

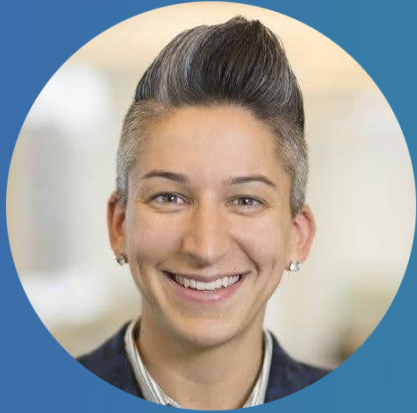
October 4, 2023



How to build a future that's true to you



LGBTQ+ History Month



Eliza Guilbault

(She/They)

Vice President, Workplace Consulting
Fidelity Investments

Eliza Guilbault is a Vice President in Workplace Consulting at Fidelity Investments, developing global solutions for organizations focused on improving the overall well-being of their workforce. In recent years, Eliza has helped spearhead the creation of an inclusive experience that addresses employees' diverse needs, the cost of demographic differences in financial planning, as well as how to attract and retain diverse talent.

Prior to her current role, she held various client facing roles in communications, education, and thought leadership groups, working directly with Fidelity's largest plan sponsors.



Alexandra Roca

(She/Her)

Workplace Financial Consultant
Fidelity Investments

Alexandra (Alex) Roca is a workplace financial consultant for Fidelity Investments, providing onsite educational workshops for Fidelity 401(k) clients and their employees to help them understand their retirement and investment needs. She joined Fidelity in 2016.

Prior to her current role, she was an investment education consultant within the Employee Meeting Group with Fidelity Investments.

Economic issues facing the LGBTQ+ Community



Family Building

Health care expenses

Options

Budgeting

Health savings account



LGBTQ+ health care

Access to quality care

- Discrimination continues to be a barrier to accessing health care
 - 15% of LGBTQ+ Americans avoided seeking medical care due to fear of discrimination ⁽¹⁾
- Insurance plans don't always cover this population's needs.
 - 3 in 10 LGBTQ+ Americans had difficulty accessing needed medical care due to cost (50% transgender) ⁽¹⁾
- The system isn't designed to address the issues facing this community.
 - Over 10% of LGBTQ+ Americans faced mistreatment by a doctor or health care provider (25% transgender) ⁽¹⁾

Unique challenges: Transgender experiences

- Transgender people can spend more than \$100k cumulatively to access all their gender-affirming surgeries in their individual care plan ⁽³⁾
- Most individual surgeries cost between \$1,500 to \$25,600, but some procedures can cost up to \$100k on their own ⁽³⁾
- 55% of transgender respondents were denied coverage for gender-affirming surgery ⁽³⁾

What does this mean?

- Know your available insurance and benefits
- Think about any out-of-pocket expenses you may need to plan for
- Find LGBTQ+ health centers

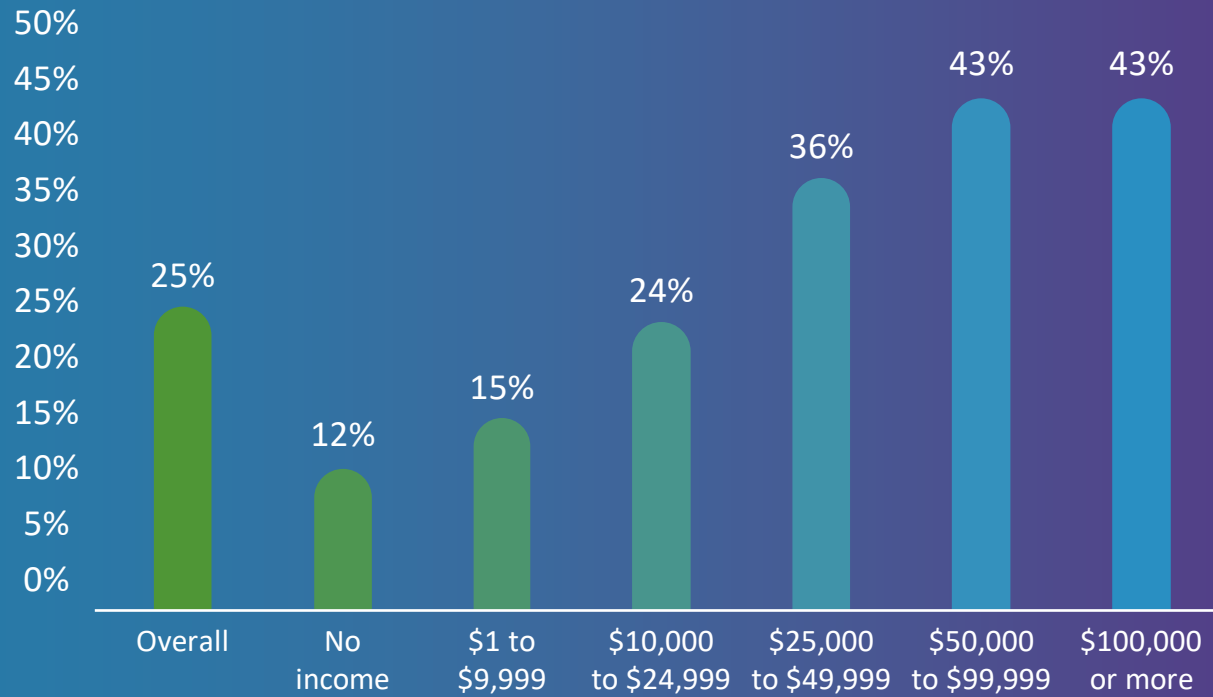
Unique challenges: Discrimination & mental health

