

The 2023 U.S. Benefits Program Year-End Bulletin

For U.S. benefits-eligible employees

December 2023

This checklist contains important reminders, actions and updates you'll find useful to get the most out of your JPMorgan Chase benefits now through the end of 2023 and in the coming months of 2024. Details are provided in this Bulletin.

<p><input type="checkbox"/> Now</p>	<ul style="list-style-type: none"> ✓ Complete your additional wellness activities by Dec. 31, 2023 to maximize your 2023 MRA funds (Dec. 29 for completing telephonic coaching activities* already in process; coaches may not have the capacity to schedule any new coaching calls through year end). ✓ Consider contributing to the 401(k) Savings Plan from the cash portion of your Annual Incentive Compensation paid to you in early 2024 (if any). The deadline to make or change an election is Friday, Dec. 29, 2023. ✓ Verify your personal information in advance of tax season so your 2023 1095-C tax form (detailing your participation in the JPMC Medical Plan) and your 2023 W-2 tax form can be prepared correctly. ✓ View/print your 1099-Div or 1042-S form for 2023 if you are enrolled in the Employee Stock Purchase Plan and received dividend income of \$10 or more from Computershare this year. Access your Computershare account found on My Rewards and look under Tax Forms and Documents. ✓ Incur eligible expenses to draw down your remaining 2023 Health Care Spending Account (HCSA) balance and/or 2023 Dependent Care Spending Account (DCSA) balance because: <ul style="list-style-type: none"> ○ \$610 is the IRS maximum that can be carried over from your 2023 HCSA to your 2024 HCSA. Any unused amounts over the maximum will be forfeited if you don't use it for eligible expenses during the 2023 plan year and file for reimbursement by March 31, 2024. If you did not elect to contribute to the HCSA in 2024, any unused amounts under \$25 will be forfeited. ○ You'll forfeit any remaining DCSA balance if you don't use it for eligible expenses during the 2023 plan year and file for reimbursement by March 31, 2024. ✓ In mid/late December, those enrolled in the 2024 JPMC Medical Plan (including the Kaiser HMO Option in CA) will receive new 2024 ID cards from their health care company (Aetna, Cigna or Kaiser Permanente) in their home mail. CVS Caremark will not be issuing new prescription drug plan cards for 2024.
<p><input type="checkbox"/> Beginning Jan. 1, 2024</p>	<ul style="list-style-type: none"> ✓ Begin using your new health care ID card(s) and new debit card, if applicable. ✓ To participate in the 2024 additional well-being activities, you'll need to register on the Virgin Pulse Portal and meQuilibrium website. You'll find instructions on how to do this and details about the actions you can take starting January 1 in the 2024 MRA Action Plan (available on My Health January 1). In the meantime, see page 5, Maximize your 2024 MRA funds throughout the year, for a little more information about the new Wellness Incentive Program. ✓ In mid January, watch for your 2023 W-2 Form. ✓ In late January, the 1095-C tax form will be available online and mailed to homes. ✓ In late January, look for information about the \$850 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 2023 (as applicable).
<p><input type="checkbox"/> February 2024</p>	<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 2023.
<p><input type="checkbox"/> March 2024</p>	<ul style="list-style-type: none"> ✓ You will see an increase in your 2024 medical payroll contributions if you and/or your covered spouse/domestic partner did not complete both a wellness screening and assessment by Nov. 17, 2023 (11:59 p.m. ET). ✓ You have until March 31, 2024 to file HCSA and DCSA claims for eligible expenses incurred during 2023 with your 2023 account administrator.

*not applicable to those residing in AZ and OH enrolled in the Simplified Medical Plan during 2023.

This Bulletin contains important reminders, actions and updates that you will find useful to get the most out of your JPMorgan Chase benefits through the end of the year and in the coming months of 2024. Any actions and information described here apply only if you are an enrolled participant in that plan for 2023 and/or 2024.

