



FIDELITY INSTITUTIONAL®

Save for Retirement with Payroll Deductions

Fidelity Advisor® SIMPLE IRA Employee Enrollment Guide

Not FDIC Insured • May Lose Value • No Bank Guarantee





Why a Fidelity Advisor SIMPLE IRA?

These days everyone is busy doing important things, but what's more important than investing for your future? The Fidelity Advisor SIMPLE IRA allows you to save toward your retirement goals each time you get paid.

- You determine how much you want to have automatically deducted from each paycheck, and how it will be invested.
- Review the information and two possible investment approaches listed in this brochure. Then talk to your financial representative. Together you can determine which funds may be right for you.

You may increase or decrease the amount of your contribution (subject to your plan's provisions) and change your investment selections as your objectives change.

Your SIMPLE IRA contributions can start working immediately.

A SIMPLE IRA Plan May Help You Reach Your Goals

You can choose the amount you wish to contribute and select from two investment approaches.

Save as much as you can

The maximum annual elective deferrals to SIMPLE IRA plans

2022	
Annual limit*	\$14,000
Annual limit with catch-up contribution**	\$17,000

* Annual limit may be indexed in future years for cost of living adjustments in \$500 increments.

** Eligible employees who will reach age 50 or older during a tax year may make an additional catch-up contribution after they reach the annual elective deferral limit for that year.

Take advantage of significant tax savings

A SIMPLE IRA enables you to contribute money to your plan before federal and most state income taxes are taken out. This may make a significant difference in the amount of money you can invest over time.

YOUR CONTRIBUTIONS	Pretax:	After Tax:
	FIDELITY ADVISOR SIMPLE IRA	REGULAR, AFTER-TAX ACCOUNT
Monthly pay before taxes	\$3,000	\$3,000
Monthly pretax contribution	\$300	–
Monthly taxable income	\$2,700	\$3,000
Federal income tax at 25%	\$675	\$750
Contribution to taxable account	–	\$300
Take-home pay	\$2,025	\$1,950
Monthly increase in take-home pay with pretax saving	\$75	–

This hypothetical example is for illustrative purposes only. It is intended to show the impact on take-home pay assuming a pretax or after-tax monthly investment of \$300 based solely on an assumed 25% federal income tax rate. Actual taxes and tax savings will depend on your individual tax situation. Take-home pay after investment does not take into account any payroll deductions except the assumed income taxes noted above. Pretax contributions and any related earnings will be taxed at the time of withdrawal at the income tax rate in effect at that time, and may also be subject to a 10% early withdrawal penalty if distributed before age 59½. For SIMPLE IRAs, this penalty is increased to 25% if the distribution is taken during the two-year period beginning when contributions are first made to the SIMPLE IRA.

Two Powerful Ways to Invest

You can take advantage of two features that may allow you to invest more money over time: tax-deferred compounding and employer contributions.

Tax-deferred compounding

Tax-deferred compounding means that any earnings have the potential to grow tax free while they remain in your SIMPLE IRA. Since earnings are not taxed until you withdraw them, your total retirement savings may accumulate substantially over time.

Employer contributions

Your employer will help build your retirement savings by making contributions to your SIMPLE IRA, by either matching a certain percentage of your contributions or by making a nonelective contribution of a certain percentage. With the nonelective contribution, even if you decide not to contribute, your employer may still make a contribution to your account. Unlike some other types of plans, these contributions are immediately 100% vested in your SIMPLE IRA; your employer's contribution plus any earnings are yours.

