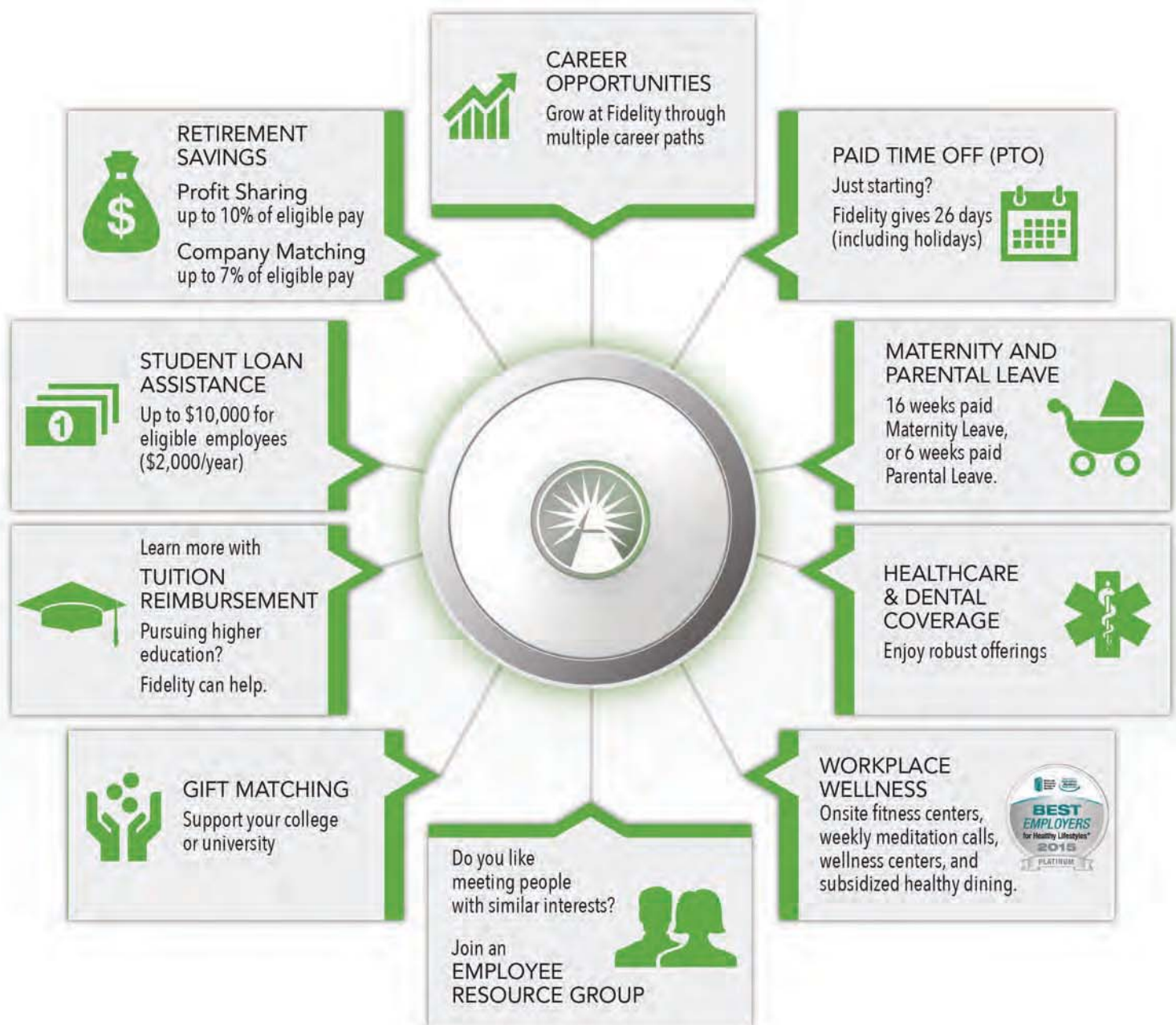


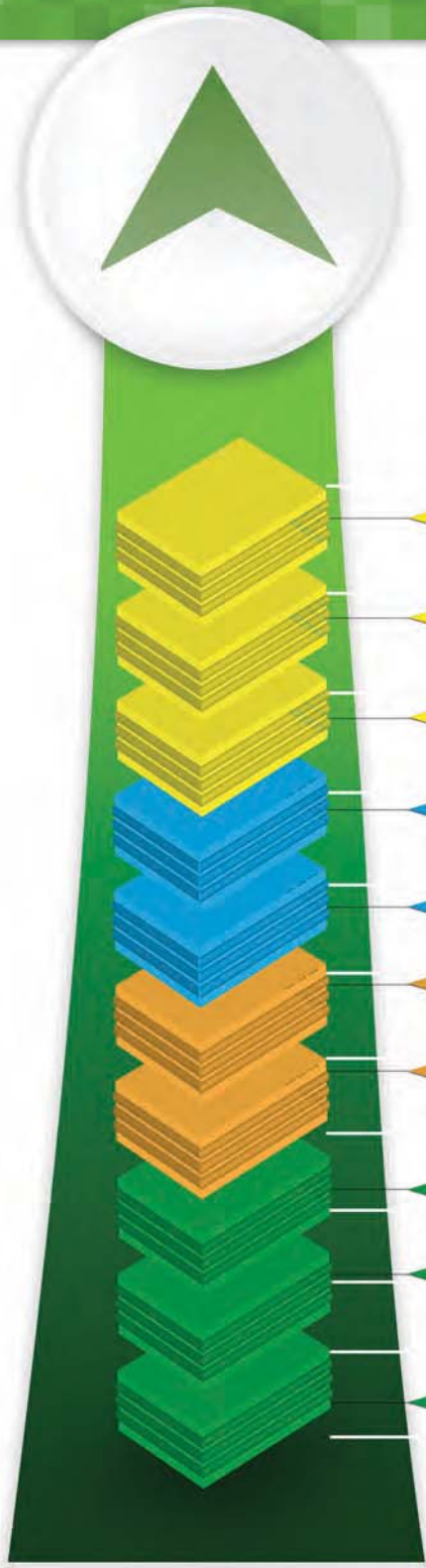
# Fidelity Invests in its Employees

Whether you are just starting your career or building your experience, Fidelity has something for you.



Want more detail? Check out [fidelitycareers.com](http://fidelitycareers.com)

General Disclaimer: All of the above plans and programs are subject to the individual terms and conditions governing each plan and program. All eligibility terms must be satisfied in order to participate in a particular plan or program.



# Invested in helping you see the big picture

Example of Pay and Benefits structure after first year

<b>Fitness Reimbursement Program</b> <i>Helping you meet your fitness goals</i>	<b>\$300</b>
<b>Step Ahead<sup>SM</sup> Student Loan Assistance program</b> <i>Fidelity helps you pay your student loan faster</i>	<b>\$2,000</b>
<b>Tuition Reimbursement</b> <i>Going back to school shouldn't break the bank</i>	<b>\$10,000</b>
<b>Health Incentive Program</b> <i>Get rewarded for getting—or staying—healthy</i>	<b>\$500</b>
<b>Health Coverage</b> <i>Fidelity makes a generous contribution</i>	<b>\$4,755</b>
<b>401(k) Match</b> <i>If you contribute 7%, Fidelity will match it</i>	<b>\$3,185</b>
<b>Profit Sharing</b> <i>Additional annual contribution, up to 10%, into your 401(k)</i>	<b>\$4,550</b>
<b>Overtime</b> <i>When needed, extra hours can add up fast</i>	<b>\$0-\$500+</b>
<b>Bonus Opportunity</b> <i>Earn up to \$875 per quarter, based on individual, business unit and firm performance</i>	<b>\$3,500</b>
<b>Pay Day</b> <i>It's not all about the base salary</i>	<b>\$42,000</b>

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**Potential Annual Package = \$71,290**

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General Disclaimer: Example above assumes you have been working 40 hours per week at Fidelity for 12 consecutive calendar months in a non-exempt 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 or incentive amount. 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.