WOMEN
AND
WELLNESS

Organize, plan, and own your future

Helping you demand more from your money

Fidelity
INVESTMENTS

The financial realities of being a woman

Women live 5 years longer than men, resulting in higher retirement expenses and health care costs[1]

80% of women will be solely responsible for their finances at some point[2]

75% of caregivers are women which impacts earning potential and ability to save[3]

1 Centers for Disease Control and Prevention (CDC), Provisional Life Expectancy Estimates, 2020
2 National Vital Statistics Report, Vol. 66, No. 6, November 2017
3 “Aging in America,” Institute on Aging, 2018
4 Payscale Research, State of Gender Pay Gap in 2021

The power of having a plan

9-in-10

women say having a plan in place brings peace of mind[6]

- Feel **less stress** about paying monthly bills
- More likely to have **3+ months in emergency savings**
- Feel **less anxiety** about their finances over the next 6 months
- **More confident investing** towards short, mid, and long-term goals

6 Fidelity Investments Market Sentiment Study, April 2020.
7 Fidelity Investments Women and Investing Study, August 2021

What we'll cover

- Take inventory of your finances
- Prioritize retirement and emergency savings
- Build a financial plan
- Invest for your goals
- Protect what you've built

Getting organized

What to do with your next dollar

Take inventory of your finances

Income

50% or less	**Essential expenses**	Housing Food Health care Transportation Childcare Minimum debt payments Other financial obligations
15%	**Retirement savings**	Save for retirement
5%	**Emergency savings**	Save for unforeseen expenses or loss of income
30%	**Discretionary income**	Build a better retirement Save for a car, a wedding, or a child’s education Pay off big debts

Reducing debt

- Keep up with regular payments
- Don’t skimp on essential savings
- Prioritize debt payments
- Pay off expensive student loans

[8] American Association of University Women 2021 Deeper in Debt Report.

Plan for retirement

Retirement Savings

Your workplace savings plan is a great place to start

Account types

- Employer-sponsored plans (401(k), 403(b), 457)
- Individual retirement accounts (Traditional IRA, Roth IRA, Rollover IRA)
- Health Savings Accounts (HSA) if applicable

Benefits

- Can lower your taxable income
- Choice of investments
- Easy and convenient
- Compounded growth potential
- Tax-advantaged