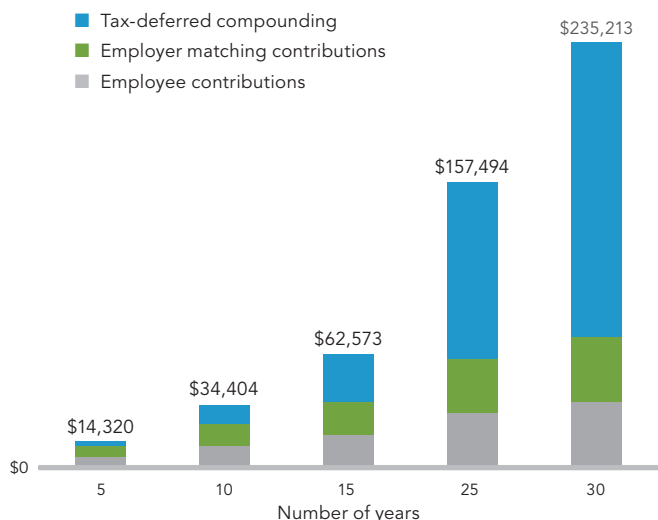
Read the SIMPLE IRA Plan Summary Description provided by your employer for more complete information on the features of your plan.

Your account could grow significantly over time

After 30 years, your account could be worth seven times what you put into it.

The hypothetical example to the right illustrates an employer dollar-for-dollar match of a 3% employee contribution of a person earning \$40,000 per year. Over 30 years, the pretax account value may be nearly \$240,000.

This hypothetical example assumes monthly \$100 employee contributions and \$100 monthly employer matching contributions to a tax-deferred retirement plan, and a 7% average annual rate of return compounded monthly over the periods specified. It assumes that no distributions are made during the periods specified. Your own plan may have a different contribution frequency and/or employer contribution. Pretax contributions and any earnings will be taxed at the time of withdrawal at the income tax rate in effect at that time, and may also be subject to a 10% early withdrawal penalty if distributed before age 59½. For SIMPLE IRAs, this penalty is increased to 25% if the distribution is made during the two-year period beginning when contributions are first made to the SIMPLE IRA.



This example is based on a 7% average annual rate of return compounded monthly. It is not intended to represent the performance of any specific investment. Your own investment results will vary. Systematic investing does not ensure a profit and does not protect against loss in a declining market.

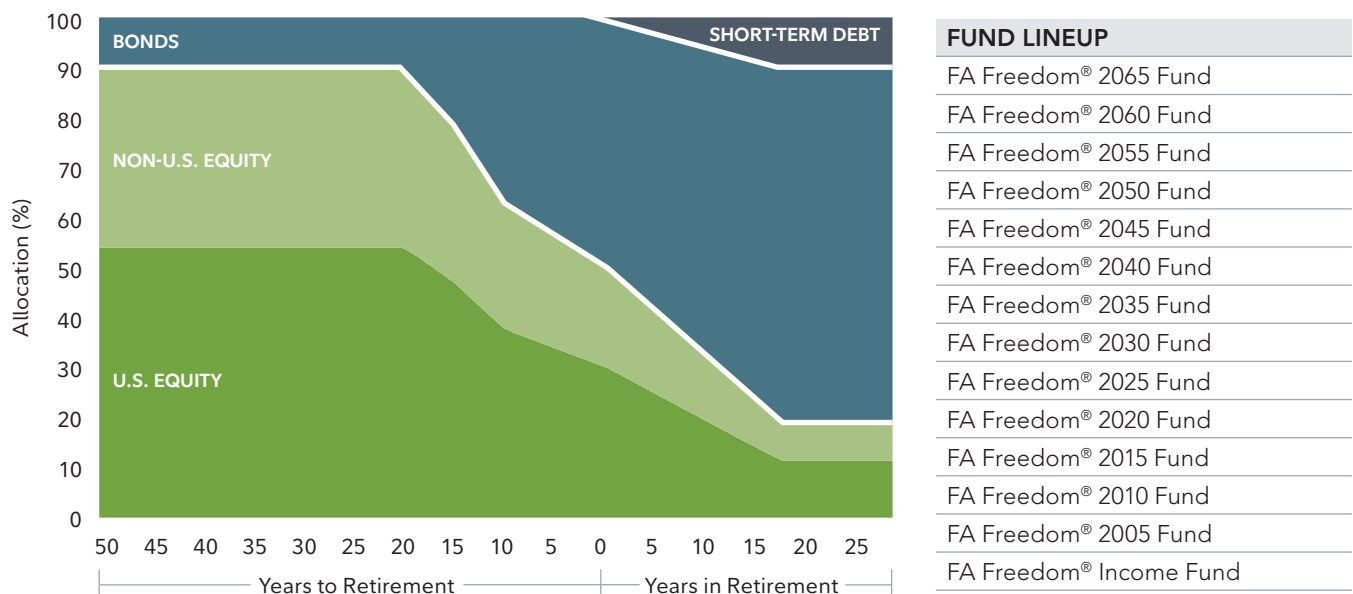
Choose from Two Investment Approaches

With the help of your financial representative, you can either select a target date fund and let our professional money managers do the work for you, or invest in multiple funds and actively manage your retirement portfolio.

