

The 2022 U.S. Benefits Program Year-End Bulletin

For U.S. benefits-eligible employees residing in AZ & OH

December 2022

This Bulletin contains important reminders, actions and updates you'll find useful to get the most out of your JPMorgan Chase benefits through the end of the year and in the coming months of 2023. Note: The actions described here apply only if you're an enrolled participant in that plan for 2022 and/or 2023.

Now	<ul style="list-style-type: none">• Complete Additional Wellness Activities by Dec. 31, 2022 to maximize your 2022 MRA funds.• Consider contributing to the 401(k) Savings Plan from the cash portion of your Annual Incentive Compensation paid to you in early 2023 (if any). The deadline to make or change an election is Friday, Dec. 30, 2022.• Verify your personal information in advance of tax season so your 2022 1095-C tax form (detailing your participation in the JPMC Medical Plan) and your 2022 W-2 tax form can be prepared correctly.• View/print your 1099-Div or 1042-S form for 2022 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 expenses to draw down your remaining 2022 Health Care Spending Account (HCSA) balance and/or 2022 Dependent Care Spending Account (DCSA) balance because:<ul style="list-style-type: none">○ DCSA carryovers are no longer permitted as the special COVID-19 rules have expired. You will forfeit any remaining DCSA balance if you don't use it for eligible expenses in 2022 and file for reimbursement by March 31, 2023¹.○ HCSA carryovers are no longer unlimited as 2020 COVID-19 rules have expired. You may carry over up to \$570 from your 2022 HCSA to your 2023 HCSA. Any unused amounts over the \$570 maximum will be forfeited if you don't use it for eligible expenses during 2022 and file for reimbursement by March 31, 2023¹. If you did not elect to contribute to the HCSA in 2023, any unused amounts under \$25 will be forfeited².
Beginning Jan. 1, 2023	<ul style="list-style-type: none">• Begin using your new health care ID card(s) and new debit card, if applicable.• If applied to you in 2022, the COVID-19 unvaccinated/undisclosed medical plan surcharge will no longer be reflected in your paychecks in 2023.• To start participating in your 2023 Additional Wellness Activities on Jan. 1, you'll need to know your path (A or B), register on the Virgin Pulse Portal and meQuilibrium. Path A participants: you can now choose from a variety of wellness activities that are meaningful to you. See your 2023 MRA Action Plan for details.• By mid-January, watch for funds in your MRA (administered by your 2023 health care company; Cigna if enrolled in the Kaiser HMO Option) if you and/or your covered spouse/domestic partner completed both a Wellness Screening and Assessment by Nov. 18, 2022 (11:59pm ET).• In mid-January, watch for your 2022 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 2022 (as applicable).• In late January, the 1095-C tax form will be available online and mailed to homes.
February 2023	<ul style="list-style-type: none">• In February, watch for information about automatic pay credits and matching contributions credited to your 401(k) Savings Plan account, if eligible.• By late February, Employee Stock Purchase Plan participants should receive form 1099-B detailing stock sales completed in 2022.

March 2023	<ul style="list-style-type: none"> You will see an increase in your 2023 medical payroll contributions if you and/or your covered spouse/domestic partner did not complete both a Wellness Screening and Assessment by Nov. 18, 2022 (11:59 p.m. ET). You have until March 31, 2023¹ to file HCSA and DCSA claims for eligible expenses incurred during 2022 with your 2022 account administrator.
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¹This filing deadline continues to be extended by the federal government; you will be notified of any change as made available.

²As a reminder, if you did not contribute to the HCSA during 2022, any carryover balance from 2021 will be forfeited if you do not use it for eligible expenses in 2022 and file those claims by March 31, 2023.

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

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RETIREMENT SAVINGS PROGRAM REMINDERS

401(k) Savings Plan

401(k) Savings Plan 2022 automatic pay credits

If you're an eligible employee¹, the firm will credit the 2022 annual automatic pay credits to your 401(k) Savings Plan account in February 2023. You'll receive a confirmation statement shortly thereafter. Automatic pay credits are equivalent to 3% to 5% of Eligible Compensation² (capped at \$100,000).

