

The 2020 U.S. Benefits Program Year-End Bulletin

December 2020

For U.S. benefits-eligible employees offered the Simplified Medical Plan (those residing in Arizona and Ohio only)

In this 2020 Year-End Bulletin, you'll read about actions that you can take in the coming months with respect to your JPMorgan Chase benefits. **[Please note: The actions described in this Bulletin may not all apply to you; those that do depend on the benefit plans in which you are enrolled.]**

<p><input type="checkbox"/> Now</p>	<ul style="list-style-type: none"> • Complete the activities along your path to earn 2020 MRA funds for December. • Review the 2021 Simplified MRA Action Plan to see what can do to be ready to earn MRA funds starting Jan. 1, 2021. • Consider contributing to the 401(k) Savings Plan from the cash portion of your Annual Incentive Compensation paid to you in early 2021 (if any). The deadline to make or change an election is Thursday, Dec. 31, 2020. • Verify your personal information in advance of tax season so your 2020 1095-C tax form (detailing your participation in the JPMC Medical Plan) and your 2020 W-2 tax form can be prepared correctly. • View/print your 1099-Div or 1042-S form for 2020 if you are enrolled in the Employee Stock Purchase Plan and received dividend income of \$10 or more from Computershare this year. From me@jpmc > My Rewards and Retirement Savings, access your Computershare account and look under Tax Forms and Documents. • Incur eligible medical, prescription drug, dental and vision expenses to draw down your remaining 2020 Health Care Spending Account (HCSA) balance. Unused amounts over \$550 will be forfeited after March 31, 2021* if you don't use them for eligible expenses incurred in 2020. • Incur eligible dependent care expenses to draw down your remaining 2020 Dependent Care Spending Account (DCSA) balance. Unused amounts will be forfeited after March 31, 2021* if you don't use them for eligible expenses incurred during 2020.
<p><input type="checkbox"/> Beginning Jan. 1, 2021</p>	<ul style="list-style-type: none"> • Begin using your new health care ID card(s) and new debit card, if applicable. • Start participating in the Additional Wellness Activities outlined on your 2021 MRA Action Plan to maximize your 2021 MRA funds. • Watch for funds in your MRA (administered by your 2021 health care company) by mid January if you and/or your covered spouse/domestic partner completed a Wellness Assessment by Nov. 20, 2020 (11:59pm EST). • In mid January, watch for your 2020 W-2 Form. • In late January, look for information about the \$750 Special Award to the 401(k) plan for eligible employees. • In late January, watch for your Employee Stock Purchase Plan year-end statement detailing transaction activity for 2020 (as applicable).
<p><input type="checkbox"/> February 2021</p>	<ul style="list-style-type: none"> • In early February, watch for information about automatic pay credits and matching contributions credited to your 401(k) Savings Plan account, if eligible. • In mid February, the 1095-C tax form will be available online and mailed to homes soon thereafter. • By late February, Employee Stock Purchase Plan participants should receive form 1099-B detailing stock sales completed in 2020. • Beginning mid-February 2021, you will see an increase in your 2021 medical payroll contributions if you and/or your covered spouse/domestic partner did not complete a Wellness Assessment by Nov. 20, 2020 (11:59 p.m. EST).
<p><input type="checkbox"/> March 31, 2021</p>	<ul style="list-style-type: none"> • You have until March 31, 2021* to file HCSA and DCSA claims for eligible expenses incurred during 2020 with your 2020 account administrator. Unused amounts in your HCSA (in excess of \$550) and DCSA are forfeited if not used for eligible expenses incurred in 2020 by this deadline. • You have at least until March 31, 2021* to file HCSA and DCSA claims for eligible expenses incurred during 2019. This deadline has been extended to 60 days after the end of the COVID-19 pandemic outbreak period.

**You will be notified if COVID-19-related legislation extends or impacts this deadline.*

For details on the above actions, refer to the **Table of Contents**.

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NEW! MY FINANCES AND ME BENEFIT

Financial well-being benefit

Take advantage of the new [My Finances and Me](#) benefit and access an online hub featuring a Financial Wellness Assessment, register for group education sessions and speak to a Financial Coach about any financial topic by calling 1-833-283-0031. This benefit is fully paid for by JPMorgan Chase.