- Nearly 50% of LGBTQ+ Americans reported that discrimination had a moderately or significantly affected their psychological well-being ⁽¹⁾
- 1 in 3 LGBTQ+ Americans faced discrimination in the last year; (3 in 5 transgender) ⁽¹⁾
- LGBTQ+ Youth 2.5 times more likely to report self harm ⁽²⁾

1. Center for American Progress and the NORC and the University Of Chicago online survey, June 2020 <https://americanprogress.org/wp-content/uploads/2020/10/LGBTQpoll-report.pdf>, 2020
2. <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC7271418/>, 2020
3. Daylight Research, 2022
4. US trans survey, December 2017 <https://transequality.org/sites/default/files/docs/usts/USTS-Full-Report-Dec17.pdf>
5. UCLA Williams Institute – School of Law, June 2022 - <https://williamsinstitute.law.ucla.edu/publications/trans-adults-united-states/>



Access to gender-transition surgery by percent of income



How does an HSA work?



In order to open an HSA, you must be enrolled in an HSA-eligible health plan

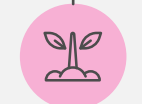
HSAs let you save money on taxes* in 3 ways



Money goes in tax-free



Use money tax free when paying for qualified medical expenses (QMEs)



Money can grow tax free* when invested



CONTRIBUTING

You can contribute pre-tax through your payroll if available, or post-tax through your bank

Many employers also make HSA contributions

You can contribute and reimburse yourself for QMEs you paid for out-of-pocket



SPENDING

Money can be used tax-free when paying for QMEs such as:

- Doctor & dentist visits
- Prescriptions
- Mental health therapy
- Gender-affirmation surgery
- Contact lenses & glasses
- Hormone therapy
- Cold medicine
- Bandages



POTENTIAL GROWTH

Money in an HSA can be invested in mutual funds, stocks, and bonds - any potential growth is tax-free*!