401(k) Savings Plan 2022 matching contributions

If you're an eligible plan participant¹, the firm will credit the 2022 annual matching contribution to your 401(k) Savings Plan account in February 2023. You'll receive a confirmation statement shortly thereafter.

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 Friday, Dec. 30, 2022.**⁴ If you previously made an election and wish to continue that same election, no action is required on your part.

Did you contribute to another employer's 401(k) plan in 2022?

If you were hired in 2022 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 \$20,500 contribution limit for 2022 (or \$27,000 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 March 31, 2023 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.)

401(k) Savings Plan

Legal Limits for 2023

The annual contribution limit under the 401(k) Savings Plan for 2023 is \$22,500 (or \$30,000 if you are age 50 or over). Your contributions automatically continue until you reach the annual contribution limit based on your age.

¹To be eligible for 2022 automatic pay credits and matching contributions, you had to have completed at least one year of service and be actively employed on Dec. 31, 2022 (certain exceptions apply). In addition, to be eligible for the 2022 matching contribution, your Total Annual Cash Compensation in effect for the 2022 plan year (determined as of Aug. 1, 2021) 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.

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 2023 to all eligible employees who have at least one year of service as of Dec. 31, 2022, and whose total annual cash compensation is less than \$60,000 (determined as of Aug. 1, 2022).

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 will be posted to the 401(k) Savings Plan Web Center in mid-February 2023. Statements for the quarters ending March 31, June 30 and Sept. 30 are available online 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: 2023 interest credit rate

Your JPMorgan Chase Retirement Plan account (if applicable) continues to grow with interest credits only. The interest credit rate for 2023 will be 5.43%.

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 3%. The 2023 WaMu Plan interest credit rate is 4%.

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

MEDICAL REIMBURSEMENT ACCOUNT (MRA) REMINDERS

If you completed both a biometric Wellness Screening and an online Wellness Assessment between Nov. 20, 2021 and Nov. 18, 2022 (11:59 pm ET), you will **earn** \$100 in your 2023 MRA and **save** \$500 on your 2023 medical payroll contributions¹. You will earn an additional \$50 in your 2023 MRA and save an additional \$500 on your 2023 medical payroll contributions¹ if your covered spouse/domestic partner also completed both a biometric Wellness Screening and an online Wellness Assessment during that same time period. These amounts for completing the Initial Wellness Activities will be credited to your MRA – administered by your 2023 health care company² – by mid January 2023.

Maximize your 2022 MRA funds by year end

If you have not yet earned the maximum funds in your MRA for **2022**, you may still have time to complete Additional Wellness Activities by December 31, 2022

You have the opportunity to earn up to a total of \$740 in **2022 MRA** funds plus up to an additional \$370 if your covered spouse/domestic partner also participates (does not apply to those residing in California enrolled in the Kaiser HMO Option) As a reminder, any unused 2022 MRA funds will automatically carry over into 2023 as long as you remain employed. For information on what activities you can still do to earn 2022 MRA funds, go to My Health > Wellness Activities & Services and see the **2022 MRA Action Plan**.

Maximize your 2023 MRA funds throughout the year

Between Jan. 1 – Dec. 31, 2023, you have the opportunity to earn up to \$640 when you complete Additional Wellness Activities throughout the year. Plus, if you cover a spouse/domestic partner, you can earn up to \$320 when they complete Additional Wellness Activities throughout 2023. The total amount you can earn – including funds for completing both the Wellness Screening and Assessment between Nov. 20, 2021 – Nov. 18, 2022 (\$100 for you; \$50 for your covered spouse/domestic partner) – is up to \$1,110 in 2023. See the **2023 MRA Action Plan** available on My Health.

Not enrolled in the JPMorgan Chase Medical Plan?

