# Make the most of your future.



There are many great benefits to being a participant in the The Michelson Organization Savings Investment Plan. Among those benefits is exceptional customer service—online or by phone. In fact, you can count on your company and Fidelity to help support you every step of the way.

Best practices to consider:

- The impact of an early start. Your decision to start today could give you quite a bit more at retirement than starting five years from now.
- Contribute as much as you can. That amount can take you a long way toward reaching your financial goals.
- **Do what you can afford**. Start at a number that feels comfortable to you. You can always change it later. The important thing is to invest what you can afford and start right away.
- Invest more in your plan, pay less in taxes. Your pretax contributions come out of your pay before income taxes are taken out. You can actually lower your current taxes by investing in the plan today.

Find out how simple it can be to enroll, manage your account, and take advantage of what your company and Fidelity have to offer.

- Look inside for:
  - Frequently Asked Questions The basic details of your plan including how much you can contribute and when you can take withdrawals.
  - **Investment Options** Pick at least one investment option to get started, then consider the whole spectrum as you get more comfortable with planning.
  - Resources for Staying on Track To help you meet your retirement goals, the
    plan offers a comprehensive communications program and planning tools to help
    you stay on track.

## Enroll in the retirement plan

If you haven't already, enrolling in your plan is the right step towards a more secure retirement.

It's easy to join your plan and make that next great investment in yourself.

#### Here's how:

- First, go to Fidelity NetBenefits® at www.401k.com.
- Next, set up your password. If you're already a Fidelity customer, you can use your existing password.
   Please note, you will be prompted to enter your email address.
- Finally, click on the link to enroll.
- If you have questions or need help before getting started, visit <u>www.401k.com</u> or call Fidelity at 1-800-835-5097.
- Your plan has an automatic enrollment feature. If the automatic enrollment feature applies to you and you do not take action, you will be automatically enrolled. You will receive a separate notification explaining when the automatic enrollment will occur.

#### **Frequently Asked Questions**

Here are answers to questions you may have about the key features and benefits of The Michelson Organization Savings Investment Plan.