RETIREMENT SAVINGS PROGRAM REMINDERS

401(k) Savings Plan

401(k) Savings Plan 2020 automatic pay credits

If you're an eligible plan participant¹, the firm will credit the 2020 annual automatic pay credits to your 401(k) Savings Plan account in early February 2021. You'll receive a confirmation statement in February 2021. Automatic pay credits are equivalent to three to five percent of Eligible Compensation² (capped at \$100,000). As a reminder, pay credits in the Pension Plan ceased as of Jan. 1, 2020, and instead shifted to the 401(k) Savings Plan.

401(k) Savings Plan 2020 matching contributions

If you're an eligible plan participant¹, the firm will credit the 2020 annual matching contribution to your 401(k) Savings Plan account in early February 2021. You'll receive a confirmation statement in February 2021.

401(k) Savings Plan Annual Incentive Compensation election

If you're eligible for Annual Incentive Compensation³ and are eligible for matching contributions, you should consider contributing from the cash portion of your incentive. **The deadline to make or change an election is Thursday, Dec. 31, 2020.**⁴ If you previously made an election and wish to continue that same election, no action is required on your part.

¹To be eligible for 2020 automatic pay credits and matching contributions, you had to have completed at least one year of service and be actively employed on Dec. 31, 2020 (certain exceptions apply). In addition, to be eligible for the 2020 matching contribution, your Total Annual Cash Compensation in effect for the 2020 plan year (determined as of Aug. 1, 2019) must be less than \$250,000.

²Eligible Compensation is your base salary/regular pay and annual and non-annual cash incentives. It does not include overtime payments, sign-on bonus and similar awards, referral awards, non-cash awards (such as equity awards), and allowances. Any Eligible Compensation that you earn before reaching one year of service is not eligible for automatic pay credits.

³Annual Incentive Compensation is the annual cash incentive compensation, if any, awarded under the firm's Performance-Based Incentive Plan (generally paid in January) or Branch Profitability Incentive Plan (generally paid in February).

⁴The deadline for employees subject to quarterly window periods who have elected to have a portion of future contributions invested in the JPMorgan Chase Common Stock Fund has already passed.

401(k) Savings Plan Legal Limits for 2021

The annual contribution limit under the 401(k) Savings Plan for 2021 is \$19,500 (or \$26,000 if you are age 50 or over). Your contributions automatically continue until you reach the annual contribution limit based on your age.

Did you contribute to another employer's 401(k) plan in 2020?

If you were hired in 2020 and you participated in another employer's 401(k) plan prior to joining JPMorgan Chase, it's your responsibility to ensure that your before-tax and Roth contributions to all plans combined don't exceed the annual \$19,500 contribution limit for 2020 (or \$26,000 if you are age 50 or older). If you exceeded the contribution limit, you may request a refund of the excess amount no later than April 1, 2021 by contacting the 401(k) Savings Plan Call Center. If you don't request a refund by that date, these contributions will be taxed twice. (Remember, you were automatically enrolled in the 401(k) Savings Plan if you did not take any action during the opt-out period.)

Special Award

JPMorgan Chase is providing a Special Award of \$750 (not to exceed 7.5 percent of salary/regular pay or fixed pay in certain locations) to the 401(k) Savings Plan. The award will be made in late January 2021 to all eligible employees who have at least one year of service as of Dec. 31, 2020, and whose total annual cash compensation is less than \$60,000 (determined as of Aug. 1, 2020).

Did you know?

JPMorgan Chase contributed more than **\$505 million** in 401(k) matching contributions and more than **\$38 million** for the Special Award last year.

Important information about the 401(k) Savings Plan statement

It's easy for participants (or for employees who have not yet enrolled) to find information about the 401(k) Savings Plan online through the 401(k) Savings Plan Web Center via **My Rewards**. In addition, quarterly and annual statements are provided to help participants monitor their retirement savings. Annual statements are distributed in paper, and are also posted to the 401(k) Savings Plan Web Center. The 2020 annual statement will be mailed in mid-February 2021. Statements for the quarters ending March 31, June 30 and Sept. 30 are available online through the 401(k) Savings Plan Web Center approximately three to four weeks following quarter end. If you cannot access your statements online, or would like to receive paper copies, you may request a printed copy of those statements, at no charge, by contacting the 401(k) Savings Plan Call Center. See Who to Call With Benefits Questions, page 10.

The Retirement Plan (Pension Plan)

Reminders: 2021 interest credit rate

Your JPMorgan Chase Retirement Plan account (if applicable) continues to grow with interest credits only. The interest credit rate for 2021 will be 4.5 percent.