If you completed both a Wellness Screening and Assessment between Nov. 20, 2021 and Nov. 18, 2022 (11:59 pm ET), you will earn \$100 in 2023 Wellness Rewards, to be reflected in your January 2023 pay (and reported as taxable income). You are not eligible to earn Wellness Rewards for participating in Additional Wellness Activities during 2023. Wellness Rewards are not available to spouses/domestic partners of employees who do not enroll in the JPMorgan Chase Medical Plan. View your Wellness Rewards balances and Wellness Activities by visiting My Health > **Not enrolled in JPMC Medical**

2023 cost for medical coverage

The 2023 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) completed both a biometric Wellness Screening and an online Wellness Assessment between Nov. 20, 2021 and Nov. 18, 2022 (11:59 pm ET). Starting in January 2023, your medical payroll contributions will initially reflect these savings. If you and/or your covered spouse/domestic partner did **not** complete both a Wellness Screening and Assessment by Nov. 18, 2022, your medical payroll contributions⁵ will increase in March 2023 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 March 2023 through December 2023.

¹**Employees newly-eligible for benefits after Sept. 1, 2022:** Employees who become eligible for benefits coverage — and/or add a spouse/domestic partner to medical coverage — after September 1, 2022, will automatically save \$500 (or \$1,000 if covering a spouse/domestic partner) on both 2022 and 2023 medical payroll contributions without completing the Initial Wellness Activities in 2022. To earn MRA funds for 2022 or 2023, Initial Wellness Activities must be completed by the annual deadline (for 2022: Nov. 18, 11:59 pm EST; for 2023: to be communicated during calendar year 2023). **Employees on a leave of absence:** Employees who are on an approved leave of absence for 45 consecutive days between Sept. 1 and Nov. 18, 2022, and do not complete a Wellness Screening and Wellness Assessment during that time will automatically save \$500 in 2023 on their medical payroll contributions (or \$1,000 if they cover a spouse/domestic partner). Other provisions of the JPMC 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 (if applicable).

²For Option 1 and 2: Aetna or Cigna; for Kaiser HMO Option: Cigna

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 Option 1 or Option 2, your health care company (Aetna—via Payflex—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, 2023¹ to file HCSA and DCSA claims for eligible expenses incurred during 2022. You should file these claims with your 2022 account administrator as soon as possible.
- DCSA carryovers are no longer permitted as the special COVID-19 rules have expired. You will forfeit any remaining DCSA balance if you don't use it for eligible expenses during the plan year and file for reimbursement by March 31¹ of the following year.
- HCSA carryovers are no longer unlimited as the special COVID-19 rules have expired. You may carry over up to the IRS maximum (for 2022, the maximum is \$570 that may be carried over from your 2022 HCSA to your 2023 HCSA). Any unused amounts over the maximum will be forfeited if you don't use it for eligible expenses during the plan year and file for reimbursement by March 31¹ of the following year.
- If you did not elect to contribute to the HCSA in 2023, any unused amounts under \$25 will be forfeited².

¹This filing deadline continues to be extended by the federal government; you will be notified of any change as made available.

²As a reminder, if you did not contribute to the HCSA during 2022, any carryover balance from 2021 will be forfeited if you do not use it for eligible expenses in 2022 and file those claims by March 31, 2023.

2023 Spending Account Limits

The annual HCSA and DCSA before-tax limits for 2023 will be:

- HCSA: \$3,050
- DCSA: \$5,000 (\$2,500 if married and filing separately)

The monthly Transportation Spending Account (TSA) before-tax limits for 2023 will be:

- Transit: \$300
- Parking: \$300

Claims filing deadlines for 2022 JPMorgan Chase benefits

Claim forms are available on **My Health**. Or, you can contact your 2022 plan administrator/insurance carrier directly for a claim form.

Benefit Plan	2022 Claims Filing Deadline
Medical (including MRA), Prescription Drug, Dental, Vision, Group Legal Services	Dec. 31, 2023
Health Care Spending Account, Dependent Care Spending Account	March 31, 2023. Note: You will be notified of any deadline extension granted by the federal government.
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>

Changing health care companies for 2023

If you are changing health care companies for 2023, 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 three 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 2022 MRA/HCSA claims to your 2022 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 and prescription drug card

If you newly enrolled in the 2023 JPMC Medical Plan, Options 1 or 2, you'll receive a new medical ID card from your health care company (Aetna or Cigna) and 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 JPMC 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 2022 debit card and are changing health care companies on Jan. 1, 2023, that debit card will stop working after Dec. 31, 2022. However, you can still submit claims for 2022 expenses. Contact your 2022 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 > 2023 Benefits Resources > MRA, HCSA and Payment Options](#).

