

Fidelity SIMPLE IRA—Company Profile

Use this form to provide information about your company to Fidelity. To establish a new Fidelity SIMPLE IRA Plan, you will need to complete and return this Company Profile form and the Adoption Agreement to Fidelity. **Please note:** If your company is incorporated, you will also need to complete and return the *Fidelity SIMPLE IRA—Corporate Resolution* form to Fidelity. Type on screen or fill in using CAPITAL letters and black ink.

Helpful to Know

- This form should be completed by an officer or owner of your company, who has the authority to transact business with Fidelity on behalf of your company's SIMPLE IRA Plan. Fidelity will designate this person as the Primary Authorized Individual for your company's SIMPLE IRA Plan.
 - The Primary Authorized Individual can also designate Additional Authorized Individuals in Section 3.
 - You will want to keep a copy of all documents and completed forms for your records.
 - The Fidelity SIMPLE IRA Plan offers various options and features to assist your company in administering your plan, such as:
 - Fidelity Plan Manager: Our website is designed to allow your company to manage your plan transactions, including contribution processing or certain maintenance tasks.
 - Electronic Funding Service: This service is available for companies that will be processing their Plan contributions internally. It is accessed via Fidelity Plan Manager and allows you to directly debit your company's bank account to electronically transmit funds to your Fidelity SIMPLE IRA Plan.
 - To establish or learn more about these features and options, please refer to Section 5 of this form, and "Important Information About Your Fidelity SIMPLE IRA Plan" at the end of this form.
- Important to Note:** You and each of your Eligible Employees must open a SIMPLE IRA account. To open an account with Fidelity, visit [Fidelity.com/simpleiraapplication](https://www.fidelity.com/simpleiraapplication).

1. Company Information

Enter full entity name as evidenced by the relevant formation document (e.g., partnership agreement, articles of incorporation).

Adopting Company Name		Company Tax ID Number	
Primary Authorized Individual			
Primary Phone			

Note: If your company is incorporated, the *Fidelity SIMPLE IRA—Corporate Resolution* form is required to be completed and returned to Fidelity along with this form and the Adoption Agreement. Sole proprietorships or unincorporated partnerships do NOT need to complete the *Fidelity SIMPLE IRA—Corporate Resolution*.

Company Permanent Address This is the legal address used for tax-reporting purposes, and cannot be a PO box, mail drop, or c/o.

Address		
City	State	ZIP Code

Mailing Address

Same as permanent address ▷ Default if no other information indicated below.

Address		
City	State	ZIP Code

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2. Primary Authorized Individual *Federal law requires this information.*

As the Primary Authorized Individual, you will have the authority to transact all business with Fidelity on behalf of your company's plan. This could include, but is not limited to, requesting plan maintenance; accessing Plan Manager to view, monitor, or submit any Plan contributions; and/or adding, updating, or removing Additional Authorized Individuals for your Plan.

Enter full first and last name as evidenced by a government-issued, unexpired document (e.g., driver's license, passport, permanent resident card).

Mobile phone number and email are required for account security, transactional alerts, and delivery of other communications.

First Name		Middle Name		Last Name	
Social Security or Taxpayer ID Number		Required <input type="checkbox"/> SSN <input type="checkbox"/> ITIN		Date of Birth MM DD YYYY	
Mobile Phone			Secondary Phone		
Email*					

*You consent to Fidelity's use of your email and/or mobile number to message, call, or text you regarding account-related documents and communications. Message and data rates apply; frequency may vary. For help with texts, reply HELP. To opt out of texts, reply STOP. You may also update your contact information at any time through your profile on *Fidelity.com*.

Residential Address *This is the legal address used for tax-reporting purposes, and cannot be a PO box, mail drop, or c/o.*

Address		
City	State	ZIP Code

Associations

As a person associated with a member firm, you are obligated to receive consent from that firm.

