

# 2021 Benefits Overview

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Human Resources



2021



Immediate Attention

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# Fidelity Benefits Overview

Our benefits can help support you and your eligible dependents' health care needs, provide for a comfortable retirement, and find the balance between work and your life outside Fidelity. Our benefits represent another way that Fidelity invests in you, so you can excel at your work and help the organization achieve its business goals.



## Enrollment Timeline

- The first day you can enroll is the Thursday following your date of hire
- You will have 31 days from your start date to enroll
- Benefits such as medical and dental are retroactive to your start date as long as you enroll in the first 31 days



## Research Your Benefits

- **Enrollment Guide:** this guide provides an overview to help you make the decisions on your benefits as you prepare to make your elections
- **[FMRbenefits](#):** Comprehensive site to research benefits
- **FAQ:** find answers to questions we often hear from new hires
- **Summary Plan Description:** For complete details on Fidelity's ERISA Plans.



## Enroll

- Log in to [NetBenefits](#) (first time users will need to set up a username and password)
- Review and choose your benefits—such as medical and 401(k)

## A Wide Range of Benefits

We know that benefits are personal, and we give employees the opportunity to customize their elections to meet their individual needs. Regular employees regularly scheduled to work 20 or more hours per week are generally eligible for most of the following benefits:

### Health

- Medical
  - Coverage Options and Costs
  - Health Savings Account (HSA)
  - Prescription Drug Coverage
- Dental
- Vision
- Health Care Flexible Spending Accounts
- Health and Wellness
  - Emotional Well-Being Support Program
  - Tobacco Cessation Program
  - Fidelity Health & Wellness Centers
  - Fitness Reimbursement Program

### Insurance

- Life Insurance<sup>1</sup>
- Auto & Home Insurance
- Pet Insurance
- Group Legal Plan
- Disability Plans<sup>1</sup>

### Retirement

- Retirement Savings Plan
- Profit Sharing Plan<sup>2</sup>
- Retiree Health Reimbursement Plan

### Work and Life

- Dependent Care Flexible Spending Account
- Family Programs
  - Adoption Assistance Program<sup>1</sup>
  - Backup Dependent Care
- Commuter Benefit Program
- Concierge Services
- Employee Discount Program

### Education and Financial Programs

- Tuition Reimbursement Program<sup>1</sup>
- Fidelity Foundation Matching Gifts to Education Program
- Student Loan Assistance

### Time Away from Work

- Time Away from Work Policies
- Accruing Your Paid Time Off (PTO)

<sup>1</sup>Regular employees who are regularly scheduled to work 30 or more hours per week are eligible for this coverage.

<sup>2</sup>Albuquerque-based regular employees, excluding individuals employed at a retail branch location, are not eligible to receive the Profit Sharing contribution or Retiree Health Reimbursement Plan credits. Albuquerque-based does not include those individuals working in Albuquerque on a temporary basis.

This overview contains a summary of the benefits provided under the plans offered by FMR LLC and its affiliated companies, "Fidelity Investments." The applicable plan document is the official plan text, which governs the operation of the applicable plan. The language used in this overview is not intended to create, nor is it to be construed to create, a contract between Fidelity Investments and any one of its employees or former employees. In the event that the content of this overview, or any oral representations made by a person regarding the applicable plan, conflict with or are inconsistent with the provisions of the applicable plan document, the provisions of the applicable plan document are controlling. Your enrollment in Fidelity Investments benefit plans is subject to all limitations of the plans, waiting periods, at-work requirements, and the hourly eligibility requirements. Fidelity Investments reserves the right to change, suspend, withdraw, amend, modify, or terminate any of the plans stated herein, in whole or in part, at any time.

# Health



## Medical

Fidelity wants eligible employees and their eligible dependents to choose the medical plan most appropriate for their needs. The selection of a medical plan is increasingly important as health care costs continue to climb and neither Fidelity nor its employees find themselves immune from the results.

Rising health care costs are a national issue. By creating awareness and providing tools and encouragement, we believe Fidelity enables employees to make informed and appropriate decisions regarding their health and that of their eligible dependents. Our goal is for every employee to become a good health care consumer, getting the best care available when it's needed.

### Annual Deductible

Most plans have deductibles. The annual deductible is the amount you pay before the plan begins to pay benefits.

### Annual Out-of-Pocket Maximum

This is the total amount you would have to pay out of your pocket each year.

Eligible employees can enroll in the Fidelity Health Plan, the HealthFlex Plan (Preferred Provider Organizations—PPOs) or, in some locations, a Health Maintenance Organization (HMO<sup>1</sup>). All medical plans provide coverage for a wide range of eligible medical services, including preventive

care, hospitalization, doctor visits, surgery, behavioral health, and emergency care. There are no preexisting condition exclusions under Fidelity's medical plans. Coverage begins on your date of hire, provided you enroll within 31 days of your date of hire.

<sup>1</sup>For purposes of this overview, HMO means an HMO-like self-funded plan.

