

# 2023 Benefits Overview

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Human Resources



2023



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 in certain benefits
- 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

- **New Hire Enrollment Guide:** This guide provides an overview to help you understand your options and prepare to make your elections
- **[FMRbenefits](#):** Comprehensive site to research benefits
- **[Benefits 101 Webinar](#):** Introductory video covering the basics of corporate benefits and Fidelity's offering\*
- **[FAQs](#):** Answers to questions we often hear from new hires\*
- **[Summary Plan Description](#):** Complete details on Fidelity's ERISA Plans. Once logged in, scroll to the bottom and select "View your Summary Plan Descriptions".\*



## Enroll

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

\*These resources are only accessible after your start date.

## A Wide Range of Benefits

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

Those with a ♦ icon next to them are programs where you can only enroll during your 31-day enrollment window from your start date, and then each year during the Annual Enrollment window (normally in the fall timeframe).

### 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
  - Expert Medical Services
  - Tobacco Cessation Program
  - Fidelity Health & Wellness Centers
  - Fitness Reimbursement Program
  - Wellness Coaching

### Insurance

- Life Insurance<sup>1</sup>
- ♦ ● Group Legal Plan
- ♦ ● Auto & Home Insurance
- Pet Insurance
- Disability Plans<sup>1</sup>
- ♦ ● Group Personal Excess Liability Insurance

### Retirement

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

### Work and Life

- ♦ ● Dependent Care Flexible Spending Account
- Family Programs
  - Adoption Assistance Program<sup>1</sup>
  - Autism and Behavioral Needs Navigator
  - Backup Dependent Care
  - Care Support and Coordination through Wellthy
  - Developmental and Behavioral Caregiving Support through Rethink
  - Parental Leave
- Commuter Benefit Program
- Concierge Services
- Employee Discount Program
- Paid Time Off & Other Time Away from Work

### Education and Financial Programs

- Educational Assistance Program<sup>1</sup>
- Fidelity Foundation Matching Gifts to Education Program
- Fidelity Charitable® Employee Match Program
- Student Loan Assistance

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

<sup>2</sup>Omaha Virtual Regional Center and 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.

Additional eligibility criteria may apply and may differ for each benefit. Please see FMRbenefits for more information on eligibility.

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 associates to choose the medical plan most appropriate for their needs. We provide associates with a variety of resources to understand their medical plan options. Please visit [FMRbenefits](#) for more information on our health benefits.

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Eligible associates can enroll themselves and their eligible dependents in the Fidelity Health Plan or the HealthFlex Plan (Preferred Provider Organizations—PPOs). Both 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.

Need a crash course in healthcare benefits, terms like “deductible” and “co-insurance” and what it all means? You're not alone. The [Benefits 101 webinar](#) recording can help.

## 2023 Plan Details

### Medical Coverage Comparison

Key Provisions	Fidelity Health Plan (In-Network) <sup>1</sup>	HealthFlex PPO (In-Network) <sup>1</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>2</sup>	With the HealthFlex PPO, 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 and budgeting is more predictable.
<b>ANNUAL DEDUCTIBLE</b>	\$1,500 for Individual coverage. \$3,000 if you cover yourself and one or more family members. <sup>3</sup>	\$300 <sup>4</sup> per person up to the family <sup>3</sup> maximum of \$600. <sup>4</sup>
<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>3</sup>	\$1,500 per person up to the family <sup>3</sup> maximum of \$3,000
<b>REFERRALS</b>	Not required.	Not required.
<b>OFFICE VISITS</b>		
• <i>Routine Well Office Visits and Screenings</i>	Covered at 100%, no copay.	Covered at 100%, no copay.
• <i>Well Baby/Well Child Visits</i>	Covered at 100%, no copay.	Covered at 100%, no copay.
• <i>Diagnostic Visits</i>	Covered at 90%, after deductible.	Covered at 100%, after \$20 copay.
• <i>Specialty Visits</i>	Covered at 90%, after deductible.	Covered at 100%, after \$40 copay.
<b>TELEMEDICINE VISITS</b>		
• <i>Vendor Telemedicine Visits (Teladoc)</i>	Covered at 90%, after deductible.	Covered at 100%, after copay per visit. • \$10 General Medicine • \$10 Behavioral Health • \$20 Dermatology
• <i>Other Telemedicine Visits (claims billed by a provider with a telemedicine modifier)</i>	Covered at 90%, after deductible.	Covered at 100%, after copay per visit. • \$20 Diagnostic • \$40 Specialty
<b>MATERNITY CARE</b>		
• <i>Routine Care</i>	Covered at 100%, no copay.	Covered at 100%, no copay.
• <i>Hospital &amp; Delivery Services</i>	Covered at 90%, after deductible.	Covered at 90%, after deductible.
• <i>Non-Routine Care</i>	Covered at 90%, after deductible.	Covered based on where services are provided (office, hospital, etc.).