Fidelity Advisor Freedom® Funds

Our target date funds are investment vehicles that offer an all-in-one retirement solution through a portfolio of underlying funds that gradually shifts to become more conservative as the assumed target retirement year approaches, and beyond. A Fidelity Advisor Freedom Fund is a target date fund designed for investors who are expecting to retire around the year indicated in the fund's name. Investing in a single Fidelity Advisor Freedom Fund can help ensure that your investments are strategically allocated before, at, and during your retirement.

FREEDOM FUND PORTFOLIOS BECOME MORE CONSERVATIVE AS YOU TRANSITION THROUGH RETIREMENT



The glide path depicted represents an updated asset allocation strategy, with the transition expected to be completed by Q3 2022.

The Adviser may use an active asset allocation strategy to increase or decrease neutral asset class exposures reflected above by up to 10 percentage points for equity funds (includes domestic and international equity funds), bond funds, and short-term funds to reflect the Adviser's market outlook, which is primarily focused on the intermediate term. The asset allocations in the target allocation chart above are referred to as "neutral" because they do not reflect any decisions made by the Adviser to overweight or underweight an asset class.

The investment risk of each Fidelity Advisor Freedom Fund changes over time as its asset allocation changes. These risks are subject to the asset allocation decisions of the Investment Adviser. Pursuant to the Adviser's ability to use an active asset allocation strategy, investors may be subject to a different risk profile compared to the fund's neutral asset allocation strategy shown in its glide path. The funds are subject to the volatility of the financial markets, including that of equity and fixed income investments in the U.S. and abroad, and may be subject to risks associated with investing in high-yield, small cap, commodity-linked, and foreign securities. Leverage can increase market exposure, magnify investment risks, and cause losses to be realized more quickly. No target date fund is considered a complete retirement program, and there is no guarantee any single fund will provide sufficient retirement income at or through retirement. Principal invested is not guaranteed at any time, including at or after the funds' target dates.

Actively manage your portfolio

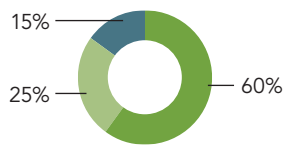
With this approach, you, with the help of your financial representative, will allocate your retirement dollars among our professionally managed Fidelity Advisor income, domestic stock, and foreign stock funds. Each fund invests in different asset classes—stocks, bonds, and short-term instruments—and has a different investment objective.

You determine the combination of funds that may be appropriate for meeting your financial goals.

With the help of your financial representative, you should monitor and adjust your strategy over time to accommodate your changing needs.

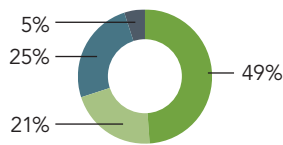
EXAMPLES OF TARGET ASSET MIXES DESIGNED TO MEET VARIOUS GOALS†

■ Domestic Equity Funds ■ Bond Funds
■ International Equity Funds ■ Short-Term Funds



Aggressive Growth

May be appropriate for investors who seek aggressive growth and who can tolerate wide fluctuations in market value, especially over the short term.



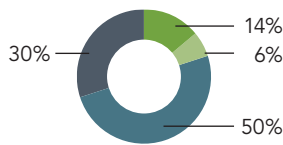
Growth

May be appropriate for investors who have a preference for growth and who can withstand significant fluctuations in market value.



Balanced

May be appropriate for investors who want the potential for capital appreciation and some income, and who can withstand moderate fluctuations in market value.