## 2021 Plan Details and Costs

### Medical Coverage Comparison

Key Provisions	Fidelity Health Plan (In-Network) <sup>1</sup>	HealthFlex PPO (In-Network) <sup>1</sup>	Health Maintenance Organizations <sup>2</sup> (HMOs) vary by state <sup>3, 4</sup>
<b>HIGHLIGHTS</b>	Offers the lowest total annual out-of-pocket costs compared to the other medical plans for most associates. Plus, when you enroll in the FHP, you can open a Fidelity Health Savings Account (HSA) to save for current and future health care expenses. What's more—Fidelity contributes to the HSA! <sup>5</sup>	With the HealthFlex PPO, you can go to any doctor without a referral. You'll pay more out of your paycheck than with the Fidelity Health Plan (FHP), but copays will generally be lower when you visit an in-network doctor.	HMOs are available in several Fidelity regions and offer coverage only if you receive medical treatment from a doctor or other provider who is a member of the HMO's network.
<b>ANNUAL DEDUCTIBLE</b>	\$1,500 for Individual coverage. \$3,000 if you cover yourself and one or more family members. <sup>6</sup>	\$300 <sup>7</sup> per person up to the family <sup>6</sup> maximum of \$600. <sup>7</sup>	None.
<b>ANNUAL OUT-OF-POCKET MAXIMUM (INCLUDES DEDUCTIBLE)</b>	\$2,000 for Individual coverage. \$4,000 if you cover yourself and one or more family members. <sup>6</sup>	\$1,500 per person up to the family <sup>6</sup> maximum of \$3,000.	\$2,000 per person up to the family <sup>6</sup> maximum of \$4,000.
<b>REFERRALS</b>	Not required.	Not required.	Varies by plan. Contact your HMO for details as to whether referrals are required.
<b>OFFICE VISITS</b>	Covered at 100%, no copay.	Covered at 100%, no copay.	Covered at 100%, no copay.
• Routine Well Office Visits and Screenings			
• Well Baby/Well Child Visits	Covered at 100%, no copay.	Covered at 100%, no copay.	Covered at 100%, no copay.
• Diagnostic Visits	Covered at 90%, after deductible.	Covered at 100%, after \$20 copay.	Covered at 100%, after \$20 copay.
• Specialty Visits	Covered at 90%, after deductible.	Covered at 100%, after \$40 copay.	Covered at 100%, after \$40 copay.
<b>TELEMEDICINE VISITS</b>	Covered at 90%, after deductible.	Covered at 100%, after copay per visit.	Covered at 100%, after \$10 copay.
• Vendor Telemedicine Visits (Teladoc, Doctor On Demand or Intermountain Connect Care)		• \$10 General Medicine • \$10 Behavioral Health • \$20 Dermatology	
• Other Telemedicine Visits (claims billed by a provider with a telemedicine modifier)	Covered at 90%, after deductible.	Covered at 100%, after copay per visit. • \$20 Diagnostic • \$40 Specialty	Covered at 100%, after \$10 copay.
<b>MATERNITY CARE</b>	Covered at 100%, no copay.	Covered at 100%, no copay.	Covered at 100%, no copay.
• Prenatal Care			
• Hospital & Delivery Services	Covered at 90%, after deductible.	Covered at 90%, after deductible.	Covered at 100%, after \$300 copay.
• Postnatal Exams	Covered at 90%, after deductible.	Covered at 100%, no copay.	Covered at 100%, no copay.

Prior authorization for services may be required. Please contact the claims administrator for more information.

<sup>1</sup>Coverage information pertains only to in-network providers; coverage for out-of-network providers is reduced.

<sup>2</sup>For purposes of this chart, HMO means an HMO-like self-funded plan.

<sup>3</sup>You must reside in the appropriate service area in the states offered to obtain the HMO coverage.

<sup>4</sup>There may be slight variations by state. Please check your Summary Plan Description or contact the plan claims administrator for detailed coverage information.

<sup>5</sup>Eligibility rules apply; see FMRbenefits.com for more details.

<sup>6</sup>If you want to cover family members, you'll need to choose one of the following tiers: Individual + Child(ren), Individual + Spouse, or Individual + Family.

<sup>7</sup>Copay amounts do not apply to the annual deductible.

## 2021 Plan Details and Costs

### Medical Coverage Comparison (continued)

Key Provisions	Fidelity Health Plan (In-Network) <sup>1</sup>	HealthFlex PPO (In-Network) <sup>1</sup>	Health Maintenance Organizations <sup>2</sup> (HMOs) vary by state <sup>3, 4</sup>
<b>HOSPITAL CARE</b> • <i>Inpatient Care</i>	Covered at 90% after deductible.	Covered at 90% after deductible.	Covered at 100% after \$300 copay.
• <i>Emergency Room</i>	Covered at 90% after deductible.	Covered at 100% after \$150 copay (waived if admitted).	Covered at 100% after \$150 copay (waived if admitted).
• <i>Outpatient Surgery</i>	Covered at 90% after deductible.	In facility: covered at 90% after deductible. In physician's office: covered at 100% after \$40 copay.	In facility: covered at 100% after \$150 copay. In physician's office: covered at 100% after \$40 copay.
<b>OUTPATIENT (PHYSICAL, OCCUPATIONAL, AND SPEECH THERAPY)</b>	Covered at 90%, after deductible. Physical and occupational therapy limited to 100 visits per year combined. Speech therapy limited to 52 visits per year.	Covered at 100%, after \$40 copay per visit. Physical and occupational therapy limited to 100 visits per year combined. Speech therapy limited to 52 visits per year.	Covered at 100%, after \$40 copay per visit. Physical and occupational therapy limited to 100 visits per year combined. Speech therapy limited to 52 visits per year.
<b>MENTAL HEALTH AND SUBSTANCE ABUSE</b> • <i>Inpatient</i>	Covered at 90%, after deductible; unlimited days per calendar year.	Covered at 90%, after deductible; unlimited days per calendar year.	Covered at 100%, after \$300 copay; unlimited days per calendar year.
• <i>Outpatient</i>	Covered at 90%, after deductible; unlimited visits per calendar year.	Covered at 100%, after \$20 copay per visit; unlimited visits per calendar year.	Covered at 100%, after \$20 copay per visit; unlimited visits per calendar year.
<b>CHIROPRACTIC AND ACUPUNCTURE SERVICES</b>	Covered at 90%, after deductible; limited to 20 visits per year for each service.	Covered at 90%, after deductible; limited to 20 visits per year for each service.	Covered at 100%, after \$40 copay per visit. Limited to 20 visits per year for each service.
<b>VISION AND HEARING EXAMS</b>	Covered at 100%, no copay (one vision exam and one hearing exam per year).	Covered at 100%, no copay (one vision exam and one hearing exam per year).	Covered at 100%, no copay (one vision exam and one hearing exam per year).
<b>PRESCRIPTION COVERAGE</b> <i>Administered by CVS Caremark</i>			
• <i>Retail (30-day supply) Generic/Preferred/Non-Preferred</i>	Preventive: covered at 100%, after applicable copay (\$10/\$20/\$40). <sup>5</sup> Non-preventive: covered at 90%, after deductible.	Covered at 100%, after applicable copay (\$10/\$20/\$40).	Covered at 100%, after applicable copay (\$10/\$20/\$40).
• <i>Mail Order or Maintenance Choice Program (90-day supply) Generic/Preferred/Non-Preferred</i>	Preventive: covered at 100%, after applicable copay (\$20/\$40/\$80). <sup>5</sup> Non-preventive: covered at 90%, after deductible.	Covered at 100%, after applicable copay (\$20/\$40/\$80).	Covered at 100%, after applicable copay (\$20/\$40/\$80).