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When am I eligible to enroll?	All contributions	Attain Age 21 Complete 12 months of service		
		Complete 12 months of service		
When can I enroll in the plan?		First day of each month		
		Your plan offers an Automatic Enrollment feat on previous page.	ture. Refer to Enrollment Information	
How much can I contribute?	Employee Contributions	1% to 90% of eligible pretax pay (IRS limit of \$23,000 for 2024) EGTRRA Catch Up Provision		
	Contribution Change Frequency	Next Entry Date		
	Safe Harbor QACA Match Discretionary Match	100% of the first 1% in eligible compensation in eligible compensation deferred with a possi employer matching contribution		
	Discretionary Profit Sharing	Refer to the Summary Plan Description for fu sharing contributions.	rther information regarding profit	
Can I make a catch up	If you are age 50 or over by th	e end of the taxable year and have reached the ann	aual IRS limit or Plan's maximum	
contribution?		you may make additional salary deferral, pretax of		
		ons 100% immediate		
When am I vested?	Employee Contributions	100% imme	diate	
When am I vested?	Employee Contributions	100% imme	diate	
When am I vested?	Discretionary Match	Years of Service for Vesting	<u>Percentage</u>	
When am I vested?		Years of Service for Vesting less than 2	Percentage 0	
When am I vested?	Discretionary Match Safe Harbor QACA Match	Years of Service for Vesting less than 2	Percentage 0 100	
When am I vested?	Discretionary Match	Years of Service for Vesting less than 2 2 Years of Service for Vesting	Percentage 0 100 Percentage	
When am I vested?	Discretionary Match Safe Harbor QACA Match	Years of Service for Vesting less than 2 2 Years of Service for Vesting less than 2	Percentage 0 100 Percentage 0	
When am I vested?	Discretionary Match Safe Harbor QACA Match	Years of Service for Vesting less than 2 2 Years of Service for Vesting less than 2 2	Percentage 0 100 Percentage 0 20	
When am I vested?	Discretionary Match Safe Harbor QACA Match	Years of Service for Vesting less than 2 2 Years of Service for Vesting less than 2 2 3	Percentage 0 100 Percentage 0 20 40	
When am I vested?	Discretionary Match Safe Harbor QACA Match	Years of Service for Vesting less than 2 2 Years of Service for Vesting less than 2 2 3 4	Percentage 0 100 Percentage 0 20 40 60	
When am I vested?	Discretionary Match Safe Harbor QACA Match	Years of Service for Vesting less than 2 2 Years of Service for Vesting less than 2 2 3 4 5	Percentage 0 100 Percentage 0 20 40 60 80	
When am I vested?	Discretionary Match Safe Harbor QACA Match	Years of Service for Vesting less than 2 2 Years of Service for Vesting less than 2 2 3 4	Percentage 0 100 Percentage 0 20 40 60	
	Discretionary Match Safe Harbor QACA Match Discretionary Profit Sharing	Years of Service for Vesting less than 2 2 Years of Service for Vesting less than 2 2 3 4 5 6	Percentage 0 100 Percentage 0 20 40 60 80 100	
When am I vested?  Can I take a loan?	Discretionary Match Safe Harbor QACA Match Discretionary Profit Sharing	Years of Service for Vesting less than 2 2 Years of Service for Vesting less than 2 2 3 4 5	Percentage 0 100 Percentage 0 20 40 60 80 100	
	Discretionary Match Safe Harbor QACA Match Discretionary Profit Sharing Although your plan account is	Years of Service for Vesting less than 2 2 Years of Service for Vesting less than 2 2 3 4 5 6 intended for the future, you may take a loan from	Percentage 0 100 Percentage 0 20 40 60 80 100 your account.	
	Discretionary Match Safe Harbor QACA Match Discretionary Profit Sharing Although your plan account is	Years of Service for Vesting less than 2 2 Years of Service for Vesting less than 2 2 3 4 5 6 intended for the future, you may take a loan from	Percentage 0 100 Percentage 0 20 40 60 80 100 your account.	
Can I take a loan?	Discretionary Match Safe Harbor QACA Match Discretionary Profit Sharing  Although your plan account is Withdrawals from the Plan are	Years of Service for Vesting less than 2 2 Years of Service for Vesting less than 2 2 3 4 5 6 intended for the future, you may take a loan from the generally permitted in the event of termination of bution (RMD), or death.	Percentage 0 100 Percentage 0 20 40 60 80 100 your account.	



Designed to meet a wide variety of investing preferences, the following investment options are available.

Investment Options to the left have potentially more inflation risk and less investment risk

Investment Options to the right have potentially less inflation risk and more investment risk

Money Market (or Short Term)	Stable Value	Bond	Balanced/Hybrid		<b>Domestic Equities</b>		International / Global Equity	Specialty	Company Stock
Government* • Fidelity® Government Money Market Fund Class K6		Government  • Fidelity® Intermediate Treasury Bond Index Fund	Fidelity® Multi- Asset Index Fund	Large Value	• Fidelity® 500 Index Fund • Fidelity® Total Market Index Fund	Large Growth	Diversified  • Fidelity® International Index Fund	• Fidelity® Real Estate Index Fund	
				Mid Value	Mid Blend	Mid Growth			
					• Fidelity® Extended Market Index Fund				
				Small Value	Small Blend	Small Growth			
					• Fidelity® Small Cap Index Fund				

This spectrum, with the exception of the Domestic Equity category, is based on Fidelity's analysis of the characteristics of the general investment options and their holdings, which can change frequently. Investment options in the Domestic Equity category are based on the options' Morningstar categories as of the date indicated. There may be a number of funds in each categories are based on a fund's style as measured by its underlying portfolio holdings over the past three years and may change at any time. These style calculations do not represent the investment options' objectives and do not predict the investment options are listed in alphabetical order within each investment category. Risk associated with the investment options, please read the prospectuses before making your investment decisions. The spectrum does not represent actual or implied performance.

\*You could lose money by investing in a money market fund. Although the fund seeks to preserve the value of your investment at \$1.00 per share, it cannot guarantee it will do so. An investment in the fund is not a bank account and is not insured or guaranteed by the Federal Deposit Insurance Corporation or any other government agency. Fidelity Investments and its affiliates, the fund's sponsor, is not required to reimburse the fund for losses, and you should not expect that the sponsor will provide financial support to the fund at any time, including during periods of market stress

Fidelity's government and U.S. Treasury money market funds will not impose a fee upon the sale of your shares.