Conservative

May be appropriate for investors who want to minimize fluctuations in market value by taking an income-oriented approach with some potential for capital appreciation.

Fidelity Advisor Funds® fall into five general categories:

Asset Allocation Funds

Invest across various asset classes, including stocks, bonds, and short-term instruments. These funds seek to maximize returns and minimize risk.

Cash or Short-Term Investments

Invest in high-quality, short-term debt instruments and maintain a dollar-weighted average portfolio maturity of 90 days or less. Short-term investments, like cash or money market mutual funds, may also include bond funds and floating rate bank loan funds.

Domestic Equity Funds

Invest primarily in common stocks and seek capital appreciation. They provide potentially greater return but also tend to carry higher risk than income funds.

Bond Funds

Invest primarily in debt securities, which seek income and capital appreciation, and money market instruments, which seek income and preservation of capital.

International Equity Funds

Invest primarily in stocks outside the U.S. and seek capital appreciation. Foreign investments incur additional risk compared to U.S. investments, including political and economic risks and the risk of currency fluctuation, all of which are magnified in emerging markets.

† 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 consider all assets held in your investment portfolio, including assets held in retirement plans, when making your investment choices. These target asset mixes were developed by Strategic Advisers LLC, a registered investment adviser and Fidelity Investments company, based on the needs of a typical retirement plan participant.

The sample target asset mixes should not be considered investment advice as defined under the Employee Retirement Income Security Act of 1974 (ERISA), as amended.

Asset allocation does not ensure a profit or guarantee against a loss.

Manage Your Account Online at i.fidelity.com

It's easy and secure, and contributions start working immediately.

You can access your IRA account anytime to:

- Check balances
- Review your investments
- View prospectuses
- Move money between funds
- Change your investment strategy

Account information

- Balances and positions
- Current fund price
- Transaction history

Account update capabilities

- Change shareholder address
- View shareholder beneficiary information
- Change shareholder beneficiary information
- Register for eDelivery of statements, confirmations, prospectuses, and financial reports*

Statements

- View statements (suspend mailing of paper copies*)

Monetary confirmations

- View monetary confirmations (suspend mailing of paper copies*)

Fidelity Advisor fund information

- Current fund prices
- Fund performance
- Fund prospectuses

Trading capabilities

- Exchange shares
- Take distributions

* When you sign up for eDelivery of statements, monetary confirms, and/or prospectuses, instead of receiving paper copies by mail, you will receive an email notification when updates are available for online viewing at i.fidelity.com

Put the Fidelity Advantage to Work for Your Plan

Do you have money in another SIMPLE IRA? Consider transferring those accounts to a Fidelity Advisor IRA. You'll invest in an established family of Fidelity Advisor funds and receive just one statement.

You won't have to go it alone

With the help of your financial representative and Fidelity, you can be sure of having the assistance you need to evaluate the options and implement the strategy for pursuing your goals.

You can count on:

- One of the most knowledgeable and experienced firms in the retirement industry
- A full line of Fidelity Advisor mutual funds and IRAs
- The experience and knowledge of a dedicated financial representative

If you are transferring assets from another employer's SIMPLE IRA, you will need to complete and sign a Fidelity Advisor IRA Transfer Form in addition to other necessary forms, as described on page 12. Return this form to your financial representative.

To speak to a Fidelity representative, call 800-248-4253, option 3, from 8:30 a.m. to 6:00 p.m. ET, on days the U.S. stock market is open.

Contribution Calculator

In addition to getting an early start, it's important to invest as much as you can for retirement. This calculator can help you determine the appropriate amount for your situation – and see the potential difference even a small monthly contribution to your retirement account may make. This calculator will also show your potential tax savings. Simply choose your salary range from the chart below, then select a contribution amount (3%, 6%, 8%, or 10% of your salary).