Note: *If you have a prior WaMu Plan account balance, which is part of the JPMorgan Chase Retirement Plan, it will continue to receive the WaMu Plan's interest credit rate. The WaMu Plan interest credit rate is the average annual interest rate on 30-year Treasury bonds for business days in November of the previous calendar year, with a minimum annual interest credit rate of three percent. The 2021 WaMu Plan interest credit rate is three percent.*

For information about the Retirement Savings Plan, go to me@jpmc > Benefits & Rewards > [Retirement Savings](#).

MEDICAL REIMBURSEMENT ACCOUNT (MRA) REMINDERS

If you completed an online Wellness Assessment between Nov. 23, 2019 and Nov. 20, 2020 (11:59 pm EST), you will **earn** \$100 in your 2021 MRA and **save** \$500 on your 2021 medical payroll contributions⁵. You will earn an additional \$50 in your 2021 MRA and save an additional \$500 on your 2021 medical payroll contributions⁵ if your covered spouse/domestic partner also completed the online Wellness Assessment during that same time period. These amounts for completing the Initial Wellness Activity will be credited to your MRA – administered by your 2021 health care company, Aetna or Cigna – by mid January 2021.

Maximize your 2020 MRA funds through December

You still have time to complete the activities along your path for the month of December 2020 to earn \$45 in 2020 MRA funds (plus \$22.50 if your covered spouse/domestic partner also participates along their path). As a reminder, any unused 2020 MRA funds will automatically carry over into 2021 as long as you remain employed. For information on what activities you can do along your Path, go to My Health > Wellness Activities & Services > **2020 MRA Action Plan** and **2020 Wellness Activities**.

Maximize your 2021 MRA funds throughout the year

Between Jan. 1 – Dec. 31, 2021, you have the opportunity to earn up to \$640 when you complete Additional Wellness Activities each month throughout the year. Plus, if you cover a spouse/domestic partner, you can earn up to \$320 when they complete Additional Wellness Activities each month throughout 2021. The total amount you can earn—including funds for completing the online Wellness Assessment between Nov. 23, 2019 and Nov. 20, 2020 (\$100 for you; \$50 for your covered spouse/domestic partner)—is up to \$1,110 in 2021.

Review the [2021 Simplified MRA Action Plan](#) on **My Health** to know your Wellness Incentive Path (A or B) for 2021, register on the Virgin Pulse Portal, Newtopia and meQuilibrium (if you haven't already/as applicable) and take other actions based on your Path's activities so you're ready to start earning MRA funds in January 2021. Go to My Health > Wellness Activities & Services > **2020 Wellness Activities**. You'll need to create a user name and password with Virgin Pulse. Your covered spouse/domestic partner will need to create their own user name and password with Virgin Pulse (accessed via myhealth.jpmorganchase.com).

Don't forget!

Complete the activities along your path through December to earn 2020 MRA funds.

2021 cost for medical coverage⁵

The 2021 costs for JPMorgan Chase Medical Plan coverage, which were displayed on the Benefits Web Center during Annual Benefits Enrollment, assumed that you (and your covered spouse/domestic partner) would complete an online Wellness Assessment between Nov. 23, 2019 and Nov. 20, 2020 (11:59 pm EST). Starting in January 2021, your medical payroll contributions will initially reflect these savings. If you and/or your covered spouse/domestic partner did **not** complete a Wellness Assessment by Nov. 20, 2020, your medical payroll contributions⁵ will increase in February 2021 for both you and/or your covered spouse/domestic partner. The full \$500 (or \$1,000) increase will be applied in equal installments to each pay from the first effective pay in February 2021 through December 2021.

Not enrolled in the JPMorgan Chase Simplified Medical Plan?

If you completed a Wellness Assessment between Nov. 23, 2019 and Nov. 20, 2020 (11:59pm EST), you will earn \$100 in 2021 Wellness Rewards, to be reflected in your January 2021 pay (and reported as taxable income). You are not eligible to earn Wellness Rewards for participating in Additional Wellness Activities during 2021. View your Wellness Rewards balances and Wellness Activities by visiting My Health > **Not enrolled in JPMC Medical?**

⁵ **Employees who become eligible for benefits coverage** — and/or add a spouse/domestic partner to medical coverage — after Sept. 1, 2020, will automatically save \$500 (or \$1,000 if covering a spouse/domestic partner) on both 2020 and 2021 medical payroll contributions without completing the Initial Wellness Activity in 2020. They will have until the 2021 Initial Wellness Activity deadline (to be communicated in 2021) to earn 2021 MRA dollars for completing the Initial Wellness Activity; however, if they complete the Initial Wellness Activity by November 20, 2020 (11:59 pm EST), they not only earn Wellness Rewards for their 2020 MRA, but for their 2021 MRA too. **Employees who are on an approved leave of absence** for 45 consecutive days between Sept. 1 and Nov. 20, 2020, and do not complete a Wellness Assessment during that time will automatically save \$500 in 2021 on their medical payroll contributions (or \$1,000 if they cover a spouse/domestic partner). Other provisions of the JPMorgan Chase Medical Plan and Wellness Program will continue to apply, including the opportunity for employees and covered spouses/domestic partners to earn MRA funds for completing Additional Wellness Activities.