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 household per year (\$2,500 for married employees filing separately). This limit includes the value of the Dependent Care Spending Account (DCSA) contributions and the value of the use of the child care program (including the Back-up Care Program and the In-Home Care and Full Service Care Programs). For 2023, highly compensated employees (defined as those whose compensation reflected on their 2022 W-2 form was \$135,000 or more) who participate in the DCSA are subject to a lower tax-free child care limit and will be contacted directly if necessary. The value of the Child Care Program benefit is determined by calculating the difference between the Fair Market Value (FMV) of back-up care or full service care and the co-pay or tuition. The special COVID-19 provision in which imputed income was not considered for tax purposes expires at the end of 2022.

Group Personal Excess Liability Insurance

If you enrolled in Group Personal Excess Liability Insurance for 2023, you'll receive your *Coverage Summary Certificate* by email from the JPMC PEXL Program (JPMC.PEXL@mmc.com). If you do not receive this email by mid January, please contact Marsh McLennan Agency, at 1-855-426-1380, 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.

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 2022, please review your first pay of January 2023 to make sure the deduction amount you requested was withheld. Also, if you are first contributing to ESPP in January 2023, please note that your first purchase of shares will take place in April 2023. New participants in 2023 should also be prepared in April 2023 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 2023.

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 2023.

Annual statement

In late January 2023, 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 2021, 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 2022 for any stock sales done in 2022.

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.

For the 401(k) Savings Plan and the Retirement Plan, if you do not have a valid beneficiary designation on file at the time of your death, your vested account balances under these plans will automatically be paid to your spouse or to your estate if you are not married.

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) (from home: <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). 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.

For additional information, go to My Health > Benefits Enrollment > 2023 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 > 2023 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.

Verify your personal information

In advance of tax season, make sure that your personal information is accurate on JPMorgan Chase systems so that your 2022 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, 2022, 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 2023.

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.

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 2022. This Form 1095-C will be sent to you by Jan. 31, 2023. 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**.

WHO TO CALL WITH BENEFITS QUESTIONS

Benefits information is available throughout the year on **My Health** (go/myhealth) 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 • Medical Reimbursement Account (MRA)* • Health Care Spending Account (HCSA)* • Dependent Care Spending Account (DCSA)* • Nurseline (for health-related inquiries) 	
Aetna Payflex (the MRA, HCSA & DCSA administrator for Aetna)	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 (Cigna is also the HCSA & DCSA administrator for those not enrolled in the JPMC Medical Plan)	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, help with finding a provider and additional services	
Included Health	1-888-868-4693; 8 a.m. to 9 p.m., ET, Mon. – Fri.
For LGBT+ Health Concierge Service, including finding in-network, LGBT+ affirming providers, navigating gender-affirming care as a transgender or non-binary person and more	
Included Health	1-877-266-2861; 9 a.m. to 8 p.m., ET, Mon. – Fri.
For questions about Family Building Benefits, including fertility treatments and egg and sperm freezing (If enrolled in the Kaiser HMO Option, contact Kaiser Permanente)	
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 (Aetna/Cigna)	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; 24/7 (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. 8 a.m. to 11 p.m., ET, Sat. 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	1-888-673-9582; 8 a.m. to 8 p.m. ET, Mon. – Fri.
For questions about your Group Personal Excess Liability Insurance Plan (PEXL)	
Marsh McLennan Agency	1-855-426-1380; 9 a.m. to 5 p.m. ET, Mon. – Fri.