Salary	Contribution	3%			6%			8%			10%		
\$10,000	Monthly	\$25.00			\$50.00			\$66.67			\$83.33		
	Annual	\$300.00			\$600.00			\$800.00			\$1,000.00		
	Current tax savings¹	\$75.00			\$150.00			\$200.00			\$250.00		
Account Value	Return ²	5-yr	10-yr	20-yr	5-yr	10-yr	20-yr	5-yr	10-yr	20-yr	5-yr	10-yr	20-yr
	4%	\$1,663	\$3,694	\$9,200	\$3,326	\$7,387	\$18,400	\$4,435	\$9,850	\$24,534	\$5,543	\$12,311	\$30,665
	6%	\$1,753	\$4,117	\$11,609	\$3,506	\$8,235	\$23,218	\$4,675	\$10,980	\$30,958	\$5,843	\$13,724	\$38,694
	8%	\$1,849	\$4,604	\$14,824	\$3,698	\$9,208	\$29,647	\$4,931	\$12,278	\$39,532	\$6,164	\$15,347	\$49,410
\$20,000	Monthly	\$50.00			\$100.00			\$133.33			\$166.67		
	Annual	\$600.00			\$1,200.00			\$1,600.00			\$2,000.00		
	Current tax savings¹	\$150.00			\$300.00			\$400.00			\$500.00		
Account Value	Return ²	5-yr	10-yr	20-yr	5-yr	10-yr	20-yr	5-yr	10-yr	20-yr	5-yr	10-yr	20-yr
	4%	\$3,326	\$7,387	\$18,400	\$6,652	\$14,774	\$36,800	\$8,869	\$19,698	\$49,065	\$11,087	\$24,624	\$61,334
	6%	\$3,506	\$8,235	\$23,218	\$7,012	\$16,470	\$46,435	\$9,349	\$21,959	\$61,912	\$11,687	\$27,450	\$77,393
	8%	\$3,698	\$9,208	\$29,647	\$7,397	\$18,417	\$59,295	\$9,862	\$24,555	\$79,058	\$12,328	\$30,695	\$98,827
\$30,000	Monthly	\$75.00			\$150.00			\$200.00			\$250.00		
	Annual	\$900.00			\$1,800.00			\$2,400.00			\$3,000.00		
	Current tax savings¹	\$225.00			\$450.00			\$600.00			\$750.00		
Account Value	Return ²	5-yr	10-yr	20-yr	5-yr	10-yr	20-yr	5-yr	10-yr	20-yr	5-yr	10-yr	20-yr
	4%	\$4,989	\$11,081	\$27,600	\$9,978	\$22,161	\$55,200	\$13,304	\$29,548	\$73,599	\$16,630	\$36,935	\$91,999
	6%	\$5,259	\$12,352	\$34,826	\$10,518	\$24,705	\$69,653	\$14,024	\$32,940	\$92,870	\$17,530	\$41,175	\$116,088
	8%	\$5,548	\$13,812	\$44,471	\$11,095	\$27,625	\$88,942	\$14,793	\$36,833	\$118,589	\$18,492	\$46,041	\$148,237
\$40,000	Monthly	\$100.00			\$200.00			\$266.67			\$333.33		
	Annual	\$1,200.00			\$2,400.00			\$3,200.00			\$4,000.00		
	Current tax savings¹	\$300.00			\$600.00			\$800.00			\$1,000.00		
Account Value	Return ²	5-yr	10-yr	20-yr	5-yr	10-yr	20-yr	5-yr	10-yr	20-yr	5-yr	10-yr	20-yr
	4%	\$6,652	\$14,774	\$36,800	\$13,304	\$29,548	\$73,599	\$17,739	\$39,398	\$98,134	\$22,173	\$49,246	\$122,665
	6%	\$7,012	\$16,470	\$46,435	\$14,024	\$32,940	\$92,870	\$18,699	\$43,920	\$123,829	\$23,373	\$54,899	\$154,782
	8%	\$7,397	\$18,417	\$59,295	\$14,793	\$36,833	\$118,589	\$19,725	\$49,111	\$158,121	\$24,655	\$61,388	\$197,647
\$50,000	Monthly	\$125.00			\$250.00			\$333.33			\$416.67		
	Annual	\$1,500.00			\$3,000.00			\$4,000.00			\$5,000.00		
	Current tax savings¹	\$375.00			\$750.00			\$1,000.00			\$1,250.00		
Account Value	Return ²	5-yr	10-yr	20-yr	5-yr	10-yr	20-yr	5-yr	10-yr	20-yr	5-yr	10-yr	20-yr
	4%	\$8,315	\$18,468	\$46,000	\$16,630	\$36,935	\$91,999	\$22,173	\$49,246	\$122,665	\$27,717	\$61,559	\$153,333
	6%	\$8,765	\$20,587	\$58,044	\$17,530	\$41,175	\$116,088	\$23,373	\$54,899	\$154,782	\$29,216	\$68,625	\$193,481
	8%	\$9,246	\$23,021	\$74,118	\$18,492	\$46,041	\$148,237	\$24,655	\$61,388	\$197,647	\$30,820	\$76,736	\$247,063