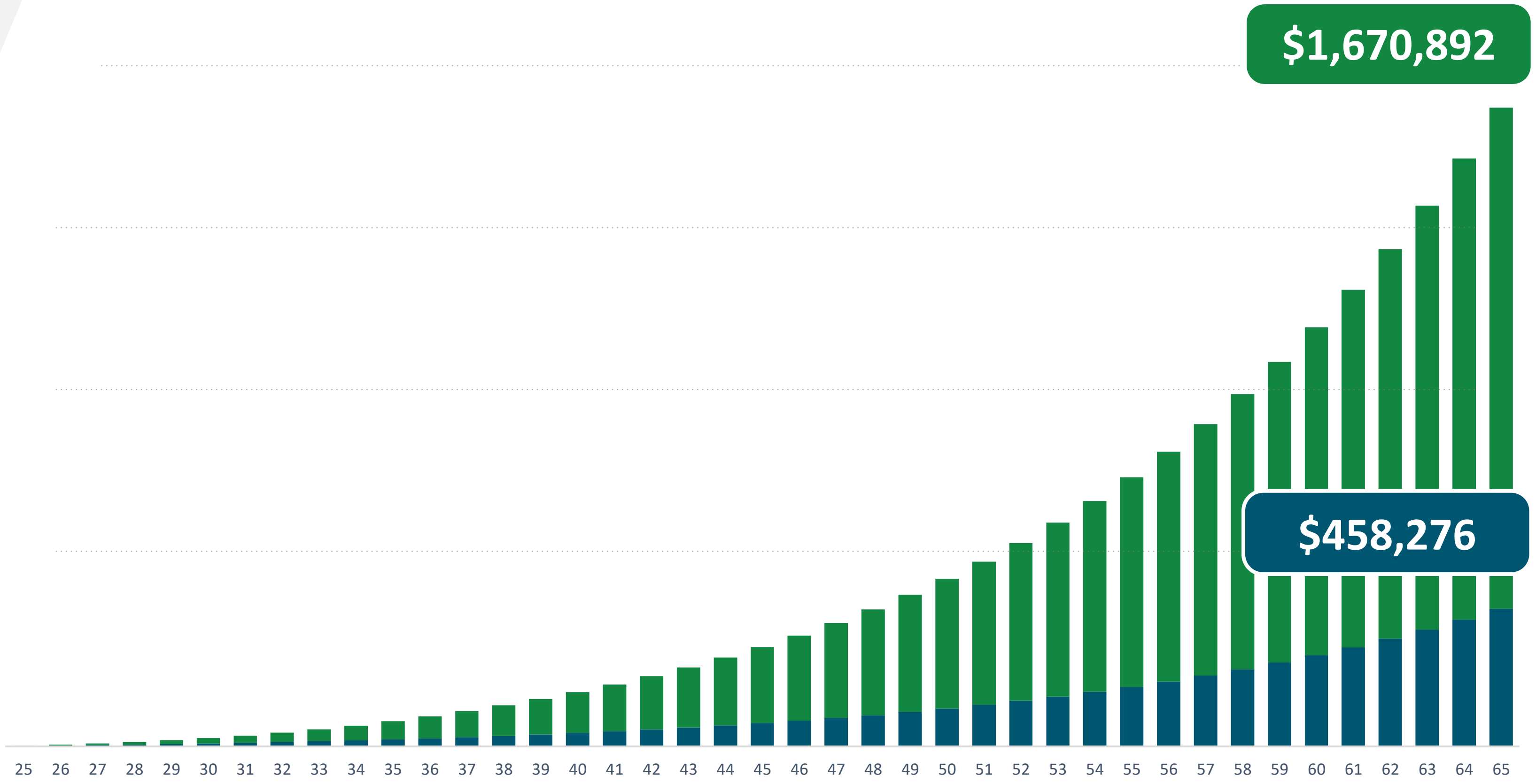
9 Fidelity Investments Building Financial Futures, Q4 2020 analysis