Fidelity has existing consent agreements with many firms for their employees to maintain accounts with Fidelity and to deliver transactional data. If your firm is not one of them, Fidelity will attempt to contact your firm's compliance office.

If you are employed by or associated with a broker-dealer, stock exchange, exchange member firm, the Financial Industry Regulatory Authority (FINRA), a municipal securities dealer, or other financial institution, or are the spouse or an immediate family member residing in the same household of someone who meets the aforementioned employment criteria, provide the company's name and address below. Information (including duplicate copies of confirmations and statements for this account, and any accounts you choose to have on a consolidated statement) will be sent to the associated person's employer for purposes of compliance review.

Company Name			
Company Address			
City	State/Province	ZIP/Postal Code	Country

Affiliations

If you, your spouse, or any of your relatives (including parents, in-laws, and/or dependents, etc.), living in your home (at the same address), is a member of the board of directors, a 10% shareholder, or a policy-making officer of a publicly traded company (an "Affiliate"), you must provide the information below. If there are more than two Affiliates, make a copy of this section.

Affiliate's Company Name	Trading Symbol or CUSIP
Affiliate's Company Name	Trading Symbol or CUSIP

Form continues on next page. ►►



3. Add Additional Authorized Individual(s) *Optional*

To add Additional Authorized Individuals to your plan, provide the requested information below. You can also update Additional Authorized Individuals online via Plan Manager. **Note:** Any person(s) named here will have the same level of authority and access to your plan as the Primary Authorized Individual above, **except** to add or remove Additional Authorized Individuals.

Enter full first and last name as evidenced by a government-issued, unexpired document (e.g., driver's license, passport, permanent resident card).

Federal law requires you to provide this information.

Mobile phone number and email for all Plan Contacts are required for account security, transactional alerts, and delivery of other communications.

First Name		Middle Name		Last Name	
Residential Address <i>This is the legal address used for tax-reporting purposes, and cannot be a PO box, mail drop, or c/o.</i>					
City				State	ZIP Code
Social Security or Taxpayer ID Number		Required <input type="checkbox"/> SSN <input type="checkbox"/> ITIN		Date of Birth MM DD YYYY	
Mobile Phone		Secondary Phone			
Email*					

Mobile phone number and email for all Plan Contacts are required for account security, transactional alerts, and delivery of other communications.

First Name		Middle Name		Last Name	
Residential Address <i>This is the legal address used for tax-reporting purposes, and cannot be a PO box, mail drop, or c/o.</i>					
City				State	ZIP Code
Social Security or Taxpayer ID Number		Required <input type="checkbox"/> SSN <input type="checkbox"/> ITIN		Date of Birth MM DD YYYY	
Mobile Phone		Secondary Phone			
Email*					

Mobile phone number and email for all Plan Contacts are required for account security, transactional alerts, and delivery of other communications.

First Name		Middle Name		Last Name	
Residential Address <i>This is the legal address used for tax-reporting purposes, and cannot be a PO box, mail drop, or c/o.</i>					
City				State	ZIP Code
Social Security or Taxpayer ID Number		Required <input type="checkbox"/> SSN <input type="checkbox"/> ITIN		Date of Birth MM DD YYYY	
Mobile Phone		Secondary Phone			
Email*					

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4. Contribution Processing *Required*

All Eligible Employees' Elective Deferrals, Employer Matching Contributions, and Nonelective Contributions must be sent electronically via the Automated Clearing House (ACH) network. Indicate below how your company's SIMPLE IRA Plan contributions will be processed.

- Check one. **Internally**—If your SIMPLE IRA Plan contributions will be managed and processed internally, you will need to establish Fidelity's Electronic Funding Service by providing your company's bank information in Section 5.
- Externally**—If your SIMPLE Plan contributions will be managed and processed via an external payroll service and you do not wish to establish the Electronic Funding Service, skip to Section 6. You will need to provide your payroll vendor with the information required to process your ACH transactions included in the "Important Information About Your Fidelity SIMPLE IRA Plan" at the end of this form.