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>Eligibility rules apply; see FMRbenefits.com for more details.

<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/ RDP (Registered Domestic Partner), or Individual + Family.

<sup>4</sup>Copay amounts do not apply to the annual deductible.

## 2023 Plan Details

### Medical Coverage Comparison (continued)

Key Provisions	Fidelity Health Plan (In-Network) <sup>1</sup>	HealthFlex PPO (In-Network) <sup>1</sup>
<b>HOSPITAL CARE</b>		
• <i>Inpatient Care</i>	Covered at 90%, after deductible.	Covered at 90%, after deductible.
• <i>Emergency Room</i>	Covered at 90%, after deductible.	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.
<b>OUTPATIENT (PHYSICAL, OCCUPATIONAL, AND SPEECH THERAPY)</b>	Covered at 90%, after deductible. Physical and occupational therapy limited to 60 visits combined per year, except when additional visits are medically necessary and in the case of therapy sessions for a behavioral health condition. Speech therapy limited to 52 visits per year.	Covered at 100%, after \$40 copay per visit. Physical and occupational therapy limited to 60 visits combined per year, except when additional visits are medically necessary and in the case of therapy sessions for a behavioral health condition. 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.
• <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.
<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.
<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).
<b>PRESCRIPTION COVERAGE</b>		
<i>Administered by CVS Caremark</i>		
• <i>Retail (30-day supply) Generic/Preferred/Non-Preferred</i>	Preventive (Generic and Preferred): Covered at 100%, no copay. Preventive (Non-Preferred): Covered at 100%, after \$40 copay. Non-preventive: Covered at 90%, after deductible.	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 (Generic and Preferred): Covered at 100%, no copay. Preventive (Non-Preferred): Covered at 100%, after \$80 copay. <sup>2</sup> Non-preventive: Covered at 90%, after deductible.	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>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 associates 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 associates 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 associates 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		
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/RDP (Registered Domestic Partner), 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 associates 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>		
Key Provisions <sup>2</sup>	In-Network	Out-of-Network
<b>EXAM</b>	Covered at 100%, no copay.	Up to \$50 reimbursement.
<b>EYEGLASSES</b>		
• Frames	Covered at 100%, up to \$150 allowance.	Up to \$75 reimbursement.
• Lenses (single, bifocal, trifocal)	Covered at 100%, after \$20 copay.	Up to \$50 reimbursement.
<b>CONTACT LENSES</b> (in lieu of eyeglasses)	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>		
• Exam		Once every calendar year.
• Frames and lenses OR contact lenses		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/ RDP (Registered Domestic Partner), 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 Dental and Vision 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.

**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 Dental and Vision Flexible Spending Account** can be used to reimburse yourself for eligible dental and vision expenses.

*Note:* Participation in the Dental and Vision Flexible Spending Account does not impact your eligibility to establish an HSA.

You are able to roll over up to \$570 (as of the end of 2022) in remaining funds at the end of the year. The rollover will happen automatically—either to your Health Care FSA (HealthFlex PPO) or Dental and Vision FSA (Fidelity Health Plan).

### Wondering how a Health Care Flexible Spending Account is different from a Health Savings Account?

Use the table below to compare the account types.

	Flexible Spending Account (FSA)	Health Savings Account (HSA)
Does Fidelity contribute to my account?	No	Yes  Note: 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  Note: 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  Note: 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 \$570 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 associates and their families improve the quality of their overall health and make the most of available resources.

The following programs are available to eligible associates year-round, even if you don't take action during your 31-day window. For additional details on these programs, including how to enroll and access them, visit their FMRbenefits pages at the links below.

Need help figuring out where to start? Visit the [Life Navigator](#) on FMRbenefits for a collection of benefits programs to support you and your family through many common life events.