SPENDING ACCOUNTS, HEALTH CARE AND INSURANCE PLANS REMINDERS

Health Care Spending Account (HCSA) and Dependent Care Spending Account (DCSA) reminders

- If you enrolled in the JPMorgan Chase Medical Plan, your health care company (Aetna or Cigna) is the administrator of your JPMorgan Chase Health Care Spending Account (HCSA) and Dependent Care Spending Account (DCSA) – as well as your Medical Reimbursement Account (MRA).
- If you did not enroll in the JPMorgan Chase Medical Plan, Cigna will be the administrator of your HCSA and your DCSA – as well as your Wellness Rewards program.
- You have until March 31, 2021 to file HCSA and DCSA claims for eligible expenses incurred during 2020. You should file these claims with your 2020 account administrator as soon as possible. (Please note: You will be notified of any deadline extension granted by the federal government.)
- You will forfeit any remaining DCSA balance if you don't use it for eligible expenses incurred during the plan year (Jan. 1 – Dec. 31, 2020).
- Your 2020 HCSA balance will be used to pay any claims with dates of service in 2020 that are received in early 2021 through your HCSA claims filing deadline (March 31, 2021). Any remaining balance over \$550 will be forfeited after March 31, 2021 if you don't use them for eligible expenses incurred during 2020. Up to \$550 of your unused **2020** HCSA balance will automatically carry over to your **2021** HCSA.
- Any unused 2020 HCSA balance under \$25 will be forfeited if you did not elect to contribute to the HCSA for 2021.

Claims filing deadlines for 2020 JPMorgan Chase benefits

Claim forms are available on **My Health**. Or, you can contact your 2020 plan administrator/insurance carrier directly for a claim form.

Benefit Plan	2020 Claims Filing Deadline
Medical (including MRA), Prescription Drug, Dental, Vision, Group Legal Services	Dec. 31, 2021
Health Care Spending Account, Dependent Care Spending Account	March 31, 2021. You will be notified of any extension granted by the federal government. File these claims with your 2020 health care company. Remember, MRA funds will be used first before HCSA funds for any out-of-pocket eligible medical and prescription drug expenses.
Transportation Spending Accounts—Parking Account	180 days (six months) following the end of any particular month that you participated in the Parking "Pay Me Back"* Account. <i>*Generally, the "Pay Me Back" feature applies only to the Parking Account.</i>

2021 Transportation Spending Accounts (TSA) Limits

The monthly TSA before-tax limits for 2021 will be:

- Transit: \$270
- Parking: \$270

2019 claims filing deadline extension

You have at least until March 31, 2021 to file HCSA and DCSA claims for expense incurred during 2019. This deadline has been extended to 60 days after the end of the COVID-19 pandemic outbreak period. The end of the pandemic period continues to be extended by the federal government. You will be notified of updates as they become available.

Changing health care companies for 2021

If you are changing health care companies for 2021, there will be a delay in your unused MRA and/or HCSA funds from the prior year transitioning to your MRA/HCSA at your new health care company (generally occurs in the April time frame). This delay is designed to allow your prior health care company continued access to funds in your MRA/HCSA to pay prior year eligible claims that are processed in the first four months of the new year. However, if this policy creates a financial hardship, you may contact your new health care company to accelerate the transition of your MRA/HCSA funds, which may allow you to access your prior year unused MRA/HCSA funds more quickly. Be sure to submit any 2020 MRA/HCSA or DCSA claims to your 2020 health care company as soon as possible (to avoid any delays in reimbursement, given the transition of these funds to your new health care company).

Health care cards

Medical Plan

If you are remaining with the same health care company (Aetna or Cigna) for next year, you'll keep your current Medical ID card. If you're changing health care companies or newly enrolled in the 2021 JPCM Medical Plan, you'll receive a new Medical ID card in your home mail in mid/late December 2020.

Prescription Drug Plan

If you are newly enrolled in the 2021 JPCM Medical Plan, you will receive a Prescription Drug Plan ID card from CVS Caremark; otherwise, you will keep your current card.