5. Electronic Funding Service

To establish Fidelity's Electronic Funding Service, provide your company's bank information below. This service allows you to transfer your SIMPLE IRA Plan contributions to your employees' Fidelity SIMPLE IRA accounts via a direct debit from your company's bank account. Instructions are provided each payroll period by accessing the Fidelity Plan Manager site. **Note: This service may take 4-5 business days to become active after the processing of this form. Business days are Monday through Friday. Bank and New York Stock Exchange holidays are not included. Your bank must be a member of the Automated Clearing House (ACH) network.**

For additional information regarding Fidelity's Plan Manager site and Electronic Funding Service, see "Important Information About Your Fidelity SIMPLE IRA Plan" at the end of this form.

- Check one. Checking
- NOW or Money Market Deposit Account
- Savings *Passbook savings accounts are not eligible.*

You must attach a voided check, deposit slip, or bank statement with the account number and all owner names preprinted on it.

Please call your bank to verify.

Bank Name	
Owner(s) Name(s) Exactly as on Bank Account	
Bank Routing Number <i>Nine digits, starts 0, 1, 2, 3, or 4.</i>	Bank Account Number

6. Primary Authorized Individual Signature and Date *Required*

In the section below, "Fidelity," "us," and "we" refer to Fidelity Brokerage Services LLC and National Financial Services LLC and their affiliates, and their employees, agents, representatives, shareholders, successors, and assigns as the context may require; "you" refers to the company and the Primary Authorized Individual indicated on this form.

By signing below, you:

- Authorize and request Fidelity to establish the funding account (the "Account") in your company's name for the purpose of transmitting contributions to your company's Fidelity SIMPLE IRA Plan to each participant's Fidelity SIMPLE IRA as directed by you or any Additional Authorized Individual(s). The sole purpose of the Account is to facilitate electronic funding of Fidelity SIMPLE IRA Plan contributions on behalf of Plan participants. You understand that this Account is not meant to draw interest or dividends, or to transact in or hold securities.
- Affirm that you are at least 18 years old and of full legal age to enter into this Agreement in your state of residence.
- Acknowledge that you received the Fidelity Funding Account Agreement; and you state that you have read it, you understand it, and you accept all the terms and conditions, as this agreement may be amended from time to time.
- Understand that the Funding Account Agreement and its enforcement shall be governed by the laws of the Commonwealth of Massachusetts. It shall cover individually and collectively all accounts that you may open or reopen with Fidelity. It shall inure to the benefit of Fidelity's successors and assigns, whether by merger, consolidation, or otherwise. Fidelity may transfer your account to its successors and assigns, and this Agreement shall be binding upon your heirs, executors, administrators, successors, and assigns.
- Authorize FMTC (or its agents or successors) to accept direction with respect to this Plan from the Primary Authorized Individual identified in Section 2 or any Additional Authorized Individual(s) identified in Section 3 above.
- Represent and warrant that if you have not completed the section titled Associations, you are not employed by nor associated with a broker-dealer, stock exchange, exchange member firm, FINRA, a municipal securities dealer, or any other financial institution, nor are you the spouse or immediate family member residing in the same household of such a person.
- Represent and warrant that if you have not completed the section titled Affiliations, none of you, your spouse, nor any of your relatives living in your home are a control person or affiliate of a public company under SEC Rule 144.
- Certify that you are an officer or owner of the adopting company who is authorized to transact business with Fidelity on behalf of your company's SIMPLE IRA Plan, and that all information you provided is correct to the best of your knowledge.
- Acknowledge that you will receive a monthly account statement from Fidelity, unless there are no transactions in a particular month. In any case, you will receive a statement quarterly.

Primary Authorized Individual Signature and Date continues on next page. ►►

- Certify that all information you provided is true, accurate, and complete.

