401(k) Savings Plan
Summary Plan Description
JPMorgan Chase

January 1, 2019

The following Summary of Material Modifications are included at the end of this document and amend this January 1, 2019, Summary Plan Description:

- U.S. Benefits Program Year-End Bulletin (Core Bulletin), December 2019
- U.S. Benefits Program Year-End Bulletin (Simplified Bulletin), December 2019
- Message to Instamed employees, January 3, 2020
- Message from Global Benefits Manager Bernadette Branosky, April 10, 2020
- Fund Change Bulletin, August 2020
- The 2020 U.S. Benefits Program Year-End Bulletin (Core Bulletin), December 2020
- The 2020 U.S. Benefits Program Year-End Bulletin (Simplified Bulletin), December 2020
- Fund Change Bulletin, February 2021
- Message from JPMC Human Resources, March 1, 2021
- Message from JPMC Human Resources, March 1, 2021
- Rollover Contributions from the JPMorgan Chase Retirement Plan (“Pension Plan”), September 2022
- The 2022 U.S. Benefits Program Year-End Bulletin (all states except AZ & OH), December 2022
- The 2022 U.S. Benefits Program Year-End Bulletin (AZ & OH), December 2022
- The 2023 U.S. Benefits Program Year-End Bulletin, December 2023
- U.S. Benefits Program 2024 Year-end Bulletin, December 2024

The 401(k) Savings Plan

Your Retirement Savings Program

JPMorgan Chase offers a meaningful retirement savings program to encourage employees to save for retirement and prepare for a financially secure future, including the JPMorgan Chase 401(k) Savings Plan (the "Plan" or "401(k) Savings Plan").

Effective January 1, 2020, the firm is changing the retirement savings program. Previously, pay credits were provided to eligible employees in the JPMorgan Chase Retirement Plan (the "Pension Plan"). Under the new program the company will provide contributions in the form of automatic pay credits in the 401(k) Savings Plan (rather than pay credits in the Pension Plan)[1]

In addition, under the 401(k) Savings Plan, for most employees who have completed one year of total service,

Update: Your Summary Plan Description for the JPMorgan Chase 401(k) Savings Plan

(Replaces the January 1, 2016 summary plan description)

This document is your summary plan description of the JPMorgan Chase 401(k) Savings Plan. This summary plan description provides you with important information required by the Employee Retirement Income Security Act of 1974 (ERISA) about the Retirement Plan.

While ERISA does not require JPMorgan Chase to provide you with benefits, it does mandate that JPMorgan Chase clearly communicate to you how the 401(k) Savings Plan operates and what rights you have under the law regarding Plan benefits. The U.S. Department of Labor requires JPMorgan Chase to routinely provide benefits plan summaries to Plan participants. Please retain this information for your records.

This summary plan description document does not include all of the details contained in the applicable insurance contracts, plan documents, trust agreements, and other governing documents. If there is a discrepancy between the official plan documents and this summary plan description, the official plan documents will govern. Copies of actual plan documents are available upon request.

Be sure to read the "Plan Administration" section on page 53 for more important details about the Plan and this summary plan description, and for reference to the official plan documents.

More information about the JPMorgan Chase Common Stock Fund is available in the JPMorgan Chase 401(k) Savings Plan Prospectus available at www.jpmcbenefitsguide.com as well as on the 401(k) Savings Plan Web Center.

Copies of documents referenced within this section of the Guide can be obtained, at no charge, by contacting the accessHR or the 401(k) Savings Plan Call Centers, as applicable.

1 For employees newly hired on or after December 2, 2017, these changes go into effect January 1, 2019.

JPMorgan Chase will match, dollar for dollar, up to 5% of Eligible Compensation (that is, base salary/regular pay along with annual and non-annual cash incentives) you contribute to the Plan on an annual basis. That's like getting a 100% return on your contributions!

The 401(k) Savings Plan is your opportunity to make saving and investment decisions for your long-term financial goals. This summary plan description provides you with a better understanding of how the 401(k) Savings Plan works, including how and when benefits are paid.

For new participants, we've made participation in the 401(k) Savings Plan simple. You will be automatically enrolled in the Plan approximately 31 days following your hire/eligibility date (i.e., the "grace period") unless you elect to enroll in the Plan on your own or opt out. You will start at a before-tax contribution rate of 3% of Ongoing Compensation (that is, base salary/regular pay and non-annual cash incentive compensation, as defined in *"Defined Terms" beginning on page 48)**. Unless you elect otherwise, those contributions will be invested in a Target Date Fund based on your age and an assumed retirement age of 65. Each year, your contribution rate will increase by 1%, up to a total contribution rate of 5%.*

Keep in mind that you may change your contribution rate and/or investment elections at any time.

Securities Act

This summary plan description is incorporated by reference into the "401(k) Savings Plan Prospectus" covering securities that have been registered under the Securities Act. The prospectus is prepared and circulated in connection with JPMorgan Chase's obligations under United States' securities laws to its shareholders, not pursuant to any obligations set forth in the Employee Retirement Income Security Act (ERISA). Accordingly, participants should be aware that the prospectus is a separate document unrelated to this summary plan description, and the financial statements referred to by it, and incorporated by reference therein, have not been prepared pursuant to the fiduciary duties imposed by ERISA.

The JPMorgan Chase U.S. Benefits Program is 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.

Contact Information

By Telephone

Contact the 401(k) Savings Plan Call Center (“Call Center”):

- (866) JPMC401k ((866) 576-2401)
- TTY: (800) 345-1833

If calling from outside the United States:

- (303) 737-7204

Participant Services Representatives are available from 8 a.m. to 10 p.m. Eastern time, Monday through Friday, except New York Stock Exchange holidays.

Online Access

Visit the 401(k) Savings Plan Web Center (“Web Center”) through **My Rewards**:

- **From Work: My Rewards** from the intranet
- **From Home:** myrewards.jpmorganchase.com

Resources and Additional Contacts

These resources and contacts can provide more information on topics related to the 401(k) Savings Plan.

If You Need Information on …	Please Contact or Refer to …
Enrolling in the Plan	401(k) Savings Plan Enrollment Guide *Available via me@jpmc > Benefits & Rewards > Retirement Savings > 401(k) Enrollment Guide*
Detailed investment fund information	Investment Fund Profiles brochure *Web Center or Call Center*
Investment fees and related disclosures	Participant Fee Disclosure Notice *Web Center or Call Center*
Beneficiary designations	Online Beneficiary Designations site ***From Work:*** *me@jpmc > Benefits & Rewards > Benefits & Rewards Home > View or Update Beneficiaries* ***From Home:*** *beneficiary.jpmorganchase.com*
Qualified Domestic Relations Order	Web Center > Plan forms *Qualified Domestic Relations Order (QDRO) Procedures including Authorization Form* QDRO Consultants Co. *JPMorgan Chase QDRO Compliance Team* *3071 Pearl Road* *Medina, OH 44256* *(800) 527-8481*
Registering your shares of JPMorgan Chase stock (if you take an in-kind distribution of stock)	Computershare *Within the U.S.: (800) 982-7089* *Non-U.S.: (201) 680-6862* *TDD Number (U.S.): (800) 231-5469* *TDD Number (Non-U.S.): (201) 680-6610*
Special Tax Notice	Web Center or Call Center

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Participating in the 401(k) Savings Plan

The 401(k) Savings Plan is a defined contribution plan. This means the value of your account depends on the amount of contributions you make, plus company contributions (if any), and gains and losses based on your investment choices. The general guidelines for participating in the 401(k) Savings Plan are described in this section.

Eligibility

In general, you are eligible to participate and considered a U.S. benefits-eligible employee if you are:

- A U.S. dollar-paid employee who receives salary or regular pay, or earns draw, commissions, or production overrides upon which JPMorgan Chase pays taxes imposed by the Federal Insurance Contribution Acts (FICA);
- Regularly scheduled to work 20 or more hours per week; and
- Employed by JPMorgan Chase & Co. or one of its subsidiaries to the extent that such subsidiary has adopted the Plan.

In addition, an eligible employee who satisfies the above and has opted out of the firm's United Kingdom Pension arrangements remains eligible to participate in this Plan.

Please note: An individual classified or employed in a work status other than as a common law salaried employee by his/her employer, such as an:

- Independent contractor/agent (or its employee);
- Hourly-paid employee who is regularly scheduled to work less than 20 hours per week;
- Intern; and/or
- Occasional/seasonal, leased, or temporary employee

is not eligible to participate in the Plan regardless of whether an administrative or judicial proceeding subsequently determines this individual to have instead been a common law salaried employee. In addition, an employee who is eligible to participate in his or her home country retirement savings plan(s) (or multiemployer plan to which JPMorgan Chase contributes on behalf of the employee) is not eligible to participate in the 401(k) Savings Plan, regardless of whether said individual has elected to participate in his or her home country plan(s) or whether the home country plans include a defined contribution plan.

When You Become Eligible

If you meet the eligibility criteria above, you become eligible for the 401(k) Savings Plan as follows:

- **Full-time employees**: As of the first day of employment with JPMorgan Chase.
- **Part-time employees:** As of the first of the month following the completion of 60 days of service with JPMorgan Chase.

Please note that while you may be eligible to participate in the Plan, certain benefits, rights, and features of the Plan have their own eligibility criteria — which you must satisfy prior to receiving such benefits (such as matching contributions and automatic pay credits).

Automatic Enrollment

Unless you elect otherwise, you will be automatically enrolled in the Plan at a before-tax per-pay contribution rate of 3% of Ongoing Compensation) approximately 31 days following your eligibility date. Each year, your per-pay contribution rate will increase by 1%, up to a total contribution rate of 5%. Your contributions will be invested in a Target Date Fund, based on your age and an assumed retirement date of 65. These elections will take effect if no action is taken (to opt out of the Plan or enroll on your own) within approximately 31 days of hire/eligibility date.

You can subsequently change your contribution rate or stop contributing at any time. However, any change made after your automatic enrollment in the Plan will become effective as soon as administratively feasible and apply prospectively only. There will be no refunds of eligible contributions made to the Plan.

