

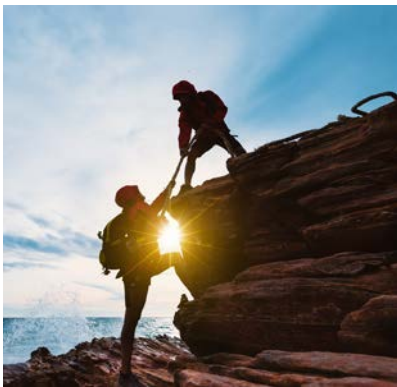
## Fidelity's Commitment to our Core Market (\$1-\$100M Plans)

# Helping America's Small and Mid-sized Businesses Get Where They Want to Be

In recognition of the challenging environment for American small businesses throughout the COVID-19 pandemic, Fidelity is stepping up to do our part to support these organizations and their advisors. Companies with up to \$100M in plan assets comprise 90% of Fidelity's business<sup>1</sup>—you are so essential to us, that's why we've named it our Core market.

We believe that you and your employees should not be held back from getting the service and support now and in the long run, simply because of short term financial considerations.

**We are offering 6 months free for 401(k) plan recordkeeping and/or payroll cycle base fees.**



## 401(k)

- Recordkeeping fees will not be invoiced to the plan sponsor or deducted from participant accounts for the first six months
- Indirect compensation will be credited back to the plan participants for the first six months

## Payroll:

- Payroll base fees will not be invoiced for the first six months

## Eligibility

Each offer is standalone. There is no requirement to move forward with both 401(k) and payroll to benefit from these waivers. Organizations that proceed with both 401(k) and Payroll services, eligibility for the waivers are treated based on the requirements for each product individually.

### 401(k) Eligibility

To be eligible for this offer, the plan must:

- Be between \$1M-\$100M in plan assets at time of conversion
- Utilize a fully active Freedom Fund re-enrollment default strategy, using A, K6 or Z6 share classes (no index or blends)
- Sign and return Letter of Intent between June 15, 2020- September 16, 2020.
- Assets must be received by Fidelity no later than December 15, 2020.

### Payroll Eligibility

To be eligible for this offer, the organization must:

- Have 30 or more employees on the payroll
- Sign and return the Service Agreement between July 1, 2020- September 30, 2020
- "Go live" on or before January 29, 2021

Note, existing Fidelity Workplace Investing record-kept defined contribution plan sponsor clients that do not currently have Fidelity payroll and meet the requirements outlined above, **are** eligible for this offer.

<sup>1</sup>Fidelity Investments Corporate DC, as of December 31, 2019.

For plan sponsor and investment professional use only.

Fidelity Payroll is not a product or service of Fidelity Brokerage Services.

Approved for use in Advisor and 401(k) markets. Firm review may apply.

Fidelity Brokerage Services LLC, Member NYSE, Securities Investor Protection Corporation, 900 Salem Street, Smithfield, RI 02917

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