If establishing the Fidelity Electronic Funding Service, you:

- Authorize Fidelity to initiate debit entries to your company's bank account indicated in Section 5. You further authorize and request the bank indicated in Section 5 to accept any such debit entries initiated by Fidelity to your company's bank account and to credit such amounts to the Account without any further authorization relating hereto. You authorize Fidelity to debit the Account and credit each participant's

Fidelity SIMPLE IRA account in the amounts and contribution types for which you will provide contribution instructions from time to time.

- Ratify the instructions given pursuant to this authorization and agree to indemnify and hold Fidelity harmless from any loss, liability, cost, or expense that may arise from Fidelity acting on your instructions. You understand that if there are insufficient funds in the bank account listed in Section 5, Fidelity may cancel contributions, and that Fidelity is not responsible for the timing, amount, purpose, or propriety of any SIMPLE contributions. You further

agree to hold Fidelity harmless if a cancellation results in a contribution not being deposited in time to meet the contribution's deadline. You hereby agree to indemnify and hold Fidelity harmless for any loss, liability, cost, or expense arising out of insufficient funds in the bank account provided.

- Understand that Fidelity may purge unused EFT instructions from your account on a periodic basis without notice to you.
- Understand that Fidelity may terminate the EFT instructions from your account at any time in its sole discretion.

If you are a U.S. person for tax purposes:

- Certify under penalties of perjury that you are a U.S. person (including a U.S. resident alien or other U.S. person as defined in the instructions to IRS Form W-9) and the Social Security or Taxpayer Identification Number provided is correct (or that you are waiting for a number to be issued to you).

- Certify under penalties of perjury that you are not subject to backup withholding because any of the following applies:
 - You are exempt from backup withholding.
 - You have not been notified by the Internal Revenue Service (IRS) that you are subject to backup withholding as a result of a failure to report all interest or dividends.
 - The IRS has notified you that you are no longer subject to backup withholding.

If you are not a U.S. person for tax purposes:

- Are submitting the applicable Form W-8 with this form to certify your foreign status and, if applicable, claim tax treaty benefits.

◀ If the IRS has notified you that you are currently subject to backup withholding because you failed to report all interest and dividends on your tax return, CROSS OUT all text in brackets.

To help the government fight financial crimes, federal regulation requires Fidelity to obtain your name, date of birth, address, and a government-issued ID number before opening your account, and to verify the information. In certain circumstances, Fidelity may obtain and verify comparable information for any person authorized to make transactions in an account. Also, federal regulation requires Fidelity to obtain and verify the beneficial owners and control persons of legal entity customers. Requiring the disclosure of key individuals who own or control a legal entity helps law enforcement investigate and prosecute crimes. Your account may be restricted or closed if Fidelity cannot obtain and verify this information. Fidelity will not be responsible for any losses or damages (including, but not limited to, lost opportunities) that may result if your account is restricted or closed.

The IRS does not require your consent to any provision of this document other than the certifications required to avoid backup withholding.

You acknowledge that this account is governed by a predispute arbitration clause, which appears on the last page of the Fidelity Funding Account Agreement, and that you have read the predispute arbitration clause.

PRINT PRIMARY AUTHORIZED INDIVIDUAL NAME	
PRIMARY AUTHORIZED INDIVIDUAL SIGNATURE	DATE MM/DD/YYYY
SIGN X	X

Did you sign the form and include any necessary documents?

Send the ENTIRE form and the Adoption Agreement to Fidelity Investments.

Questions? Go to Fidelity.com/simpleira or call 800-343-3548.

Regular mail

Fidelity Investments
Attention: SIMPLE Service Team
PO Box 770001
Cincinnati, OH 45277-0038

Overnight mail

Fidelity Investments
Attention: SIMPLE Service Team
100 Crosby Parkway KC1D
Covington, KY 41015

On this form, "Fidelity" means Fidelity Brokerage Services LLC and its affiliates. Brokerage services are provided by Fidelity Brokerage Services LLC, Member NYSE, SIPC. 680971.10.0 (02/23)



Important Information about Your Fidelity SIMPLE IRA Plan

Keep this information for your records.