If you enroll yourself, you need to elect a contribution rate and choose investments for future contributions. If you do not make any investment elections, your contributions will be directed to a Target Date Fund as outlined above.

Please note: Automatic enrollment does not apply to your Annual Incentive Compensation. Keep in mind that once you become eligible for matching contributions, Annual Incentive Compensation is included in match-eligible compensation. If you do not elect to contribute from your Annual Incentive Compensation, you may need to increase your per-pay contribution rate throughout the year to reach the maximum matching contribution of 5% of Eligible Compensation. To learn more about matching contributions, see "Matching Contributions" on page 15.

Please see "Defined Terms" beginning on page 48 for the definitions of Ongoing Compensation, Annual Incentive Compensation, and Eligible Compensation.

Enrollment Materials
Upon becoming eligible for the Plan, you will be sent a 401(k) Savings Plan Enrollment Guide, containing information on the Plan and its features. You can also access the Enrollment Guide online via *me@jpmc > Benefits & Rewards > Retirement Savings > 401(k) Enrollment Guide.* You should review these materials carefully to understand all of the details of the Plan, including the risks of investing.

Fiduciary Responsibilities — ERISA Section 404(c)

The 401(k) Savings Plan is subject to the applicable provisions of the Employee Retirement Income Security Act of 1974 (ERISA) relating to defined contribution plans. In instructing the Plan to allow for participant directed investments, the Plan is intended to constitute a plan described in Section 404(c) of ERISA and Title 29 of the Code of Federal Regulations Section 2550.404c-1.

The 401(k) Savings Plan permits participants and beneficiaries to direct the investment of their Plan accounts in accordance with the limits and restrictions described in this summary plan description and other investment literature provided to you. ERISA Section 404(c) provides that, if a plan provides participants and beneficiaries with an opportunity to control their plan investments, the plan's fiduciaries are not responsible for any investment losses attributable to a participant's (or beneficiary's) investment decisions.

This means that if you direct (or are deemed to have directed) the investment of your 401(k) Savings Plan account, Plan fiduciaries, as well as your employer, will not be responsible for any losses relating to your investment choices.

Beneficiaries

A beneficiary is the person(s) or entity you name to receive your vested Plan benefit in the event of your death. You can name any individual or a trust to be your beneficiary and change your beneficiary at any time subject to the rules for naming beneficiaries, which are outlined below. Your designations can be made via the Online Beneficiary Designations web site or a Plan-provided Beneficiary Designation form. Your most recent beneficiary designation will remain in effect until you make a change. If your election is deemed invalid and is rejected by the Plan Administrator, your prior beneficiary designation on file, if any, remains in effect.

If You Are Legally Married at the Time of Your Death

- Your spouse[2] will automatically be your sole primary beneficiary. However, if you want to designate someone other than your spouse as your primary beneficiary, your spouse must give written, notarized consent. This consent is irrevocable.

If You Are Not Married at the Time of Your Death

- If you have not designated a beneficiary or if your beneficiary predeceases you, your vested account balance will be paid to your estate.

Other Considerations for Your Beneficiary Designation

- If you have designated your spouse by name as your beneficiary on a Beneficiary Designation form, and you subsequently divorce, your beneficiary designation of your former spouse remains in effect until you designate a new beneficiary(ies). If you remarry, your new spouse automatically becomes your beneficiary and the prior Beneficiary Designation form becomes invalid. (Please see "If You Become Divorced or Legally Separated" on page 43 for more information.)
- If you name someone as a beneficiary and you subsequently marry, your prior designation becomes invalid, and your new spouse will automatically become your beneficiary.

When Participation Ends

Your participation in the Plan ends when you or your beneficiary receives payment of your vested account balance.

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

Contributions to Your Account

This section provides important details about the types of contributions both you and JPMorgan Chase may make to the Plan.

Your Contributions

You can contribute up to 50% (in increments of 1%) of your Ongoing Compensation each pay period (through your per-pay rate) and/or your Annual Incentive Compensation (through your Annual Incentive Compensation rate) on a combined before-tax and/or Roth basis (up to the annual legal limits, as listed under "Legal Limits on Contributions" on page 13):

- **Before-tax Contributions** — Contributions made before federal income taxes and, in most cases, state and local income taxes are withheld. With before-tax contributions, you lower your current taxable income during the year the contributions are made. You pay taxes on your before-tax contributions and any associated investment earnings at the time they are distributed to you.
- **Roth Contributions** — Contributions made on an after-tax basis, which means federal, state and local income taxes have already been withheld. With Roth contributions, you do not lower your current taxable income during the year contributions are made. Because your Roth contributions are taxed at the time they are made, they will not be taxed again when distributed to you. In addition, any associated investment earnings will also be tax free as long as they are part of a "qualified distribution." For more information on qualified distributions, see "Roth Qualified Distribution" on page 41.

Considerations for Before-tax and Roth Contributions

Before-tax contributions may be right for you if…	Roth contributions may be right for you if…
You want to lower your current taxable income. Keep in mind you will owe taxes on these contributions and any related earnings when withdrawing or taking distributions from the Plan.	You want to take distributions of these contributions and any related earnings tax-free, if you meet certain criteria.
You expect to be in a lower tax bracket in retirement.	You expect to be in a higher tax bracket in retirement.
You aren't sure about your investment time horizon.	You have a long investment horizon to meet the required five-year holding period prior to taking a distribution.
You understand that you must begin taking annual minimum distributions by April 1 following the later of the year you terminate employment or the year you reach age 70½.	You understand that if these contributions remain in the Plan, you must begin taking annual minimum distributions by April 1 following the later of the year you terminate employment or the year you reach age 70½ (unless you previously rolled over your contributions to a Roth IRA).

How You Can Contribute to the Plan

You can contribute to the 401(k) Savings Plan in two ways: Through your Ongoing Compensation and your Annual Incentive Compensation. This section explains these terms and how you can maximize your contributions to the Plan. For a more detailed definition of these terms, please see “Defined Terms” beginning on page 48.

	Compensation you can contribute from:	Election name	How much you can elect to contribute	How often you can change this election
	Ongoing Compensation Your base salary/regular pay and any non-annual cash incentive compensation.[3]	Standard (Per-pay period) election	0% – 50% on a before-tax and/or Roth basis	Throughout the year. It will apply to the next pay check as soon as administratively possible.
+	***Annual Incentive Compensation*** Cash compensation awarded, if any, under the firm’s Performance-Based Incentive Plan (generally paid in January) and other annual plans paid at the same time, or Branch Profitability Incentive Plan (generally paid in February).	Other (Annual Incentive Compensation) election	0% – 50% on a before-tax and/or Roth basis	Throughout most of the year (generally from March through December). It will apply to the Annual Incentive Compensation paid the following year.
=	***Eligible Compensation*** The sum of your Ongoing Compensation and your Annual Incentive Compensation.	N/A	Your contributions from Ongoing Compensation and Annual Incentive Compensation continue until the total reaches the legal limits on contributions (as summarized below, under “Legal Limits on Contributions” on page 13).	N/A

[3] Non-annual cash incentive compensation includes cash incentives that are paid throughout the year, such as sales awards and monthly and quarterly incentives. It also includes any cash incentives paid annually other than Annual Incentive Compensation.

Automatic Increase

With Automatic Increase, you can elect to have your before-tax and/or Roth contribution rate for your per-pay (Standard) contributions increase annually by a certain percentage automatically at the same time each year. The increases continue until you reach the contribution percentage limit set by you (the dollar amount of your contribution will be capped at the annual legal limits). You can turn off the feature at any time. To sign up for Automatic Increase, go to the Web Center.

Please note: Automatic Increase only applies to your per-pay (Standard) contribution rate; it does not apply to your Annual Incentive Compensation (Other) rate.

Legal Limits on Contributions

The Internal Revenue Code limits the amount you may contribute annually to qualified defined contribution retirement plans (such as the 401(k) Savings Plan) on a before-tax and/or Roth basis. In 2019, you may contribute up to $19,000 on a before-tax and/or Roth basis, or up to a total of $25,000 if you are age 50 and over by year-end. (The additional $6,000 in contributions for those participants age 50 and older are known as “catch-up contributions.”) These limits, which are subject to change over time, apply across all defined contribution retirement plans (including other 401(k) plans, 403(b) annuity plans, governmental 457(b) plans) in which you participated during a calendar year.

JPMorgan Chase will monitor your contributions to the 401(k) Savings Plan to ensure that you don’t exceed the legal limits. Your contributions to the Plan will automatically be capped once they reach the annual legal limit and will resume at the beginning of the following calendar year at your last elected contribution rate. However, if you contributed to the plan of any other employer during the year, it is your responsibility to monitor compliance with legal limits on contributions.

If you inadvertently elected a contribution percentage that results in your total before-tax and/or Roth contributions exceeding the legal limit for the year across all plans to which you contributed, you may request a refund of the excess amount by no later than April 1 of the following year (or the previous business day if April 1 falls on a weekend). If these contributions are not distributed to you before April 15 following the year in which they were contributed, you will be taxed twice on these contributions — once in the year of contribution and again in the year of distribution. To request a refund, please contact the Call Center.

Saver’s Credit

Certain individuals may be eligible to receive an income tax credit in the amount of 50%, 20% or 10% of contributions to a qualified tax-deferred retirement plan, such as the 401(k) Savings Plan or IRA — up to $2,000 ($4,000 if married filing jointly), depending on your adjusted gross income.

For more information, please contact qualified tax or financial advisor to review the details on irs.gov.

Automatic Pay Credits Beginning January 1, 2020

Beginning January 1, 2020: the company automatically provides an annual contribution after you complete one year of total service. You do not need to contribute to the 401(k) Savings Plan to receive these contributions.

