



Make the Most of Your
Retirement Savings





How much
is "enough"?



Strategies to
save more



Preserve and grow
your savings



How much saving is
"enough" for retirement?

5 important factors for retirement savings



Health care costs¹



Longer lifespans²



Inflation³



Long-term planning



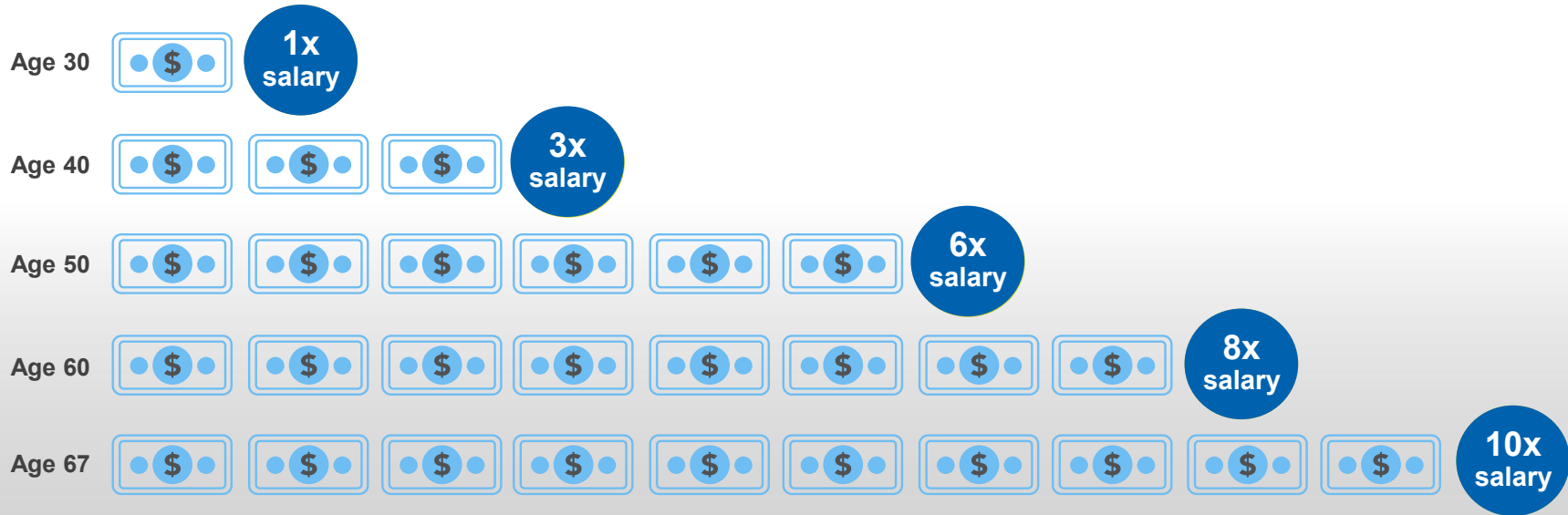
Day-to-day expenses

1. 'Estimate based on individuals retiring in 2025, 65-years-old, with life expectancies that align with Society of Actuaries RP-2014 Healthy Annuitant rates projected with Mortality Improvements Scale MP-2020 as of 2022.'

2. Society of Actuaries RP-2014 Mortality Table projected with Mortality Improvement Scale MP-2017 as of 2018. For illustrative purposes. Figure assumes opposite sex couple with both persons in good health.

3. Hypothetical rate of inflation of 2%, actual rates may be more or less and will vary.

The 10x rule



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.

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 S&P 500 Total Return Index, bonds are represented by Ibbotson Associates S&P U.S. Intermediate Term Government Bonds Total Return Index, and short term are represented by Ibbotson Associates S&P 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.



How can I save more
for the future?