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WHO TO CALL WITH BENEFITS QUESTIONS

Benefits information is available throughout the year on **My Health** ([go/myhealth](https://go.myhealth.com)) to help you use your benefits. If you have additional questions or need more information, use this list of JPMC benefits contacts:

[Who to call with benefits questions](#)

RETIREMENT SAVINGS PROGRAM REMINDERS

401(k) Savings Plan

You work hard today so you can rest easy in the future – and we’re here to support the future you by making it easy to save for your retirement. Within the 401(k) Savings Plan, the firm provides annual automatic pay credits. In addition, to encourage saving, the firm provides dollar-for-dollar matching contributions up to 5% of pay to most employees.

401(k) Savings Plan 2023 automatic pay credits

If you’re an eligible employee,¹ the firm will credit the 2023 annual automatic pay credits to your 401(k) Savings Plan account in February 2024. 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 2023 matching contributions

If you’re an eligible plan participant,¹ the firm will credit the 2023 annual matching contribution to your 401(k) Savings Plan account in February 2024. 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 contributions³, you should consider contributing from the cash portion of your incentive. **The deadline to make or change an election is Friday, Dec. 29, 2023.**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 2023?

If you were hired in 2023 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 \$22,500 contribution limit for 2023 (or \$30,000 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, 2024, 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 2024

The annual contribution limit under the 401(k) Savings Plan for 2024 is \$23,000 (or \$30,500, if you are age 50 or over by the end of 2024). Your contributions automatically continue until you reach the annual contribution limit based on your age.

¹ To be eligible for 2023 automatic pay credits and matching contributions, you had to have completed at least one year of service and be actively employed on Dec. 31, 2023 (certain exceptions apply). In addition, to be eligible for the 2023 matching contribution, your Total Annual Cash Compensation in effect for the 2023 plan year (determined as of Aug. 1, 2022) must be less than \$250,000.

² Eligible 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.

³ Annual 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).

⁴ The 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 \$850 (not to exceed 8.5% of salary/regular pay or fixed pay in certain locations) to the 401(k) Savings Plan. The award will be made in late January 2024 to all eligible employees who have at least one year of service as of December 31, 2023, whose job grade is Vice President or below, and whose total annual cash compensation is less than \$80,000 (determined as of Aug. 1, 2023).

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 2024. 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 at 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.

The Retirement Plan (Pension Plan)*

Reminders: 2024 interest credit rate

Your JPMorgan Chase Retirement Plan account (if applicable) continues to grow with interest credits only. The interest credit rate for 2024 will be 6.42%.

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 2024 WaMu Plan interest credit rate is 4.66%.*

For information about the Retirement Savings Plan, go to [Retirement Savings](#) found on me@jpmc.

**For employees hired on or after December 2, 2017, the Retirement Plan (Pension Plan) does not apply to you.*

MEDICAL REIMBURSEMENT ACCOUNT (MRA) REMINDERS

We're so serious about keeping you well, we'll pay you to do it. All employees – regardless of whether you're enrolled in our health care plans – can earn incentives by participating in activities such as wellness screenings, health coaching, stress management and seeking support for chronic or acute conditions. Better care for you – and money in your pocket, too.

If you completed both a wellness screening and assessment between Nov. 19, 2022 and Nov. 17, 2023 (11:59 pm ET), you will **save** \$500 on your 2024 medical payroll contributions¹. You will save an additional \$500 on your 2024 medical payroll contributions¹ if your covered spouse/domestic partner also completed both a wellness screening and assessment during that same time period. These actions will no longer earn MRA rewards in 2024.

Maximize your 2023 MRA funds by year end

If you have not yet earned the maximum funds in your MRA for **2023**, you may still have time to complete additional wellness activities² by Dec. 31, 2023 (Dec. 29 for completing telephonic coaching activities³ already in process; coaches may not have the capacity to schedule any new coaching calls through year end). For information on what activities you can do to earn the maximum 2023 MRA funds, see the **2023 MRA Action Plan** found on My Health > [My Additional Wellness Activities](#).

As a reminder, any unused 2023 MRA funds will automatically carry over for use in 2024 as long as you remain employed and enrolled in the medical plan.