Annual increase

Age: 25
Salary: $40,000
Starting balance: $0
Annual rate of return: 7%

PERSON A
Balance **without** annual increase in contributions

PERSON B
Balance **with** annual increase in contributions



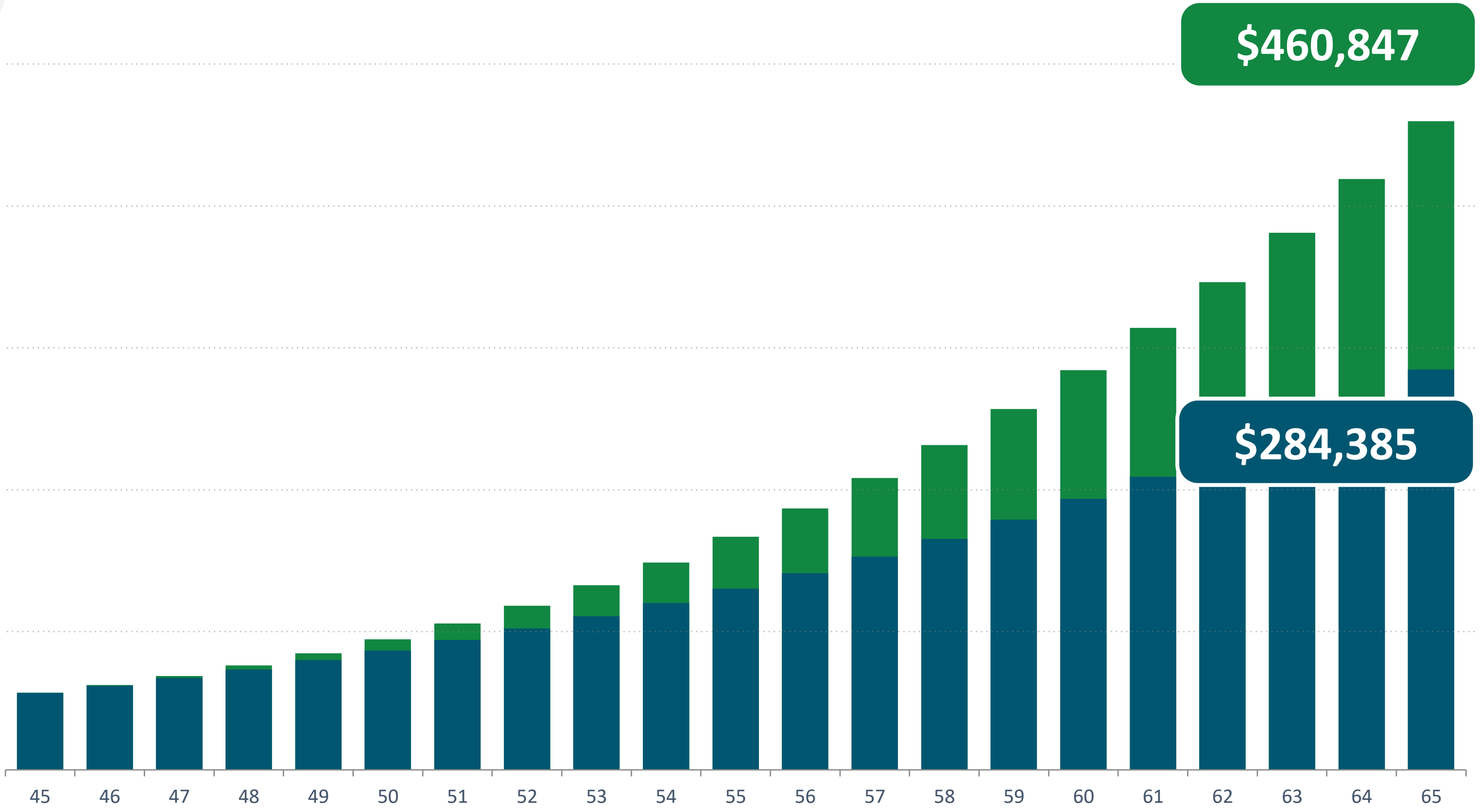
This is a hypothetical example. Assumptions: Person A and Person B both started contributing at 25 years old. Person A contributed 3%/year through age 65. Person B increased contributions 1%/year for 10 years, then stayed at 13% contributions through age 65. Both started out earning $40,000 per year and began with an account balance of $0. This hypothetical example uses a 4% annual salary increase and is based on monthly contributions made at the beginning of the month to a tax-deferred retirement plan and a 7% annual rate of return compounded monthly. Your own plan account may earn more or less than this example, and income taxes will be due when you withdraw from the account. Investing in this manner does not ensure a profit or guarantee against loss in declining markets. Past performance is no guarantee of future results.