If you were a benefits-eligible employee as of December 31, 2018 and you are continuously employed, automatic pay credits will equal a percentage of your Eligible Compensation (capped at $100,000 annually) earned after you complete one year of total service (any Eligible Compensation you earn prior to reaching one year of total service is not eligible for automatic pay credits). This contribution will be based on your completed years of pay credit service as of December 31 of the applicable plan year, as follows:

If you have completed this many years of pay credit service as of December 31 of the plan year:	Then your automatic pay credit rate is:
1 – 9	3% of your Eligible Compensation
10 – 19	4% of your Eligible Compensation
20 or more	5% of your Eligible Compensation

Otherwise if you were hired or rehired (after a break in service of more than 31 days) after December 31, 2018, automatic pay credits will not vary by pay credit service, but will remain at 3% of Eligible Compensation. Please see "If Your Situation Changes on or After January 1, 2019" on page 44, for additional information on breaks in service and rehire rules.

Automatic Pay Credits — Special Rules for 2019 Only

As described above in "Automatic Pay Credits Beginning January 1, 2020," the Company automatically provides an annual contribution after you complete one year of total service. The date that you complete one year of total service and your employment status on December 31, 2018, determines when you become eligible for the automatic pay credits, whether the pay credits will be made in the Pension Plan or 401(k) Plan for plan year 2019, and the percentage applicable to you.

Below is a summary of the rules for eligibility for automatic pay credits related to plan year 2019:

- If you complete one year of total service **by December 1, 2018,** (or you are rehired by December 31, 2018, and have completed one year of total service as of your rehire date) and you are continuously employed: you will receive (or continue to receive) monthly pay credits in the Pension Plan through December 31, 2019. Please see the Pension Plan summary plan description for more details (in all cases eligibility for pay credits in the Pension Plan is subject to the rules in the Pension Plan document). If this applies to you, you will not receive automatic pay credits in the 401(k) Savings Plan for **2019**.
- If you complete one year of total service **between December 2, 2018, and December 1, 2019,** or you are rehired on or after January 1, 2019, and have completed one year of total service as of December 1, 2019: you will receive your 2019 annual automatic pay credits in the 401(k) Savings Plan instead of the Pension Plan. You do not need to contribute to the 401(k) Savings Plan to receive the annual automatic pay credits. Your automatic pay credit percentage for plan year 2019 is:
  - If you were a benefits-eligible employee on December 31, 2018, and have remained continuously employed since that date, your automatic pay credit percentage for plan year 2019 in the 401(k) Savings Plan (and prospectively if applicable) is 3% to 5%. Please see the automatic pay credit percentage chart in "Automatic Pay Credits Beginning January 1, 2020," above, for these general rules.

— If you became a benefits-eligible employee after December 31, 2018, (or you leave employment with the Company and are subsequently rehired after December 31, 2018), your automatic pay credit percentage for plan year 2019 (if applicable) and prospectively is 3%.

If you leave employment with the Company and your break in service is 31 days or less, your automatic pay credit percentage will be reinstated upon your rehire as an eligible employee as if your break in service did not occur.

In general, if you leave employment with the Company and your break in service is more than 31 days, your automatic pay credit percentage upon your rehire as an eligible employee will be fixed at 3% and will not subsequently increase (with limited temporary exceptions for certain Eligible Terminations where you leave employment and are rehired within the same plan year). Please see "If Your Situation Changes on or After January 1, 2019" on page 44, for additional information on breaks in service and rehire rules.

Matching Contributions

JPMorgan Chase will match dollar-for-dollar up to 5% of Eligible Compensation you contribute to the Plan on an annual basis. This includes any before-tax and Roth contributions you make on a per-pay basis or from the cash portion of any Annual Incentive Compensation.

You become eligible for matching contributions beginning the first of the month coincident with, or next following, the completion of one year of total service, provided that your Total Annual Cash Compensation in effect for the plan year is less than $250,000. (For more information on Total Annual Cash Compensation, see "Defined Terms" beginning on page 48.) Any contributions you make to the Plan before the completion of one year of total service (as well as any compensation on which those contributions are based) are not eligible for matching contributions. (See "Example for New Hires" under "Timing of Automatic Pay Credits and Matching Contributions," below.)

Matching contributions will be calculated and credited on an annual basis following the end of the calendar year. Assuming you become eligible at the beginning of the year or are already a participant, you can maximize your company matching contributions by contributing at a rate of 5% of your Eligible Compensation for the year. This would apply to both the Ongoing Compensation you receive per pay period and any cash Annual Incentive Compensation you receive. You can contribute more or less on a per-pay period basis or from your cash Annual Incentive Compensation (if any), but you'll maximize your matching contributions as long as your total contributions add up to 5% of your Eligible Compensation for the year.

Timing of Automatic Pay Credits and Matching Contributions

Automatic pay credits and matching contributions are credited to eligible employees' accounts annually following the end of the calendar year. Keep in mind if you completed one year of total service by December 1, 2018 and are continuously employed, in general you are eligible for automatic pay credits beginning January 1, 2020; otherwise, you may be eligible beginning as early as January 1, 2019 after you complete one year of total service. See "Automatic Pay Credits Beginning January 1, 2020" on page 14 and "Automatic Pay Credits — Special Rules for 2019 Only" on page 14 for more information.

To receive automatic pay credits and/or matching contributions for the year, you generally must be actively employed by the firm as of December 31. If your employment ends prior to December 31 you will still be eligible for these company contributions if you meet the following requirements:

- You experience an eligible termination (please see "Defined Terms" beginning on page 48 for the definition of "eligible termination");
- You qualify for coverage under the Retiree Medical Plan (generally, if you are at least age 55 with 15 or more years of service as of your termination date); or
- You die while an active employee.

If you meet any of these criteria and are otherwise eligible for the annual automatic pay credits and/or matching contributions following your termination date, these company contributions will be credited to your 401(k) Savings Plan account following the end of the calendar year as described above; crediting of the automatic pay credits and match will not be accelerated to coincide with your termination date.

Example for New Hires: Consider a full-time employee who is newly hired April 2, 2019. The employee is eligible to earn automatic pay credits equal to 3% of Eligible Compensation (capped at $100,000 annually) beginning May 1, 2020, assuming the participant is employed as of December 31, 2020. The employee is also eligible to contribute to the Plan immediately; however, contributions made (as well as any compensation on which those contributions are based) between April 2, 2019 and April 30, 2020 are not eligible for matching contributions. Any amounts up to 5% of Eligible Compensation contributed from May 1, 2020, through the end of 2020 will be matched, assuming the participant is employed as of December 31, 2020. These automatic pay credits, and matching contributions will be credited to the participant's 401(k) Savings Plan account in early 2021.

Non-Matching Employer Contributions

JPMorgan Chase may, from time to time, make discretionary contributions for certain designated non-highly compensated employees. If JPMorgan Chase determines to make a non-matching-contribution,[4] the employees designated to receive the contribution will be notified.

Rollover Contributions

You are eligible to make a rollover contribution to the 401(k) Savings Plan at any time. Your rollover contribution can be made after you receive a distribution from:

- Your previous employer's qualified defined benefit plan or defined contribution plan, including before-tax or Roth amounts but excluding any other after-tax contributions;
- An Individual Retirement Account (IRA);
- A governmental 457 plan; or
- A 403(b) annuity plan.

By rolling over your distribution to the Plan, you'll continue to defer taxes on the taxable portion of the distribution. You'll also avoid a possible 10% early distribution penalty that may apply to your distribution. A direct rollover also carries over the original account start date for any Roth contributions, which is important for determining the five-year holding period required for a "qualified distribution." For more information on qualified distributions, please see "Defined Terms" beginning on page 48.

After your employment with JPMorgan Chase ends, you will also have the ability to roll over your vested lump-sum distribution from the Pension Plan to the 401(k) Savings Plan.

An Incoming Rollover Election form is available via the Web Center or Call Center.

In-Plan Roth Conversion

With an In-Plan Roth Conversion, any non-Roth amounts that are otherwise eligible for in-service withdrawal can be directly rolled into a Roth account within the 401(k) Savings Plan. This allows for the amount rolled over to be converted from a non-Roth amount into a Roth amount while remaining in the Plan. Any taxable amounts included in the conversion will be considered taxable income to you for the tax year in which the conversion occurred and you will need to pay federal income taxes and possibly state and local taxes as well. However, any future investment earnings on this converted amount will not be taxable if it meets the criteria for a "qualified distribution" upon withdrawal.

[4] Throughout this document, "non-matching employer contributions" do not include automatic pay credits.

This is a complex financial decision and you are strongly encouraged to consult with a qualified tax or financial advisor before initiating this conversion.

Please note: Once you elect an In-Plan Roth Conversion, you cannot reverse your decision. Also, if you have an outstanding loan, you must repay that loan in full before you elect to convert those assets into a Roth account.

When Your Contributions Are Vested

Contributions to the 401(k) Savings Plan are subject to the following vesting schedules:

- Your Contributions: You are always 100% vested in (meaning you have a non-forfeitable right to) the value of your contributions, as well as any rollover contributions you make to the 401(k) Savings Plan.
- Automatic pay credits and matching contributions: In general, you become 100% vested in the value of any automatic pay credits and/or matching contributions after completing three years of total service. (Until that time, you are 0% vested.) The value of any automatic pay credits and/or matching contributions can become vested earlier if:
  - You die while an active employee; or
  - Your employment ends because of an eligible termination. (Please see "Defined Terms" beginning on page 48 for the definition of "Eligible Termination.")
- Non-matching employer contributions, if any, will vest according to the schedule that is communicated at the time the award is granted — but no more than three years after the date the contributions are made.

If your employment with JPMorgan Chase ends before you become fully vested, the value of any automatic pay credits and/or matching contributions will be forfeited.

When Your Contributions End

Your contributions to the 401(k) Savings Plan will end when:

- You stop contributing to the Plan;
- You reach any Plan or legal limits;
- You are not receiving any compensation;
- Your employment with JPMorgan Chase or a participating affiliate ends for any reason;
- You transfer to an affiliate/unit that doesn't participate in the Plan; or
- You die.

Please note: Any severance pay received when your employment with JPMorgan Chase ends is not considered Eligible Compensation for purposes of making contributions to the 401(k) Savings Plan.

