

Frequently Asked Campus Questions

- **Can you describe Fidelity's company culture?**

Fidelity's values are an important part of what makes our culture unique. These values were instrumental in building Fidelity's proud past, and they will be the foundation of our promising future:

Employee Respect
 Quality and Excellence
 Individual Responsibility and Teamwork
 Private Ownership
 Honesty and Integrity
 Customer Focus
 Change, Innovation, and Commitment to Technology
 Civic Responsibility (Community Service)

- **What qualities does Fidelity look for in a candidate?**

Team Work and Collaboration
 Initiative
 Organization Skills
 Customer Service Oriented
 Technology Skills
 Problem Resolution
 Communication Skills
 Influence
 Presentation Skills

- **Does Fidelity provide training/development?**

Fidelity recognizes that its continued success is due, in large part, to the continued success of each employee. We are committed to helping all managers and associates develop their professional skills and we offer a broad range of online and classroom training and development resources to help them do so. We encourage all employees to take advantage of these resources to help them be successful in current and future roles.

- **What are salary ranges for an entry level role?**

All jobs have a broad salary range that accommodates those employees who are becoming proficient at their positions and those who are already quite skilled. Your starting salary will depend upon your experience and perceived proficiency at your job. Fidelity reviews its salary structure regularly to ensure we remain competitive with market conditions.

- **How much travel/overtime is usually expected?**

Travel and overtime could be requested but would vary base on the specific position.

- **Where is Fidelity located? (both nationally and internationally)**

Regional Locations: Cincinnati/Covington KY, Dallas/Fort Worth TX, Marlborough MA, Merrimack NH, Tri-State, North Carolina, Salt Lake City UT, Rhode Island, Toronto Canada; Jacksonville, FL;

111 Investor Centers are located across the country;

International Locations: Hong Kong, Japan, France, India, United Kingdom, Germany, Ireland

- **Is there a lot of team/project work?**

Fidelity believes in meritocracy. People who think creatively, take initiative, and produce excellent results are recognized. Our greatest success comes when people share ideas and work together to achieve our business goals. Cross-company collaboration has become a critical success factor as Fidelity has grown.

- **Do you fill positions from the outside or promote from within first?**

Positions must be posted for a period of five days on Fidelity's internal [job search](#) site prior to posting on any external web sites. This includes our own [Fidelity Careers](#) job site for external candidates.

- **Describe your internship program.**

An internship is a paid full-time or part-time assignment typically over a 3-4 month period over the summer. Internships may extend into the fall or resume during winter/spring breaks. A cooperative (co-op) assignment is a paid full-time position for a defined period of time typically six months, and often receives school credit. We have internship/co-op opportunities that span across all functions/business units. To be considered for an internship opportunity, please visit [fidelitycareers.com](#) and complete an online profile and search for available internship opportunities. Completing a profile enables your resume, qualification, and interests to be accessible by all Fidelity staffing.

- **How is performance evaluated?**

Fidelity's annual review process begins each January and gives managers and employees the opportunity to set expectations based on a clear understanding of their business unit's goals. Your manager should provide you with feedback about your performance throughout the year, and you should receive at least one written performance review annually.

- **What is the usual promotional time frame?**

This would vary for each employee; promotions are based on a number of items including performance reviews, demonstrated ability to fulfill requirements and expectations etc.

How to Apply for a Job

- **How would I apply for a job on Fidelity's website?**

Visit [fidelitycareers.com](#) to complete an online profile and search for available opportunities through our *Students* link (Undergrad or Grad). Once the student completes an online profile attached to a specific job, his/her information will be available for Fidelity Staffing to review his/her qualifications to see if they match any open opportunities.