Annual increase

Age: 45
Salary: $40,000
Starting balance: $50,000
Annual rate of return: 7%

PERSON A
Balance **without** annual increase in contributions

PERSON B
Balance **with** annual increase in contributions



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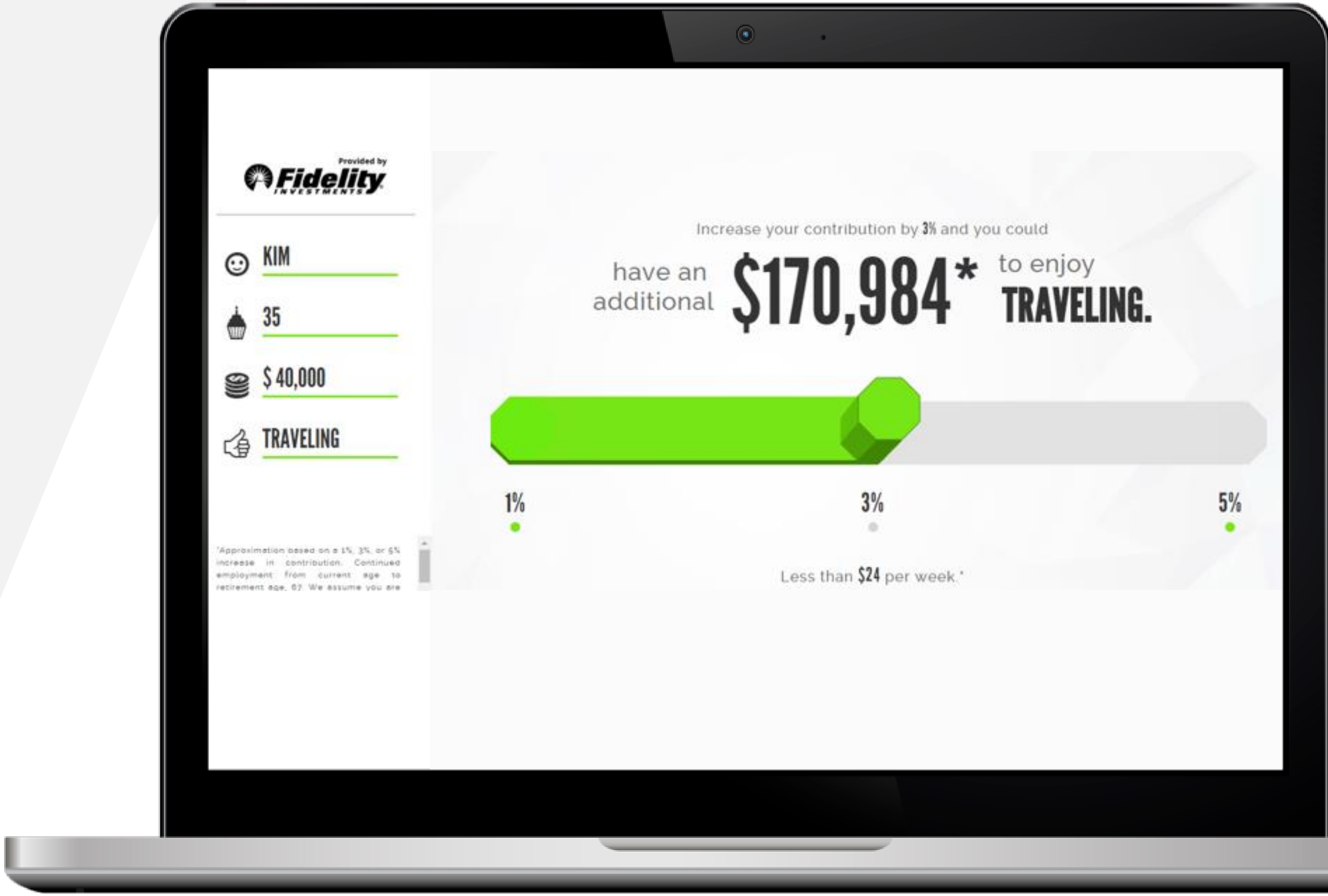
The power of small amounts

With this online experience, you'll provide some basic information and then see how a small increase in your contributions may make a powerful difference.