Investment Funds

The 401(k) Savings Plan offers you the opportunity to build a diversified portfolio that suits your investment objectives and personal risk tolerance. The Plan provides two ways to invest — either choose one of the pre-diversified Target Date Funds or build your own portfolio among the Core Funds.

This section provides an overview of both investing approaches as well as a full listing of the Plan's investment funds. Because investment in any fund involves risk, including the possible loss of principal, it's important that you make informed investment decisions only after carefully reviewing all of the fund information available to you. **Please read carefully the *Investment Fund Profiles* brochure including the risks associated with each fund, and the JPMorgan Chase 401(k) Saving Plan Prospectus, before making any investment fund elections.**

Additional Investment Fund Information

For recent performance and other important fund information, please review the investment fund fact sheets and fund profiles available on the Web Center. The fact sheets provide detailed returns, risk measures, and other portfolio characteristics updated at least quarterly for the Plan's investment funds. For printed copies of these materials, please contact the Call Center.

Two Ways to Invest

The 401(k) Savings Plan offers you the flexibility to make investment choices depending on your time, know-how, and risk tolerance. For those who are not as comfortable making investment decisions, Target Date Funds offer built-in diversification in a single investment option. For those who enjoy taking a hands-on approach, the Core Funds provide a series of investment options to create your own portfolio.

Target Date Funds *"No Assembly Required"*	Core Funds *"Do It Yourself"*
Target Date Funds are designed to simplify the investment process for you. Each fund has a date in its name that corresponds to an expected "target" year — the date when you expect to start withdrawing money from your account (normally retirement). The funds are diversified across a broad range of asset classes and automatically rebalanced based on the time until the target year. Those funds with dates furthest in the future have the most aggressive investment mix — meaning they have a greater percentage invested in stocks, and smaller investments in bonds and cash alternatives. Then, as the target year approaches, the fund gradually becomes more conservative — more bonds and cash alternatives, less stock.	If you prefer to build your own portfolio, you can choose any number of Core Funds across a broad range of asset classes, such as fixed income, U.S. and international equities, along with both actively managed and passively managed funds to achieve diversification. When you use the Core Funds, you take the responsibility for creating a diversified mix, monitoring it regularly, and rebalancing as needed.

The investment funds are not deposits or obligations of — nor guaranteed by — JPMorgan Chase (or any of its respective affiliates). Nor are they insured by the Federal Deposit Insurance Corporation (FDIC) or any other governmental agency. Investment in these funds involves risks, including the possible loss of principal. Therefore, it's important that you make informed investment decisions only after carefully reading all the Plan information (including any applicable prospectus and the 401(k) Savings Plan Investment Fund Profiles brochure) available through the Web Center or Call Center.

Your Investment Fund Options

Following is a listing of the Plan's investment funds as of January 1, 2019. Most of these funds operate as separate accounts or collective investment trust funds — meaning that they are available for the benefit of 401(k) Savings Plan participants only and are not publicly traded funds with corresponding ticker symbols.

Target Date Funds	
Target Date Income Fund	Target Date 2040 Fund
Target Date 2020 Fund	Target Date 2045 Fund
Target Date 2025 Fund	Target Date 2050 Fund
Target Date 2030 Fund	Target Date 2055 Fund
Target Date 2035 Fund	

For detailed information including risks and strategies for each option, please review carefully the fund fact sheets as well as the *Investment Fund Profiles* brochure.

Your Investment Funds

With the exception of the JPMorgan Chase Common Stock Fund, the investment fiduciary committee for the 401(k) Savings Plan may change or eliminate any investment fund under the 401(k) Savings Plan at any time. Please see the fund fact sheets as well as the *Investment Fund Profiles* brochure for a list of available funds on any particular date after January 1, 2019.

Core Funds

Asset Class		Fund Name
Cash Alternatives	Short-Term Fixed Income	Short-Term Fixed Income Fund*
Bonds	Stable Value	Stable Value Fund*
	Treasury Inflation-Protected Securities	Government Inflation-Protected Bond Fund
	Intermediate Bond	Core Bond Fund*
		Intermediate Bond Fund
	High Yield Bond	High Yield Bond Fund
Domestic Equity	Large Cap	Large Cap Value Index Fund
		Large Cap Value Fund
		S&P 500 Index Fund
		Large Cap Growth Index Fund
		Large Cap Growth Fund
	Mid Cap	S&P MidCap 400 Index
	Small Cap	Small Cap Index Fund
		Small Cap Core Fund
		Small Cap Blend Fund
International Equity	International Large Cap	International Large Cap Value Fund*
		International Large Cap Index Fund*
	International Small Cap	International Small Cap Index Fund*
Emerging Market	Emerging Market Equity	Emerging Market Equity Index Fund*
Company Stock	Company Stock	JPMorgan Chase Common Stock Fund

* For these funds, please see "Limits on Reallocations/Transfers Affecting the Core Bond Fund, International Equity Funds, and Emerging Market Equity Fund" on page 24 and "Equity Wash Rules — Restrictions on Reallocations or Transfers from the Stable Value Fund" on page 24.

Investor Education Is Available Online

Go to the Web Center for a wide range of investor education topics, including information about retirement planning, understanding investments, and making investment decisions. The Web Center also includes a number of interactive tools.

JPMorgan Chase Common Stock Fund

JPMorgan Chase, acting in its Plan sponsor capacity, has provided that the JPMorgan Chase Common Stock Fund shall be one of the Plan's investment funds. Fiduciary Counselors serves as the independent fiduciary of the JPMorgan Chase Common Stock Fund. Participants continue to have the ability to invest in the JPMorgan Chase Common Stock Fund and continue to retain responsibility for their investment decisions in the Plan, including the investments in this fund. Fiduciary Counselors has been retained on behalf of participants to determine, as circumstances potentially change in the future, whether the continued offering of the Stock Fund as an investment option remains prudent under the Employee Retirement Income Security Act (ERISA).

The JPMorgan Chase Common Stock Fund consists of a single security plus a cash/short-term liquid investment component to facilitate daily trades, as opposed to other investment funds in the Plan that invest in multiple securities issued by different entities. Thus, the JPMorgan Chase Common Stock Fund is not a diversified fund, and the value of an individual security can be more volatile than the market as a whole. Such volatility can be due to developments particular to the industry or the company, as well as to economic, political, regularity and market developments.

Additionally, because of transaction costs and the cash/short-term liquid investment component, the Fund's investment performance is unlikely to mirror fully the performance of the common stock of JPMorgan Chase & Co.

The JPMorgan Chase Common Stock Fund is valued based on a unit accounting method. This type of accounting means the JPMorgan Chase Common Stock Fund holds a certain level of cash reserves for settling daily transactions such as transfers, loans and withdrawals. Currently, the fund holds cash reserves of approximately 2% of its value to meet such liquidity needs. Fiduciary Counselors annually determines the approximate target level of the cash component.

Voting of JPMorgan Chase Common Stock

The Plan Trustee holds all shares of JPMorgan Chase common stock credited to the JPMorgan Chase Common Stock Fund. You have the right to instruct the Plan Trustee as to how to vote the shares of common stock attributed to your interest in the JPMorgan Chase Common Stock Fund. If you fail to instruct the Trustee, any shares attributed to your interest in the Fund are voted in proportion to how the common stock shares were voted by all voting Plan participants.

The Board of Directors of JPMorgan Chase has adopted procedures that ensure the strict confidentiality of your voting instructions as a Plan participant. These procedures provide that no inspector of elections can be an employee of JPMorgan Chase and that the entity tabulating the vote is annually advised of the confidential nature of the voting instructions and is required to so advise its employees. Information on voting instructions would be released only if required by law or authorized by a shareholder.

Approved Quarterly Window Periods

In order to ensure compliance with federal securities law requirements, certain Plan participants cannot make elections that affect participation in the JPMorgan Chase Common Stock Fund, except during specified quarterly "window periods." Each "window period" generally will be the period beginning the day after the release of quarterly earnings and ending on the 15th day of the following month. You'll be notified if you're subject to these restrictions. You should consult the Code of Conduct and the Window Policy referenced in the Code of Conduct (Transactions in JPMorgan Chase Securities: "Window Period" Restrictions and Trading by Senior Level Employees) for further information about requirements relating to transactions in JPMorgan Chase securities.

If you have any question regarding employee trading policies, you should contact the Office of the Global Personal Account Dealing Group for U.S. as follows:

Internal E-Mail: LC_-_NY_Preclearance_Team
Personal Account Dealing Hotline: (800) 301-8003

Accounting Method

The investment funds in the 401(k) Savings Plan are valued based on a unit accounting method. This type of accounting means that the investment funds hold a certain level of cash reserves to use in settling daily transactions such as transfers, loans and withdrawals.

Invest Carefully

In deciding how to invest your retirement savings, you should take into account all of your assets, including any retirement savings outside of the Plan. No single approach is right for everyone because, among other factors, individuals have different financial goals, different time horizons for meeting their goals, and different tolerances for risk.

Diversification — spreading money across a broad range of investments — is a way to reduce your overall risk. Having a mix of stocks, bonds and cash alternatives in your portfolio may help even out the effect of market swings by cushioning the impact of a drop in the value of any one security on your total account balance.

The following are some important reminders from the Department of Labor regarding individual investing and the importance of diversifying your investments. Please go to dol.gov/agencies/ebsa/laws-and-regulations/laws/pension-protection-act/investing-and-diversification for additional information.

To help achieve long-term retirement security, you should give careful consideration to the benefits of a well-balanced and diversified investment portfolio. Spreading your assets among different types of investments may help you achieve a favorable rate of return and minimize your overall risk of losing money. This is because market or other economic conditions that cause one category of assets, or one particular security, to perform well often cause another asset category, or another particular security, to perform poorly. If you invest more than 20% of your retirement savings in any one company or industry, your savings may not be properly diversified. Although diversification is not a guarantee against loss, it may be an effective strategy to help you manage investment risk.

It is also important to periodically review your investment portfolio, your investment objectives, and the investment options under the Plan to help ensure that your retirement savings will meet your retirement goals.