For questions about your Group Legal Services Plan	
MetLife Legal Plans	1-800-821-6400; 8 a.m. to 8 p.m. ET, Mon. – Fri.
For questions about:	
<ul style="list-style-type: none"> General benefits, enrollment and Employee Stock Purchase Plan (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 Wellness:	
<ul style="list-style-type: none"> Wellness Activities Program Support 	
Initial Wellness Activities:	
<ul style="list-style-type: none"> Wellness Assessment Wellness Screening 	Cigna: 1-800-790-3086, 24/7 Quest Service Center: 1-888-606-3199
Additional Wellness Activities	To see the activities you have completed or are available for you to complete, go to My Health > Wellness Activities & Services
Virgin Pulse (Simplified)	Virgin Pulse: 1-833-568-3958, Mon.-Fri. 8 a.m.- 9 p.m. (ET)
Newtopia (Simplified)	1-888-639-8181, Mon. 8 a.m.- 8 p.m.; Tues.-Thurs. 8 a.m.-10 p.m.; Fri. 8 a.m.-6 p.m. (ET)
Vera Whole Health (Simplified in Ohio Only)	1-800-505-5277 Mon- Fri, 7 a.m. - 7 p.m. (ET)
meQuilibrium	Email: support@mequilibrium.com
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. (ET) Mon. - Fri. except certain U.S. holidays.
For questions about retirement savings (not part of Annual Benefits Enrollment)	
401(k) Savings Plan	1-866-JPMC401k (1-866-576-2401) or 1-303-737-7204 if calling from outside the U.S., 8 a.m. to 10 p.m. (ET), Mon. – Fri., except New York Stock Exchange holidays. The TTY number is 1-800-345-1833.
Retirement Plan (pension)	1-877-JPMChase (1-877-576-2427) or 1-212-552-5100 if calling from outside the U.S., 8 a.m. to 7 p.m. (ET), Mon. – Fri., except on certain holidays.

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.

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 2022 U.S. Benefits Year-End Bulletin is currently available on [My Health > Benefits Enrollment > 2023 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 January 1, 2023 unless otherwise indicated:

JPMC Medical Plan

\$500 off in-network medical deductibles in the Core Medical Plan (Options 1 and 2)

Update to:

- [The Core Medical Plan](#) > [How Your Medical Plan Works](#) > [The Annual Deductible](#)

Under the Core Medical Plan (available to employees in all states except AZ & OH), you generally must meet an annual deductible — a set amount that you pay out of pocket — before the plan shares in the costs for care. There are separate deductibles for in-network and out-of-network care. **In 2023, the *in-network* medical deductibles will be reduced by \$500.**

In-Network Medical deductibles	Core Plan – Option 1		Core Plan – Option 2	
	TACC* <\$60k	TACC* \$60k+	TACC* <\$60k	TACC* \$60k+
Current				
Employee	\$1,000	\$1,750	\$2,000	\$2,750
Employee + Spouse/Domestic Partner	\$1,875	\$2,625	\$3,375	\$4,125
Employee + Spouse/Domestic Partner + Children	\$2,750	\$3,500	\$4,750	\$5,500
Effective January 1, 2023				
Employee	\$500	\$1,250	\$1,500	\$2,250
Employee + Spouse/Domestic Partner	\$1,375	\$2,125	\$2,875	\$3,625
Employee + Spouse/Domestic Partner + Children	\$2,250	\$3,000	\$4,250	\$5,000

* See the [definition of "Total Annual Cash Compensation"](#).

This change is not applicable to the Kaiser HMO Option in California or the Simplified Medical Plan in Arizona or Ohio which has no deductibles.

The Prescription Drug component of the Core Medical Plan has separate deductibles not affected by this reduction (remaining the same in 2023).

The annual maximum out-of-pocket for the Core Medical Plan — the maximum amount you pay out-of-pocket for eligible covered expenses (deductibles plus coinsurance) — is not changing.

The U.S. Medical Plan surcharge for unvaccinated/undisclosed employees ends December 31, 2022

Surcharge details removed from:

- [The Core Medical Plan](#) > [Cost of Coverage](#)
- [The Simplified Medical Plan](#) > [Cost of Coverage](#)

Employees who are not fully vaccinated against COVID-19, or have not disclosed their vaccination status, will no longer be required to pay higher Medical Plan payroll costs in 2023.