PROGRAM	DETAILS
<b>Health &amp; Well-being</b>	
<a href="#">Emotional Well-Being Support Program through Lyra (EAP)</a>	Get support through life's challenges, including stress, relationship issues, anxiety, and depression. You and your eligible dependents each have access to up to 12 confidential short-term therapy or coaching sessions per calendar year, at no cost to you. Self-care resources are also available.
<a href="#">Expert Medical Services</a>	Connects you with the world's top doctors to review and discuss diagnoses and create personalized treatment plans for specific health conditions. You do not need to be enrolled in a Fidelity medical plan to use Expert Medical Services.
<a href="#">Fitness Reimbursement Program</a>	Reimburses up to \$300 (50% on up to \$600 of eligible fitness expenses) per year to help you meet your fitness goals.
<a href="#">On-Site Health &amp; Wellness Centers</a>	Staffed with health care professionals who can provide you with flu and allergy shots, health screenings and other types of routine care. Available in Boston, Covington, Merrimack, Durham, Smithfield, and Westlake.
<a href="#">Tobacco Cessation</a>	Offered through Optum, this program helps you and family members stop using tobacco products, including e-cigarettes.
<a href="#">Wellness Coaching</a>	Work with a wellness coach virtually or at an on-site health & wellness center to support lasting lifestyle changes in the areas of weight, exercise, smoking cessation, work/life balance, and overall life satisfaction.
<a href="#">Retiree Health Reimbursement Plan<sup>1</sup></a>	Gives eligible associates credits that can help pay for eligible health care costs in retirement.

<sup>1</sup>Omaha Virtual Regional Center and 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.

# Insurance



Insurance offers protection from the unexpected. That's why Fidelity offers a wide variety of automatic and optional forms of coverage. Associates who are regularly scheduled to work 30 or more hours per week receive Company-paid insurance coverage. They may also elect additional associate-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. (Note this benefit is reduced if you are age 65 or older.)	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/RDP (Registered Domestic Partner)	Choose from coverage options of:	
	\$20,000	\$300,000
	\$50,000	\$500,000
	\$100,000	
	Amounts above \$50,000 require Proof of Good Health.	
Child(ren)	\$10,000 (each eligible child)	You pay the full cost of coverage.

Additional 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](#).

## Your Other Insurance Benefits

The following programs are available to eligible associates year-round, even if you don't take action during your 31-day window. For additional details on these programs, including how to enroll and access them, visit their FMRbenefits pages at the links below.

Need help figuring out where to start? Visit the [Life Navigator](#) on FMRbenefits for a collection of benefits programs to support you and your family through many common life events.

## Additional Insurance Offerings

<a href="#">Group Auto &amp; Home Insurance Program</a>	Discounted insurance rates for your home, car, boat, and recreational vehicle.
<a href="#">Group Personal Excess Liability Insurance</a>	Higher-limit liability coverage to supplement your various personal insurance policies.
<a href="#">Pet Insurance</a>	Group pet insurance from Nationwide provides protection at preferred pricing to help manage pet care costs associated with illnesses and injuries.

## 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 Disability Plan, and automatically enrolled in Long Term 70% Disability Plan 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 requires an associate contribution.

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)	LTD 70% (Base Salary + Bonus) increases your total LTD protection for approved claims to 70% of your base salary or benefits base and 70% of your eligible bonus <sup>1</sup> , up to a maximum of \$32,000 per month.	You and Fidelity share the cost of this benefit.

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 associates 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 pretax, Roth after-tax or a combination up to the annual IRS limit (\$22,500 in 2023). 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 (\$30,000 in 2023). 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 \$30,000 in 2023. 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 a 12-month eligibility computation period. 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 made while you are match eligible, provided you are employed on the last day of the plan year. 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.<sup>2</sup> 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 a 12-month eligibility computation period. For example, if you are hired on February 7, 2022, and you are credited with 1,000 hours of service by February 7, 2023, you would become eligible March 1, 2023. Provided you meet all the eligibility requirements on December 31, 2023, you would receive a Profit Sharing contribution<sup>3</sup> in January 2024 based on your eligible compensation<sup>4</sup> between March 1, 2023, and December 31, 2023. 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 following business units and companies do not participate in the Profit Sharing contribution: World Trade Center, Seaport Hotel, Fidelity Talent Source (non-core), Fidelity Investments Canada Limited (FICL), Fidelity International Limited (FIL), Albuquerque-based employees (excluding individuals employed in a retail branch location) and employees of the Omaha Virtual Regional Center.

<sup>3</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>4</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.