Prior authorization for services may be required. Please contact the claims administrator for more information.

<sup>1</sup>Coverage information pertains only to in-network providers; coverage for out-of-network providers is reduced.

<sup>2</sup>For purposes of this chart, HMO means an HMO-like self-funded plan.

<sup>3</sup>You must reside in the appropriate service area in the states offered to obtain the HMO coverage.

<sup>4</sup>There may be slight variations by state. Please check your Summary Plan Description or contact the plan claims administrator for detailed coverage information.

<sup>5</sup>Preventive prescription drug copays will not apply toward the deductible, but will apply toward the out-of-pocket maximum. Changes have been made to the preventive drug list, so be sure to check the preventive drug list to see if your current drug is still included.

## Health Savings Account (HSA)

If you enroll in the Fidelity Health Plan, you may also be eligible to establish a Fidelity Health Savings Account (Fidelity HSA®), which is a tax-advantaged account that can be used to pay for current or future qualified medical expenses with tax-free dollars. Fidelity will make a contribution<sup>1</sup> to the accounts of eligible employees who establish a Fidelity HSA®.

You can use the funds in your HSA to reimburse yourself for qualified medical expenses, including the deductible, coinsurance amounts, and copays. Unused funds carry over from year to year.

### Fidelity HSA Eligibility Criteria

In general, you are eligible to establish an HSA if you satisfy the following requirements:

- You are enrolled in the Fidelity Health Plan.
- You are not covered by any other health plan that is not a high-deductible plan.
- You are not enrolled in Medicare.
- You cannot be claimed as a dependent on another person's federal tax return.

For additional details regarding HSAs, go to [FMRbenefits](#).

## Prescription Drug Coverage

CVS Caremark is the administrator of prescription drug benefits for all medical plan options. If you enroll in a Fidelity medical plan option, you are automatically enrolled in Prescription Drug coverage. You will receive both a medical ID card from the Carrier and a CVS Caremark ID card to be used for your retail prescription needs. There are two ways you can purchase prescriptions — through a retail pharmacy or through the convenient mail-order program.

For additional information regarding the prescription drug plan, go to [FMRbenefits](#).

<sup>1</sup>If you are hired or rehired mid-year, the Company contribution will be prorated based on the number of months during the year you are covered by the Fidelity Health Plan as of the first day of the month.

## Dental

The Dental Plan provides eligible employees and their eligible dependents with coverage for certain procedures performed by any licensed dentist. The Dental Plan offers an optional Preferred Dental Provider (PDP) feature, which enables employees to take advantage of negotiated rates with select dentists. MetLife provides administrative claims services for the Dental Plan. Coverage begins on your date of hire, provided you enroll within 31 days of your date of hire.

### Dental Coverage Information

Fidelity's dental plan is designed to promote good oral health for you and your family.

Key Provisions <sup>1</sup>	Coverage	Services included in treatment
<b>ANNUAL DEDUCTIBLE<sup>2</sup></b>	\$50 per covered person, <sup>3</sup> \$150 per family maximum (each family member can apply only \$50 toward the family deductible).	
<b>BENEFIT MAXIMUM</b>	Dental Services: \$2,000 per covered person per calendar year Orthodontic Services: \$2,500 per covered person per lifetime.	
<b>PREVENTIVE TREATMENT</b>	Covered at 100%. <sup>4</sup>	Oral exams, routine cleanings, X-rays, sealants, fluoride treatments, and space maintainers.
<b>BASIC TREATMENT</b>	Covered at 80% <sup>4</sup> after deductible.	Fillings, oral surgery, periodontal treatment, endodontics, extractions, and diagnostic lab tests.
<b>MAJOR RESTORATIVE AND ORTHODONTIC TREATMENT</b>	Covered at 60% <sup>4</sup> after deductible.	Crowns and bridgework, dentures, implants, inlays, and onlays. Orthodontic treatment subject to lifetime maximum.

Additional dental information can be found on [FMRbenefits](#).

<sup>1</sup>This is a sample list of services covered under each treatment; see the Summary Plan Description for a list of all services covered.

<sup>2</sup>Deductible applies to basic and major restorative treatment only (excludes orthodontic treatment).

<sup>3</sup>If you want to cover family members, you'll need to choose one of the following tiers: Individual + Child(ren), Individual + Spouse, or Individual + Family.

<sup>4</sup>Coverage levels are based on the Reasonable and Customary amounts, as determined by MetLife, unless your dentist is a PDP, in which case coverage levels are based on the negotiated rate between MetLife and the PDP.



## Vision

The Vision Plan provides eligible employees and their eligible dependents with coverage for certain vision-related expenses. Fidelity's Vision Plan is administered by EyeMed and offers eye exams and savings on glasses and contacts, as well as discounts on nonprescription sunglasses, additional pairs of glasses, laser vision correction and more.

### Vision Coverage Information<sup>1</sup>

See the world more clearly with Fidelity's Vision Plan, which offers eye exams, savings on glasses and contacts as well as discounts on non-prescription sunglasses, additional pairs of glasses, laser vision correction, and more.

