

## Message from Global Benefits Manager Bernadette Branosky

In extraordinary times like these, the opportunity arises to show our employees how important they are to the firm. In his annual letter to shareholders, Jamie states that our employees are our most important asset and outlines the extensive steps we are taking to protect and support them. In addition, the firm is pleased to introduce several changes that will make it easier for employees and their families to access care, provide some financial relief and get the additional help they may need. For example:

### JPMC Medical Plan

When received through the JPMC U.S. Medical Plan, ***all COVID-related treatment is free to you and your covered dependents.*** You do not need to meet the deductible, make any copayments or pay any coinsurance for eligible COVID-related treatment received through May 31. In addition:

- COVID-19 diagnostic tests and associated test-related costs prescribed and administered by your Medical Plan provider are free to you and your covered dependents through May 31.
- Virtual Doctor Visits have been expanded to include consultations with behavioral health providers should you be experiencing anxiety, depression, grief, family and relationship issues or other behavioral health concerns. Now through May 31, Virtual Doctor Visits with medical and behavioral health providers are free for you and your covered dependents when you use Aetna's Teladoc or Cigna's MDLive.

### Prescription Drug Plan

We have directed CVS Caremark, the administrator of the Prescription Drug Plan, to temporarily waive early refill limits on 30-day prescriptions for maintenance medications at any in-network pharmacy. This allows you to fill prescriptions ahead of their normal refill schedule so you can plan for and have an adequate supply of medication on hand.

### Employee Assistance Program (EAP) and Work-Life Program

Through the Employee Assistance Program (EAP), counseling sessions with a behavioral health professional have been increased from five to ten annual sessions per issue for COVID-19-related stressors, on a temporary basis. EAP services are provided through Cigna and are free, confidential, and available 24/7 to you, your dependents and other household members. You do not need to be enrolled in the JPMC Medical Plan to use the EAP.

### 401(k) Savings Plan

If you and your family are experiencing financial challenges related to the Coronavirus, you may be eligible to access your savings in the 401(k) Savings Plan without some of the usual restrictions. The Coronavirus Aid, Relief and Economic Security (CARES) Act was signed into federal law on March 27 and allows you to take a hardship withdrawal from the plan (up to \$100,000) that's exempt from the normal 10% early withdrawal penalty and repayable within three years. You can also take a loan up to the lesser of \$100,000 or 100% of your vested account balance. And, you can suspend loan repayments for a new or existing loan through Dec. 31, 2020. Eligibility is defined in the CARES Act. As always, please carefully consider all available sources of funds and consulting with your personal financial advisor before accessing retirement savings.

## Transportation Spending Account (TSA)

While it's difficult to know what to expect in the coming months, if you're considering changing or canceling your commuter order for any given month, you must do so by the first of the prior month. For example, if you want to change your June election – impacting your May payroll contributions – you must act by **May 1, 2020**. Likewise, the cut off for July orders is June 1. To make changes to any pending election before its deadline, log in to your TSA account at My Rewards. **Note:** Transportation providers may update their return and refund policies to provide relief during this time. Visit <https://www.wageworks.com/coronavirus-commuter-communication/> to see your transportation agency's current policy and instructions for processing returns and refunds. Be sure to check back frequently for real-time updates.

For more information about these and other benefits, visit the COVID-19 resource site on Company Home > Understanding the Coronavirus > Health, Wellness, and Your Family > U.S. Benefits Information.

We hope these steps will help support and protect you during these challenging times so you can take good care of yourself, your family and your loved ones.

*Bernadette*

April 10, 2020

Message sent to all U.S. benefits-eligible employees.

The Summary Plan Descriptions (SPDs) for all plans can be found on My Health > Benefits Enrollment > 2020 Benefits Resources > Benefit Plan Details (Summary Plan Descriptions).

This email modifies and changes Your Guide to Benefits at JPMorgan Chase and is a summary of material modification for certain plans under the JPMorgan Chase U.S. Benefits Program. It supplements, clarifies and amends various sections of the Guide and the Summary Plan Descriptions, and should be referred to as part of the Guide and the Summary Plan Descriptions. Please retain this information for your records.

The JPMorgan Chase U.S. Benefits Program is generally available to most employees on a U.S. payroll who are regularly scheduled to work 20 hours or more a week and who are employed by JPMorgan Chase & Co. or one of its subsidiaries to the extent that such subsidiary has adopted the JPMorgan Chase U.S. Benefits Program. This information does not include all of the details contained in the applicable insurance contracts, plan documents, and trust agreements. If there is any discrepancy between this information and the governing documents, the governing documents will control. JPMorgan Chase & Co. expressly reserves the right to amend, modify, reduce, change or terminate its benefits and plans at any time. The JPMorgan Chase U.S. Benefits Program does not create a contract or guarantee of employment between JPMorgan Chase and any individual. JPMorgan Chase or you may terminate the employment relationship at any time.

My Benefits + Me

Health. Balance. Finances.