Opportunities to save more



**Workplace
savings plan**



**Individual retirement
account (IRA)**

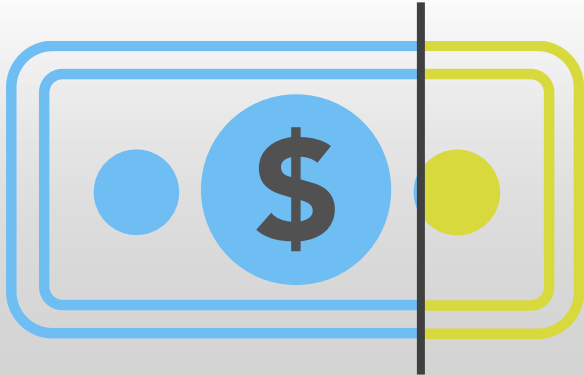


**Health savings
account (HSA)**



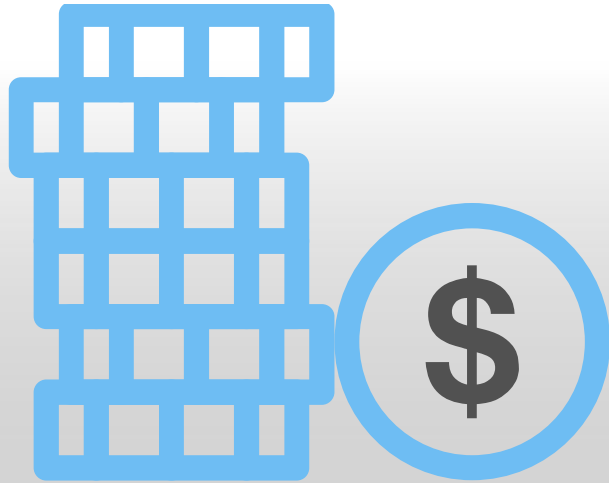
**Deferred
annuities**

Workplace savings plan



- Pretax contributions from your paycheck
- Take advantage of employer match, if offered
- Consider contributing 15% of your income

Catch-up contributions



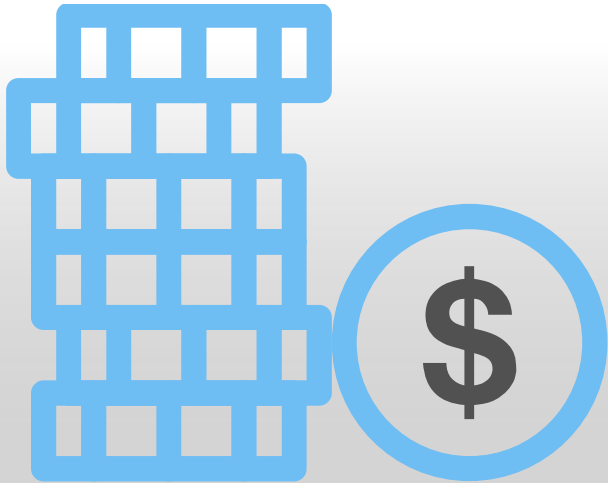
2026 IRS contribution limits

\$24,500

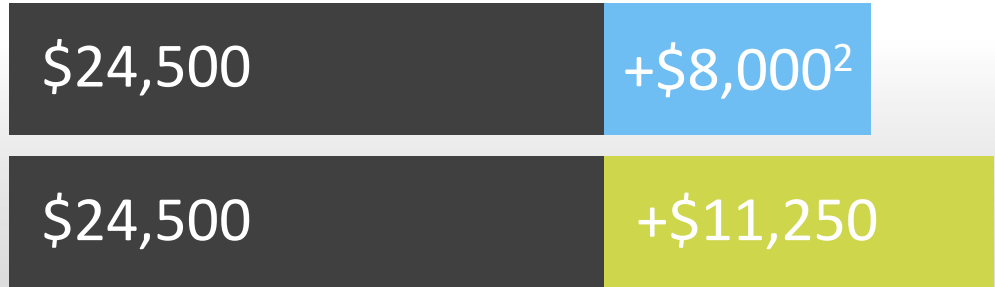
+\$8,000²

- Age 49 and under
- Additional “catch-up” amount for age 50+

Catch-up contributions



2026 IRS contribution limits



■ Age 49 and under

■ Additional “catch-up” amount for ages 50-59 & 64+

■ Additional “catch-up” amount for ages 60-63

Additional consideration due to SECURE 2.0

New Roth Catch-Up Requirement[†]



What's
changing

Catch-up contributions for certain participants must be Roth.

What it means for you

If you're turning age 50 or older in 2026 and your total 2025 wages with your current employer (as defined for Social Security FICA wages)¹ were over \$150,000,^{††} any catch-up contributions you make in 2026, must be contributed on a Roth basis.

Why it matters

Roth contributions are made after-tax, which means:

- You pay taxes on the money you contribute now, but qualified distributions in retirement are tax-free.*
- Your retirement savings strategy and tax planning may be impacted because the pretax amount you can defer in 2026 could be less.

[†] To make Roth catch-up contributions, your 401(k), 403(b) and Gov't 457(b) plan must allow both catch-up contributions and Roth contributions.