Key Provisions <sup>2</sup>	In-Network	Out-of-Network
<b>EXAM</b>	Covered at 100%, no copay.	Up to \$50 reimbursement.
<b>EYEGASSES</b>		
• <i>Frames</i>	Covered at 100% up to \$150 allowance.	Up to \$75 reimbursement.
• <i>Lenses (single, bifocal, trifocal)</i>	Covered at 100% after \$20 copay.	Up to \$50 reimbursement.
<b>CONTACT LENSES</b> <i>(in lieu of eyeglasses)</i>	Covered at 100% up to \$150 allowance.	Up to \$75 reimbursement.
<b>ADDITIONAL DISCOUNTS</b>	<ul style="list-style-type: none"> <li>• 20% discount on frame balance above \$150.</li> <li>• 40% discount on additional pairs of eyeglasses.</li> <li>• 20% discount on non-prescription sunglasses.</li> <li>• Discounts on LASIK and PRK.</li> </ul>	Not available out of network.
<b>FREQUENCY OF SERVICES</b>		
• <i>Exam</i>		Once every calendar year.
• <i>Frames and lenses OR contact lenses</i>		Once every calendar year.

Additional vision information can be found on [FMRbenefits](#).

<sup>1</sup>If you want to cover family members, you'll need to choose one of the following tiers: Individual + Child(ren), Individual + Spouse, or Individual + Family.

<sup>2</sup>This is a sample list of services covered under each treatment; see the Summary Plan Description for a list of all services covered.

## Health Care Flexible Spending Accounts

Contributing to either the Health Care Flexible Spending Account or the Health Care HSA-Compatible Flexible Spending Account allows you to set aside money on a pretax basis to reimburse yourself for certain eligible expenses, thereby reducing your taxable income.

### Important:

You are now able to roll over up to \$550 in remaining funds at the end of the year. The rollover will happen automatically—either to your Health Care FSA (HealthFlex PPO and HMO) or Health Care HSA-Compatible FSA (Fidelity Health Plan).

**The Health Care Flexible Spending Account** can be used to reimburse yourself for eligible medical expenses such as:

- Deductibles, copays, and other eligible out-of-pocket medical expenses not covered, or covered only partially, by your medical, dental, or other group health plan.
- Vision care and hearing expenses that are either not covered or only partially covered by your medical plan for you and your eligible dependent(s). These expenses include eyeglasses, contact lenses, and hearing aids.

*Note:* If you enroll in this account, you are not eligible to establish a Health Savings Account (HSA).

**The Health Care HSA-Compatible Flexible Spending Account** can be used to reimburse

yourself for eligible dental and vision expenses and preventive care prescription drug copays. It can also be used for other medical expenses once you meet your applicable deductible.

*Note:* Participation in the Health Care HSA-Compatible Flexible Spending Account does not impact your eligibility to establish an HSA.

	Flexible Spending Account (FSA)	Health Savings Account (HSA)
Does Fidelity contribute to my account?	No	Yes  <i>Note:</i> You must meet the HSA eligibility requirements and enroll in the Fidelity Health Plan.
Can I make my own pretax contributions?	Yes	Yes
Can I invest my account balance?	No	Yes
Do I pay taxes?	On my contributions: No On Fidelity's contribution: N/A On investment earnings: N/A On withdrawals: No  <i>Note:</i> Withdrawals must be used to pay for eligible out-of-pocket expenses for favorable tax treatment.	On my contributions: No On Fidelity's contribution: No On investment earnings: No On withdrawals: No  <i>Note:</i> Withdrawals must be used to pay for eligible out-of-pocket expenses for favorable tax treatment.
Is there a "use it or lose it" rule?	Yes  Under IRS rules, you are only able to roll over up to \$550 in remaining funds at the end of the year.	No  HSA balances roll over from year to year.

Additional FSA information can be found on [FMRbenefits](#).

## Health and Wellness

The right tools and information can help Fidelity employees and their families improve the quality of their health care and use it more wisely.

### Emotional Well-Being Support Program

The Emotional Well-Being Support Program, administered by Lyra, provides emotional and mental health support that can help manage feelings of stress, anxiety, depression, substance misuse, relationship issues, sleep disorders, and other common issues that can be addressed through short-term counseling services. Eligible employees and their eligible dependents have up to 12 confidential sessions per calendar year, at no cost. It generally takes only a few minutes to complete the online assessment and get matched to a therapist, coach, or self-guided program for your needs. In many cases, you can schedule an appointment immediately through Lyra's platform. The Lyra Care Team is available to help you find a provider, answer questions, and help troubleshoot technical issues. They are available 24/7 by email, chat, and phone.

Additional information about the Emotional Well-Being Support Program can be found on [FMRbenefits](#).

### Tobacco Cessation Program

The Quit For Life<sup>®</sup> Program is available to eligible employees and their eligible dependents age 18 and older at no charge. The Quit For Life Program has helped thousands of people improve their health by quitting tobacco. This confidential, tailored program offers proven techniques and individual support as part of a personal Quit Plan.

Additional information about the Tobacco Cessation Program can be found on [FMRbenefits](#).

### Fidelity Health & Wellness Centers

The Centers complement your Fidelity health benefits portfolio by providing a wide range of services from qualified health care providers. You may choose to visit the Centers for a wide variety of reasons, from treatment for an illness to receiving travel vaccinations to developing a wellness plan. The Centers are managed and staffed by Premise Health, and your medical information is kept confidential.

The Health & Wellness Centers offer access to a Health Coach who can help you make—and stick with—your goals, such as losing weight, reducing stress, eating healthily, or quitting smoking. Your in-person Health Coach will assess your health and well-being and help you develop an action plan that takes advantage of Fidelity's health and wellness resources to address your personal health risks.

The Fidelity Health & Wellness Centers are located in Smithfield, RI, Boston, MA, Covington, KY, Westlake, TX, Raleigh, NC, and Merrimack, NH. The Centers are open Monday through Friday (closed on Fidelity holidays), and are available to eligible employees, including those visiting from other sites.

Wellness and preventive services are provided at no cost, although symptom care services are subject to a charge.

Go to [FMRbenefits](#) for additional information.

### Fitness Reimbursement Program

Fidelity provides a Fitness Reimbursement Program under which employees may be reimbursed up to \$300 per plan year for a fitness center membership or qualified fitness-related expenses. You may participate in the Fitness Reimbursement Program in addition to receiving discounts or reimbursements that your medical plan may offer. Memberships at on-site fitness facilities are not eligible for reimbursement.

For additional information go to [FMRbenefits](#).

