

[HOME](#)[COVER STORIES](#)[BUSINESS JOURNAL](#)[INTERNATIONAL NEWS](#)[FIDELITY PEOPLE](#)[▶ RESOURCES @ WORK](#)[▶ Current Articles](#)
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If you know of a college student who would be a great fit at Fidelity, encourage them to [search open jobs](#).

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Current Articles

The next generation of Fidelity employees

By Rebecca Wells*Fidelity Investments Human Resources*

As the baby boomer generation moves closer to retirement, and the pool of job candidates shrinks, attracting the best talent becomes more challenging. Today's best and brightest college students realize they can afford to be choosy when deciding where to work after graduation. And companies like Fidelity realize this, too.

Fidelity's staffing organization has put a new program in place that taps into the best talent by educating students and school representatives on what Fidelity can offer as an employer. "We're looking at college recruiting as a means to initiate long-term relationships, which will lead to loyalty and retention for the firm," said Kim DiNicola, director of College Relations in Human Resources.

From on-campus presentations and career fairs to Fidelity-sponsored career nights, competitions and faculty partnerships, the staffing team reaches out to promising college students nationwide at more than 200 events throughout the year.

The beginning of a great career

Traditionally, college students are hired for internships, co-ops and, as they graduate, entry-level positions. Co-ops are longer-term engagements, which can last a semester or more. "Internships and co-ops are a great way to introduce someone to our company and provide them with the training they'll need if they are hired for a regular position down the road," said Julie Hentila, Southeast College Relations manager.

A formal Fidelity team currently works with 45 colleges across the U.S. to identify candidates for various programs, such as those in the Finance and Audit departments. But the majority of college hires are recruited into customer service, accounting and technology roles. Those entry-level roles are critical to the firm's business, and for many new employees, such a role is the first step in a long and successful career at Fidelity.

"Our vision is to develop and maintain strong relationships with the right schools in order to attract the right talent for Fidelity," said DiNicola. "We are narrowing down our target list of schools to have a sharper focus."

Why pick Fidelity?

Research shows that among students who seek career opportunities after graduation, Fidelity ranks high in terms of financial strength, reputation and competitive compensation.

Since some of today's college grads will be Fidelity's future leaders, the goal is to



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HOME

COVER STORIES

BUSINESS JOURNAL

CUSTOMER FOCUS

INTERNATIONAL NEWS

TECHNOLOGY TODAY

FIDELITY PEOPLE

▶ RESOURCES @ WORK

▶ Current Articles

▶ Celebrating Service

FIDELITY CARES

EMPLOYEE DIALOGUE

ABOUT THE FIDELITY
EXCHANGE[How do I print this page?](#)

Current Articles

Get to know your Pension Plan

By **Rebecca L. Wells**
HR Communications

While 91% of Fidelity employees responding to a recent poll can explain the intricacies of their Profit Sharing Plan, only 68% can outline the details of the Pension Plan. Since these programs are the pillars of Fidelity's retirement program, it's crucial that employees understand how they work. Here are some basics about the Pension Plan.

What is it?

The Pension Plan is a defined benefit plan that can provide a steady stream of income at retirement. Unlike the Profit Sharing Plan, the assets in the Pension Plan are based solely on employer contributions. The value of your benefit depends on base salary, years of benefit service with Fidelity, final average earnings, and the age at which you begin receiving the benefit.

What are the eligibility requirements?

There are a few factors. Regular employees who are normally scheduled to work 20 or more hours per week, are at least 21 years old, and who work for a participating Fidelity company are automatically enrolled in the plan once all requirements are satisfied.

What is vesting?

Being "vested" in the Pension Plan means you have a nonforfeitable right to receive a benefit. Even if a vested employee leaves the company, the employee is entitled to payments. This happens after five years of eligible service with Fidelity. A year of vesting service is a calendar year in which you are credited with at least 1,000 hours of service.

When do payments begin?

This can vary. Generally, you can receive the benefit once you reach your "normal retirement date," following your 65th birthday. You may also start receiving a pension benefit earlier, on your 55th birthday, provided that you have been credited with five years of vesting service.

What should every employee know?

"Employees should account for the benefit they will receive from the Pension Plan when planning for retirement," says Jeremiah Wallace, manager of Employee Benefits. "You should include your pension benefit with your vested Profit Sharing balance when you're developing a detailed retirement income plan. And you should make sure you include your pension benefit in any planning tools that are available on [NetBenefits](#),SM such as Retirement Income Planner."

For more Pension Plan info

Call HR Solutions at 1-800-835-5099, prompt 1, option 5. You can also log on to [NetBenefits](#) and go to the "Savings & Retirement" tab. Click on the "Pension Plan" link for information and tools. To model your pension benefit, click "Estimate a Payment."

Remember that every employee's situation

