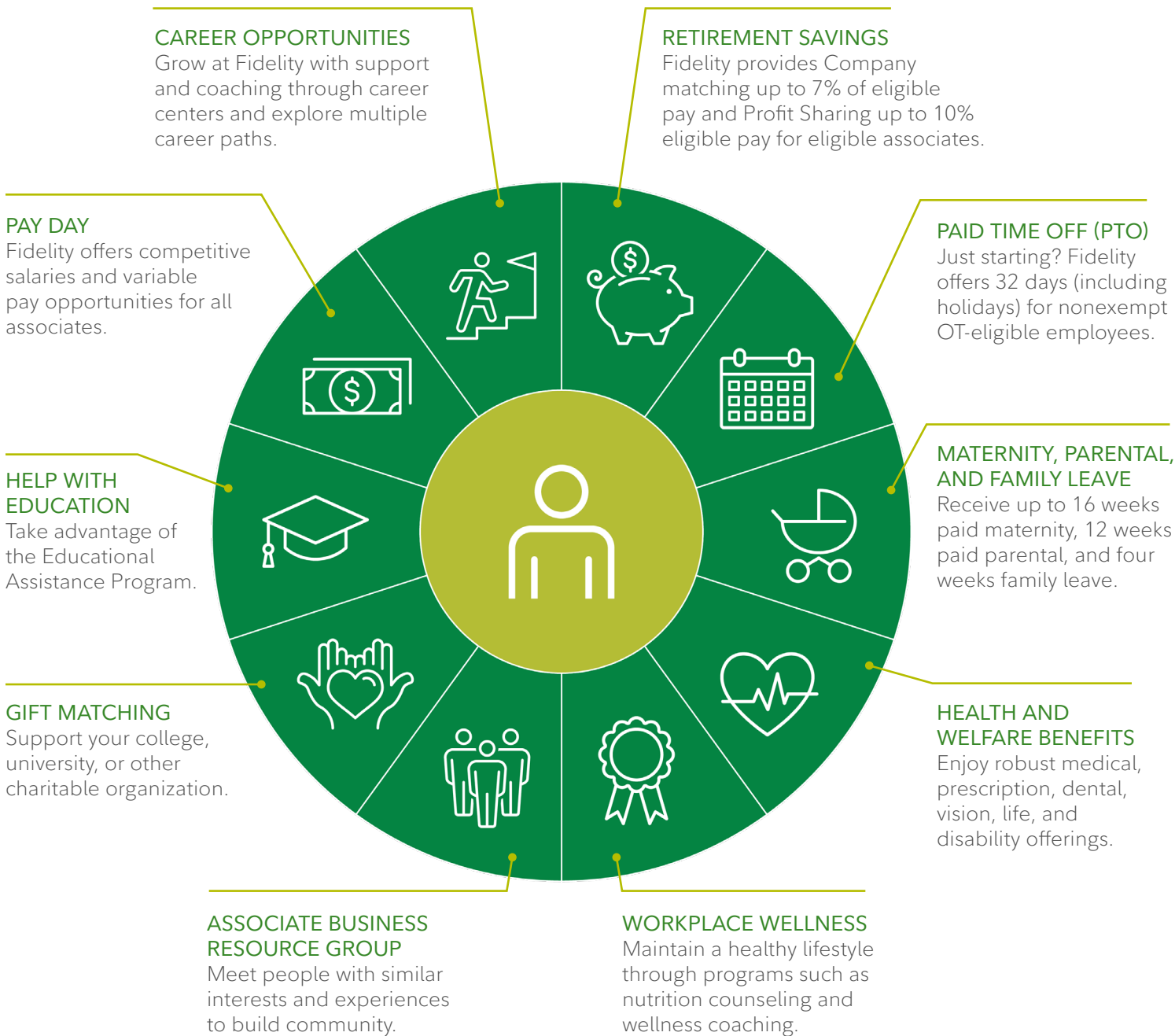


WE INVEST IN OUR ASSOCIATES

Fidelity offers benefits designed to help you thrive at work and at home, no matter where you are in your career.



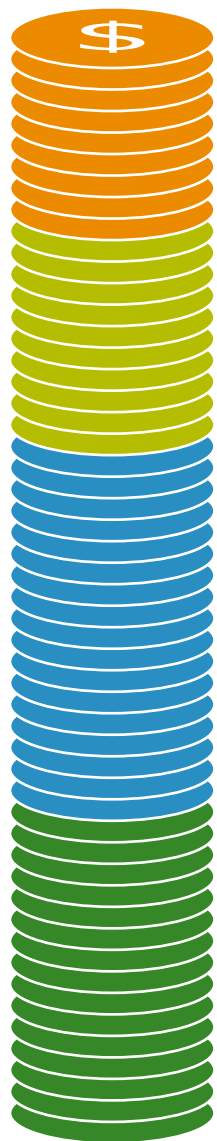
Find your Fidelity at Service.FidelityCareers.com

General disclaimer: All the above plans and programs are subject to their own individual terms and conditions. All eligibility is initial and ongoing, as applicable, terms must be satisfied in order to participate in a particular plan or program. The Fidelity Investments and pyramid design logo is a registered service mark of FMR LLC. *PTO for associates is pro-rated in the first year of employment based on date of hire.



SEE THE POTENTIAL BIG PICTURE

Example of pay and benefits structure:



| | |
|---|----------|
| STUDENT LOAN ASSISTANCE PROGRAM Fidelity helps you pay your student loan faster | \$2,143 |
| FULLY FUNDED DEGREE PROGRAM* Going to school shouldn't break the bank | \$7,500+ |
| HEALTH COVERAGE Fidelity makes a generous contribution | \$7,710 |
| 401(K) MATCH If you contribute 7%, Fidelity will match it | \$3,395 |
| PROFIT SHARING Additional annual discretionary contribution, up to 10%, into your 401(k) | \$4,850 |
| RETIREE HEALTH REIMBURSEMENT PLAN Annual credits that can help pay for eligible health care costs in retirement | \$3,000 |
| OVERTIME When needed; extra hours can add up fast | Variable |
| BONUS OPPORTUNITY Earn up to \$875 per quarter, based on individual, business unit, and firm performance | \$3,500 |
| PAY DAY It's not all about the base salary | \$45,000 |

| | |
|---------------------------------|------------------|
| POTENTIAL ANNUAL PACKAGE | \$77,098+ |
|---------------------------------|------------------|

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Disclaimer: The example above assumes you have been working 40 hours per week at Fidelity for 12 consecutive calendar months in a nonexempt role. In addition, it assumes you are enrolled in the Fidelity Health Plan in single coverage, meet all eligibility requirements for each item above, and submit or earn the full reimbursement amount. Retirement Savings Plan amounts are subject to IRS limits. Additional terms and conditions may apply to each plan or program. State laws may affect the calculation of overtime. Numbers above may be subject to federal and state taxation. The benefits and pay outlined on this page may change over time. Fidelity reserves the right to amend, modify, terminate, or suspend the plans and/or programs described above, in whole or in part, at any time. *This is an estimate. Costs vary by school, program and number of courses chosen.