Investment Fund Performance

The performance of each investment fund is affected not only by investment performance but also by cash flows during each month, including transfers — in and out — and withdrawals. As noted below, performance is also affected by transactional and investment management fees and expenses.

Past performance is not a guarantee of future results. Investment returns will fluctuate so that your interest in a fund, when sold, may be worth more or less than original cost.

Investment Management Fees, Recordkeeping, and Other Plan Expenses

Investment management fees for most investment funds are charged against the assets of such funds and, accordingly, reduces the performance of such funds, and the amount of fees differ by fund. Additionally, the performance of each fund is affected by transactional costs, such as brokerage fees. An investment fund that is managed as an index fund will likely have lower investment management fees and transactional costs as compared to an actively managed fund.

Currently, JPMorgan Chase pays the administrative fees associated with the Plan, such as, trustee, legal, accounting, and recordkeeping and participant services. However, in the future, it may elect to charge some or all of those fees directly to the accounts of the participants.

Certain fees are allocated directly to the requesting participants' account, which currently include overnight check fees.

Fees and transactional costs may have a significant impact on your rate of return. You should carefully review them before making your investment decision. For more information on fees, please refer to the 401(k) Savings Plan Fee Disclosure Notice, which is available by accessing the Web Center or Call Center. This Notice is also distributed to participants annually.

Temporary Investments

In general, all or any part of the Plan's investment funds may be invested temporarily in government money market mutual funds or collective trust funds (investing in short-term securities or other short-term investments) pending investment or to satisfy the fund's liquidity needs.

Investing Your Contributions

As a participant in the 401(k) Savings Plan, there are generally two instances in which you may be making investment decisions. These are:

- **Investing future** contributions
- **Reallocating or transferring your existing** account balance

Investing Future Contributions

You elect how contributions are invested among the Plan's investment funds. You can allocate contributions in 1% increments among the investment funds. If you don't make an investment election, all contributions (including your own contributions) will be automatically invested in a Target Date Fund based on your birth date and an assumed retirement age of 65. For additional details on the Plan's qualified default investments, please read the Qualified Default Investment Alternative Notice, which is available via the Web Center or Call Center.

In general, contributions are used to purchase units in the investment funds at their net asset value (NAV) per unit in accordance with your investment election. This investment normally occurs using the NAV for each investment fund determined as of 4 p.m. Eastern time or the close of the New York Stock Exchange, whichever is earlier. No participant-initiated transaction of any kind will be processed on a day that the New York Stock Exchange is closed.

To change the way **future** contributions are invested, please access the Web Center or Call Center. Your elections will become effective by the next pay period.

Reallocations and Transfers of Your Existing Account Balance

An investment fund **reallocation** affects your **entire existing Plan balance**. It allows you to direct how you would like your entire balance to be invested among the Plan's investment funds in whole percentages that must equal 100%. You can request an investment fund reallocation through the Web Center or Call Center. Reallocations can be set up to occur once or automatically on an annual, semi-annual, or quarterly basis.

An investment fund **transfer** allows you to **transfer all or part of your balance from one investment fund to another investment fund or funds** in either whole percentages or whole dollar. You can request an investment fund transfer through the Web Center or Call Center. **Please note**: Certain investment fund options (including the Stable Value Fund, the Short-Term Fixed income Fund, the Core Bond Fund, the international equity funds, and the emerging market equity fund) are subject to reallocation and transfer limits, as outlined on page 24.

Excessive Trading

While the Plan permits daily transactions, it's not designed or intended to be a brokerage account or trading account. Trading in and out of funds on a daily basis can disrupt appropriate management of the various funds and causes increased transactional costs and losses to participants who do not engage in such activity. In the event that a participant engages in excessive transfers or reallocations, the Plan may restrict the number of transactions that such a participant may engage in with respect to all funds or to a particular fund.

Alternatively, the Plan or the fund in which the participant elects to purchase may impose a fee for such transfers or reallocations, or restrict daily transfers or reallocations.

Please be aware that by investing in the Core Bond Fund, your Social Security number and fund trading activity will be shared by Empower Retirement (the service provider for the Plan) with the manager of the Fund.

When Reallocations/Transfers Take Effect

Unless the Plan Administrator provides for the contrary, or due to events outside of the Plan Administrator's control, investment changes associated with reallocating and/or transferring your existing account balance are generally processed the same business day that you make the request, provided your request is made before 4 p.m. Eastern time or by the close of the New York Stock Exchange, whichever is earlier. If you place your request after the close of the New York Stock Exchange or on a non-business day, the request will generally be processed the following business day. Transactions will be reflected in your account through the Call Center and Web Center on the business day following the date the request was processed.

Approved Quarterly "Window Periods"

To ensure compliance with federal securities law requirements, certain Plan participants cannot make elections that affect participation in the JPMorgan Chase Common Stock Fund, except during specified quarterly "window periods." Please see "Approved Quarterly Window Periods" on page 21 for more information.

Reallocations/Transfers to and from the JPMorgan Chase Common Stock Fund

If you transfer and/or reallocate balances to and from the JPMorgan Chase Common Stock Fund, you should be aware of the impact on the net unrealized appreciation (i.e., its increase in value while held by the Plan), should you decide at a later date to take a withdrawal in the form of JPMorgan Chase common stock. You also may wish to consult a qualified tax or financial advisor. In certain circumstances, you may be able to reduce the amount of taxes you owe as a result of a withdrawal from the Plan. Please see "Federal Tax Consequences" beginning on page 39 for more information.

Limits on Reallocations/Transfers Affecting the Core Bond Fund, International Equity Funds, and Emerging Market Equity Fund

If you transfer and/or reallocate balances out of the investment fund that invests exclusively in the shares of the Core Bond Fund, as well as any international fund or emerging market equity fund, you will be restricted from transferring any assets ***back into that same fund*** for **30 calendar days** from the initial transfer/reallocation transaction.

This limit applies to:

- Core Bond Fund
- International Large Cap Value Fund
- International Large Cap Index Fund
- International Small Cap Index Fund
- Emerging Market Equity Index Fund

Please note: Other transactions, such as contributions and loan repayments, will not be subject to the 30-day restriction period. The Plan reserves the right to impose similar restrictions on other funds.

Equity Wash Rules — Restrictions on Reallocations or Transfers from the Stable Value Fund

The Plan imposes limits on reallocations and transfers from the Stable Value Fund to the Short-Term Fixed Income Fund. You cannot transfer assets from the Stable Value Fund directly to the Short-Term Fixed Income Fund at any time. Also, if you request a transfer or reallocation from any other investment option in the Plan into the Short-Term Fixed Income Fund, only those amounts that were not invested in the Stable Value Fund within the previous 90 days will be included in the transaction.

Daily Plan Processing

For your convenience, most 401(k) Savings Plan transactions — including investment fund reallocations, transfers, and withdrawal requests — are processed on a daily basis using the net asset value (NAV) per unit for the various investment funds. However, under certain circumstances your ability to engage in daily reallocations, transfers, and withdrawal requests among the investment funds at those prices may be affected.

In the case of all investment funds, daily transactions may be suspended in the event of market disruptions. This could occur if the New York Stock Exchange is closed or trading is restricted. Certain other events, such as system failure or acts of nature, may preclude daily processing.

Additionally, in the event that appropriate pricing for the securities in one or more investment funds cannot be determined, the Plan may use the most recent NAVs to effectuate transactions, but may make subsequent adjustments to account balances to reflect the proper NAV, or the Plan may suspend all transactions for that day and use NAVs for the investment funds on the next day that appropriate valuations exist. In addition, if a pricing error with respect to a security causes the NAV to be overstated or understated, the Plan may correct account balances using reasonable estimates of the impact of the pricing error.

Taking a Loan from Your Account While Employed

Considerations of a Loan Versus a Withdrawal

By taking a loan, you can use payroll deductions to pay yourself back — with interest. If you withdraw money from the Plan, it won't be available to you when you retire. In addition, certain taxes and penalties may apply to withdrawals. With this in mind, for most people, taking a loan from their 401(k) Savings Plan account may be more advantageous than a withdrawal.

Because the 401(k) Savings Plan is intended to help provide income for your future, you should think carefully before accessing your account balance while you're still actively employed. However, if you need your money while you are still actively employed by JPMorgan Chase, you can take a loan from your account.

The Plan lets most participants who are actively employed borrow against their vested account balance without paying taxes or incurring income tax penalties, subject to Plan provisions. New Plan loans are not available once you terminate employment, even if you have an account balance in the Plan. When you take a loan, the Plan funds in which you're invested are reduced by the loan amount. Money for a loan generally will be taken on a "pro rata" basis across all investment funds holding a balance. Therefore, the amounts loaned from the Plan will not be subject to investment gain or loss during the period when not invested in the Plan.

Loans are available for any reason. The exact terms and conditions of your loan will be incorporated into a promissory note.

Once your loan is processed, the loan check will be mailed to your home address on file.

Summary of 401(k) Savings Plan Loan Features

Loan Features	How It Works
Applying for a Loan	You can apply for a loan through the Web Center or Call Center.
Loan Amount	• You decide how much you want to borrow as a loan. • The minimum loan amount is $1,000. • The legal maximum is the lesser of 50% of your vested account balance, or $50,000 minus your highest outstanding loan balance in the last 12 months.
Multiple Loans	You're allowed a maximum of two outstanding loans at any time, as long as your take-home pay is sufficient to make the required loan repayments.
Loan Repayment Period	• When you request a loan, you set the repayment period. • The repayment period can be up to five years. However, if your loan is for the purchase of your principal residence, your repayment period may be up to 15 years (documentation is required). • You may prepay your outstanding loan balance in full without penalty. Partial prepayments and overpayments are not permitted.
Interest Rate	• When you take your loan, an interest rate (based on the prime rate, as published in the *Wall Street Journal*, in effect on the first business day of the month) is set for the duration of the loan.