¹ For this purpose, wages are those as defined in Section 3121(a) of the Internal Revenue Code, which are wages subject to FICA (Form W-2 Box 3 wages for Social Security taxation purposes). The final regulations allow employers the flexibility to also use FICA (Form W-2 Box 5 wages for Medicare) for the 2026 tax year.

^{††} Indexed annually.

*A distribution from a Roth 401(k), Roth 403(b), and Roth 457(b) is federally tax-free and penalty-free, provided the five-year aging requirement has been satisfied, and one of the following conditions is met: age 59½, disability, or death.

Fidelity Investments Institutional Operations Company LLC, 245 Summer Street, Boston, MA 02210

©2025 FMR LLC. All rights reserved

1233371.3.0

Considerations for your workplace savings plan



**Contribution
limit changes**



**Your current
salary**



**Financial
work-life balance**



**Hitting the
maximum**

Individual retirement accounts

Traditional IRA

- Tax-deductible contributions
- Tax-deferred growth
- Pay taxes when you start withdrawing

Roth IRA

- After-tax contributions
- Withdraw federal tax free
- Flexible—withdraw contributions at any time

2026 IRS Contribution Limits

\$7,500

Under age 50

+\$1,100

“Catch-up” amount

\$8,600

Age 50 and over

Health savings accounts

Savings accounts for out-of-pocket medical expenses

Contributions are tax free* and can be saved year-to-year



2026 IRS Contribution Limits

Self-only coverage

Family coverage

\$4,400

\$8,750

Under age 55

Under age 55

+\$1,000

+\$1,000

“Catch-up” amount

“Catch-up” amount

\$5,400

\$9,750

Age 55 and over

Age 55 and over

*With respect to federal taxation only. Contributions, investment earnings, and distributions may or may not be subject to state taxation.

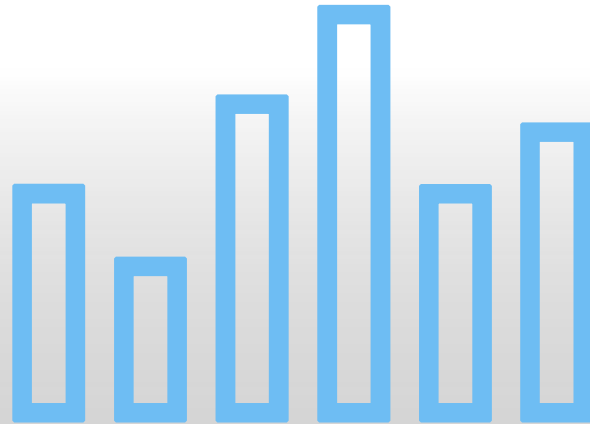
The information provided herein is general in nature. It is not intended, nor should it be construed, as legal or tax advice. Because the administration of an HSA is a taxpayer responsibility, you are strongly encouraged to consult your tax advisor before opening an HSA. You are also encouraged to review information available from the Internal Revenue Service (IRS) for taxpayers, which can be found on the IRS website at [IRS.gov](https://www.irs.gov). You can find IRS Publication 969, Health Savings Accounts and Other Tax-Favored Health Plans, and IRS Publication 502, Medical and Dental Expenses, online, or you can call the IRS to request a copy of each at 800.829.3676.

Deferred annuities

Additional tax-deferred savings

No IRS contribution limits

Guaranteed stream of income



**Guarantees are subject to the claims-paying ability of the issuing insurance company.
The issuing insurance company reserves the right to limit contributions.**

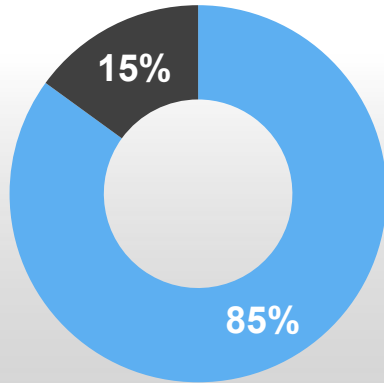


How can I preserve and help grow my savings?