¹ **Employees newly-eligible for benefits after Sept. 1, 2023:** Employees who become eligible for benefits coverage — and/or add a spouse/domestic partner to medical coverage — after Sept. 1, 2023, will automatically save \$500 (or \$1,000 if covering a spouse/domestic partner) on both 2023 and 2024 medical payroll contributions without completing the wellness screening and assessment in 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. 17, 2023, and do not complete a wellness screening and assessment during that time will automatically save \$500 in 2024 on their medical payroll contributions (or \$1,000 if they cover a spouse/domestic partner). Other provisions of the JPMC Medical Plan and Wellness Incentive Program will continue to apply, including the opportunity for employees and covered spouses/domestic partners (if applicable) to earn MRA funds for completing additional wellness activities through the end of 2023

² Not applicable to those enrolled in the Kaiser HMO Option.

³ Not applicable to those residing in AZ and OH enrolled in the Simplified Medical Plan during 2023.

Maximize your 2024 MRA funds throughout the year

If you enrolled in the JPMC Medical Plan Option 1 or Option 2 for 2024: Between Jan. 1 – Dec. 31, 2024, you have the opportunity to earn up to \$700 when you complete certain activities, such as meeting healthy outcomes (e.g., blood pressure target), getting preventive care (e.g., annual physical) or completing physical, emotional or financial wellness activities. Cigna will continue to be the administrator of your wellness activities. For details, see the **2024 MRA Action Plan** on My Health in January. **Note:** covered spouses and domestic partners are no longer eligible for the 2024 Wellness Incentive Program and are therefore not eligible to earn 2024 MRA rewards.

If you enrolled in the Kaiser HMO Option for 2024: You are no longer eligible to earn money in your MRA for completing wellness activities throughout the year. Any remaining funds in your 2023 MRA will carry over to 2024 (and subsequent years until exhausted) to be used for eligible medical and prescription drug expenses (administered by Cigna).

Not enrolled in the JPMorgan Chase Medical Plan?

Employees not enrolled in the Medical Plan can earn up to \$400 annually in taxable pay for completing Wellness Incentive Activities for healthy outcomes, preventive care, emotional well-being and financial well-being. See the **2024 Wellness Rewards Action Plan** available on My Health. Wellness Rewards are not available to spouses/domestic partners of employees. View your wellness rewards balances and wellness activities by visiting My Health > **Not enrolled in JPMC Medical?**

2024 cost for medical coverage

The 2024 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 wellness screening and assessment between Nov. 19, 2022 and Nov. 17, 2023 (11:59 pm ET). Starting in January 2024, 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. 17, 2023, your medical payroll contributions will increase in March 2024 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 2024 through December 2024.

SPENDING ACCOUNTS, HEALTH CARE AND INSURANCE PLANS REMINDERS

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

We want to help make life's necessities more affordable. That's why we help you set aside pre-tax dollars for expenses you're going to have anyway – from health care and child care to transportation.

- If you enrolled in the JPMorgan Chase Medical Plan Option 1 or Option 2, your health care company (Aetna through 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 enrolled in the Kaiser HMO Option, Cigna is the administrator for the HCSA, DCSA and MRA.
- If you did not enroll in the JPMorgan Chase Medical Plan, Cigna will be the administrator of your HCSA, DCSA and wellness rewards program.
- You have until March 31, 2024 to file HCSA and DCSA claims for eligible expenses incurred during 2023. You should file these claims with your 2023 account administrator as soon as possible.
- You'll forfeit any remaining DCSA balance if you don't use it for eligible expenses incurred during the 2023 plan year and file for reimbursement by March 31, 2024.

- \$610 is the IRS maximum that may be carried over from your 2023 HCSA to your 2024 HCSA. Any unused amounts over the maximum will be forfeited if you don't use it for eligible expenses incurred during 2023 and file for reimbursement by March 31, 2024.
- If you did not elect to contribute to the HCSA in 2024, any unused amounts under \$25 will be forfeited. (As a reminder, if you did not contribute to the HCSA during 2023, any carryover balance from 2022 will be forfeited if you do not use it for eligible expenses in 2023 and file those claims by March 31, 2024.)

2024 Spending Account Limits

The annual HCSA and DCSA before-tax limits for 2024 will be:

- **HCSA:** \$3,200 (\$640 is the IRS maximum that can be carried over from your 2024 HCSA to your 2025 HCSA.)
- **DCSA:** \$5,000 (\$2,500 if married and filing separately)

The monthly Transportation Spending Account (TSA) before-tax limits for 2024 will be:

- **Transit:** \$315
- **Parking:** \$315

Claims filing deadlines for 2023 JPMorgan Chase benefits

Claim forms are available on **My Health** or from your 2023 plan administrator/insurance carrier (contact them directly).