Debit card

You'll receive a new debit card for the MRA and HCSA (if applicable) if you changed health care companies or newly-elected the debit card payment option. If you are not enrolled in the JPCM Medical Plan but have elected to participate in the HCSA, your spending account debit card will be issued by Cigna. If you currently have a 2020 debit card and are changing health care companies on Jan. 1, 2021, that debit card will stop working after Dec. 31, 2020. However, you can still submit claims for 2020 expenses. Contact your 2020 health care company for details. For more information about paying your expenses with your MRA/HCSA, read the tip sheet found here: [My Health > Benefits Enrollment > 2021 Benefits Resources > Spending your MRA and HCSA: Automatic Claim Payment and Debit Card](#).

IRS maximum for employer-provided child care benefits

The Internal Revenue Service (IRS) limits employer provided, tax-free child care benefits to \$5,000 per family per year. This limit includes the value of the Dependent Care Spending Account (DCSA) contributions and the value of the use of the back-up child care program. Highly compensated employees, defined as those whose compensation reflected on their 2020 W-2 form is \$130,000 or more, are subject to a lower tax-free child care limit and will be contacted directly if they participate in the DCSA. The value of the Back-up Child Care Program benefit is determined by calculating the difference between the Fair Market Value (FMV) of one day of care and the co-pay. The firm has determined the FMV of a day of back-up child care to be \$60. Any amount over the tax-free limit will be considered imputed income and tax will be owed on that amount.

Group Personal Excess Liability Plan

If you enrolled in the Group Personal Excess Liability Plan for 2021, you'll receive your *Coverage Summary Certificate* by email from JPMCLiabilityInsuranceCertificate@ajg.com. If you do not receive this email by mid January, please contact Arthur J. Gallagher Risk Management Services, Inc., the plan administrator, at 1-866-631-4630, Monday through Friday, from 9 a.m. to 5 p.m. ET, except certain holidays. If you do not have a corporate email address, a certificate will be mailed to your home address.

Group Legal Plan

If you enrolled in the Group Legal Plan for 2021, you'll want to note a change to the portability period. Effective Jan. 1, 2021, the portability period for terminated employees and their covered dependents will change from 30 months to 12 months. This means you'll have 12 months to continue your coverage in the Group Legal Plan by paying premiums directly to MetLife Legal Plans. You must contact MetLife Legal Plans within 31 days of your termination date to setup direct payment.

EMPLOYEE STOCK PURCHASE PLAN (ESPP) REMINDERS

If you participate in [ESPP](#), you pay 95 percent of the average of the high and low sales prices of JPMorgan Chase common stock on the four purchase dates during the year—the first business day of January, April, July and October. In other words, you receive a five percent discount on JPMorgan Chase common stock. Additionally, you will not pay any broker's fees on your purchases with salary contributions.

If you enrolled for the first time during the annual enrollment in the fall of 2020, please review your first pay of January 2021 to make sure the deduction amount you requested was withheld. Also, if you are first contributing to ESPP in January 2021, please note that your first purchase of shares will take place in April 2021. New participants in 2021 should also be prepared in April 2021 to complete a W-9 or W-8BEN tax certification form within a week following their April stock purchase. More details on this tax certification process will be provided in April 2021.

The five percent discount is subject to tax, so you should notice this discount in box 12 of your W2 that you receive in January 2021.

Annual statement

In late January 2021, you should receive your year-end annual ESPP statement, if you are enrolled in the Plan. It will consist of up to four sections: Summary of Account Holdings, Dividend Reinvestment Activity, Year-To-Date Plan Summary and Transaction Activity. Through Summary of Account Holdings, you will be able to determine your current share balance in your account. Via Transaction Activity, you will find your prior year activity including the number of shares of common stock purchased on the applicable purchase dates and the prices paid. Your annual statement will be available online on the Plan Web Center and will be mailed to your address of record (unless you have elected a different delivery method). Please be sure to keep your annual statement with your tax records because it shows how many shares of stock you own, serves as your proof of ownership, and helps you determine any tax liability you may have.

Dividends and 1099-Div or 1042-S

A benefit of stock ownership is your entitlement to dividends, if declared. The Board of Directors of JPMorgan Chase & Co. determines the amount, if any, of the dividends to be paid to the shareholders, and how often. The amount each shareholder receives depends on the amount of the dividend per share and the number of shares each shareholder owns. Any declared dividends currently are paid at the end of the month in January, April, July and October based on your holdings as of a specified date, generally the sixth calendar day of the respective month. If you received dividend income of \$10 or more from Computershare in 2020, your income will be reported on a 1099-Div or 1042-S and the document is available online now. Go to [me@jpmc](#) > My Rewards and Retirement Savings, access your Computershare account and look under Tax Forms and Documents.