Loan Features	How It Works
Repayments	• Your repayments (made with after-tax dollars) — both principal and interest — are deducted from your pay and are invested in the Plan's investment funds according to your elections for future contributions. • If you are paid on a bi-weekly basis, loan repayments will be taken from the first and second pay periods of the month. If you are paid on a semi-monthly or monthly basis and are not paid a commission or draw, loan repayments will be taken from each paycheck. If you are paid a commission and draw on semi-monthly basis, a monthly loan repayment will be deducted from the second pay of the month. • While on Long-Term Disability or an unpaid leave of absence, you can continue loan repayments and avoid defaulting on your loan via personal check, or authorizing semi-monthly automatic electronic withdrawals from your bank account. • Your loan will be reported to the IRS as defaulted if you fall 90 days behind on repayments. The taxable portion of an outstanding loan balance will be considered a taxable withdrawal and may also be subject to an additional 10% early withdrawal penalty. Please see "Federal Tax Consequences" on page 39 for more information. **If you default on a loan, you cannot request or receive any new loans until you've repaid the defaulted loan in full along with the additional interest accrued during the term of the loan.**
When Loans Are Paid	• A request for a loan generally will be processed on the same business day if the request is made by 4 p.m. Eastern time or the close of the New York Stock Exchange, whichever is earlier.
How Loan Funds Are Paid Out	• Through the Web Center you may have the option to have your loan funds mailed to your home address on record, or sent directly to your bank account via ACH. Loan funds are generally sent the business day after your loan request is processed. You may request expedited delivery for a fee.
If You Take a Military Leave With An Outstanding Loan	• The original loan maturity date can be extended based on the time you are on military leave. • You are not required to make loan repayments while on military leave. You can elect to suspend loan repayments during this time by contacting the Call Center. Otherwise, loan repayments will continue to be automatically deducted from any JPMorgan Chase pay you receive while on military leave.
If You are Impacted By Certain Natural Disasters	• Special loan provisions may apply to participants impacted by certain natural disasters. Please contact the Call Center for more information about whether your situation may qualify.

Please note: Participants who reside in the state of Florida may be subject to a Documentary Stamp Tax on loans. For more information, please visit the 401(k) Savings Plan Web Center or contact the Call Center.

Loan Payoff

If you elect to pay off your loan by a method other than sending a certified cashier's check or money order via regular or express mail, your account will be placed on hold for 10 days until funds are verified. You will be unable to perform money-out transactions, such as new loans or withdrawals on your account during this time.

Additional Information on Loans

- Plan participants subject to a "window period" may request a loan at any time, subject to certain restrictions. Loans taken outside of the "window period" will not include any money from the JPMorgan Chase Common Stock Fund. Loans taken during the "window period" are not subject to this restriction on the JPMorgan Chase Stock Fund. Please see "Approved Quarterly Window Periods" on page 21 for more information.
- In certain cases, if you were a participant in a heritage Bank One plan, spousal consent may be required. You will be notified if this applies to you. (Please see "Appendix A: Heritage Bank One Plan Participants" on page 62.)

What Happens to Your Loan When You Leave JPMorgan Chase

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 semi-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.

Withdrawals from Your Account While Employed

The Internal Revenue Code restricts the circumstances under which active employees can take a withdrawal and, in most instances, imposes a penalty for early withdrawal of your Plan money while employed by JPMorgan Chase. Accordingly, before making this request, you should carefully consider the limited circumstances under which a withdrawal can occur, as well as the possible tax consequences of such a withdrawal.

The types of money available for a withdrawal depend on your age (whether or not you have reached age 59½) and the nature of the contributions in your account (e.g., before-tax, Roth, after-tax, or rollover contributions).

Generally, most withdrawals of before-tax contributions and earnings, as well as in certain circumstances earnings on Roth contributions, are subject to federal income tax and possibly state and local income tax. At the time of withdrawal, 20% will be withheld for federal income tax purposes. This 20% federal income withholding may be avoided if the withdrawal can be rolled over into an IRA. **Please note:** Hardship withdrawals are not subject to the 20% federal income tax withholding but are subject to a 10% federal income tax withholding. The different withholding treatment is because hardship withdrawals are not eligible for a rollover to an IRA.

If eligible for a withdrawal, active employees must withdraw a minimum amount of $500 unless the amount available is less than $500.[5] Money for a withdrawal will be distributed on a "pro rata" basis from across all investment funds holding a balance as of the withdrawal date.

Important Tax Consequences of a Withdrawal

Rules governing withdrawals can be quite complicated because of legal restrictions and tax implications. You are encouraged to read "Federal Tax Consequences" on page 39 for information on the tax consequences of your withdrawal. It is also strongly recommended that you seek the advice of a qualified tax expert before requesting a withdrawal from the Plan.

Age 59½ Withdrawals

If you are age 59½ or older, you can generally request a withdrawal of all or most of your vested account balance for any reason. Your withdrawal may include before-tax, Roth, and rollover contributions as well as related investment earnings. (Some heritage plan assets may be ineligible for a withdrawal.) Roth contributions can be withdrawn tax-free along with any associated investment earnings, assuming the withdrawal is a "qualified distribution." Non-Roth 401(k) contributions and the taxable earnings are subject to a mandatory 20% federal income tax withholding which may be avoided if the withdrawal is rolled over into an IRA.

Withdrawals While Employed: Additional Considerations

- Plan participants subject to a "window period" may take a withdrawal at any time, subject to certain restrictions.
- Withdrawals taken outside of the "window period" will not include any money from the JPMorgan Chase Common Stock Fund. Withdrawals taken during the "window period" are not subject to this restriction on the JPMorgan Chase Sock Fund. Please see "Approved Quarterly Window Periods" on page 21 for more information.
- In certain cases, spousal consent may be required. You will be notified if this applies to you. (Please see "Appendix A: Heritage Bank One Plan Participants" on page 62.)
- If your withdrawal includes funds from the JPMorgan Chase Common Stock Fund, you can request payment in cash or in-kind (i.e., as shares) from that fund.

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5 Former Highbridge Employees please see "Appendix C: Former Highbridge Employees" on page 65 for more detail regarding withdrawal minimums.

Prior to Age 59½: Non-Hardship Withdrawals

If you've made after-tax contributions or a rollover contribution to the Plan and you are not age 59½ or older, you may be eligible to request a non-hardship withdrawal. There may be certain additional money types available to you for withdrawal prior to age 59½. (**Please note:** These money types do not include before-tax, Roth, automatic pay credits or matching and non-matching employer contributions).

If a withdrawal includes any after-tax contributions, funds will be withdrawn from the Plan based on the following order:

- From after-tax contributions made to any heritage plan before January 1, 1987, but not including earnings on these amounts.
- From after-tax contributions to any heritage plan made after December 31, 1986, including all earnings on after-tax amounts.

Please note: The after-tax contributions referenced here are contributions permitted by certain heritage plans. They are not to be confused with Roth contributions, which are not available for a non-hardship withdrawal prior to age 59½.
In addition to the tax consequences noted previously, you may be subject to a 10% early withdrawal penalty on the taxable portion of your withdrawal. For more information, see "Federal Tax Consequences" on page 39.

Prior to Age 59½: Hardship Withdrawals

If you are not at least age 59½ or older and you experience a financial hardship as defined by the Plan, under certain conditions you can apply for a hardship withdrawal from certain types of money in your account, such as before-tax contributions, Roth contributions, prior employer and company contributions, vested automatic pay credits and certain vested matching contributions. You may also withdraw income earned on contributions made after December 31, 1988. You may not withdraw certain non-matching employer contributions, as well as matching contributions made to the Plan between January 1, 2005, and December 31, 2009.

The Internal Revenue Code imposes strict limitations on hardship withdrawals. Before you can apply for a hardship withdrawal, you must:

- Withdraw all of your after-tax contributions, rollover contributions, and any other available contributions from the Plan, as well as any funds from other plans maintained by JPMorgan Chase (such as the Employee Stock Purchase Plan) or an affiliated company

Then you can apply for a hardship withdrawal. Documentation of the financial hardship is required (examples are included below). In general, financial hardships are defined as:

- **Medical expenses** for you, your spouse, your dependents, or your primary beneficiary that are not paid by insurance. Examples of documentation needed for this financial hardship include a copy of the doctor, pharmacy, or hospital bill that clearly states the amount not covered by insurance.
- **Purchase or construction of your principal residence** (excluding mortgage payments). Examples of documentation needed for this financial hardship include the estimated closing statement or good faith estimate, showing the amount of money you must bring to the closing.

Tax Considerations of Hardship Withdrawals

When applying for a hardship withdrawal, you can elect to increase (or "gross up") your withdrawal amount to compensate for the mandatory 10% federal tax withholding. The total withdrawal amount will be reported as taxable income.

Please Note: If you take any withdrawal from the Plan before you reach age 59½, an additional 10% early withdrawal penalty may apply, which is not included in the gross-up amount for a hardship withdrawal.

- **Post-secondary education costs** for tuition and related expenses — including room and board — for the next 12 months for you, your spouse, your children, your dependents, or your primary beneficiary. An example of documentation needed for this financial hardship is a copy of the registrar's statement showing amounts owed for tuition, room and board, and related educational fees.

For information on designating a primary beneficiary, see "Beneficiaries" on page 10.

- **Preventing eviction from your principal residence or foreclosure on the mortgage** of your principal residence. Examples of documentation needed for this financial hardship include a copy of the eviction notice, foreclosure notice, court order, or letter from your landlord, bank, or financial institution stating that eviction/foreclosure is pending.
- **Funeral expenses** for a family member or your primary beneficiary. Examples of documentation needed for this financial hardship include the invoice addressed to you from the funeral home or other service provider.
- **Preventing bankruptcy**. Examples of the documentation needed for this hardship include a letter from a Consumer Credit Agency or a bankruptcy attorney stating that a 401(k) plan withdrawal is needed to prevent filing for bankruptcy.
- **Expenses to repair damage to principal residence**. Examples of the required documentation include the homeowner's insurance company response to a claim filed stating the amount not covered by the policy and a repair estimate provided by a licensed contractor or other repair company.
- **Expenses and losses incurred on account of certain natural disasters**. Special hardship withdrawal provisions may apply to participants impacted by certain natural disasters. Please refer to the Hardship Withdrawal Request form available on the Web Center for more information about whether your situation may qualify. In general, examples of the required documentation include invoices and/or receipts showing the cost or repair to the damages or lost property along with a statement from the insurance company reflecting the amount of the loss for which it denied reimbursement.