The Fidelity SIMPLE IRA offers various options and features to assist your company in administering your plan. Please review this document to learn more about the Fidelity Plan Manager site, and contribution processing.

For additional information on how to calculate plan contributions, including estimating employer contributions for your plan, see pages 2 and 3 of this document.

Fidelity Plan Manager

The Fidelity Plan Manager site is available to any company adopting our SIMPLE IRA Plan. This site is designed to allow your company to manage your overall plan and provides:

- An overview of your plan details
- Tracking of year-to-date contributions
- The ability to perform certain maintenance tasks on your plan
- Access to process your company's SIMPLE IRA contributions via our Electronic Funding Service

To register or learn more about the Plan Manager site, go to <https://planmanager.fidelity.com>.

Electronic Funding Service

This service is available to companies that will be processing their SIMPLE IRA contributions internally. The benefits of using the Electronic Funding Service include:

- **Convenience:** You can access the service any time, via the Plan Manager site, to provide contribution instructions quickly and accurately.
- **Contribution Tracking and Verification:** You will receive immediate verification of your completed transactions, which you can print and save for your records. You can also track year-to-date contribution information for your employees to help guard against making inadvertent overcontributions to your plan.

Additional details on how the service works:

- This service is available free of charge through Fidelity, but you should contact your bank to confirm whether it charges a fee to process direct debits. This service cannot be established or updated over the phone.
- When you establish this service, your Fidelity Funding Account will act as the conduit between your bank account and your employees' Fidelity SIMPLE IRA accounts. Your bank must be a member of the Automated Clearing House (ACH) network.
- The Funding Account is a non-interest-bearing account that is not eligible for securities transactions. For additional details regarding the Funding Account, please review the Funding Account Agreement included in the SIMPLE IRA Plan Establishment kit or visit [Fidelity.com/simple-ira](https://www.fidelity.com/simple-ira).

- Based on your instructions each payroll period, the service uses the ACH network to transfer your SIMPLE contributions to your Funding Account via a direct debit from your company's bank account. Upon deposit to the Funding Account, Fidelity will automatically allocate the contributions among your employees' Fidelity SIMPLE IRA accounts.
- You can schedule your contributions in advance, but **Fidelity must receive your instructions at least two business days before your intended deposit date.** For example, to meet an October 15 tax-filing deadline for prior-year employer contributions, your contributions must be submitted by October 13, or potentially even sooner to account for any weekends or holidays.
- For your protection, *SIMPLE IRA contribution instructions cannot be accepted over the phone.*
- As National Financial Services LLC (NFS) is the clearinghouse Fidelity uses to process electronic transfers, "National Financial Services LLC" will be the name appearing on your company's bank statement.

If your company will not be establishing the Electronic Funding Service to process your plan contributions internally, please see the Contribution Processing section for information on using an external payroll vendor.

Contribution Processing

All SIMPLE IRA Plan contributions must be deposited electronically from your company's bank account. Your company has the choice of establishing the Electronic Funding Service, as discussed above, or using an external payroll service to manage and monitor the funding process on your behalf.

In order for your vendor to process your ACH transactions, you will need to provide them with the ACH instructions found in the Sample Contribution Table on the next page, and the following information:

- A separate ACH transaction will need to be sent for each employee contribution and each corresponding employer contribution—for each contribution year. For example, if your employee makes a salary reduction contribution to his or her SIMPLE IRA and your company matches that contribution, your payroll vendor will need to initiate two separate ACH transactions—one for the employee's contribution and another for your company's matching contribution.

Calculating Your Plan Contributions

Once you adopt a Fidelity SIMPLE IRA, you'll need to keep track of the SIMPLE IRA contributions for each of your plan participants.