# Insurance



Insurance offers protection from the unexpected. That's why Fidelity offers a wide variety of automatic and optional forms of coverage. Regular employees who are regularly scheduled to work 30 or more hours per week receive Company-paid insurance coverage. They may also elect additional employee-paid coverage as well as the opportunity to obtain competitive rates and money-saving discounts for a variety of personal property needs.

## Life Insurance

	Coverage	Who Pays
<b>Employee</b>		
Core	\$50,000	Fidelity pays the full cost of coverage.
Basic	Four times your base salary or benefits base, up to \$250,000.	Fidelity pays the full cost of coverage but this benefit is taxable.
Supplemental	From 1 to 15 times your annualized base salary or benefits base. The combined Basic and Supplemental maximum coverage is the lesser of 19 times your annualized base salary or benefits base, or \$3 million (combined coverage amounts of up to \$1 million do not require Proof of Good Health).	You pay the full cost of coverage through after-tax payroll deductions; cost is based on your age, elected coverage amount, and Tobacco-use Status.
<b>Dependents (must be enrolled in Basic Employee Life)</b>		
Spouse	Choose from coverage options of: \$20,000      \$300,000 \$50,000      \$500,000 \$100,000	You pay the full cost of coverage through after-tax payroll deductions; cost is based on your spouse's age, elected coverage amount, and tobacco-use status.
Child(ren)	\$10,000 (each eligible child)	You pay the full cost of coverage.

Additional Life and Accident Insurance information can be found on [FMRbenefits](#).

## Auto & Home Insurance

The Auto & Homeowner's Insurance Program for eligible employees allows you to obtain competitive rates and money-saving discounts for your home (whether you rent or own), car, boat, recreational vehicle, and more through Liberty Mutual® and MetLife Auto & Home®. This program also offers eligible employees the opportunity to easily obtain free, no-obligation quotes online or by phone. Once you select a carrier, you can choose from a variety of payment options, including payroll deduction.

Additional Auto and Home Insurance information can be found on [FMRbenefits](#).

## Pet Insurance

Fidelity offers eligible associates access to pet insurance through Nationwide. The policies cover injuries, illnesses, and preventive care for your pets.

Additional Pet Insurance information can be found on [FMRbenefits](#).

## Group Legal Plan

Fidelity offers eligible associates the opportunity to enroll in Group Legal coverage through MetLaw. The Plan provides you with access to legal services from attorneys experienced in estate planning documents, civil suits, adoption, identity theft issues and much more.

For associates enrolled in the Basic Life Insurance plan, you are able to work with an attorney at no cost to prepare a will, health care power of attorney, and financial power of attorney without enrolling in the Group Legal Plan.

Additional Group Legal Plan information can be found on [FMRbenefits](#).

## Disability Plans

Fidelity's disability plans provide you with some protection for your earnings should you become disabled, as defined by the plans. If you are a regular employee who is regularly scheduled to work 30 or more hours per week, you are automatically covered under the Short-Term and Long-Term Disability Plans as of your first day of active employment. Short-Term and 60% (Base Pay Only) Long-Term Disability coverage is Company paid, and 70% (Base Pay + Bonus) Long-Term Disability coverage is employee paid.

### Disability Insurance

Type of Disability Coverage	Coverage	Who Pays for Coverage
Short-Term Disability (STD)	You may apply for STD benefits for up to 180 days when you are unable to work because of a non-work-related disability. Your STD benefit amount is based on the length of your disability.	Fidelity pays the full cost of coverage.
60% LTD (Base Pay Only)	Enables you to apply for LTD benefits after you have been disabled for 180 days. You are eligible to receive 60 percent of your base salary or benefits base up to a maximum benefit amount of \$20,000 per month for approved claims. The minimum monthly benefit is \$100.	Fidelity pays the full cost of coverage.
70% LTD (Base Pay + Bonus)	Enables you to apply for contributory LTD benefits equal to 10 percent of your base salary or benefits base and 70 percent of your eligible bonus <sup>1</sup> (or a total income replacement of 70 percent per month for Core and Supplemental LTD combined). The maximum contributory LTD benefit amount for approved benefit claims is \$12,000 per month (or \$32,000 LTD combined).	You pay the full cost of coverage on an after-tax basis.

Additional Disability Insurance information can be found on [FMRbenefits](#).

<sup>1</sup>"Eligible bonus" means quarterly, semiannual, and annual bonuses (excluding annual nonexempt gifts and any non-cyclical bonuses, such as retention bonuses and sign-on bonuses) averaged over the past two calendar years. If two calendar years of bonus history are not available, eligible bonus will be based on the available history. Sales and commission bonuses are not eligible bonuses and are not included in the eligible bonus calculation. For benefits base employees, eligible sales and commissions bonuses are factored into your insurance base rate. For purposes of this definition, "calendar year" shall mean the period from January 1 through December 31 of the applicable year(s).

# Retirement



Fidelity's Retirement Savings Plan helps you contribute and invest for retirement on a tax-advantaged basis. Eligible employees can make pretax 401(k) and/or Roth after-tax 401(k) contributions, and Fidelity will match your contributions dollar-for-dollar up to 7% of your eligible compensation. In addition, Fidelity may make an annual Profit Sharing contribution of up to 10% of your eligible compensation.<sup>1</sup>

## Employee Contributions

Through automatic payroll deductions, you can elect to contribute from 3% to 50% of your eligible compensation into the 401(k) feature of the Plan on a pre-tax, Roth after-tax or a combination up to the annual IRS limit (\$19,500 in 2021). If you are catch-up eligible (i.e. are or will be at least 50 or older during the year), you can elect from 3% to 80% of your eligible compensation up to the higher combined 401(k) catch-up limit (\$26,000 in 2021). Employees determined to be highly compensated may have additional limitations. In either case, you have the option to make contribution elections for your regular pay, variable pay, or both. The percentage that you elect for each type of pay can vary and you can change your contribution percentage(s) throughout the year. Here are the ways you can contribute:

Pretax	These contributions come out of your pay before taxes are calculated. Any investment earnings will grow tax free until you take a distribution.
Roth After-tax	These contributions are taxed at the time you make them. Any investment earnings and the contributions may be withdrawn tax free.  Note: In order to be tax free and penalty free, the withdrawal must occur at least five years following the year of your first Roth 401(k) contribution, and the withdrawal must occur after you have attained age 59½, or in the event of your death or disability.
Catch-up	If you are or will be age 50 or older during the calendar year, you can make additional contributions—up to a maximum of \$26,000 in 2021. Catch-up contributions are not eligible for Company-matching contributions.
Rollover	The Retirement Savings Plan allows you to roll money over from a previous eligible employer's plan, or from an individual retirement account (IRA) or rollover IRA. You don't need to be contributing to the 401(k) feature of the Retirement Savings Plan to make a rollover contribution.