Invest for the long term

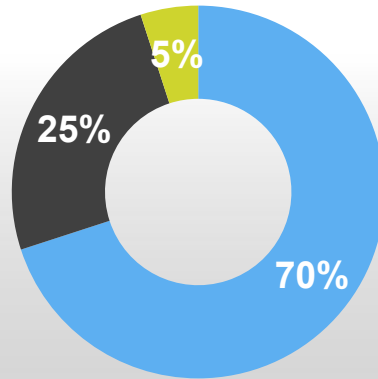
Aggressive

Retiring in 13+ years



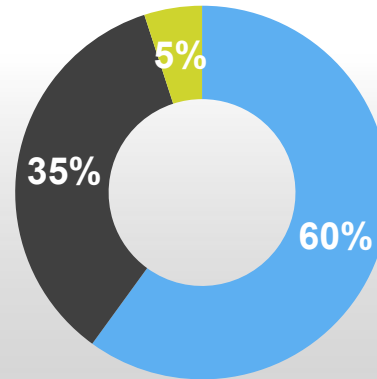
Growth

Retiring in 9-12 years



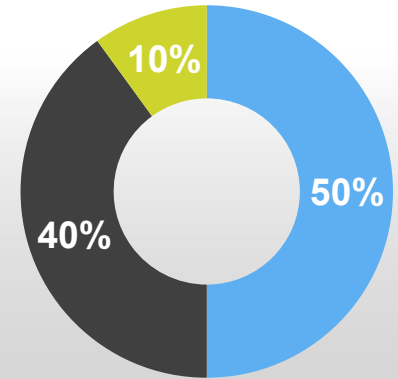
Growth with Income

Retiring in 1-8 years



Balanced

Retired 0-5 years



Stocks

Bonds

Short-term investments

For illustrative purposes only.

As a possible starting point for either your retirement or nonretirement goals, the target asset mix (TAM) is based on a measure of your time horizon. The measure of time horizon and the available default TAMs will vary by goal type. Time horizon for retirement goal type is defined as the difference between Current Year and Retirement (Goal Start) Year. Please note that this time horizon-based default TAM is just a starting point for you to begin consideration of the appropriate asset allocation. For a more in-depth look, be sure to take your risk tolerance, financial situation, and time horizon into consideration before choosing an allocation.

Investment approach



Do It Yourself (DIY)



Professional Investment Help

Professional investment help



Single-fund Solution

Target Date Funds

- Based on anticipated retirement date
- Automatically adjusts the mix of investments
- Becomes more conservative as retirement nears



Managed Account

- Team of investment professionals
- Continuously monitor the markets and your portfolio
- Keep your retirement and other financial priorities in line with your goals



Take the next steps

Review



**Estimate how
much you'll need**



**Maximize
your workplace
savings plan**



**Explore additional
retirement saving
options**



**Stay
on track**

Next steps



victor.portillo@fmr.com



Visit [NetBenefits.com](https://www.netbenefits.com)



**Download the
NetBenefits® app**

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

Investing involves risk, including risk of loss.

1. ¹Estimate based on individuals retiring in 2025, 65-years-old, with life expectancies that align with Society of Actuaries RP-2014 Healthy Annuitant rates projected with Mortality Improvements Scale MP-2020 as of 2022. Actual assets needed may be more or less depending on actual health status, area of residence, and longevity. Estimate is net of taxes. The Fidelity Retiree Health Care Cost Estimate assumes individuals do not have employer-provided retiree health care coverage, but do qualify for the federal government’s insurance program, original Medicare. This calculation takes into account Medicare Part B base premiums and cost-sharing provisions (such as deductibles and coinsurance) associated with Medicare Part A and Part B (inpatient and outpatient medical insurance). It also considers Medicare Part D (prescription drug coverage) premiums and out-of-pocket costs, as well as certain services excluded by original Medicare. This estimate does not include other health-related expenses, such as over-the-counter medications, most dental services and long-term care.

2. This limit includes such contributions to all 401(k), 403(b), SIMPLE and SARSEP plans at all employers during your taxable year. Contributions to 457(b) plans, if any, are disregarded. Age 50+ catch-up contributions apply if allowed by your plan and you will have attained at least age 50 during your taxable year.

The tax information contained herein is general in nature, is provided for informational purposes only, and should not be construed as legal or tax advice. Fidelity does not provide legal or tax advice. Fidelity cannot guarantee that such information is accurate, complete, or timely. Laws of a particular state or laws that may be applicable to a particular situation may have an impact on the applicability, accuracy, or completeness of such information. Federal and state laws and regulations are complex and are subject to change. Changes in such laws and regulations may have a material impact on pre- and/or after-tax investment results. Fidelity makes no warranties with regard to such information or results obtained from its use. Fidelity disclaims any liability arising out of your use of, or any tax position taken in reliance on, such information. Always consult an attorney or tax professional regarding your specific legal or tax situation.

The PDF of today’s presentation available for download should not be circulated any further and this content is only current for the next 30 days.

© 2016 – 2024 FMR LLC. All rights reserved.
Fidelity Brokerage Services LLC, Member NYSE, SIPC, 900 Salem Street, Smithfield, RI 02917