401(k) Student Debt Retirement Match Program

Program Overview

- When enrolled, student debt payments will be viewed as if they are employee 401(k) Plan contributions, and count toward one's eligibility for 401(k) match.
- If an employee contributes to the 401(k), they will receive their regular 401(k) match on each pay, as usual.
- Any additional match earned from student debt payments will be placed by the company directly into an employee's 401(k) after the plan year ends. Typically, in Q1.
- An employee may enroll in this program at any point during the year. Student debt payments will only be considered following the enrollment date.

Examples

Can't contribute to your plan?

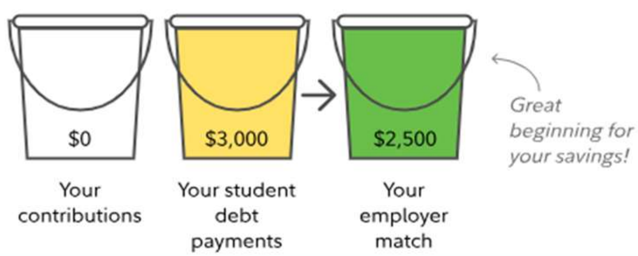
Let's say your employer will match every dollar you contribute to your retirement account up to $2,500, but because you don't think you can afford it, you don't participate, and you save nothing towards retirement.

If you enroll in this program, your monthly student loan payments will count as if they were contributions to your retirement plan, making you eligible for your employer's $2,500 match at the end of the year.

It's **free money** and a great savings head start.

Without this benefit

With this benefit



Not getting your full match?

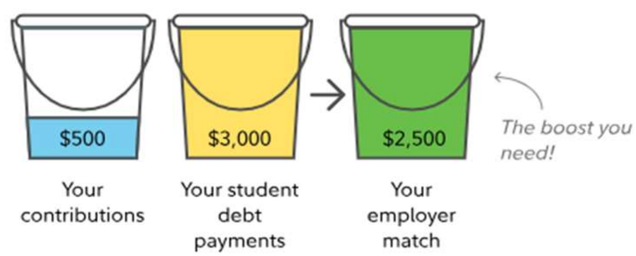
Your employer will match your contributions up to $2,500, like in the first example. But you can only contribute $500—missing out on the additional $2,000 your employer matches—and that's leaving free money on the table.

If you enroll in this program, your employer will use your $500 contributions **plus** your student debt dollar amounts to get you to your full $2,500 match at the end of the year.

Retirement plan boosted!

Without this benefit

With this benefit



More questions? Fidelity can help. Give them a call at 800-835-5091.