Investing in bonds involves risk, including interest rate risk, inflation risk, credit and default risk, call risk, and liquidity risk.

Stock markets are volatile and can fluctuate significantly in response to company, industry, political, regulatory, market, or economic developments. Investing in stock involves risks, including the loss of principal.

Before investing in any investment option, consider the investment objectives, risks, charges, and expenses. Contact Fidelity for a mutual fund prospectus or, if available, a summary prospectus containing this information. Read it carefully.



# **Additional Investment Options**

**Target Date Funds** offer a blend of stocks, bonds, and short-term investments within a single fund. They are designed for investors who don't want to go through the process of picking several funds from the three asset classes but who still want to diversify among stocks, bonds, and short-term investments.

Investment Options to the left have potentially m risk and less investment risk	ore inflation Investment Options	to the right have potentially less inflation risk and more investment risk
Fidelity Freedom® Income Fund Class K Fidelity Freedom® 2010 Fund Class K Fidelity Freedom® 2020 Fund Class K Fidelity Freedom® 2005 Fund Class K Fidelity Freedom® 2015 Fund Class K Fidelity Freedom® 2025 Fund Class K	Fidelity Freedom® 2030 Fund Class K Fidelity Freedom® 2040 Fund Class K Fidelity Freedom® 2035 Fund Class K	Fidelity Freedom® 2045 Fund Class K Fidelity Freedom® 2050 Fund Class K Fidelity Freedom® 2055 Fund Class K Fidelity Freedom® 2060 Fund Class K Fidelity Freedom® 2065 Fund Class K

Target date investments are generally designed for investors expecting to retire around the year indicated in each investment's name. The investments are managed to gradually become more conservative over time. The investment risks of each target date investment change over time as its asset allocation changes. They are subject to the volatility of the financial markets, including 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 and foreign securities. Principal invested is not guaranteed at any time, including at or after their target dates.

### Resources for staying on track....

Watch for these communications in your mail or email box	Educational Communications	These communications can help you focus your attention on specific planning issues such as the effects of saving more or why it is important to diversify your savings among differen types of investment options. To receive via email, visit the Your Profile section of Fidelity NetBenefits*.		
	Fidelity Viewpoints® - Workplace Edition	Delivered three times per year via email, these communications provide real life education on topics selected by participants to help improve plan decisions and provide broad retirement and investment planning.		
	Account Statements	Available online virtually 24/7 via Fidelity NetBenefits® with monthly email reminders. You may also obtain an account statement through Fidelity upon request.		
Interactive learning opportunities	Online at NetBenefits.com	Our checklists, tools and videos can help you make smarter choices about your benefits and your money. Learn the basics. Hone your skills. Above all, get the most out of everything we have to offer.		
	In Person	Call, click or visit to learn more about savings outside your retirement plan. Investor centers are located in a variety of cities nationwide to provide helpful consultations with financial needs beyond your retirement savings plan such as IRAs, college savings plans, and retirement income planning.  Go to <a href="https://www.fidelity.com">www.fidelity.com</a> or call 1-800-Fidelity.		
	On the Phone	Call 1-800-835-5097 for answers to questions about your plan and account. For automated information: call virtually any time, 24/7. For representative assistance: call between 8:30 a.m. and 8:00 p.m. ET, Monday - Friday (except certain NYSE holidays).		
Save a little more each year, the easy way.		Program, you can have your contribution amount bumped up set yourself. Go to NetBenefits® to enroll.		



Investing involves risk, including risk of loss.

529 College Savings Plans are state sponsored and some Plans are managed by Fidelity.

This plan is intended to be a participant-directed plan as described in Section 404(c) of ERISA, which means that fiduciaries of the Plan are ordinarily relieved of liability for any losses under ERISA that are the direct and necessary result of investment instructions given by a participant or beneficiary.

This document provides only a summary of the main features of the The Michelson Organization Savings Investment Plan, and the Plan document will govern in the event of any discrepancy.

Investor Center products & services are offered beyond your employer sponsored retirement plan.

Fidelity Brokerage Services LLC, Member NYSE, SIPC, 900 Salem Street, Smithfield, RI 02917.

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