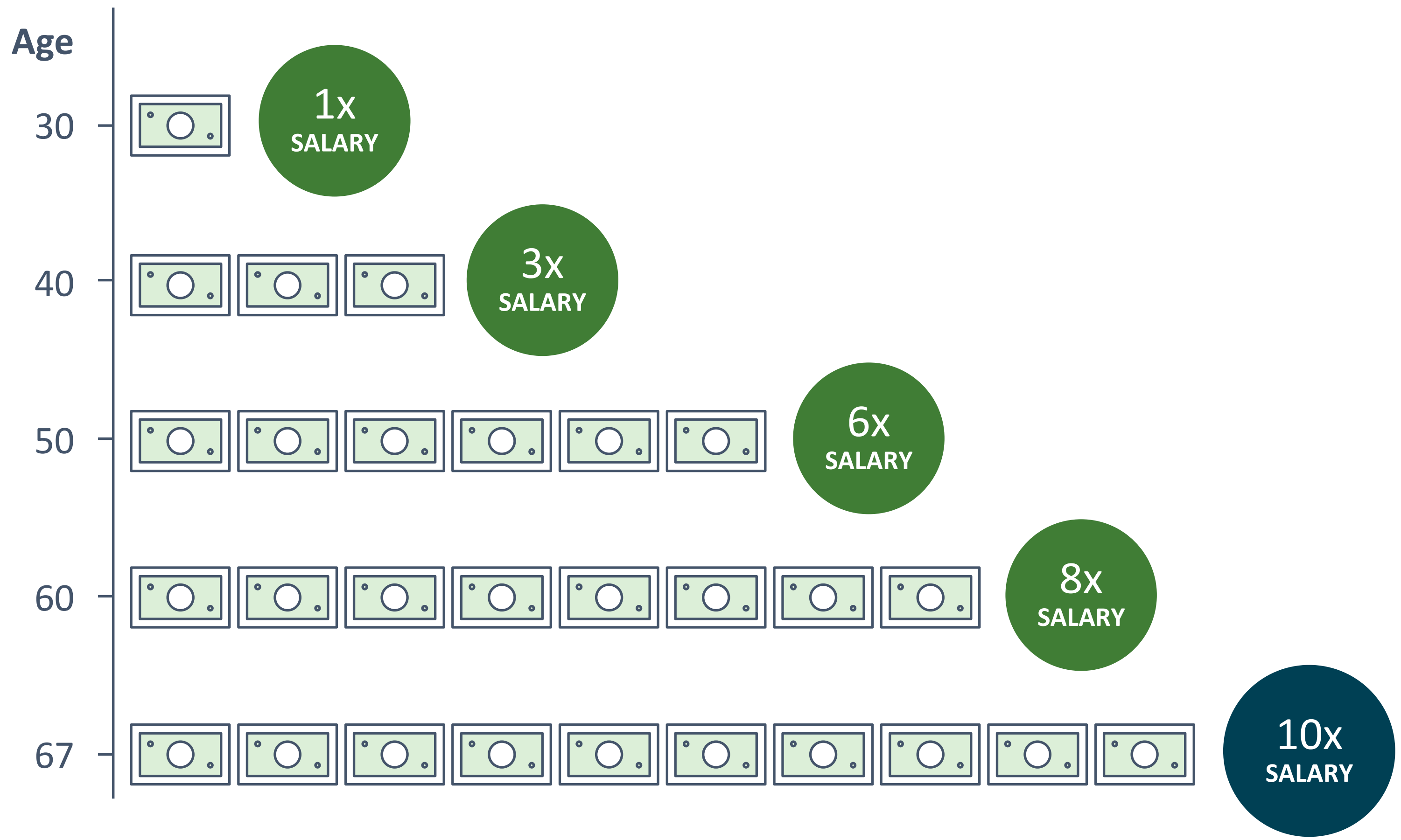
Go to **Fidelity.com/powerofsmallamounts**



Screenshot is for illustrative purposes only.

How much should you save?

The 10x rule
keeps you moving in the right direction



Fidelity has developed a series of salary multipliers in order to provide participants with one measure of how their current retirement savings might be compared to potential income needs in retirement. The salary multiplier suggested is based solely on your current age. In developing the series of salary multipliers corresponding to age, Fidelity assumed age-based asset allocations consistent with the equity glide path of a typical target date retirement fund, a 15% savings rate, a 1.5% constant real wage growth, a retirement age of 67 and a planning age through 93. The replacement annual income target is defined as 45% of pre-retirement annual income and assumes no pension income. This target is based on Consumer Expenditure Survey (BLS), Statistics of Income Tax Stat, IRS tax brackets and Social Security Benefit Calculators. Fidelity developed the salary multipliers through multiple market simulations based on historical market data, assuming poor market conditions to support a 90% confidence level of success.

