

RE: OSI Restaurant Partners, LLC Salaried Employees 401(k) and Trust (the “Plan”)

You are receiving this notice because you have the opportunity to participate in the Plan. Upon participation in the Plan, you have the right under the Plan to direct the investment of your contributions to any of the Plan’s available investment options. Any contributions for which you do not provide investment direction will be invested in the Plan’s designated default option (the “Plan Designated Fund”).

The Fidelity Freedom® Funds are currently the Plan Designated Default Fund and are described in more detail below. Upon participation in the Plan, you have the right under the Plan to direct the investment of your account, including the right to transfer out of the Plan Designated Default Fund to any of the Plan’s available investment options.

To obtain information about other plan investment options, please log into NetBenefits® at www.netbenefits.com or call **1.800.835.5095** to speak to a representative. You may also make changes to your investment elections for future contributions and/or exchange all or a portion of your existing balance into other options available under the Plan via NetBenefits or by phone. We encourage you to review your investment mix and deferral percentage and update as appropriate.

The Fidelity Freedom® Funds used as the Plan designated default investment option are based on the assumption that the participant will retire at age 65. Please use the chart below, decided by your plan sponsor, to determine in which Fidelity Freedom® Fund your future contributions will be directed, based on your date of birth, at Fidelity Investments.

Date of Birth Range	Fund Name	Retirement Date Range	Gross Expense Ratio* as of 9/8/15
Before 1938	Fidelity Freedom® Income Fund	Before 2003	0.49
January 1, 1938 – December 31, 1942	Fidelity Freedom® 2005 Fund	2003 – 2007	0.56
January 1, 1943 – December 31, 1947	Fidelity Freedom® 2010 Fund	2008 – 2012	0.60
January 1, 1948 – December 31, 1952	Fidelity Freedom® 2015 Fund	2013 – 2017	0.63
January 1, 1953 – December 31, 1957	Fidelity Freedom® 2020 Fund	2018 – 2022	0.66
January 1, 1958 – December 31, 1962	Fidelity Freedom® 2025 Fund	2023 – 2027	0.70
January 1, 1963 – December 31, 1967	Fidelity Freedom® 2030 Fund	2028 – 2032	0.74
January 1, 1968 – December 31, 1972	Fidelity Freedom® 2035 Fund	2033 – 2037	0.75
January 1, 1973 – December 31, 1977	Fidelity Freedom® 2040 Fund	2038 – 2042	0.75
January 1, 1978 – December 31, 1982	Fidelity Freedom® 2045 Fund	2043 – 2047	0.75
January 1, 1983 – December 31, 1987	Fidelity Freedom® 2050 Fund	2048 – 2052	0.75
January 1, 1988 – December 31, 1992	Fidelity Freedom® 2055 Fund	2053 – 2057	0.75
After January 1, 1993	Fidelity Freedom® 2060 Fund	After 2058	0.76

Fund Name	Description
Fidelity Freedom® Income Fund	<p>Objective: Seeks high total current income and, as a secondary objective, capital appreciation.</p> <p>Strategy: Investing in a combination of Fidelity domestic equity funds, international equity funds (developed and emerging markets), bond funds, and short-term funds (underlying Fidelity funds). Allocating assets among underlying Fidelity funds according to a stable "neutral" asset allocation strategy of approximately 17% in domestic equity funds, 7% in international equity funds, 46% in bond funds, and 30% in short-term funds. Through an active asset allocation strategy, the Adviser may increase or decrease neutral asset class exposures by up to 10 percentage points for equity (includes domestic and international equity funds), bond and short-term funds to reflect the Adviser's market outlook, which is primarily focused on the intermediate term. The Adviser may also make active asset allocations within other asset classes (including commodities, high yield debt, floating rate debt, real estate debt, inflation-protected debt, and emerging markets debt) from 0% to 10% individually but no more than 25% in aggregate within those other asset classes.</p> <p>Risk: The fund is subject to risks resulting from the asset allocation decisions of the Investment Adviser. Pursuant to the Adviser's ability to use an active asset allocation strategy, investors may be subject to a different risk profile compared to the fund's neutral asset allocation strategy shown in its glide path. The fund is subject to the volatility of the financial markets, including that of equity and fixed income investments. Fixed income investments entail issuer default and credit risk, inflation risk, and interest rate risk (as interest rates rise, bond prices usually fall and vice versa). This effect is usually more pronounced for longer-term securities. No target date fund is considered a complete retirement program and there is no guarantee and single fund will provide sufficient retirement income at or through retirement. Principal invested is not guaranteed at any time, including at or after the funds' target dates.</p> <p>Short-term Redemption Fee Note: None</p>