Whether your company will be using the Electronic Funding Service or a payroll vendor to fund your plan, sample calculations are provided below to show how the applicable Matching or Nonelective Employer Contribution would be determined based on three hypothetical employee contributions. You may want to set up a worksheet on your computer using spreadsheet software, based on the following guidelines:

- Employee's Name.** List the name of each employee who is eligible to participate in your SIMPLE IRA Plan. Remember to include yourself as a participant.
- Employee's SIMPLE IRA Account Number.** List each eligible employee's nine-digit SIMPLE IRA Account Number. (Once we receive your employees' SIMPLE IRA applications, Fidelity will send you these assigned numbers. You will need to use these numbers each time you forward a contribution to Fidelity.)
- Pretax Compensation.** List your employees' compensation for the payroll period—before any taxes are withheld.
- Employee's Contribution Percentage.** Indicate the percentage of each employee's pretax compensation he or she wants to defer to the SIMPLE IRA. (This amount must generally be expressed as a percentage of compensation.)
- Employee's Salary Reduction Contribution.** To calculate each employee's actual SIMPLE IRA contribution, multiply the employee's pretax compensation (column 3) by his or her contribution percentage (column 4). Employee contributions must be deposited as of the earliest date on which the contributions

can reasonably be segregated from your general account, but no later than the 30th day following the last day of the month in which the contributions are withheld from the employees' compensation.

Please note: You or your payroll vendor will need to keep a running total of each employee's contributions for the year (column 5a). When you use Fidelity Plan Manager, year-to-date contribution information is available for any of your employees online, so that you can ensure that an employee does not contribute more than the maximum allowable. The SECURE 2.0 Act has changed the amounts a participant may defer into their SIMPLE IRA plan. Please see [Fidelity.com/simple-ira](https://www.fidelity.com/simple-ira) for more information.

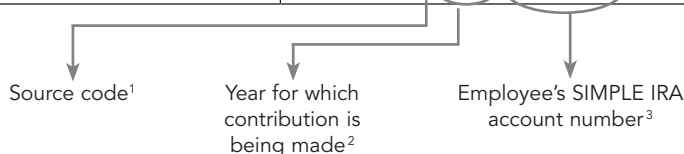
- Employer's Contribution.** For *Matching Contributions*, match each employee's contribution (column 5), up to 3% of compensation (employers with 25 or more employees may offer a 4% match). In any two out of five years, you can reduce your company match to 1% of compensation.

For *Nonelective Contributions*, multiply the employee's pretax compensation (column 3) by 2% (employers with 25 or more employees may offer a 3% contribution). The maximum you can contribute under this option is \$6,900 for 2024 and \$7,000 for 2025.

Employer matching contributions and nonelective contributions must be made by your company's tax-filing deadline, including extensions, for the taxable year for which the contributions are made. Due to the SECURE 2.0 Act, employers may also offer an additional nonelective contribution to each employee of the plan in a uniform manner, provided that the contribution may not exceed the lesser of up to 10% of compensation or \$5,000 (indexed).

Hypothetical Examples								
1. Eligible Employee's Name	2. Employee's SIMPLE IRA Account Number	3. Pretax Compensation This Payroll Period	4. Employee's Contribution Percentage	5. Employee Contribution This Payroll Period	5a. Employee's Contributions Year to Date ⁴	6. Employer's Contribution ⁵		6a. Employer's Contributions Year to Date ⁴
						Matching Contribution <small>Match column 5, up to 3% of compensation</small>	Nonelective Contribution <small>Multiply column 3 by 2%, maximum \$7,000 for 2025</small>	
Jane Anderson	101234567	\$2,250.00	3%	\$67.50	\$202.50	\$67.50	\$45.00	\$135.00
John James	101345678	\$2,120.83	0%	\$0.00	\$0.00	\$0.00	\$42.42	\$127.26
Richard Jones	101567890	\$6,250.00	5%	\$312.50	\$937.50	\$187.50	\$125.00	\$375.00

Sample Contribution Table			
1. Eligible Employee's Name	2. Transit/Routing Number for Fidelity's Bank (UMB Bank, N.A.)	3. Destination Information at UMB Bank, N.A.	4. Dollar Amount
Jane Anderson	101205681	395 12024 101234567	\$67.50
John James	n/a	n/a	n/a
Richard Jones	101205681	3951 2024 101567890	\$312.50



¹It is critical to use a source code digit of "1" for employee salary reduction contributions and of "2" for employer contributions.