Stock sales

You can sell some or all of your shares at any time, subject to market availability and preclearance requirements for certain employees. If you sell shares through the Plan, your contributions will continue. Should you sell any of your shares, you will also receive a Form 1099-B detailing your stock sale proceeds (sale price times number of shares sold minus transaction fees). This 1099-B will be provided in late February 2021 for any stock sales done in 2020.

BENEFICIARIES

Review your beneficiary designations on a regular basis to keep them up to date.

For **Basic Life, Business Travel Accident, Supplemental Term Life, and Accidental Death and Dismemberment (AD&D) Insurance Plans**, if you don't have a designated beneficiary on file at the time of your death (or your named beneficiary dies before you), benefits will be paid in the following order:

- Surviving spouse or civil union partner; if none, then:
- Surviving children (in equal shares); if none, then:
- Surviving parents (in equal shares); if none, then:
- Surviving siblings (in equal shares); if none, then:
- Your estate.

Your vested account balances under the 401(k) Savings Plan and the Retirement Plan will automatically be paid to your spouse⁶ or to your estate if you are not married at the time of your death.

If you would like to name someone else as your beneficiary, or for other options available to you, please update your beneficiary designations using the **Online Beneficiary Designations** site (<https://beneficiary.jpmorganchase.com>) available on me@jpmc. The site allows you to designate beneficiaries electronically and review and update those designations as needed, for instance in the event of a status change (divorce, marriage, or birth/adoption of a child).

Important: If you are married and you named someone other than your spouse as your Retirement Plan beneficiary before you turned 35, that beneficiary designation will become invalid as of the first day of the plan year when you reach age 35. This means that, unless you submit a new beneficiary designation election after you turn 35, your Retirement Plan vested benefit will be paid to your spouse if you are married at the time of your death, or your estate if you are not.

For more information, please refer to the respective sections of [Your Guide to Benefits \(SPDs\)](#) available on me@jpmc > Benefits & Rewards > Benefits & Rewards Home.

UPDATE YOUR PERSONAL INFORMATION

Qualified status changes during the year

If you experience a qualified status change in benefits status (such as marriage, divorce, birth or adoption of a child), you have 31 days to add yourself or your dependent from the date of the qualified status change, except related to the birth/adoption of a child, in which case you have 90 days to add this eligible dependent (coverage will be retroactive to the date of the qualified status change)⁷.

For additional information, go to My Health > Benefits Enrollment > 2021 Benefits Resources > **Benefits Status Change Guide** or consult the Summary Plan Descriptions at **Your JPMC Benefits Guide** (<https://jpmcbenefitsguide.com>). In addition, in the case of some qualified status changes (such as change in marital status or the birth/adoption of a child), you should consider reviewing your beneficiary designations and making changes as necessary.

Important note on dependent eligibility

You are responsible for understanding the JPMorgan Chase dependent eligibility rules and abiding by them. Each year during your designated enrollment period, or as a result of a qualified status change as described above, it is important that you review the firm's dependent eligibility rules and the status of your covered dependents, and make any necessary changes. You can access the dependent eligibility requirements tip sheet online at My Health > Benefits Enrollment > 2021 Benefits Resources > **Dependent Eligibility Requirements**. **Note:** You will be required to provide documentation when you add a new dependent to coverage under the Health Care and Insurance Plans including those you added during annual enrollment.

⁶ The term "spouse" refers to any person to whom you are legally married, including same-sex and opposite-sex marriage, as recognized under federal law.

⁷ You will also have 90 days to add any newly-eligible dependents should that dependent pass away within this 90-day period. Contact the Benefits Web Center or HR Answers.

Verify your personal information

In advance of tax season, make sure that your personal information is accurate on JPMorgan Chase systems so that your 2020 W-2 tax forms can be prepared correctly. Please be sure to verify your name, home address and marital status on the **Personal Information app** (me.jpmorganchase.com). On an ongoing basis, it's important for you to update your marital status as well as changes to other personal information, such as address changes.

If you need to make changes to your Social Security number, call HR Answers. Changes must be received by Dec. 31, 2020, in order to ensure that your W-2 is correct. In addition, please be sure you have a current phone number on record as our health care companies will be contacting participants with important wellness information. Please answer the call when received or respond back for important information that can affect your health.