# 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 supporting an aging or ill loved one—Fidelity can help you achieve better work/life harmony.

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## 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.com](https://fmrbenefits.com).

### 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.

## Your Other Benefits

The following programs are available to eligible associates year-round, even if you don't take action during your 31-day window. For additional details on these programs, including how to enroll and access them, visit their FMRbenefits pages at the links below.

Need help figuring out where to start? Visit the [Life Navigator](#) on FMRbenefits for a collection of benefits programs to support you and your family through many common life events.

### Family Care

<a href="#">Adoption Assistance</a>	Reimburses eligible expenses incurred during the adoption process after the child is legally placed.
<a href="#">Autism and Behavioral Needs Navigator</a>	Provides confidential access for Fidelity associates and their families to a team that specializes in family behavioral needs assistance, from conducting comprehensive personalized assessments, to developing comprehensive care plans.
<a href="#">Back-Up Dependent Care</a>	Helps you arrange for back-up child or adult/elder care at a subsidized rate when your regular care arrangements are unavailable so you can get to work.
<a href="#">Care Support and Coordination through Wellthy</a>	Gives you access to dedicated care coordinators who can help you navigate the medical, financial, legal, housing, in-home and social/emotional aspects of caring for your loved ones.
<a href="#">Developmental and Behavioral Caregiving Support through Rethink</a>	Offers access to certified behavior analysts who provide coaching/virtual training and resources to caregivers of children and adults with learning, social or behavioral challenges and developmental disabilities and special needs—even without a formal diagnosis.
<a href="#">Parental Leave</a>	Whether you are welcoming a child through birth, adoption, or fostering, spend those early moments together as a family using up to 12 weeks of bonding time within a year of the birth or placement. Those who give birth get an additional 4 weeks of childbirth leave.

### Educational

<a href="#">Student Loan Assistance</a>	If you have student loans and meet certain eligibility requirements, 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.
<a href="#">Educational Assistance Program</a>	<p>Fidelity's Educational Assistance program provides payment for work-related educational program. The program has three components:</p> <ul style="list-style-type: none"> <li>(1) A Fully Funded Undergraduate Degree Program for eligible entry level PI &amp; WI customer service associates</li> <li>(2) Select Fully Funded Certifications like Certified Financial Planner (CFP) for all eligible associates, and</li> <li>(3) a \$5,250 annual limit for a variety of other educational programs at any accredited school for all eligible associates.</li> </ul> <p>Visit FMRbenefits for details such as which certifications are covered, which majors are covered for degrees, eligibility criteria, and where to find which schools and programs are within the Guild Catalog.</p>

### Personal

<a href="#">Commuter Benefit Program</a>	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.
<a href="#">Concierge Services</a>	Wouldn't it be great to have a personal assistant? Fidelity's Concierge program through Circles can help you with a variety of items on your to-do list, including travel and event planning, home improvement research, and much more. This benefit even extends to two family members!
<a href="#">Employee Discounts</a>	Access to exclusive deals and discounts at over 100 different partner companies on everything from food and clothing to entertainment and travel. Invite your friends and family members to enroll, too!

## Your Other Benefits (continued)

## Personal (continued)

[Paid Time Off & Other Time Away from Work](#)

Provides flexibility to take time away from work, with 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.

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.

## Charitable/Volunteering

[Fidelity Charitable® Employee Match Program](#)

Fidelity Charitable® helps donors maximize generosity to a variety of charitable organizations through a donor-advised fund, called the Giving Account®. Eligible associate Giving Account® contributions are matched by Fidelity\*, helping charitable donations go even further.

*\*Whether Fidelity will continue the Fidelity Charitable Employee Match Program in future years is within the sole discretion of Fidelity and is subject to annual review.*

[The Fidelity Foundation Matching Gifts to Education](#)

The Fidelity Foundation matches associates’ donations to eligible organizations in support of education in our communities, with a 2:1 match and a maximum match of \$7,000 per associate per calendar year.

[Fidelity Cares](#)

Fidelity Cares connects associates with our communities through meaningful service opportunities. Learn more about the ways you can volunteer with Fidelity Cares.

## Contact Information

For more information about your benefit plans, visit [FMRbenefits.com](https://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 2023 can be found on [FMRbenefits.com](https://FMRbenefits.com) and is also available on NetBenefits® > Health & Insurance > I Want To... > Full Directory.



**For more information, visit**

**[FMRbenefits.com](https://FMRbenefits.com)**

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