²It is also critical to indicate the year for which the contribution is being made and to update the year designations annually.

³Fidelity will send you confirmation of account numbers for each participant. You will need to provide these to your bank or payroll vendor.

⁴Assumes three payroll periods, for illustrative purposes. Column 6a uses the Nonelective Contribution method.

⁵You can switch between these two options subject to certain restrictions. See Article IV of the Fidelity SIMPLE IRA Plan Agreement for details.

Contribution Worksheet—estimating employer contributions for your SIMPLE IRA Plan

To help you estimate what it may cost your company to offer the SIMPLE IRA, we've designed the following worksheet. After you complete it, you'll be able to estimate and compare the costs for the two employer contribution options. Note, too, that under the Employer Matching Contribution example, you can estimate the standard 3% match, as well as the 1% reduced match available in any two out of five years. Just keep in mind that your actual contributions may vary each year depending on several variables,

including the number of eligible employees, their compensation, the number of employees who elect to make salary reduction contributions, and the amount of their contributions. In addition, this worksheet does not reflect the effect of FICA, FUTA, RRTA, and state or local taxes on employee salary reduction contributions.

Note: For the actual limits that the company and participants may contribute, please see [Fidelity.com/simple-ira](https://www.fidelity.com/simple-ira) for more information.

Option 1: Employer Matching Contribution		
	Example	Your Company
1. Average annual pretax compensation of eligible employees you expect will contribute to the plan	\$40,000	_____
2. Average % salary you estimate participants will defer to the plan	5%	_____
3. Average annual participant contribution (multiply Line 1 by Line 2; not to exceed the applicable year's limit) ⁶	\$2,000	_____
4. Total number of eligible employees you expect will contribute to the plan	10	_____
3% Match		
5a. Average annual employer matching contribution per eligible employee: 3% match (multiply Line 1 by 3%; not to exceed the applicable year's limit) ⁷	\$1,200	_____
5b. Total estimated annual employer matching contribution with 3% match option (multiply Line 4 by Line 5a); or	\$12,000	_____
1% Match		
6a. Average annual employer matching contribution: 1% reduced match ⁸ (multiply Line 1 by 1%)	\$400	_____
6b. Total estimated annual employer matching contribution with reduced 1% match option (multiply Line 4 by Line 6a)	\$4,000	_____
Option 2: Employer Nonelective Contribution		
1. Average annual pretax compensation of your eligible employees	\$40,000	_____
2. Average annual employer contribution per eligible employee (multiply Line 1 by 2%; not to exceed \$6,900 for 2024 and \$7,000 for 2025) ⁹	\$800	_____
3. Total number of eligible employees	10	_____
4. Total estimated annual employer contribution with 2% nonelective contribution option (multiply Line 2 by Line 3)	\$8,000	_____

Please note: You can switch between these two contribution options each year, provided certain notification requirements are met.

⁶For participants age 50 or older there are catch-up contributions offered. Please see Changes to Your SIMPLE IRA Plan Due to SECURE 2.0 and [Fidelity.com/simple-ira](https://www.fidelity.com/simple-ira) for more information.

⁷Maximum annual employer contribution limit per participating employee is 3% of an employee's compensation, up to the maximum the participant is allowed to defer. Please see Changes to Your SIMPLE IRA Plan Due to SECURE 2.0 and [Fidelity.com/simple-ira](https://www.fidelity.com/simple-ira) for more information. This worksheet assumes that the average percentage of salary deferred by employees is 3% or more.