<sup>1</sup>The Profit Sharing contribution will consist of a nondiscretionary portion that approximates the revenue Fidelity receives in connection with the investment options offered under the Retirement Savings Plan and a discretionary portion. In prior years, the mandatory and discretionary portions, when combined, resulted in an allocation of 10% of your eligible compensation. The Company-matching contributions are at the Company's discretion and, along with the discretionary portion of the Profit Sharing contribution, are subject to the availability of sufficient Company profits and cash flow. All Company contributions are subject to initial and ongoing eligibility requirements.

## Company Contributions

### Company Match Contributions

You generally become eligible for Company contributions first of the month following when you complete 1,000 hours of service over 12 consecutive months. Fidelity will match<sup>1</sup> your pretax and Roth 401(k) contributions dollar for dollar, up to 7% of your eligible compensation each payroll period. In addition, in Q2 of the following year, Fidelity provides a “true-up” of your Company-matching contributions. The true-up enables you to receive matched contributions you missed out on due to circumstances like reaching your contribution limit early in the year, changing your contributions throughout the year, or incorrectly predicting your bonus and/or commissions.

### Profit Sharing Contributions

In addition to Company-matching contributions, you may also be eligible to receive an annual Profit Sharing contribution, provided that you are employed on the last day of the plan year. The Profit Sharing contribution consists of a mandatory nondiscretionary portion that approximates the revenue Fidelity receives in connection with the investment options offered under the Retirement Savings Plan and a discretionary portion. In prior years, the mandatory and discretionary portions, when combined, resulted in an allocation of 10% of your eligible compensation.

As with the Company-matching contribution feature, you become eligible when you complete 1,000 hours of service over 12 consecutive months. For example, if you are hired on February 17, 2021, and you are credited with 1,000 hours of service by February 17, 2022, you would become eligible March 1, 2022. Provided you meet all the eligibility requirements on December 31, 2022, you would receive a Profit Sharing contribution<sup>2</sup> in January 2023 based on your eligible compensation<sup>3</sup> between March 1, 2022, and December 31, 2022. In addition, to continue to receive Profit Sharing Contributions, you will need to continue to complete 1,000 hours each year.

## Automatic Enrollment

As a new hire or rehire, you are encouraged to set your contribution amount within 30 days of hire/rehire. If you do not set your contribution amount within 30 days of your hire/rehire date, you will be automatically enrolled in the Retirement Savings Plan with a pretax 401(k) contribution rate of 7% of your eligible regular pay. If you transfer directly from Fidelity TalentSource (formerly Veritude), your deferrals will continue at their current rate. You will also be enrolled in the Automatic Annual Increase Program (AIP), which increases your contribution rate by 1% of your eligible regular pay each year, until you reach 15%. The increase takes effect each year beginning with the first pay period of July. However, if you are hired between January 1 and July 1, the increase takes effect in July of the following year. Signing up for the AIP doesn't lock you in permanently. You can always choose to modify your contributions or opt out at any time.

## Vesting

You are always fully vested in the value of your own contributions and any investment earnings on your contributions. You become vested in any Company contributions, plus any earnings on those contributions, based on your years of vesting service.

Years of Vesting Service	Vested Percentage of Company Contributions and Related Earnings
1	0%
2	20%
3	40%
4	60%
5	100%

<sup>1</sup>At the Company's discretion and subject to the availability of sufficient Company profits and cash flow.

<sup>2</sup>The Profit Sharing contribution will consist of a nondiscretionary portion that approximates the revenue Fidelity receives in connection with the investment options offered under the Retirement Savings Plan and a discretionary portion. In prior years, the mandatory and discretionary portions, when combined, resulted in an allocation of 10% of your eligible compensation. The Company-matching contributions are at the Company's discretion and, along with the discretionary portion of the Profit Sharing contribution, are subject to the availability of sufficient Company profits and cash flow. All Company contributions are subject to initial and ongoing eligibility requirements.

<sup>3</sup>Eligible compensation is your base salary, plus overtime and regular performance bonus(es), if applicable. If you participate in a compensation plan in which variable compensation may comprise a significant portion of your annual earnings, your eligible compensation is your benefits base, which is equal to your base salary, plus 75% of your variable pay (as both are paid throughout the year). Certain payments, such as sign-on bonuses and relocation bonuses, are not considered eligible compensation.



## Retiree Health Reimbursement Plan (RHRP)

The Retiree Health Reimbursement Plan (RHRP) gives eligible associates credits that can help pay for eligible health care costs in retirement. There are no employee contributions; instead, they are funded entirely by Fidelity through discretionary annual credits, assuming:

- You are eligible, and
- Sufficient profit and cash flow are available.

### Your annual credit amount is based on your regularly scheduled hours:

30 or more hours per week	\$3,000
At least 20 but fewer than 30 hours per week	\$1,500

Eligible employees who die or retire during the year receive a prorated credit based on the number of months worked during the year in which the employee died or retired.

These credits are not actual cash contributions. They provide a bookkeeping method for you and Fidelity to track the amounts you can use to reimburse yourself for eligible health care expenses in retirement. Your RHRP credits accumulate over time and earn a fixed interest rate, which is determined on an annual basis. Interest is credited daily and posted monthly. Please note that once your credits move to the reimbursement phase, you no longer earn interest.