The list of free preventive generic drugs is expanding to include brand-name drugs

Update to:

- [The Core Medical Plan](#) > [The Prescription Drug Plan](#) > [How Prescription Drug Benefits Are Paid Under the Medical Plan](#)
- [The Simplified Medical Plan](#) > [The Prescription Drug Plan](#) > [How the Prescription Drug Plan Works](#)

The Prescription Drug Plan, a component of the Medical Plan, currently covers generic preventive drugs at no cost to you at network pharmacies. Preventive drug coverage will expand to cover all eligible preventive drugs — including brand-name drugs on CVS Caremark's standard preventive drug list² — at 100% with no deductible (Core), copay or coinsurance. Please note: To be covered, preventive medications must be included on CVS Caremark's Standard and Specialty lists of covered drugs. Some medications are subject to step therapy, prior authorization, quantity limits or are excluded by CVS Caremark requiring criteria to be met for coverage. Additionally, filling a prescription with a brand-name drug when a direct generic equivalent is available (e.g., Liptor instead of atorvastatin) will require you to pay the the entire cost difference, even if it is on the standard preventive drug list. Note: A medical exceptions process is available.

For a complete list of brand-name and generic drugs covered at 100%, see the [preventive drug list](#). Please note that this list is subject to change throughout the year. For the most current list of covered drugs — including preventive drugs — visit [CVS Caremark](#) or call 1-866-209-6093.

Mental health office visits with network providers covered before the deductible in the Core Medical Plan

Update to:

- [The Core Medical Plan](#) > [Outpatient Services](#)

Office visits for mental and behavioral health received under the Core Medical Plan will be more affordable with in-network office visits covered *before the deductible*.

- In-network office visits (including virtual visits) to psychologists, therapists and social workers will be covered at 90% **with no deductible** (same as in-network primary care office visits).
- In-network office visits (including virtual visits) to psychiatrists will be covered at 80% **with no deductible**.

Note: Out-of-network visits will continue to be covered at 50% after the out-of-network deductible.

Benefits eligibility for full-time new hires

Update to:

- *Health care and insurance plans*

Newly-hired, full-time employees (those regularly scheduled to work 40 hours per week) will be eligible to participate in the JPMorgan Chase U.S. Benefits Program starting on their date of hire. They will have 31 days to make their enrollment elections; coverage and payroll contributions will be retroactive to their date of hire.

Medical coverage for domestic partners over age 65

Update to:

- [Plan Administration](#) > [Coordination with Medicare](#)

If your covered domestic partner is over age 65, the JPMC Medical Plan will pay secondary to Medicare for your domestic partner's expenses. This means the JPMC Medical Plan assumes Medicare has reimbursed you for services provided to your domestic partner and therefore provide reimbursement to you as a secondary payor — whether or not your domestic partner is enrolled in Medicare.

If your domestic partner is enrolled in Medicare and you want to continue their coverage in the JPMC Medical Plan, no action is required. If your domestic partner is NOT enrolled in Medicare, you should consider if covering them in both Medicare and the JPMC Medical Plan is the best choice for your family.

If you have questions about Medicare enrollment and/or coverage, call 1-800-MEDICARE (1-800-633-4227) or visit www.medicare.gov

Simplified MRA Action Plan activities expanded for Path A participants

Update to:

- [The Simplified Medical Plan](#) > [Wellness Activities within the MRA](#)

Those following Path A in 2023 will earn MRA funds throughout each quarter (rather than monthly) by completing Additional Wellness Activities of their choice from a new expanded menu of activity options. Total amounts earned will not change. See the 2023 MRA Action Plan for details.

Family building benefits

Update to:

- [U.S. Fertility Benefits Program](#)

Family Building Benefits, now including elective egg/sperm freezing

For employees and their dependents enrolled in the JPMC U.S. Medical Plan, the following bundle of services make up our Family Building Benefits, effective July 1, 2022:

- Fertility treatments such as in vitro fertilization (IVF) and intrauterine insemination (IUI), whether or not you have a medical diagnosis of infertility
- **New!** Elective fertility preservation (egg and sperm freezing with 12 months of storage)
- Associated prescription medications

Family Building Benefits can provide up to \$30,000 for medical procedures and \$10,000 for prescription drugs (enrollment and completion of a nurse consultation required to unlock this benefit level).

