

Microsoft Corporation Savings Plus 401(k) Plan

Microsoft Benefits

Decision Guide

Enroll now to start earning Microsoft Match!

Use Easy Enroll!

Go to www.netbenefits.com/Microsoft » Enroll » [Easy Enroll](#). This will get you started with an optimal enrollment package. Just a few clicks and you're in!

Or, do it yourself in three steps.

Step 1: SAVE

Experts recommend saving 15-16% of your salary annually, over a 30-40 year career. See other side for three tax-advantaged ways of saving in the 401(k) Plan.

Step 2: AUTOMATE

Set your savings up for long-term success by enrolling in the [Annual Increase Program](#). Select a rate and we'll automatically increase your savings each year.

Step 3: INVEST

Choose the LifePath fund right for you or create your own portfolio. See other side for the Plan's investment menu.

Rolling Other Sources of Retirement Savings into the Microsoft 401(k) Plan:

Please login to www.netbenefits.com and select [Rollovers](#) from the *Quick Links* menu next to your 401(k) account.

Learn more: Financial Wellness resources.

Fidelity

www.netbenefits.com
or (800)-603-4015

Enroll in and manage your 401(k), and receive online Investment Advice (free), or Professionally Managed accounts (for a fee).

Schedule a free financial consultation:

- For help with **day-to-day money management** needs, schedule a complimentary **1:1 financial coaching** session: <https://nb.fidelity.com/public/nb/default/home?option=ledetail&Target=cours000000000065860>
- For help **with investment or retirement planning**, schedule a complimentary **1:1 financial consulting** session: <https://nb.fidelity.com/public/nb/default/home?option=ledetail&Target=cours000000000021540>

Financial Knowledge

benefits.me.Microsoft.com »
Savings & Insurance »
[Financial Education](#)

Free virtual and on-demand webcast financial education.

Student Loan Refinancing

benefits.me.Microsoft.com »
Work & Life » Perks »
[Student Loan Refinancing](#)

Save money and simplify payments by consolidating and refinancing your federal and private student loans.

Benefits

aka.ms/benefits

Access detailed information about all of Microsoft's Benefit Programs.

Microsoft Corporation Savings Plus 401(k) Plan

Contribution Options

You may elect to contribute **1-65%** of your eligible compensation per pay period. (Note: signing bonuses and stock awards are NOT eligible for deferral.)

	Pre-Tax	Roth	After-Tax
Deferral Limits for 2025	\$23,500 or \$31,000 for Age 50+ (limit covers both Pre-Tax & Roth combined)		\$34,750 eligible for Roth In-Plan Conversion
Match Eligibility	Eligible for match (50% of all Pre-Tax & Roth deferrals. Maximum match = \$11,750)		Not eligible for match
Taxation at Deferral	No federal taxes paid	Federal taxes paid	Federal taxes paid
Taxation at Distribution	Federal taxes paid on deferrals plus all associated earnings	No federal taxes paid (earnings are never taxed*)	Federal taxes paid on earnings only

*Roth earnings are not taxed as long as your initial deferral into Roth was held for 5 years.

Investment Options

Tier 1: Target Retirement Date Investments

Tier 2: Core Investments

BlackRock LifePath Index Unitized Account Suite M ¹		
Short-Term Bond	Fixed income	Multi-Asset
BlackRock Short-Term Investment Account ⁷	Vanguard Short-Term Bond Index Fund	PIMCO Inflation Response Multi Asset CIT CI I ⁵
	PIMCO Total Return Account ²	
<div><div>BrokerageLink³</div><div>Microsoft Common Stock⁴</div></div>		

¹ Passively Managed Common Collective Trust (not a mutual fund)

² Separately Managed Account (not a mutual fund)

³ Brokerage Account

⁴ Effective January 2016 no new purchases permitted. Dividends on existing balances can continue to be reinvested.

⁵ Actively Managed Common Collective Trust (not a mutual fund)

⁶ Although the Fidelity Contrafund is typically noted as a large cap growth US equity fund, it has had consistent exposure to international equities.

⁷ Unitized Account investing in a Common Collective Trust (not a mutual fund)

Equity			
	Value	Core	Growth
US Large Cap	Vanguard Russell 1000 Value Index Trust ¹	Vanguard 500 Index Fund Institutional Select Shares	Vanguard Russell 1000 Growth Index Trust ¹
			Fidelity Growth Company Commingled Pool CI S ⁵
Int'l	International Value Account ²		Fidelity Contrafund Commingled Pool CI S ^{5,6}
			Russell International Growth Account ²
US Small/Mid Cap	Small/Mid Cap Value Account ²		Artisan Mid Cap Account ²
			Vanguard Russell 2000 Growth Index Trust ¹

Tier 3: Specialty Investments & Brokerage Account