

## 2021 401(k) Deferral Election Cutoff Dates

**\*\* Please note that this is simply a guide for timing deferral election changes within your 401(k)-plan account at Fidelity in conjunction with each payroll cycle. Any changes made to your deferral election will be effective the payroll following the date of your change. It may take anywhere from one to two payroll cycles to update and be reflected in your paycheck, so your change may occur later than expected.\*\***

Pay Period	Deadline for Changes to 401k (9:00 PM PT)
01/01/2021 - 01/15/2021	12/31/2020
01/16/2021 - 01/31/2021	01/14/2021
02/01/2021 - 02/15/2021	01/28/2021
02/16/2021 - 02/28/2021	02/11/2021
03/01/2021 - 03/15/2021	03/04/2021
03/16/2021 - 03/31/2021	03/25/2021
04/01/2021 - 04/15/2021	04/08/2021
04/16/2021 - 04/30/2021	04/22/2021
05/01/2021 - 05/15/2021	05/06/2021
05/16/2021 - 05/31/2021	05/20/2021
06/01/2021 - 06/15/2021	06/03/2021
06/16/2021 - 06/30/2021	06/17/2021
07/01/2021 - 07/15/2021	07/01/2021
07/16/2021 - 07/31/2021	07/22/2021
08/01/2021 - 08/15/2021	08/05/2021
08/16/2021 - 08/31/2021	08/19/2021
09/01/2021 - 09/15/2021	09/02/2021
09/16/2021 - 09/30/2021	09/16/2021
10/01/2021 - 10/15/2021	09/30/2021
10/16/2021 - 10/31/2021	10/21/2021
11/01/2021 - 11/15/2021	11/04/2021
11/16/2021 - 11/30/2021	11/18/2021
12/01/2021 - 12/15/2021	12/02/2021
12/16/2021 - 12/31/2021	12/16/2021
01/01/2022 - 01/15/2022	12/30/2021