Benefit Plan	Filing Deadlines for 2023 Claims
Medical (including MRA), Prescription Drug, Dental, Vision, Group Legal Services	Dec. 31, 2024
Health Care Spending Account, Dependent Care Spending Account	March 31, 2024
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. (Generally, the "Pay Me Back" feature applies only to the Parking Account.)

Changing health care companies for 2024

If you are changing health care companies for 2024, 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 2023 MRA/HCSA claims to your 2023 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). If you enrolled in the Kaiser HMO Option and Cigna is your current health care company, these funds will stay with Cigna and continue to be administered by them. You will have access to these funds in early January 2024. If Aetna is your current health care company, you won't have access to these funds until the April time frame described above.

Health care cards

Medical Plan

If enrolled in the 2024 JPMC Medical Plan (including the Kaiser HMO Option in California), you'll receive new 2024 medical ID cards from your health care company (Aetna, Cigna or Kaiser Permanente) in December 2023. Begin to use this card starting Jan. 1, 2024. If you newly enrolled in the 2024 Kaiser HMO Option, a Welcome Guide will be sent to your home in December with instructions for registering on kp.org, selecting primary care physicians for you and your covered family members, obtaining prescriptions and seeking care.

Prescription Drug Plan

If you newly enrolled in the 2024 JPMC Medical Plan, Options 1 or 2, you'll receive a Prescription Drug Plan ID card from CVS Caremark; if you were enrolled in Options 1 or 2 in 2023, you will keep your current card.

If you newly enrolled in the 2024 Kaiser HMO Option, the new medical ID card you'll receive will also serve as your Prescription Drug Plan ID card. Your current CVS Caremark ID card (if applicable) cannot be used after Dec. 31, 2023.

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 2023 debit card and are changing health care companies on Jan. 1, 2024, that debit card will stop working after Dec. 31, 2023. However, you can still submit claims for 2023 expenses. Contact your 2023 health care company for details. For more information about paying your expenses with your MRA/HCSA, read the tip sheet, [MRA, HCSA and Payment Options](#), found on My Health. If you enrolled in the Kaiser HMO Option, your MRA/HCSA debit card will be issued by Cigna.

IRC maximum for employer-provided child care benefits

The Internal Revenue Code (IRC) limits the amount of employer-provided child care benefits you receive annually that may be excluded from your taxable income to \$5,000 (\$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, virtual tutoring in exchange of back-up care, and the In-Home Care and Full Service Care Programs). For 2024, highly compensated employees (defined as those whose compensation reflected on their 2023 W-2 form was \$150,000 or more) who participate in the DCSA are subject to a lower tax-free child care limit and will be contacted directly if necessary. If the value of your child care benefits exceeds the IRC limit (or the lower limit if you are a highly compensated employee), you will owe taxes on the value of the benefits over the limit. This amount is called "child care imputed income." For additional information on child care imputed income, refer to [U.S. Child Care Imputed Income](#), found on [Your JPMC Benefits Guide \(SPDs\)](#).

Group Personal Excess Liability Insurance

If you enrolled in Group Personal Excess Liability Insurance for 2024, 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 8 a.m. to 6 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

During Annual Benefits Enrollment, you can purchase JPMorgan Chase common stock at a 5% discount, with no brokerage or commission fees and through pre-tax payroll deductions.

If you participate in [ESPP](#), you pay 95% 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 2023, please review your first pay of January 2024 to make sure the deduction amount you requested was withheld. Also, if you are first contributing to ESPP in January 2024, please note that your first purchase of shares will take place in April 2024. New participants in 2024 should also be prepared in April 2024 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 2024.

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 2024.

Annual statement

In late January 2024, 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 2023, your income will be reported on a 1099-Div or 1042-S and the document is available online now. Access your Computershare account found on [My Rewards](#) 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 2024 for any stock sales done in 2023.