The RHRP offers these tax advantages:

- Credits made by Fidelity on your behalf are not taxable,
- Interest on credits accrues tax free, and
- Reimbursements for eligible health care expenses are not taxable.

## Eligibility for Credits

Regular employees become eligible to accrue credits on the first business day of the month following your completion of 12 consecutive months of service with a minimum of 1,000 hours of service in those 12 months. The 12 consecutive month period is measured starting on your date of hire.

After you have satisfied these initial eligibility requirements, you will receive a pro-rated credit based on the remaining number of months in the year you worked (1/12 of the annual credits for each month credited). For example, if you are hired on May 15, 2021, and you work 12 consecutive months and have completed 1,000 hours of service in that 12 months, you become eligible on June 1, 2022. Your credit is calculated from June 1 to December 31 (7/12ths of the annual credit). For each year thereafter, you will receive an annual credit for each year in which you meet the requirements below:

- Credited with 1,000 hours of service during the calendar year, and
- Actively employed by a Participating Unit on the last business day of the calendar year.

## Accessing Your Account to Pay for Expenses

You can access your account when you:

- Reach at least 10 years of service with Fidelity,
- Are age 55 or older, and
- Retire or separate from service from Fidelity.

Note: If you die your legal spouse will have access to your credits even if you did not meet the age and service requirements prior to your death.

Eligible health care expenses, generally include:

- Medical plan premiums, including Medicare and COBRA.
- Deductibles, copays and other eligible out-of-pocket medical expenses not covered (or only partially covered) by your medical, dental or other group health plan.
- Other health care expenses as defined in IRS publication 502.

# Work and Life



Fidelity respects the challenges facing working individuals today. No matter what stage of life you're in—single or married, a parent, or even the primary caregiver for an elderly parent—Fidelity can help you achieve a work/life balance.

## Important:

Estimate your expenses carefully. According to IRS guidelines, any money in your Dependent Care Flexible Spending Account that is not used for eligible expenses incurred during the Plan Year will be forfeited.

## Dependent Care Flexible Spending Account

### Using the Dependent Care Flexible Spending Account

This account can generally be used for eligible child care or elder care expenses that allow you (and your spouse, if applicable) to continue working.

Eligible expenses generally include care for:

- Your dependent children under age 13
- A dependent adult who is incapable of self-care, who has the same principal place of residence for more than one-half of the taxable year, and for whom you provide more than one-half of the individual's support.

The maximum amount you may elect to contribute to a Dependent Care Flexible Spending Account is \$5,000 per year (\$2,500 if married and filing separate tax returns). Please take these limits into consideration if you have already made an election this year through your previous employer, or if your spouse also participates in a dependent care flexible spending account.

Additional information can be found on [FMRbenefits](#).

## Family Programs

### Adoption Assistance Program<sup>1</sup>

The Adoption Assistance Program reimburses eligible employees up to a total of \$14,300 for eligible expenses once the child is legally placed in the employee's home.

Additional details can be found on [FMRbenefits](#).

### Backup Dependent Care

Fidelity offers subsidized backup dependent care. These services are available to use when your regular provider is unable to take care of your dependent.

Additional details can be found on [FMRbenefits](#).

<sup>1</sup>Regular employees who are regularly scheduled to work 30 or more hours per week, and have completed at least one year of service, are eligible for this program.

## Commuter Benefit Program

Employees eligible for the Commuter Benefit Program can use pretax dollars to cover commuting expenses for mass transit, van pools, or parking. Commuter and parking expenses are paid via automatic payroll deductions. Transit profiles are managed [online](#).

## Concierge Services

Fidelity Concierge, brought to you by Circles, offers concierge services to help you with personal needs. Fidelity Concierge assists employees in a variety of ways, including party and event planning, personal shopping, event tickets, and more. There are no service or consulting fees—the only charges involved are for the goods or services purchased.

Find additional information on [FMRbenefits](#).

## Employee Discount Program

Eligible employees can get discounts from hundreds of well-known companies on a wide selection of products and services online. The website is accessible from home so you may review discounts and make purchases at your leisure.

Find additional information on [FMRbenefits](#).

# Education and Financial Programs



Fidelity offers eligible employees tuition assistance, educational opportunities, and support for charitable donations to educational institutions.

## Tuition Reimbursement Program<sup>1</sup>

Fidelity's Tuition Reimbursement program has three components:

**Undergraduate/Graduate Degree Program**—Covers 90% of qualified tuition expenses, up to a maximum reimbursement of \$10,000 per year.

**Financial Certifications**—Covers 100% of qualified expenses for certain certificates only. Go to [FMRbenefits](#) for additional certificate information. (Expenses are charged directly to the business unit.)

**Exception Program**—Covers 90% of qualified tuition expenses for executive-level employees or those on an executive track. (Expenses are charged directly to the business unit; each business unit reserves the right to limit the amount approved per year).

Any reimbursements you receive will be taxable based on current IRS regulations. When you receive a reimbursement, it will be reduced by the applicable taxes.

To facilitate professional development, Fidelity provides eligible employees with reimbursement for 90% of qualified tuition expenses, subject to a \$10,000 maximum, that are part of a work-related degree or certificate program. As part of the program, employees meet with their manager to ensure the mutually beneficial nature of the course work.

Find additional information on [FMRbenefits](#).

## Fidelity Foundation Matching Gifts to Education Program

The Foundation's voluntary program will match employee contributions to accredited 501(c)(3) educational institutions, up to \$4,500 per employee in 2021.

Find additional information on [FMRbenefits](#).

## Student Loan Assistance

If you have student loans, Fidelity will help you pay them off. You can receive up to \$15,000 from Fidelity toward your loan balance, based on the number of hours you're scheduled to work. Student Loan refinancing is also available through Credible.

Fidelity contributes up to \$2,143/year, up to a lifetime maximum of \$15,000 based on the number of hours you're scheduled to work, to help you pay off your loan faster and save money:<sup>2</sup>

- It's a supplemental payment made directly to your loan service provider.
- It's not designed to replace your minimum monthly payment.
- You are still responsible for ensuring your required payment is made by the monthly due date.
- It's considered taxable income.

