

STP Nuclear Operating Company Savings Plan Transition to Fidelity Frequently Asked Questions (FAQs)

Effective February 1, 2024, Fidelity Investments will be the new provider of recordkeeping and trust services for the STP Nuclear Operating Company Savings Plan (the “Plan”). Below are answers to some of the most common questions about the changes taking place.

Q. What is changing?

A. We are changing our retirement plan provider from Vanguard to Fidelity Investments (“Fidelity”). Fidelity will provide recordkeeping, administrative, trust, and educational services for the 401(k) Plan and all employees.

Q. Why are we making this change to Fidelity?

A. The 401(k) Plan is an important benefit, so we’ve decided to move the Plan to Fidelity because of its proven record of providing the right information, resources, and support to help our employees make decisions with confidence. Fidelity has over 75 years of financial services experience and can help our employees put a plan in place that balances the needs they have today along with a vision for retirement.

The move to Fidelity offers participant advantages including improved participant services, access to Fidelity retail investment centers, technology that inspires people to see their finances in new ways and enhanced education resources to name a few. Put simply, Fidelity is a great fit to help all of us plan for our financial future.

Q. Can I leave some of my money with Vanguard?

A. You will be unable to keep funds with Vanguard as Fidelity will become the plan Trustee and Recordkeeper. All of your funds will transfer to Fidelity.

Q. I’ve heard there is a “blackout period.” What does that mean?

A. To ensure that all information is transferred accurately from your current plan account at Vanguard to your new 401(k) Plan account at Fidelity, there will be a short period of time when you will be unable access and make changes to your account or obtain a distribution. This time of limited account activity is called a “blackout period.”

Q. How long is the blackout period?

A. The blackout period is expected to take place approximately from January 26th until the week of February 12th, 2024. Vanguard and Fidelity are currently working out the logistics of the changes and will keep this period as short as possible to ensure a smooth and accurate transfer of accounts. It is our goal to make the blackout period as short as possible however, the length of the blackout period is not within STP’s control.

Q. Why isn't there an exact date for when the blackout period will end?

A. While we are working very hard to transfer assets and records to Fidelity on February 1st, 2024, this date is very much dependent upon the timely and accurate transfer of 401(k) Plan assets and account information from Vanguard to Fidelity. After all 401(k) Plan assets and records have been transferred, Fidelity needs to take time to confirm that all the information is correct. Records and assets will be checked and tested before your account can be fully accessed at Fidelity. This is standard practice when employee benefit plans change providers, and Fidelity will work as quickly as possible to limit the number of days that you will not be able to access your account.

Q. Are my investment options changing?

A. As a result of this change, some investment options will be changing. That said, 21 of the 32 funds currently offered with Vanguard are going to be maintained and transferred "in-kind". This means these funds will stay the same and will not be out of the market. For the options changing, additional details will be provided once finalized to ensure everyone is well informed.

Q. What happens to my money during the transition of the 401(k) Plan?

A. Your account balances will be valued after the close of the market, 4 p.m. Eastern time on January 31, 2024, at Vanguard. On February 1, 2024, the 401(k) Plan assets are scheduled to be transferred to Fidelity and will be invested in the same fund (in-kind) or corresponding fund (mapped), until the end of blackout. This ensures as little to no time out of the market.

Q. Will my current contribution elections continue after the transition to Fidelity?

A. Yes, the contribution percentage currently being deducted from your paycheck will continue uninterrupted during and after the transition to Fidelity. It will remain in effect until you elect to make a change.

Q. What if I already have an account with Fidelity?

A. Any personal accounts already with Fidelity, including any 401(k) plans from former employers, will continue to be separate from the STP Nuclear Operating Company Savings Plan. You will use the same username and password you've already established on the Fidelity website to access all your accounts, including your STP Nuclear Operating Company Savings Plan.

Q. Does Fidelity offer managed account services?

A. Fidelity does offer managed account services. Participants currently enrolled in the Vanguard managed account services will not automatically transfer to the Fidelity managed account services—participants must enroll with Fidelity to participate after the transition.

Q. Does Fidelity offer asset/wealth management services?

A. Similar to Vanguard, different tiers of asset/wealth management services will be offered by Fidelity. Some require a fee to participate, while other tiers are offered free of charge.

Fidelity Workplace Financial Consultants provide one-on-one support for your retirement, investing, and financial wellness needs at no cost to you. In addition, there are 200+ Investor

Centers across the country staffed with highly trained professionals ready to provide you with the latest retirement planning insights and investment help with locations available in Houston.

Q. Does Fidelity offer a mobile app?

A. Yes, Fidelity has a mobile app that offers full transaction capability.

Q. What will happen to my 401k loan with Vanguard?

A. Your loans will continue to be processed every two weeks as they are today but will go to Fidelity after the transition.

Q. When can I contact Fidelity if I have questions about my account?

A. Beginning the end of January 2024, you may call Fidelity or log on to NetBenefits® at www.401k.com. Additional information will be provided throughout this process to ensure all key dates and deliverables are shared.

Q. Who should I contact if I have additional questions?

A. Please email the STP benefits team at ebenefits@stpegs.com or call 361-972-3611 ext. 4000 with any questions.