⁸Available in any two out of five years.

⁹Maximum compensation on which employer nonelective contributions can be based is \$345,000 for 2024 and \$350,000 for 2025.

On this form, "Fidelity" means Fidelity Brokerage Services LLC and its affiliates. Brokerage services are provided by Fidelity Brokerage Services LLC, Member NYSE, SIPC. 693229.14.0 (11/24)

CHANGES TO YOUR SIMPLE IRA PLAN DUE TO SECURE 2.0

With the passage of the SECURE Act 2.0 in 2022, there have been changes to your SIMPLE IRA Plan that may significantly impact how you administer your plan. These changes are not yet reflected in the plan document, adoption agreement or any other participant related materials, but they are in effect or will be on the date indicated below.

The two changes explained below are:

1. Changes to contribution limits and categories
2. Changes to Catch-up contributions

Note: there are other changes that will affect your SIMPLE IRA Plan, please see the "Important Information Affecting the Fidelity SIMPLE IRA" document enclosed with the application.

1. Changes to Contribution Limits and Categories (In Effect 2024)

Contribution Rules Prior to 2024

- Employers required to choose between a mandatory matching contribution of up to 3% of compensation, or a non-elective contribution of 2% of compensation for all eligible employees.
- Employees were eligible to defer salary up to the allowable limit (\$15,500 for 2023) and those over age 50 were eligible for a catch-up amount (\$3,500 for 2023).

Contribution Rules Beginning in 2024

- Employers must choose between a mandatory matching contribution of up to 3% of compensation, or a non-elective contribution of 2% of compensation for all eligible employees. **However**, employers with 26-100 employees may provide the higher deferral limits (described below) to employees only if they offer a 4% matching or 3% non-elective contribution.
- Employers may make an additional non-elective contribution to each employee of the plan in a uniform manner, provided that the contribution may not exceed the lesser of up to 10% of compensation or \$5,000 (indexed).
- Employees may defer up to \$16,000 for 2024 (\$19,500 if age 50 or older), however, the annual deferral limit and the age 50 catch-up contribution amount for employees will increase by 10% of the 2024 limit for employers with no more than 25 employees. Employers with 26-100 employees may provide the higher deferral limits to employees only if they offer a 4% matching or 3% non-elective contribution.

2. Changes to Catch-up Contributions

Catch-up Contributions Prior to 2025

Prior to 2025, Annual employee deferrals to SIMPLE IRAs had a limit (\$16,000 for 2024) but individuals aged 50 or older are allowed to make an additional "catch-up" contribution (\$3,500 for 2024) if eligible.

Catch-up Contributions Beginning in 2025

Due to the SECURE Act 2.0, there is an increase in the catch-up contribution limits for participants who have reached ages 60,61,62 or 63, but not later years. The new catch-up contribution limit is increase to the greater of \$5,000 or 150% of the regular age 50 catch-up contribution limit for SIMPLE IRA plans in 2025. Cost of living adjustments will begin in 2026.

We hope this information is helpful to the administration of your plan. Please see your tax advisor if you have questions or concerns.

Contributions limits for years 2024 and 2025

Contribution Limits	2025	2024
SIMPLE employee deferral	\$16,500	\$16,000
SIMPLE employee age 50+ catch up	n/a	\$3,500
SIMPLE employee age 50-59 and 64+ catch-up	\$3,500	n/a
SIMPLE employee age 60-63 catch-up	\$5,250	n/a
SIMPLE employee deferral (additional 10%)	\$17,600	\$17,600
SIMPLE employee age 50+ catch-up (additional 10%)	n/a	\$3,850
SIMPLE employee age 50-59 and 64+ catch-up (additional 10%)	\$3,850	n/a
SIMPLE additional non-elective contribution	the lesser of up to 10% of compensation or \$5,000	the lesser of up to 10% of compensation or \$5,000