

Stock Plan Services Way to go.

You've earned an equity award from your company.



Your award at a glance: Performance Awards.

Congratulations on being recognized for all the work you do. Performance awards can help you build your personal wealth and make it easier to reach your financial goals.

Below are some general steps that could occur during the lifecycle of your award. Be sure to check your own plan rules for details about your specific award.



1. Receive your award and open your account (if needed).



2. Accept your award

If it's required by your company.



4. Your award is adjusted

Based on reaching the performance goals set by your company (may occur before or after vesting).



6. Your shares or cash pays out

Typically within one to two business days after vesting.



8. Manage your account

Hold or sell your shares and manage your cash at Fidelity.com.



3. Pick how you'll pay taxes

If allowed. Must be done at least two days prior to your award paying out.



5. Your award is vested

You've met all company requirements, including the waiting or "vesting" period.



7. View your shares or cash

Log in to your account at Fidelity.com to see what you received (minus taxes).

Consider these smart next steps to make things easier later on.

<u>Link your Fidelity Account</u>® to your bank account to quickly transfer cash between them.

Bookmark the Stock Plan Services Resource Center at Fidelity.com/SPSResourceCenter for ongoing help with everything from selling shares to paying taxes.



Your company and Fidelity Stock Plan Services are not affiliated.

Fidelity does not provide legal or tax advice. The information herein is general in nature and should not be considered legal or tax advice.

Consult an attorney or tax professional regarding your specific situation.

Fidelity Stock Plan Services, LLC, provides recordkeeping and/or administrative services to your company's equity compensation plan, in addition to any services provided directly to the plan by your company or its service providers.

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