BENEFICIARIES*

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

For Basic Life, Business Travel Accident, Employee Supplemental Term Life, and Employee 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 (Pension) 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.

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.

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 (from work: me@jpmc > [My Rewards](#) > My beneficiaries (set/update); from home: <https://beneficiary.jpmorganchase.com>). 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).

For more information, please refer to the respective sections of [Your JPMC Benefits Guide](#) (Summary Plan Descriptions).

**As a reminder, if you were part of a company that was acquired this year, your beneficiary designations made for your prior company's benefit plans did not carry over to JPMC benefit plans.*

***For employees hired on or after December 2, 2017, the Retirement (Pension) Plan does not apply to you.*

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). Contact the [Benefits Web Center](#) or HR Answers.

Related to Life and Accident Insurance, any newborn/newly adopted/or child newly placed for adoption, is automatically covered for 90 days from the qualified status change date should they pass away within this 90-day period. For coverage to continue beyond 90 days, you must enroll the newborn/newly adopted/or child newly placed for adoption into coverage before the end of this 90-day period.

For additional information, see the [Benefits Status Change Guide](#) on My Health or consult the Summary Plan Descriptions (SPDs) at [Your JPMC Benefits Guide](#). 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. See [Dependent Eligibility Requirements](#) on My Health. **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. If you added a new dependent during annual enrollment, a notification will be mailed to your home address requesting verification documentation for any dependents you added to coverage during annual enrollment. You can expect to receive this mailing by Jan. 31, 2024.

Verify your personal information

In advance of tax season, make sure that your personal information is accurate on JPMorgan Chase systems so that your 2023 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, 2023, 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 here: [Update Your Document Delivery Preferences for Pay Statements & W2](#). You must sign up by Dec. 31; otherwise, your W-2 form will be mailed to your home address by the end of January 2024.

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 2023. This Form 1095-C will be sent to you by Jan. 31, 2024. 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. If you are enrolled in the Kaiser HMO option (CA only), you will receive a 1095-B from your health care company, Kaiser Permanente.

Additional information and Frequently Asked Questions (FAQs) on electronic notifications and the Form 1095-C can be found here: [Learn about the tax form, 1095-C](#). And also here: [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:

[Who to call with benefits questions](#)

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 — along with the [2024 JPMC U.S. Medical Plan Summary](#) — modifies and changes [Your JPMC Benefits Guide](#) and is a summary of material modifications (SMM) 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 that Guide and its Summary Plan Descriptions (SPDs). Please retain this information for your records.

This 2023 U.S. Benefits Year-End Bulletin and 2024 JPMC U.S. Medical Plan Summary can be found on My Health throughout 2024 and will soon be posted on [Your JPMC Benefits Guide](#).

JPMC Medical Plan

Please refer to the [2024 JPMC U.S. Medical Plan Summary](#) which contains important information about previously communicated changes being implemented for the 2024 JPMC U.S. Medical Plan.

The 401(k) Savings Plan

This Bulletin modifies and changes [Your JPMC Benefits Guide](#) and is a summary of material modifications (SMM) 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 Summary Plan Descriptions (SPDs). Please retain this information for your records.

This 2023 U.S. Benefits Year-End Bulletin (and SMM) is available online on My Health > Benefits Enrollment > 2024 Benefits Resources > 2023 U.S. Benefits Year-End Bulletin. It will soon be available on [Your JPMC Benefits Guide](#).

The following amendments to SPDs are effective January 1, 2024, unless otherwise indicated:

Mandatory Distributions

Update to:

- Retirement Savings > [401\(k\) Savings Plan](#) > Mandatory Distributions

Under current law, if you're no longer employed by the firm, you must begin to receive payment of your account balance no later than April 1 of the year following the later of 1) the year in which you terminate, or 2) the year in which you reach your Required Minimum Distribution ("RMD") age. Your RMD age is age 70 ½ (if you were born before July 1, 1949), age 72 (if you were born between July 1, 1949, and December 31, 1950), age 73 (if you were born between January 1, 1951, and December 31, 1959) or age 75 (if you were born after December 31, 1959). Once this mandatory distribution provision applies to you, you'll be notified. You can take your mandatory distribution in the form of a lump-sum payment or in installments. Effective January 1, 2024, mandatory distributions required to be taken for the year 2024 and beyond will not include any portion of your account that is a Roth contribution and associated investment

experience (gain or loss). For the remaining portion of your account, if you do not receive an amount at least equal to your mandatory distribution amount for any year, you will be subject to an excise tax on the amount of the shortfall. You cannot roll over a mandatory distribution.