Please refer to the final slide for additional information.

Owning your future

How to make your money work harder for you

Women are strong investors

Women are saving more for retirement than ever before[10]

Retirement contribution rates for women reached record-high levels in Q2 2021[11]

70%
wish they started investing earlier[7]

Women are strong investors because of their careful approach

- Take more of a long-term view
- Guided by a plan and thoughtful research
- Trade less frequently
- More patient; tend to buy and hold

10 Fidelity Investments Building Financial Futures, Q4 2020 analysis.
11 Fidelity Investments Q4 2020 Retirement Trends Analysis.
7 Fidelity Investments Women and Investing Study, August 2021.

The fundamentals of investing

Let's explore:

- Goals, time frame, and risk tolerance
- Asset allocation and diversification
- Right plan for you

Diversification and asset allocation do not ensure a profit or guarantee against loss

Design a plan to meet your goals

Planning today can be the difference between maintaining your lifestyle and having to change it

Short-term goals
(0–5 years)
e.g. cars, vacations

- Write down how much you'll need and by when
- Determine how much to put away each month/year

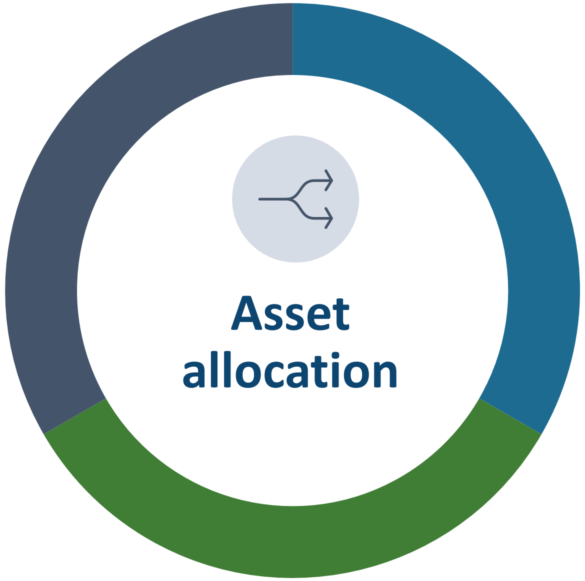
Long-term goals
(5+ years)
e.g. college, property

- Identify your long-term goals
- Determine allocation
- Designate specific accounts for each goal

Build money around your goals, not the other way around

Investing to meet your needs and goals

Using asset allocation and diversification to **balance risk and reward**



Diversification and asset allocation do not ensure a profit or guarantee against loss.
For illustrative purposes only.

Investing basics

Stocks

Offer strong growth potential but with greater risk

- Share of company
- Long-term growth potential
- Value can go up and down
- Higher risk could mean higher potential return

Fixed income/bonds

Pay a return on a fixed schedule, though the amount may vary

- Issued by governments and corporations
- Potential to pay interest
- Moderate risk, moderate potential return

Short-term investments

Offer more limited growth potential, with increased stability

- Money market, T-bills, CDs
- Lower risk, lower potential return
- Relatively stable value
- Potential to pay interest

You could lose money by investing in a money market fund. An investment in a money market fund is not insured or guaranteed by the Federal Deposit Insurance Corporation or any other government agency. Before investing, always read a money market fund's prospectus for policies specific to that fund.

Understanding different types of mutual funds

Mutual fund

- Pools together money from many investors
- Ability to purchase collection of securities in a portfolio
- Carries varying amounts of risk
- Diversified exposure

Single fund solutions can include:

- Target date funds
- Asset allocation funds

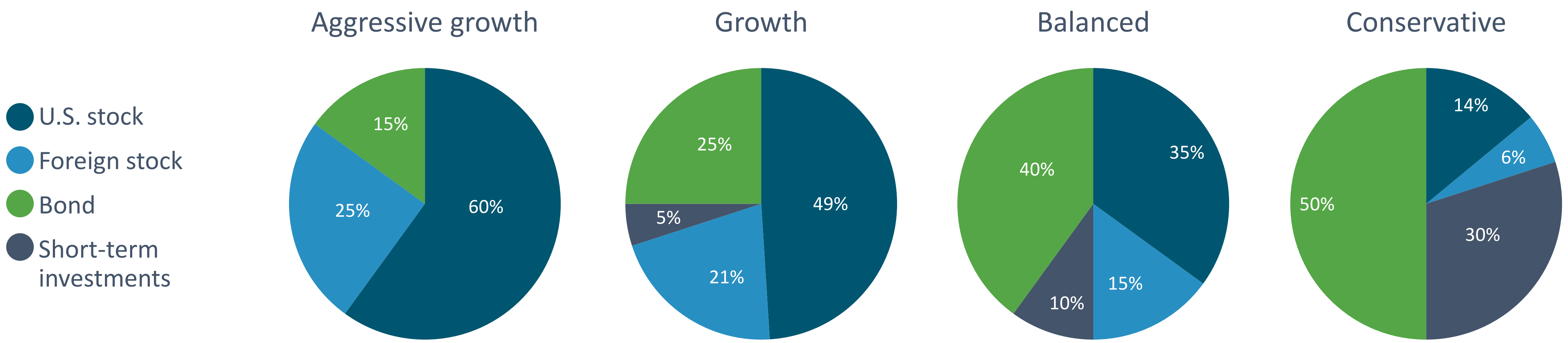
Not all fund types are available in all workplace plans.

Think of a mutual fund like a burrito

Taste of a variety of funds at once and **diversify your exposure**

Withdrawals of taxable amounts from an annuity are subject to ordinary income tax, and, if taken before age 59½, may be subject to a 10% IRS penalty.

Understanding asset allocation



Average annual return (AAR) %	**9.70%**	**9.00%**	**7.98%**	**5.96%**
Worst 12 months	-60.78%	-52.92%	-40.64%	-17.67%
Best 12 months	136.07%	109.55%	76.57%	31.06%
Worst 5-year return	-13.78%	-10.43%	-6.18%	-0.37%
Best 5-year return	31.91%	27.31%	23.45%	17.65%

Source: Ibbotson Associates, 2021 (1926–2020). Past performance is no guarantee of future results. Returns include the reinvestment of dividends and other earnings. This chart is for illustrative purposes only and does not represent actual or implied performance of any investment option. Domestic Stocks are represented by the S&P 500® Index (S&P 500), which is a market capitalization–weighted index of 500 common stocks chosen for market size, liquidity, and industry group representation to represent U.S. equity performance. Bonds are represented by the U.S. Intermediate Government Bond Index, which is an unmanaged index that includes the reinvestment of interest income. Short-term instruments are represented by U.S. Treasury bills, which are backed by the full faith and credit of the U.S. government. It is not possible to invest directly in an index. Stock prices are more volatile than those of other securities. Government bonds and corporate bonds have more moderate short-term price fluctuation than stocks but provide lower potential long-term returns. U.S. Treasury bills maintain a stable value (if held to maturity), but returns are generally only slightly above the inflation rate. Foreign Stocks are represented by the Morgan Stanley Capital International Europe, Australasia, Far East Index for the period from 1970 to the last calendar year. Foreign Stocks prior to 1970 are represented by the S&P 500. The purpose of the target asset mixes is to show how target asset mixes may be created with different risk and return characteristics to help meet a participant's goals. You should choose your own investments based on your particular objectives and situation. Remember that you may change how your account is invested. Be sure to review your decisions periodically to make sure they are still consistent with your goals. You should also consider any investments you may have outside the plan when making your investment choices. These target asset mixes were developed by Strategic Advisers, Inc., a registered investment adviser and Fidelity Investments company, based on the needs of a typical retirement plan participant.

Options for every kind of investor

Plan on your own | **Professional investment help**

Manage on my own

Access online resources to build and manage your portfolio

Manage with assistance

Discuss your plan with a financial representative

Single fund solutions

Pick an automatic investment mix based on your retirement year, or your preferred allocation

Managed accounts*

Entrust a professional to manage your account.