If you have not already done so, consider signing-up to receive your W-2 online. It's faster, easier, "greener" and more secure than mailing a paper copy to your home address. To sign up for an electronic W-2, go to me@jpmc > Pay > Tax Statements > Tax > **W2 Consent**. You must sign up by Dec. 31; otherwise, your W-2 form will be mailed to your home address by the end of January 2021.

Update your dependents' Social Security numbers

If you haven't already done so, go to the Benefits Web Center through My Health to add Social Security numbers for all of your dependents covered under a JPMorgan Chase health care plan, including those you added during Annual Enrollment.

If you and your spouse/domestic partner are both JPMorgan Chase employees and covered under one employee's health care options, please note that:

- If you are enrolling your spouse/domestic partner under your JPMorgan Chase benefits on the Benefits Web Center (available on My Health) for the first time, you will be prompted to enter their Social Security number.
- If you already cover your spouse/domestic partner under your JPMorgan Chase benefits and want to update their Social Security number, you'll need to call HR Answers.

IMPORTANT TAX REMINDERS

Required Tax Form 1095-C

As part of the [Affordable Care Act \(ACA Health Reform\)](#), employers are responsible for furnishing their impacted U.S. active and inactive employees with a Form 1095-C detailing the health coverage JPMorgan Chase offered them and their dependents during 2020. This Form 1095-C will be sent to you by Jan. 31, 2021. Please allow seven to ten business days for delivery. Alternatively, if you'd like to receive your Form 1095-C online, go to My Health > Benefits Web Center where you will be able enroll in electronic delivery.

Additional information and Frequently Asked Questions (FAQs) on electronic notifications and the Form 1095-C are available by going to me@jpmc > Payroll & Timekeeping > [Pay Statements Recent & Annual](#); or visit My Health > Benefits Web Center > **Medical Tax Form 1095**.

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.

WHO TO CALL WITH BENEFITS QUESTIONS

Benefits information is available throughout the year on **My Health** to help you use your benefits. If you have additional questions or need more information, use this list of JPMC benefits contacts:

For questions about your:	
<ul style="list-style-type: none"> • JPMC Medical Plan • Online Wellness Assessment (Cigna for everyone) • Medical Reimbursement Account (MRA) • Health Care Spending Account (HCSA)* • Dependent Care Spending Account (DCSA)* • Nurseline (for health-related inquiries) 	
Aetna PayFlex (an Aetna company managing the MRA, HCSA & DCSA for Aetna members)	1-800-468-1266; 8 a.m. to 8 p.m., all time zones, Mon. – Fri. 1-888-678-8242; 8 a.m. to 8 p.m., ET, Mon. – Fri.
Cigna	1-800-790-3086; 24/7
For additional help when working with your health care company about:	
<ul style="list-style-type: none"> • Claims • Health-related inquiries • Health care reform 	
Health Advocate	1-866-611-8298; 8 a.m. to 9 p.m. ET, Mon. – Fri.; Email: answers@HealthAdvocate.com
For Expert Medical Advice, including an expert medical second opinion on a documented diagnosis, treatment decision support and additional services:	
Grand Rounds	1-888-868-4693; 8 a.m. to 9 p.m., ET, Mon. – Fri.
For questions about fertility benefits:	
<ul style="list-style-type: none"> • With medical diagnosis of infertility, call your health care company (see above) • Without medical diagnosis of infertility, call: 	
WINFertility	1-833-439-1517; 9 a.m. – 7:30 p.m., ET, Mon – Fri.
For questions about your prescription drug coverage under the JPMC Medical Plan	
CVS Caremark	1-866-209-6093; 24/7 (TDD assistance: 1-800-863-5488)
For questions about your Dental Plan	
MetLife (PDP option)	1-888-673-9582; 8 a.m. to 11 p.m. ET, Mon. – Fri.
Aetna (DMO option)	1-800-843-3661; 8 a.m. to 6 p.m. ET, Mon. – Fri.
Cigna (DHMO option)	1-800-790-3086; 9 a.m. to 11 p.m. ET, Mon. – Fri. (all other times a non-dedicated service representative will answer your call)
For questions about your Vision Plan	
EyeMed	1-833-279-4363; 7:30 a.m. to 11 p.m., ET, Mon. – Fri. (11 a.m. to 8 p.m., ET, Sun.)
For questions about your Transportation (Transit/Parking) Spending Account (TSA)	
HealthEquity (formerly Wageworks)	1-877-924-3967; 8 a.m. to 8 p.m. ET, Mon. – Fri. (except certain U.S. holidays)
For questions about your Life Insurance Plan	
<ul style="list-style-type: none"> • Basic Life • Optional Life • Accidental Death and Dismemberment (AD&D) 	
MetLife	1-800-638-5433; 8 a.m. to 8 p.m. ET, Mon – Fri.
For questions about:	
<ul style="list-style-type: none"> • General benefits, enrollment, ESPP 	
HR Answers	HR Answers widget on me@jpmc or 1-877-JPMChase (1-877-576-2427) or 1-212-552-5100 if calling from outside the United States; 8 a.m. to 7 p.m. ET, Mon. – Fri.
For questions about any financial topic, use the My Finances and Me benefit:	
Financial Finesse	1-833-283-0031; 9 a.m. to 8 p.m. Mon, - Fri. except certain U.S. holidays. Go to: me@jpmc > Benefits & Rewards > My Financial Well-being > My Finances and Me
For questions about retirement savings:	
<ul style="list-style-type: none"> • 401(k) Savings Plan • Retirement Plan (pension) 	
Retirement Savings	me@jpmc > Benefits & Rewards > Retirement Savings > 401(k) and Pension Contact Information