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 which you would have reached your RMD age,* 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 your RMD age* 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 your RMD age,* 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

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:
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

*Your RMD age is age 70 ½ (if you were born before July 1, 1949), age 72 (if you were born between July 1, 1949, and December 31, 1950), age 73 (if you were born between January 1, 1951, and December 31, 1959) or age 75 (if you were born after December 31, 1959).

Rollover contributions

Update to:

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

Effective October 16, 2023, you are eligible to roll over your balance, including your after-tax balance, from the First Republic Bank 401(k) Plan (“FRB Plan”) to the Plan if you complete your rollover as a direct rollover. In addition, you are eligible to roll over to the Plan up to four outstanding loans from the FRB Plan provided you made such rollover election and it is received in good order by the Plan by December 1, 2023.

Summary of 401(k) Savings Plan Loan Features

Update to:

- Retirement Savings > [401\(k\) Savings Plan](#) > Summary of 401(k) Savings Plan Loan Features

If you rolled over your loan(s) from the FRB Plan, you may not take an additional loan from the Plan unless you have fewer than two loans outstanding.

What Happens to Your Loan When You Leave JPMorgan Chase

Update to:

- Retirement Savings > [401\(k\) Savings Plan](#) > What Happens to Your Loan When You Leave JPMorgan Chase

Effective October 15, 2023, when your employment with JPMorgan Chase terminates for any reason, you must repay all outstanding loans. However, if your employment terminates and your vested account balance (including the amount of any outstanding loans) is \$1,000 or more, your loan(s) may remain outstanding until the maturity date of your loan, as long as you do not initiate installments or request a full withdrawal of your account. To take advantage of this feature, you must authorize monthly automatic electronic withdrawals from your bank account. If the direct debit fails (e.g., there are no available funds in your account), the outstanding amount must be paid in full before the loan falls 90 days behind schedule. Otherwise, the taxable portion of your loan will be reported to the IRS as a taxable withdrawal and may also be subject to an additional 10% early withdrawal penalty.

Lump-sum repayment of outstanding loans may also be made by cashier’s check, certified check, or money order.

If your employment terminates and your vested account balance (including the amount of your outstanding loans) is less than \$1,000, your loan(s) may not remain outstanding as described above. You must repay your loan(s) in full or you will incur a taxable withdrawal to the extent that your outstanding loan balance includes taxable monies. You may also be subject to an additional 10% early withdrawal penalty.

The Retirement Plan (Pension Plan)

Mandatory distribution

Update to:

- *Retirement Savings > [Retirement \(Pension\) Plan](#) > Mandatory Distribution*

Under current law, if you're no longer employed by the firm, you must begin to receive payment of your account balance as a lump sum or annuity no later than April 1 of the year following the later of 1) the year in which you terminate, or 2) the year in which you reach your Required Minimum Distribution ("RMD") age. Your RMD age is age 70 ½ (if you were born before July 1, 1949), age 72 (if you were born between July 1, 1949, and December 31, 1950), age 73 (if you were born between January 1, 1951, and December 31, 1959) or age 75 (if you were born after December 31, 1959). Once this "mandatory distribution" provision applies to you, you'll be notified. If you do not receive an amount at least equal to your mandatory distribution amount for any year, you will be subject to an excise tax on the amount of the shortfall. You cannot roll over a mandatory distribution.

If You Are Employed When You Reach Your RMD Age

If you are still actively employed by JPMorgan Chase when you reach your RMD age, you have the option of receiving a partial distribution equal to your minimum "mandatory distribution" amount from the Plan or leaving your full account balance in the Plan.

Mandatory distribution of small cash balance benefits

Update to:

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

Effective January 1, 2024, the JPMorgan Chase Retirement Plan ("Plan") requires distribution of vested cash balance benefits that are less than \$7,000 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 \$7,000, 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.*