Fund Name	Description
Fidelity Freedom® 2005, 2010, 2015, 2020, 2025, 2030, 2035, 2040, 2045, 2050, 2055, 2060 Fund	<p>Objective: Seeks high total return until its target retirement date. Thereafter the fund's objective will be to seek high current income and, as a secondary objective, capital appreciation.</p> <p>Strategy: Designed for investors who anticipate retiring in or within a few years of the fund's target retirement year at or around age 65 and plan to gradually withdraw the value of their account in the fund over time. Investing in a combination of Fidelity domestic equity funds, international equity funds (developed and emerging markets), bond funds, and short-term funds (underlying Fidelity funds). Allocating assets among underlying Fidelity funds according to a "neutral" asset allocation strategy that becomes increasingly conservative until it reaches an allocation similar to that of the Freedom Income Fund - approximately 17% in domestic equity funds, 7% in international equity funds, 46% in bond funds, and 30% in short-term funds (approximately 10 to 19 years after the target year). Ultimately, the fund will merge with the Freedom Income Fund. Through an active asset allocation strategy, the Adviser may increase or decrease neutral asset class exposures by up to 10 percentage points for equity (includes domestic and international equity funds), bond and short-term funds to reflect the Adviser's market outlook, which is primarily focused on the intermediate term. The Adviser may also make active asset allocations within other asset classes (including commodities, high yield debt, floating rate debt, real estate debt, inflation-protected debt, and emerging markets debt) from 0% to 10% individually but no more than 25% in aggregate within those other asset classes. The Adviser may continue to seek high total return for several years beyond the fund's target retirement date in an effort to achieve the fund's overall investment objective.</p> <p>Risk: The investment risk of each Fidelity Freedom Fund changes over time as its asset allocation changes. These risks are subject to the asset allocation decisions of the Investment Adviser. Pursuant to the Adviser's ability to use an active asset allocation strategy, investors may be subject to a different risk profile compared to the fund's neutral asset allocation strategy shown in its glide path. The funds are subject to the volatility of the financial markets, including that of equity and fixed income investments in the U.S. and abroad, and may be subject to risks associated with investing in high-yield, small-cap, commodity-linked, and foreign securities. No target date fund is considered a complete retirement program and there is no guarantee any single fund will provide sufficient retirement income at or through retirement. Principal invested is not guaranteed at any time, including at or after the funds' target dates.</p> <p>Short-term Redemption Fee Note: None</p>

Footnotes: A mutual fund registered under FIDELITY ABERDEEN STREET TRUST, and managed by Strategic Advisers, Inc. This description is only intended to provide a brief overview of the fund. Read the fund's prospectus for more detailed information about the fund.

Before investing, consider the investment objectives, risks, charges, and expenses of the fund or annuity and its investment options. Call or write to Fidelity or visit Fidelity.com for a free prospectus and, if available, a summary prospectus containing this information. Read it carefully.

Your plan's designated default fund is subject to investment risk including risk of loss. Principal invested is not guaranteed at any time. Please consult the fund's description for additional risk information.

In the event of a discrepancy between this notice and the terms of the Plan, the plan document will govern.

For a mutual fund, the expense ratio is the total annual fund or class operating expenses (before waivers or reimbursements) paid by the fund and stated as a percentage of the fund's total net assets. Expense ratios change periodically and are drawn from the fund's prospectus. For more detailed fee information, see the fund prospectus or annual or semiannual reports.

The Plan is intended to be a participant-directed plan as described in Section 404(c) of ERISA, which means that fiduciaries of the Plan are ordinarily relieved of liability for any losses that are the direct and necessary result of investment instructions given by a participant or beneficiary.