement does bar your right to recover monetary damages or any other form of personal relief to the maximum extent permitted by law if you or any person, organization, or entity asserts a charge or complaint on your behalf, including in a subsequent lawsuit or arbitration.

Communication with Governmental Entities: Nothing in this Separation Agreement shall prohibit or

[EMPLOYEE INITIALS]



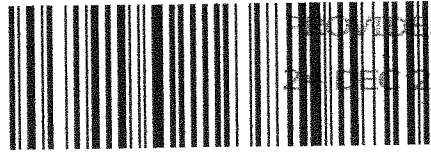
FIDELITY CONFIDENTIAL INFORMATION

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Peter & Janice Backus
34 King James Drive
South Dennis, MA 02660

CERTIFIED MAIL®

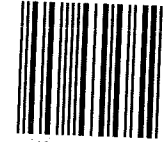


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DEC 29 2020 PM 3:1



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U.S. POSTAGE
FCM LETTER
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\$4.11
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Kac Richter + Paul Lukas, Class Counsel
Nichols Kaster PLLP
4600 IDS Center
80 S 8th St

DEC 29 2020

55402-50015 Minneapolis, MN 55402