Learn more at: [go/myhealth](#) > Medical Specialty Services > Go to [Family Building Benefits](#)

Gender affirmation services

Update to:

- [The Core Medical Plan](#) > [Other Covered Services](#)
- [The Simplified Medical Plan](#) > [Other Covered Services](#)

Effective July 1, 2022, the JPMC U.S. Medical Plan already covers certain procedures related to gender affirmation services. Employees and their covered dependents enrolled in the U.S. Medical Plan will have access to expanded coverage for gender affirmation services, including tracheal shave, facial feminization/masculinization, voice therapy and voice modification surgery — all of which were not previously covered.

Expanded travel benefit

Update to:

- [The Core Medical Plan](#) > [Other Covered Services](#)
- [The Simplified Medical Plan](#) > [Other Covered Services](#)

Effective July 1, 2022, the JPMC U.S. Medical Plan expanded the health care travel benefit — which already covers certain services such as organ transplants— to all covered health care services that can only be obtained more than 50 miles from your home.

Effective Aug. 1, 2022, Vera/Central Ohio Primary Care (COPC) Care Centers available in Columbus, Ohio for those enrolled in the Simplified Medical Plan

Update to:

- [Home](#) > [The Simplified Medical Plan](#) > [Other Wellness Programs](#) > [Onsite Health & Wellness Centers](#)

Vera Whole Health (Vera) is an advanced primary care provider that is partnering with COPC to offer expanded health care services to JPMorgan Chase employees in the Columbus area, along with their family members enrolled in the U.S. Simplified Medical Plan.

All Vera/COPC services are voluntary and in addition to services already available to members; there's no need to make any elections, and you don't need to change your health care company (Aetna, Cigna).

Onsite Care Center Locations:

- Polaris Office: 1111 Polaris Parkway, 1G, Columbus, OH 43240
- Brooksedge Office: 800 Brooksedge Blvd, Floor 2, Westerville, OH 43081
- Easton Office: 3415 Vision Drive, Floor 1, Columbus, OH 43219

At the onsite care centers, Vera/COPC offers the same services that have traditionally been provided to all U.S. benefits-eligible employees (e.g., urgent care and convenience/walk-in services). Additionally, Vera/COPC offers advanced primary care services — such as preventive care, chronic condition management (e.g., diabetes, high blood pressure, high cholesterol), health screenings, immunizations, well-woman care and family planning to employees participating in the U.S. Simplified Medical Plan. Services provided onsite will be **free** to employees.

Near-Site Care Center Locations:

- Dublin: 5050 Bradenton Avenue, Dublin, OH 43017
- Westerville: 110 Polaris Parkway, Suite 100, Westerville, OH 43082

At the near-site Vera/COPC care centers, a full spectrum of advanced primary care services are offered to employees enrolled in the U.S. Simplified Medical Plan, as well as their covered spouses/domestic partners and dependents. These services are subject to the provisions of the U.S. Simplified Medical Plan (e.g., a visit with a primary care provider has a \$15 copay).

Vera also offers lifestyle coaching on topics such as weight management, nutrition, sleep and stress management, to employees in Ohio who are enrolled in the U.S. Simplified Medical Plan and their covered spouses/domestic partners. These services are available both in person at the care centers or via virtual/telehealth appointments. Employees who participate in Vera's lifestyle coaching program can earn funds in their Medical Reimbursement Account (MRA) for completing a 30-minute coaching (well-being) session. [Learn more.](#)

The 401(k) Savings Plan

Rollover Contributions from the Pension Plan to the 401(k) Savings Plan

Update to:

- [Retirement Savings](#) > [401\(k\) Savings Plan](#) > [Rollover Contributions](#)

Effective Sept. 1, 2022, after your employment with JPMorgan Chase ends, you may roll over your vested lump-sum distribution from the Pension Plan to the 401(k) Savings Plan if you have an existing 401(k) Savings Plan account or your total rollover contribution from the Pension Plan is \$1,000 or more.

Mandatory distributions and deadlines for beneficiaries

Update to:

- *Retirement Savings > [401\(k\) Savings Plan](#) > Mandatory Distributions and Deadlines for Beneficiaries*

Effective January 1, 2020, if you have started taking mandatory distributions at the time of your death, your beneficiary (either a spousal or non-spousal beneficiary including an entity) will continue to receive distributions and may take a full distribution at any time. If you have not taken mandatory distributions at the time of your death, your beneficiary will be subject to mandatory distributions; the timing and options differ depending on whether your beneficiary is a spouse, an individual who is not your spouse, or an entity, such as an estate.