These calculations are for illustrative purposes only and are not intended to imply or guarantee any specific investment return.

¹ Current tax savings reflect the annual tax benefit in the year of contribution associated with forgoing payment of federal income tax on pretax plan contributions at an assumed federal ordinary income tax rate of 25%. State and local taxes are not taken into account. Your actual tax savings will depend on your individual tax situation and changes in tax laws. Pretax contributions and any related earnings will be taxed at the time of withdrawal at the income tax rate in effect at that time and may also be subject to a 10% early withdrawal penalty if distributed before age 59½. This penalty is increased to 25% if the distribution is made during the two-year period beginning when contributions are first made to the Simple IRA.

Salary	Contribution	3%			6%			8%			10%		
\$60,000	Monthly	\$150.00			\$300.00			\$400.00			\$500.00		
	Annual	\$1,800.00			\$3,600.00			\$4,800.00			\$6,000.00		
	Current tax savings¹	\$450.00			\$900.00			\$1,200.00			\$1,500.00		
Account Value	Return ²	5-yr	10-yr	20-yr	5-yr	10-yr	20-yr	5-yr	10-yr	20-yr	5-yr	10-yr	20-yr
	4%	\$9,977	\$22,156	\$55,175	\$19,954	\$44,313	\$110,349	\$26,605	\$59,084	\$147,132	\$33,257	\$73,855	\$183,915
	6%	\$10,518	\$24,705	\$69,653	\$21,036	\$49,410	\$139,305	\$28,048	\$65,880	\$185,740	\$35,059	\$82,349	\$232,176
	8%	\$11,095	\$27,625	\$88,942	\$22,190	\$55,250	\$177,884	\$29,587	\$73,666	\$237,179	\$36,983	\$92,083	\$296,474
\$70,000	Monthly	\$175.00			\$350.00			\$466.67			\$583.33		
	Annual	\$2,100.00			\$4,200.00			\$5,600.00			\$7,000.00		
	Current tax savings¹	\$525.00			\$1,050.00			\$1,400.00			\$1,750.00		
Account Value	Return ²	5-yr	10-yr	20-yr	5-yr	10-yr	20-yr	5-yr	10-yr	20-yr	5-yr	10-yr	20-yr
	4%	\$11,640	\$25,849	\$64,370	\$23,280	\$51,698	\$128,741	\$31,040	\$68,931	\$171,656	\$38,799	\$86,163	\$214,567
	6%	\$12,271	\$28,822	\$81,261	\$24,542	\$57,645	\$162,523	\$32,722	\$76,860	\$216,699	\$40,902	\$96,074	\$270,870
	8%	\$12,944	\$32,299	\$103,766	\$25,888	\$64,458	\$207,532	\$34,518	\$85,945	\$276,711	\$43,147	\$107,429	\$345,884
\$80,000	Monthly	\$200.00			\$400.00			\$533.33			\$667.67		
	Annual	\$2,400.00			\$4,800.00			\$6,400.00			\$8,000.00		
	Current tax savings¹	\$600.00			\$1,200.00			\$1,600.00			\$2,000.00		
Account Value	Return ²	5-yr	10-yr	20-yr	5-yr	10-yr	20-yr	5-yr	10-yr	20-yr	5-yr	10-yr	20-yr
	4%	\$13,303	\$29,542	\$73,566	\$26,605	\$59,084	\$147,132	\$35,473	\$78,778	\$196,175	\$44,409	\$98,621	\$245,589
	6%	\$14,024	\$32,940	\$92,870	\$28,048	\$65,880	\$185,740	\$37,397	\$87,839	\$247,652	\$46,746	\$109,800	\$309,569
	8%	\$14,793	\$36,833	\$115,589	\$29,587	\$73,666	\$237,179	\$39,449	\$98,221	\$316,237	\$49,311	\$122,778	\$395,300
\$90,000	Monthly	\$225.00			\$450.00			\$600.00			\$750.00		
	Annual	\$2,700.00			\$5,400.00			\$7,200.00			\$9,000.00		
	Current tax savings¹	\$675.00			\$1,350.00			\$1,800.00			\$2,250.00		
Account Value	Return ²	5-yr	10-yr	20-yr	5-yr	10-yr	20-yr	5-yr	10-yr	20-yr	5-yr	10-yr	20-yr
	4%	\$14,965	\$33,235	\$82,762	\$29,931	\$66,469	\$165,524	\$39,908	\$88,625	\$220,698	\$49,885	\$110,782	\$275,873
	6%	\$15,777	\$37,057	\$104,479	\$31,554	\$74,114	\$208,958	\$42,071	\$98,819	\$278,611	\$52,589	\$123,524	\$348,263
	8%	\$16,643	\$41,437	\$133,413	\$33,285	\$82,875	\$266,826	\$44,380	\$110,499	\$355,768	\$55,475	\$138,124	\$444,710
\$100,000	Monthly	\$250.00			\$500.00			\$667.67			\$833.33		
	Annual	\$3,000.00			\$6,000.00			\$8,000.00			\$10,000.00		
	Current tax savings¹	\$750.00			\$1,500.00			\$2,000.00			\$2,500.00		
Account Value	Return ²	5-yr	10-yr	20-yr	5-yr	10-yr	20-yr	5-yr	10-yr	20-yr	5-yr	10-yr	20-yr
	4%	\$16,628	\$36,927	\$91,958	\$33,257	\$73,855	\$183,915	\$44,409	\$98,621	\$245,589	\$55,427	\$123,090	\$306,524
	6%	\$17,530	\$41,175	\$116,088	\$35,059	\$82,349	\$232,176	\$46,746	\$109,800	\$309,569	\$58,432	\$137,248	\$386,958
	8%	\$18,492	\$46,041	\$148,237	\$36,983	\$92,083	\$296,474	\$49,311	\$122,778	\$395,300	\$61,639	\$153,471	\$494,121