401(k) Contributions Suspended with Hardship Withdrawals

For Hardship Withdrawals Taken on or After January 1, 2019

If you are approved for a hardship withdrawal, your employee contribution election on file will remain in place and contributions will continue to be withheld from your pay in the same manner as they had prior to receiving your withdrawal, unless you make a change to your contribution election.

For Hardship Withdrawals Taken on or Before December 31, 2018[6]

Any approved hardship withdrawal required a six-month suspension of employee contributions to certain plans maintained by JPMorgan Chase, including the 401(k) Savings Plan and the Employee Stock Purchase Plan (ESPP). During this period, employee 401(k) Savings Plan contributions (both per-pay contributions and Annual Incentive Compensation contributions) are automatically suspended; any Plan loan repayments as well as company contributions (if eligible) will continue during your suspension period. For certain other plans maintained by JPMorgan Chase, including the ESPP, this suspension will not occur automatically, but you must actively elect to suspend your contributions (i.e., change your contribution rate to 0) for the same period.

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6 And after December 17, 2014.

At the end of the six-month suspension, employee before-tax and Roth contributions (both per-pay contributions and Annual Incentive Compensation contributions) will automatically resume based on the most recent election(s) on file.

When and How a Withdrawal Is Paid

A non-hardship withdrawal generally will be processed on the same business day, provided that the request is made prior to 4 p.m. Eastern time or the close of the New York Stock Exchange, whichever is earlier. A hardship withdrawal will generally be processed in approximately three business days following the receipt of all completed and approved paperwork and the required documentation.

Any withdrawal from the Plan is distributed in the same manner as your pay:

- If you have direct deposit for your pay, your withdrawal will be deposited to the bank account designated for that direct deposit. Funds will generally be available in three to five business days following the processing time noted above.
- If you don't use direct deposit for your pay, a check will be mailed to your home address on file. You may request expedited delivery of this check for a fee.

JPMorgan Chase Common Stock Fund Dividend Election

JPMorgan Chase, acting in its Plan sponsor capacity, has provided that one of the investment funds of the Plan shall include the JPMorgan Chase Common Stock Fund and has designated that fund as an Employee Stock Ownership Plan. As a result, if you wish, you may elect to have any dividend income attributable to your vested account balance under the JPMorgan Chase Common Stock Fund distributed to you in cash. If you don't make an election, your dividend income will be reinvested automatically. This election to receive dividends in cash does not apply to dividends payable with respect to any matching and other employer contributions that have not vested, as applicable.

Please note: Making an election to receive dividends in cash will decrease your ability to save on a tax-deferred basis (or tax-free basis as it relates to investment earnings on Roth contributions) and will reduce the value of your account balance at final distribution. However, reinvesting dividends adds to the "cost basis" of your JPMorgan Chase Common Stock Fund within the Plan. (Please see "Federal Tax Consequences" beginning on page 39 for more information.)

Approved Quarterly Window Periods

To ensure compliance with certain federal securities law requirements, certain Plan participants cannot make elections that affect participation in the JPMorgan Chase Common Stock Fund, including changing dividend elections, except during specified quarterly "window periods." Please see "Approved Quarterly Window Periods" on page 21 for more information.

You can make or revoke your dividend election at any time through the Web Center or Call Center. In accordance with Plan procedures, the election on file prior to the dividend record date will govern. Your election to take your dividends in the form of a cash withdrawal will remain in effect until you revoke it.

Cash payments of dividends, to the extent declared, are generally paid quarterly. If you have direct deposit for your pay, your payment will be deposited to the bank account you have designated for that direct deposit. Once your employment with JPMorgan Chase has ended, your quarterly dividends will still be paid in the same manner as they were when you were actively employed. However, you can provide alternative bank account information for the electronic transfer of your quarterly dividend via the Web Center by choosing "Manage bank accounts" on the left navigation menu, or you can contact the Call Center.

Note on Taxes

You will pay federal, state, and local income taxes on cash dividend payments from the 401(k) Savings Plan, but there is no income tax withholding on these payments. Additionally, cash dividend payments are not subject to the 10% early distribution penalty. They do not qualify for the lower federal income tax rate normally applicable to dividends paid directly by a corporation, and are not a “qualified distribution” for purposes of receiving tax-free investment earnings with respect to Roth contributions. You’ll receive a Form 1099-R after the close of the calendar year that reports the payment as ordinary income taxable as a dividend. You **may not** roll over these dividends to an IRA or back into the 401(k) Savings Plan. You may want to consult with a qualified tax or financial advisor for more information on how this would impact your individual situation.

Note to Former and Current U.K. Residents

If you are actively employed by JPMorgan Chase while working or residing in the U.K., you may not take a loan or withdrawal from any contributions which were made to the Plan while you were a U.K. resident.

Payment Options When You Leave

This section describes the different ways your account can be paid to you. Your vested Plan balance is payable if any of the following events occur:

- Your employment terminates;
- You are disabled and have received benefits under the JPMorgan Chase Long-Term Disability (LTD) Plan for more than 18 continuous months; or
- You die.

If you have a vested account balance when your employment terminates, you'll receive a notice that describes your withdrawal options as well as a Special Tax Notice that explains the corresponding tax implications of your options in greater detail.

As long as you have an account balance in the Plan, your account balance will reflect the investment experience (gain or loss) of the fund(s) in which you choose to invest. You may reallocate or transfer your account balance among the investment funds and obtain account balance information by accessing the Web Center or Call Center. The fees described in "Investment Management Fees, Recordkeeping, and Other Plan Expenses" on page 22 apply to your account. You will also continue to receive annual statements and have access to online quarterly statements for the periods during which you maintain a Plan balance.

Important Note About Tax Advice

Taking a withdrawal from the Plan will likely result in tax consequences. You are encouraged to read "Federal Tax Consequences" on page 39 for important information on the associated tax consequences of your withdrawal. It is also strongly recommended that you seek the advice of a qualified tax expert before requesting a withdrawal or payment from the Plan.

How Your 401(k) Savings Plan Account Is Paid

When your employment ends, you are entitled to request a withdrawal of the full vested value of your account in the form of a lump sum or in installments. You may also defer receipt of your account balance until a future date. Your options depend on the amount of your vested account balance.

Please note: By taking a withdrawal from the Plan, you may be affecting your ability to accumulate additional retirement benefits. Further, if you elect a lump sum, no additional payments will be paid to you or your beneficiaries.

Withdrawal of Amounts Invested in the JPMorgan Chase Common Stock Fund

You can elect to receive all or a portion of any amounts invested in the JPMorgan Chase Common Stock Fund in the form of JPMorgan Chase common stock. Please see "Stock Distributions from the JPMorgan Chase Common Stock Fund" on page 36 for more information.

If Your Vested Account Balance Is Less Than $1,000

If the vested value of your account (including loans) is less than $1,000, you can elect to have your vested account balance made payable to an IRA (traditional or Roth) or to another employer's qualified plan.

If you do not make an election within 90 days of your termination date, your vested account balance will be paid to you in a lump sum, with the mandatory 20% federal income tax withheld. In addition, any applicable state and local taxes may be withheld and the 10% early withdrawal penalty may also apply. Please see "Federal Tax Consequences" on page 39 for more information.

If Your Vested Account Balance Is $1,000 or More

If the vested value of your account (including loans) is $1,000 or more, you can either defer receipt of your account balance to a future date or request a payment as described below via the Web Center by choosing "withdrawal" on the left navigation menu:

Please Note

In certain cases, spousal consent may be required for taking a withdrawal. You will be notified if this applies to you. (Please see "Appendix A: Heritage Bank One Plan Participants" on page 62.)

- Single Lump-Sum Payment of your entire account balance made payable to yourself or as a rollover made payable to an IRA (traditional or Roth) or to another employer's qualified plan.
- Monthly, Quarterly, or Annual Installments
  - — Installments can be set up to be paid between the first of the month and the 28th day of the month. If your chosen date falls on a non-business day (weekend, holiday, etc.), then the payment will be distributed on the next available business day. Installments will be payable to yourself, or, alternatively, for installments of less than 10 years, as a rollover to an IRA (traditional or Roth) or to another employer's qualified plan. **Please note:** Once your installment payments begin, you cannot change the amount, timing, or frequency of these payments. You can, however, elect to cancel your installment election and instead receive a full withdrawal of your remaining account balance. You also may elect a partial withdrawal at any time, which does not cancel your installment payment election but may result in lower installment payments.
- **Considerations for Partial Withdrawals:** If you have an outstanding loan and you take a partial withdrawal that reduces your account to less than the amount of your outstanding loan, your account will be automatically distributed and your loan will be defaulted.
- Leave Your Account Balance in the Plan
  - — Following your termination of employment, the Plan will provide you with a notice of the available withdrawal options. You are not required to start withdrawals until you're age 70½.
  - — While your balance remains in the Plan, you can:
    - Continue to pay off any outstanding loans you took while actively employed;
    - Realize investment gains/losses; and
    - Take partial withdrawals to help you meet near-term financial needs.
- If you are not age 65 at the time your employment ends, you will receive a notice at age 65 reminding you of your withdrawal options. If you do not respond, the Plan treats this as your election to defer receipt of your Plan benefit.
- However, if you do not start withdrawals before age 70½, you will be contacted later in the year in which you reach age 70½ or, if later, after your termination of employment, to begin taking your annual required minimum distributions by the following April 1.

Annual Employer Contributions

To receive annual employer contributions, you generally must be employed on December 31. (Certain exceptions apply. See "Automatic Pay Credits Beginning January 1, 2020" on page 14 and "Automatic Pay Credits — Special Rules for 2019 Only" on page 14, as well as "Matching Contributions" on page 15.) All employer contributions are credited annually following the end of the calendar year and will not be advanced to coincide with your termination date (if eligible). You will be provided with additional details after any employer contribution is credited.