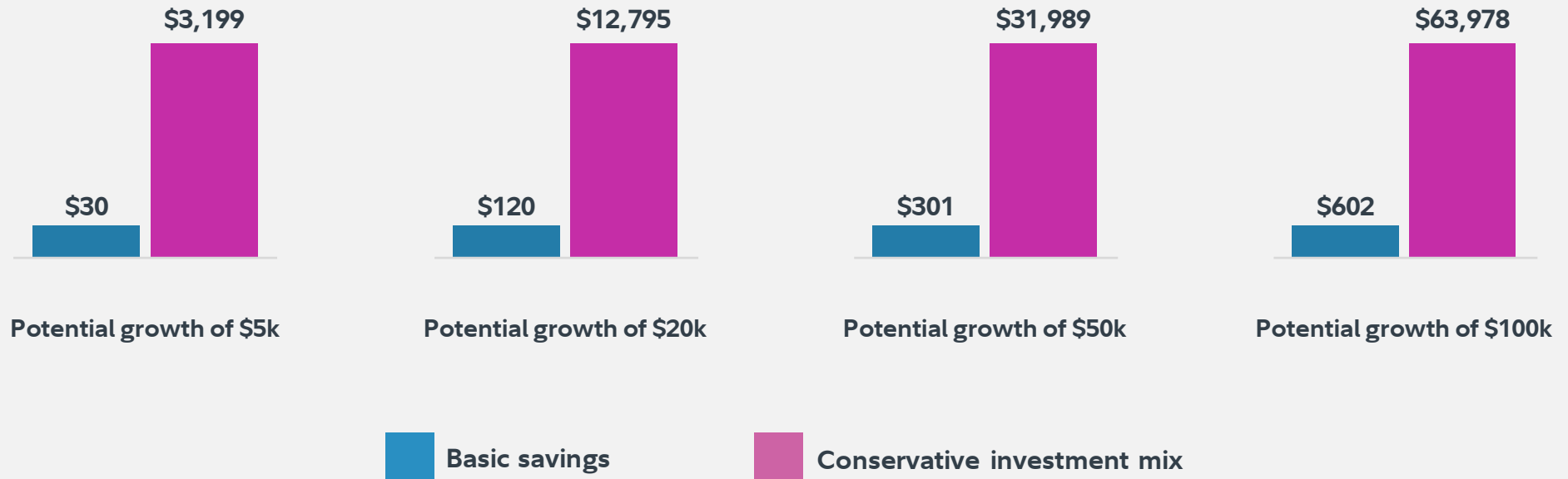
IRS contribution annual limits	2023
Individual health care coverage	\$3,850
Family health care coverage	\$7,750
Additional catch-up contribution (age 55+)	\$1,000



* With respect to federal taxation only. Contributions, investment earnings, and distributions may or may not be subject to state taxation. See your tax professional for more information on the state tax implications of an HSA.

See how much you can earn by investing

Here's how your money might grow if you invested savings over ten years in an average market – with a traditional savings account compared to a conservative investment strategy⁴.



Estimates are based on historical returns. A conservative Investing mix is based on 20% stocks, 50% bonds, 30% short term investments. **Past performance is not indicative of future results.** Investing involved risk, including the risk of loss. **The investment strategies presented her have different fees, guarantees and risk, and you should carefully consider** these prior to investing. *Please see end of presentation for additional important information.

Establishing a financial foundation: Creating a budget



A sound budget

*Can
lead to*

Financial freedom

Three components of a sound budget



Put your budget into action



Use the 50-15-5 saving and spending guideline



Download your Resource List



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

Disclosures

Views expressed are as of the date indicated, based on the information available at that time, and may change based on market or other conditions. Unless otherwise noted, the opinions provided are those of the speaker or author and not necessarily those of Fidelity Investments or its affiliates. Fidelity does not assume any duty to update any of the information.

The topics discussed in this presentation speak to diversity and inclusion generally. This is not training and is not intended to satisfy any particular requirement(s), including those in the recently announced Executive Order on Combating Race and Sex Stereotyping.

The information provided here 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, customers should be strongly encouraged to consult their tax advisor before opening an HSA. Customers are also encouraged to review information available from the Internal Revenue Service (IRS) for taxpayers, which can be found on the IRS Web site at www.irs.gov. They can find IRS Publication 969, Health Savings Accounts and Other Tax-Favored Health Plans, and IRS Publication 502, Medical and Dental Expenses (including the Health Coverage Tax Credit), online, or you can call the IRS to request a copy of each at 800.829.3676.

Keep in mind that investing involves risk. The value of your investment will fluctuate over time, and you may gain or lose money. Fidelity does not provide legal or tax advice. The information herein is general and educational in nature and should not be considered legal or tax advice. Tax laws and regulations are complex and subject to change, which can materially impact investment results. Fidelity cannot guarantee that the information herein is accurate, complete, or timely. Fidelity makes no warranties with regard to such information or results obtained by its use, and disclaims any liability arising out of your use of, or any tax position taken in reliance on, such information. Consult an attorney or tax professional regarding your specific situation.

Disclosures

As with all your investments through Fidelity, you must make your own determination whether an investment in any particular security is consistent with your investment objectives, risk tolerance, financial situation, and evaluation of the security.

Past performance is no guarantee of future results.

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

The Fidelity Cash Management account is a brokerage account designed for investing, spending and cash management. Investing excludes options and margin trading. For a more traditional brokerage account, consider the Fidelity Account.

Fidelity Brokerage Services LLC, member of NYSE, SIPC, 900 Salem Street, Smithfield, RI 02917
©2023 FMR LLC. All rights reserved.

1107994.1.0