² Account values are hypothetical pretax account values based on assumed 4%, 6%, and 8% annual pretax rates of return, compounded monthly, on beginning-of-the-month contributions. They assume contributions are made monthly for the entire periods specified and no distributions are taken during the periods specified. The value of your account based on actual returns may be more or less than the account value shown.

Getting Started

Establishing a Fidelity Advisor SIMPLE IRA is easy.
Your financial representative can help you open your account.

1. Review the features of your SIMPLE IRA plan and account.

- SIMPLE IRA Summary Description
- Notice to Eligible Employees
- SIMPLE IRA Custodial Agreement
- SIMPLE IRA Disclosure Statement

Your employer will provide these documents, which will help you understand the features, terms, and conditions specific to your Fidelity Advisor SIMPLE IRA plan.

2. Determine your contribution amount.

This is the amount that will be deducted from your salary and invested in your SIMPLE IRA each pay period. Record this information on a salary reduction agreement, which your employer will provide. Use the contribution calculator on the preceding pages for help in identifying the contribution level that may be best for you.

Next, decide how you want to invest your contributions. Remember, your financial representative can help you develop a strategy, learn more about types of investments, and determine which funds may be right for pursuing your goals.



Not NCUA or NCUSIF insured. May lose value. No credit union guarantee.

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Diversification does not ensure a profit or guarantee against a loss.

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Before investing, consider the funds' investment objectives, risks, charges, and expenses. Contact your investment professional or visit i.fidelity.com for a prospectus, or summary prospectus if available, containing this information. Read it carefully.