Target Date Funds are an asset mix of stocks, bonds and other investments that automatically becomes more conservative as the fund approaches its target retirement date and beyond. Principal invested is not guaranteed.
*This option may or may not be available in all workplace savings plans.

Evaluate your investment options

Research

Select investments

Monitor

Long-term performance

Rankings and ratings

Risk measurement

Expenses and fees

Benchmark comparison

Top 10 holdings

Establish estate plan to protect what you have built

Name your beneficiaries

Important documents to include:

- Wills
- Trusts

Choose who will act on your behalf:

- Guardian
- Power of attorney
- Health care proxy

Keep your plan up to date

Take the next steps

Foundational steps you can take

Get Organized

- Take inventory of your finances
- Prioritize retirement and emergency savings
- Establish emergency fund
- Prioritize debt repayment

Plan for Retirement

- Enroll in workplace retirement plan – up to the company match, if your employer offers one
- Take advantage of your employer's automatic increase program (if available)
- Benefit from the power of compounding

Own Your Future

- Consider investing for goals beyond your retirement
- Explore ways to preserve and protect your savings
- Understand estate planning – wills, probates, powers of attorney
- Explore the importance of a living will and health care proxy

Additional resources

Life Events Hub

Explore a comprehensive library of additional tools, checklists, and other resources to help plan for and manage.

NetBenefits.com

Call for help

For those who want more hands-on help.

Call for assistance at 800-294-4015
Call your plan's financial advisor*
Eric Weissman
650-260-8640
eweissman@sageviewadvisory.com

Sageview Advisory Group, LLC and Fidelity Investments are independent entities and are not legally affiliated.

Important additional information

Investing involves risk, including risk of loss.

This information is intended to be educational and is not tailored to the investment needs of any specific investor.

5 This hypothetical example of retirement balance shows various estimated ending balances of a woman with a salary of $70,000 at age 35. This assumes a 9% employee contribution rate with a 3% company match, no withdrawals, and a 1.22% annual real salary growth rate. She experiences an 18% reduction in salary when she returns after the one-year career break. Contributions are made at the beginning of every year and a 4.5% annual real rate of returns is applied every year until specified retirement age. The ending values do not reflect taxes, fees, or inflation. If they did, amounts would be lower. Earnings and pretax contributions are subject to taxes when withdrawn. Distributions before age 59-1/2 may also be subject to a 10% penalty. Contribution amounts are subject to IRS and Plan limits. Systematic investing does not ensure a profit or guarantee against a loss in a declining market. This example is for illustrative purposes only and does not represent the performance of any security. Consider your current and anticipated investment horizon when making an investment decision, as the illustration may not reflect this. The assumed rate of return used in this example is not guaranteed. Investments that have potential for 4.5% annual rate of return also come with risk of loss.*Among caregivers who stepped out but have now returned to the workplace.

Continued Disclosure from How much should you save? slide: These simulations take into account the volatility that a typical target date asset allocation might experience under different market conditions. Volatility of the stocks, bonds and short-term asset classes is based on the historical annual data from 1926 through the most recent year-end data available from Ibbotson Associates, Inc. Stocks (domestic and foreign) are represented by Ibbotson Associates SBBI S&P 500 Total Return Index, bonds are represented by Ibbotson Associates SBBI U.S. Intermediate Term Government Bonds Total Return Index, and short term are represented by Ibbotson Associates SBBI 30-day U.S. Treasury Bills Total Return Index, respectively. It is not possible to invest directly in an index. All indices include reinvestment of dividends and interest income. All calculations are purely hypothetical and a suggested salary multiplier is not a guarantee of future results; it does not reflect the return of any particular investment or take into consideration the composition of a participant's particular account. The salary multiplier is intended only to be one source of information that may help you assess your retirement income needs. Remember, past performance is no guarantee of future results. Performance returns for actual investments will generally be reduced by fees or expenses not reflected in these hypothetical calculations. Returns also will generally be reduced by taxes.

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