* For employees not enrolled in the JPMC Medical Plan: Cigna administers Wellness Rewards and the Health Care and Dependent Care Spending Accounts

APPENDIX: SUMMARY PLAN DESCRIPTION (SPD) UPDATES AND INFORMATION

This Bulletin modifies and changes **Your JPMorgan Chase Benefits Guide** 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 should be referred to as part of the Guide and its SPDs. Please retain this information for your records.

The full SPDs can be found at [me@jpmc > Benefits & Rewards > Benefits & Rewards Home > Your Guide to Benefits \(SPDs\)](#).

This 2020 U.S. Benefits Year-End Bulletin is currently available on [My Health > Benefits Enrollment > 2021 Benefits Resources](#) and will soon be available on **Your JPMC Benefits Guide** (<https://jpmcbenefitsguide.com/>) > About This Guide.

The following amendments to SPDs are effective immediately unless otherwise indicated:

COBRA coverage extension

The first paragraph of the section of the JPMorgan Chase Medical Plan Summary Plan Description entitled “Company-Subsidized COBRA Coverage”—found at **Your JPMC Benefits Guide** > Health Care > Health Care Participation > Continuing Health Coverage Under COBRA > COBRA Coverage Costs > [Company-Subsidized COBRA Coverage](#)—is amended to add the following sentence: *Employees receiving severance benefits under the Severance Pay Plan between March 23 – Dec. 31, 2020 due to job elimination are eligible to receive an additional three months of subsidized JPMorgan Chase group health plan coverage through COBRA, if elected.*

What is not covered under the Medical Plan

As a reminder, while the Medical Plan covers a wide variety of medically necessary services, some expenses are not covered, including expenses for which you’re not obligated to pay (for example, if a licensed provider or hospital waives an expense, the plan will not pay any benefit to you or a licensed provider).

Retirement Savings Program changes

401(k) Savings Plan changes

Required Minimum Distributions (RMDs) for former employees

- Prior to Jan. 1, 2020, if you’re no longer employed by the firm, you were required to begin receiving payment of your account balance no later than April 1 of the year following the year in which you either attain age 70½ or your employment terminates, whichever is later. Effective Jan. 1, 2020, the Setting Every Community Up for Retirement Enhancement Act of 2019 (SECURE Act) changed the required age from 70½ to 72. This applies to anyone who attains age 70½ after Dec. 31, 2019.
- Effective March 27, 2020, the Coronavirus Aid, Relief, and Economic Security (CARES) Act was enacted into law, which enabled former employees with an RMD due in 2020 to skip the RMDs for 2020. Those individuals who already took an RMD in 2020 were permitted to roll those funds back into a qualified retirement account (including the 401(k) Savings Plan) by the later of Aug. 31, 2020, or 60 days following receipt of the RMD.

Retirement Plan changes

Required Minimum Distributions (RMDs) for former employees

- Prior to Jan. 1, 2020, if you’re no longer employed by the firm, you were required to begin receiving payment of your account balance no later than April 1 of the year following the year in which you either attain age 70½ or your employment terminates, whichever is later. Effective Jan. 1, 2020, the Setting Every Community Up for Retirement Enhancement Act of 2019 (SECURE Act) changed the required age from 70½ to 72. This applies to anyone who attains age 70½ after Dec. 31, 2019.