If your beneficiary is:	And you have not taken mandatory distributions at the time of your death, he/she:	The deadline to make his/her election of applicable method is:	If your beneficiary does not make an election, your beneficiary will:
Your spouse	<ul style="list-style-type: none"> • Must either begin annual, mandatory distributions by December 31 of the year following the year in which you die or December 31 of the year in you would have attained age 72 (or 70½ if you turned age 70½ prior to January 1, 2020), whichever is later; OR • Must receive a full distribution of your account balance by December 31 of the year that contains the tenth anniversary of your death. 	The earlier of September 30 of (i) the later of the year you would have reached age 72 (or 70½ if you turned age 70½ prior to January 1, 2020) or the year after your death; or (ii) the year that contains the tenth anniversary of your death.	Begin to receive annual, mandatory distributions by December 31 of the year following the year of your death or December 31 of the year you would have reached age 72 (or 70½ if you turned age 70½ prior to January 1, 2020), whichever is later.
An individual other than your spouse who is an “Eligible Designated Beneficiary”, which means: <ul style="list-style-type: none"> • Minor Children • Disabled or Chronically Ill beneficiary • Individual who is no more than 10 years younger than the participant 	<ul style="list-style-type: none"> • Must either begin annual, mandatory distributions by December 31 of the year following the year of your death; OR • Must receive a full distribution of the account balance by December 31 of the year that contains the tenth anniversary of your death. 	September 30 of the year following your death.	Receive a full distribution of your account balance by December 31 of the year that contains the tenth anniversary of your death.

An individual other than your spouse who is not an “Eligible Designated Beneficiary”	<ul style="list-style-type: none"> Must receive a full distribution of the account balance by December 31 of the year that contains the tenth anniversary of your death 	Not applicable (Must complete distribution under ten year rule)	Not applicable
An entity, such as an estate, trust or charity	<ul style="list-style-type: none"> Must receive a full distribution of the account balance by December 31 of the year that contains the fifth anniversary of your death. 	Not applicable (Must complete distribution under five year rule)	Not applicable

The Retirement Plan (Pension Plan)

Mandatory distribution of small cash balance benefits

Update to:

- Retirement Savings > [Retirement \(Pension\) Plan](#) > Payment Options When You Leave

Starting December 1, 2022, the JPMorgan Chase Retirement Plan (“Plan”) requires distribution of vested cash balance benefits that are less than \$5,000 to terminated Participants, their surviving spouses, alternate payees or other beneficiaries.

If you are not a current employee and your vested cash balance benefit under the Plan is less than \$5,000, and you do not make a distribution election with respect to that cash balance benefit within a specified timeframe, your benefit will be paid, as soon as practicable, in a direct rollover to an individual retirement account*. Please Note: This mandatory distribution of your vested cash balance benefit does not apply if, as a result of participation in certain heritage pension plans, you also have a final average pay benefit payable from the Plan.

**Effective January 1, 2023, if your vested cash balance benefit under the Plan is less than \$1,000 and you do not make a distribution election with respect to that cash balance benefit within a specified timeframe, your benefit will be paid, as soon as practicable, in a lump sum, less any required tax withholding.*

Default Individual Retirement Accounts

Update to:

- Retirement Savings > [Retirement \(Pension\) Plan](#) > Payment Options When You Leave

The individual retirement account (IRA) will be established in your name (or surviving spouse or beneficiary’s name) at Empower. The IRA will be invested in the Empower Guaranteed Income Fund, designed to preserve principal and provide a reasonable rate of return consistent with this type of investment. You will be responsible for paying all fees and expenses assessed against your automatic rollover IRA. The annual administrative fee is currently \$17 (deducted from your account quarterly). For additional information on the IRA and associated fees, you can contact Empower via phone at 877-495-2472 weekdays from 8 a.m. to 8 p.m. Eastern time, or via mail at 8515 E. Orchard Road Greenwood Village, CO 80111.