Once you've enrolled for Fidelity's contribution, you'll get an email each month from the Fidelity Benefits Center after your Fidelity contribution is sent to your loan service provider.

Find additional information on [FMRbenefits](#).

<sup>1</sup>Regular employees who are regularly scheduled to work 30 or more hours per week, and have completed at least six months of service before enrolling in a course, are eligible for this program.

<sup>2</sup>The Fidelity contribution is \$1,071/year up to a lifetime maximum of \$7,500 for associates scheduled to work between 20 and 29 hours.

# Time Away from Work



Fidelity provides different types of time away from work to help employees maintain a balance between professional and personal interests. Find additional information on [FMRbenefits](#).

## Holidays

Fidelity observes the holidays followed by the New York Stock Exchange:

- New Year's Day
- Martin Luther King, Jr., Day
- Presidents' Day
- Memorial Day
- Independence Day
- Labor Day
- Thanksgiving Day
- Christmas Day

Fidelity offers you a "pool" of Paid Time Off (PTO) to use in whatever way works best for you, whether you're taking a vacation, are under the weather, need to care for a sick family member, or just want a day off—in addition to Company holidays. For complete information on Paid Time Off go to [FMRbenefits](#).

Fidelity recognizes you may need time away from work for health, family, or other reasons. We offer the several types of Leave of Absence (LOA) to assist you. Please refer to the full LOA policy found on myHR for more information.

## Accruing Your Paid Time Off (PTO)

VACATION TIME		
Full Years of Service Based on Your Hire Anniversary Date	NONEXEMPT Eligible PTO	EXEMPT Eligible PTO
Less than 2 full years	18 days/144 hours	23 days/184 hours
At least 2 full years but less than 5 full years	23 days/184 hours	
At least 5 full years	28 days/224 hours	
Service Milestone Years	33 days/264 hours	
	In your 10th year of service, and every 5 years thereafter (15th, 20th, 25th, and so on) you will receive an additional award of up to 5 days of PTO to use in that year, in recognition of your tenure. This Service Milestone PTO is prorated if you have a part-time schedule. The following year, your total annual accrual returns to 28 days (for full-time employees) until your next Service Milestone anniversary year.	

## Contact Information

For more information about your benefit plans, visit [FMRbenefits.com](https://www.fmrbenefits.com). For general questions or enrollment and eligibility information, call the Fidelity Benefit Center at 800-835-5099, Prompt 1, Monday through Friday, 8:30 a.m. to 8:00 p.m. ET. For detailed coverage information, please contact the plan carrier directly.

Contact information for 2021 appears below and is also available on NetBenefits® > Health & Insurance > I Want to... > Full Directory.

<b>CVS CAREMARK PRESCRIPTION DRUG</b>	800-446-3709 Pre-enrollment: <a href="https://www.caremark.com/fidelity">www.caremark.com/fidelity</a>
<b>EMOTIONAL WELL-BEING SUPPORT PROGRAM (LYRA)</b>	844-902-2619 <a href="https://fidelity.lyrahealth.com">fidelity.lyrahealth.com</a>
<b>EYEMED VISION</b>	844-790-3876 Pre-enrollment: <a href="https://enroll.eyemed.com">enroll.eyemed.com</a> Choose Insight network when searching for a provider
<b>FIDELITY ADDED BENEFITS (AUTO, HOME, AND GPELI)</b>	866-392-6934 <a href="https://www.fidelityaddedbenefits.com">www.fidelityaddedbenefits.com</a>
<b>FIDELITY HEALTH PLAN (UMR, A UNITEDHEALTHCARE SUBSIDIARY)</b>	844-287-3861 <a href="https://member.accolade.com">member.accolade.com*</a>
<b>HARVARD PILGRIM HMO</b>	888-333-4742 <a href="https://www.harvardpilgrim.org">www.harvardpilgrim.org</a>
<b>HEALTHFLEX PPO (UMR, A UNITEDHEALTHCARE SUBSIDIARY)</b>	844-287-3861 <a href="https://member.accolade.com">member.accolade.com*</a>
<b>HUMANA HMO</b>	866-427-7478 <a href="https://www.humana.com">www.humana.com</a>
<b>METLIFE DENTAL</b>	888-660-1046 <a href="https://www.mybenefits.metlife.com">www.mybenefits.metlife.com*</a>
<b>METLIFE LEGAL</b>	800-GET-MET8 (access code: 9902284) <a href="https://info.legalplans.com/home/">info.legalplans.com/home/</a>
<b>METLIFE LIFE INSURANCE</b>	800-310-7770
<b>NATIONWIDE PET INSURANCE</b>	877-738-7874 <a href="https://www.petinsurance.com/fidelity">www.petinsurance.com/fidelity</a>
<b>SEDGWICK DISABILITY</b>	833-927-2632
<b>SELECTHEALTH HMO</b>	800-538-5038 <a href="https://www.selecthealth.org">www.selecthealth.org</a>

\*You can link directly to these sites through NetBenefits without entering a separate password.

Note: For some websites, login and registration may be required.

Unless otherwise noted, prospective members can use the phone numbers and websites above for information before enrolling.



For more information, visit

[FMRbenefits.com](https://www.fmrbenefits.com)

245 SUMMER STREET, BOSTON, MASSACHUSETTS 02210



This overview contains a summary of the benefits provided under the plans offered by FMR LLC and its affiliated companies, "Fidelity Investments." The applicable plan document is the official plan text, which governs the operation of the applicable plan. The language used in this overview is not intended to create, nor is it to be construed to create, a contract between Fidelity Investments and any one of its employees or former employees. In the event that the content of this overview, or any oral representations made by a person regarding the applicable plan, conflict with or are inconsistent with the provisions of the applicable plan document, the provisions of the applicable plan document are controlling. Your enrollment in Fidelity Investments benefit plans is subject to all limitations of the plans, waiting periods, at-work requirements, and the hourly eligibility requirements. Fidelity Investments reserves the right to change, suspend, withdraw, amend, modify, or terminate any of the plans stated herein, in whole or in part, at any time.

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