Requesting and Receiving Account Payments After You Leave

There are certain steps you need to follow to receive a payment of your vested 401(k) Savings Plan account following retirement or termination of employment. You will receive information mailed to your home detailing your withdrawal options but the following information summarizes the process.

How to Request Plan Payments

It may take several business days after your employment ends for your 401(k) Savings Plan records to be updated to reflect your termination. Until these records are updated, you'll be unable to initiate a request for a withdrawal. However, during this interim period, you may take advantage of other available Plan options and transactions, such as investment fund reallocations and transfers.

Once your employment status is updated with the 401(k) Savings Plan, you can request a withdrawal from the Plan via the Web Center or Call Center.

In general, your vested account balance will be valued on the day that your withdrawal request is recorded and approved, provided it is received by 4 p.m. Eastern time or the close of the New York Stock Exchange, whichever is earlier. Approved requests for a withdrawal will generally be disbursed via check and mailed within two business days from the date your account is valued. Direct deposit may require additional time depending on the receiving institution. You may request expedited delivery of your withdrawal check for a fee.

Keep Your Personal Information Updated

To avoid delays caused by misdirected Plan payments, please ensure that JPMorgan Chase has your current home address (and your beneficiary's current home address) on file. While employed, you can update your home and mailing address on My Personal Profile on the intranet (**mpp.jpmchase.net**) or on the internet (**mpp.jpmorganchase.com**) after your termination. If it has been less than two years since your employment has ended, please report address changes to the accessHR Contact Center. If it has been longer than two years since your employment has ended, address changes should be reported directly to the Call Center. For information on updating beneficiary information, please see "Beneficiaries" on page 10.

Stock Distributions from the JPMorgan Chase Common Stock Fund

If you elect to receive a portion of your vested account balance that is invested in the JPMorgan Chase Common Stock Fund in the form of common stock, you'll be credited with the appropriate number of shares based on the closing price of JPMorgan Chase common stock on the valuation date of your distribution. You can elect whether to register the shares in your name, or have the shares registered to your rollover institution.

Register stock in your name. You can elect to have your JPMorgan Chase common stock shares registered in your name and delivered via book entry at Computershare Shareowner Services. A book entry account will be created for you the day the instruction is forwarded (typically the day after the distribution is processed). Having the shares registered in your name will result in these shares being reported as a taxable distribution to you.

Shortly after your distribution is processed, you will receive an account statement from Computershare, along with an explanation of the Direct Registration System (DRS), or book-entry stock ownership. Direct Registration allows for the electronic recordkeeping of share holdings, relieving shareholders of the responsibility of keeping track of actual stock certificates.

Register stock to a rollover institution. If you elect to roll over your stock in-kind to an IRA or other qualified retirement plan, you must verify with the receiving firm that they will accept the stock as a rollover. Additionally, you must provide your broker's Depository Trust Company number (DTC#) and current book entry account number to which your shares will be delivered. If you do not have your broker's DTC # or a current book entry account number, you must obtain an account number from your intended rollover institution.

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 year in which you either attain age 70½ or your employment terminates, whichever is later. If 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. If you do not elect to receive an amount at least equal to your "mandatory distribution" amount for any year, you will be subject to a 50% excise tax on the amount of the shortfall. You cannot roll over a mandatory distribution.

Payments to a Beneficiary

In the event of your death prior to complete distribution of your account balance, your beneficiary will receive the vested balance of your account. (Please see "Beneficiaries" on page 10 for additional information on designating beneficiaries.)

Generally, beneficiaries have many of the same payment options as those that are available to active participants. However, non-spousal beneficiaries cannot roll over a distribution paid in cash or stock paid to them but can request a direct rollover from the Plan to an IRA established for purposes of holding the distribution. Such an IRA is treated as an inherited IRA.

Mandatory Distributions and Deadlines for Beneficiaries

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 is:	If your beneficiary does not make an election, your beneficiary will:
Your spouse	• Can 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 70½, whichever is later; OR • Can receive a full distribution of your account balance by December 31 of the year that contains the fifth anniversary of your death.	The earlier of September 30 of (i) the later of the year you would have reached age 70½ or the year after your death; or (ii) the year that contains the fifth 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 70½, whichever is later.
Someone other than your spouse	• Can begin annual, mandatory distributions by December 31 of the year that contains the fifth anniversary of your death; OR • Can receive a full distribution of the account balance by December 31 of the year following the year 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 fifth anniversary of your death.
An entity, such as an estate	• Must receive a full distribution of the account balance by December 31 of the year that contains the fifth anniversary of your death.	N/A	N/A

Federal Tax Consequences

Taxation of 401(k) plan benefits is complex and subject to frequent change. However, understanding taxation rules is very important because your decisions concerning payment of your account will affect your taxable income. Neither JPMorgan Chase nor its representatives can provide you with tax advice. The following overview, and any other tax-related information in this summary plan description, (and the remainder of the Guide) is not intended — nor should it be considered — as a substitute for professional advice. Therefore, it is strongly recommended that you seek the advice of a qualified tax or financial advisor before requesting a withdrawal or payment from the Plan. This will help ensure that you receive the most updated information that applies to your own personal tax situation. **For more information on all of these guidelines, please refer to the Plan's Special Tax Notice.**

To help you understand the types of issues that might arise, the following is some general federal tax information for your consideration.

State and local income taxes may also apply.

Please note: The following information refers to taxes that are withheld from your Plan payment at the time of withdrawal. The actual amount you owe in taxes will be determined when you file your personal income taxes for the year. You may also wish to consult a tax or financial advisor.

Tax Considerations of Contributions Made to the Plan

- **Before-tax Contributions.** You pay no federal income taxes or, in most cases, state and local income taxes on the before-tax contributions you make to the 401(k) Savings Plan. Instead, the before-tax contributions — and associated investment earnings, if any — will be taxed as ordinary income at the time of withdrawal from the Plan, unless you rollover such or directly transfer it to an IRA or another qualified plan. When you take withdrawals from the IRA or other qualified plan, those withdrawals will be taxed as ordinary income.
- **Roth Contributions.** You pay federal income taxes on the Roth contributions you make to the 401(k) Savings Plan. As a result, your Roth contributions will be distributed to you tax-free. In addition, associated investment earnings on those Roth contributions, if any, will also be distributed free of federal income taxes, as long as your is a "qualified distribution." Please see "Roth Qualified Distribution" in "Defined Terms" beginning on page 48 for more information.
- **Employer Contributions.** Employer contributions made by JPMorgan Chase if any, will not be subject to federal income tax either at the time they are credited to your account or when they vest. Instead, the company contributions, and associated investment earnings, if any, will be taxed as ordinary income at the time you withdraw them from the Plan, unless as described above they are transferred to an IRA or qualified plan via direct transfer or rollover.
- **After-tax Contributions**. Although the Plan does not currently permit new after-tax contributions, you may have pre-existing after-tax contributions in your account from a heritage plan that permitted such contributions. The investment earnings on these contributions will be taxed as ordinary income at the time of withdrawal from the Plan.

Tax Consequences of a Withdrawal Made Payable to Yourself

If you elect to take a withdrawal of your vested account balance, there are important tax consequences you may wish to consider, including:

- Withdrawals of your before-tax contributions and before-tax rollovers (and earnings thereon), along with any earnings on after-tax contributions and, in certain cases, earnings on Roth contributions, are taxed as ordinary income for federal income tax purposes in the year you receive the withdrawal. State income taxes may also apply. The taxable amount will be subject to a mandatory 20% federal tax withholding, along with any applicable state income taxes, at the time of withdrawal.
- Withdrawals of your Roth contributions and Roth rollovers, as well as after-tax contributions, are not subject to federal or state income taxes. Earnings on your Roth contributions and Roth rollovers (assuming the withdrawal is qualified) will not be subject to federal income taxes. For more information on qualified distributions of Roth contributions, please see "Roth Qualified Distribution" on page 41.
- A federal 10% early withdrawal penalty may also apply to the taxable portion of your withdrawal. For more information, see "Additional Income Tax" on page 41.
- In certain circumstances, you may be able to reduce the amount of tax you owe as a result of a withdrawal from the Plan. Please see the Plan's Special Tax Notice for more information.

Withdrawals Outside of the United States

If you request a withdrawal and are a non-U.S. citizen or non-resident alien, you must complete a Form W-8BEN. Failure to provide a completed Form W-8BEN may result in 30% U.S. tax withholding and may cause delays in the processing of your withdrawal.

For specific tax advice, you may want to consult with a tax or financial advisor.

Tax Consequences of a Rollover Withdrawal Made Payable to Another Institution

If you elect to roll over your vested account balance, you will continue to defer any federal income taxes and will also avoid the early withdrawal penalty that may apply to your withdrawal.

- Taxable amounts, such as before-tax contributions, vested matching and non-matching employer contributions, rollover contributions of before-tax amounts, and any associated investment earnings can be rolled over to a traditional IRA or to another employer's qualified plan.
- Roth contributions (including Roth rollover contributions and In-Plan Roth Conversions) and any associated investment earnings can be rolled over to a Roth IRA or to another employer's qualified plan that accepts Roth rollovers. (You should confirm with the receiving institution that the plan accepts Roth rollovers prior to requesting this option.)

For more information on electing a rollover withdrawal, see "Rollovers" on page 42. It is especially important for you to review this section as it relates to Roth accounts and the five-year holding period.

Please note: Installments paid over a period of 10 or more years are not permitted to be rolled over.

Tax Consequences of a Withdrawal Made Payable to a Beneficiary or Estate

By law, the taxable portion of a lump-sum withdrawal paid directly to a beneficiary is subject to 20% federal income tax withholding and applicable state withholding. The 10% early withdrawal tax does not apply. Beneficiaries can defer the applicable income tax withholdings if they elect to directly roll over their account to an Individual Retirement Account (IRA) or other qualified retirement plan.

The taxable portion of a lump-sum withdrawal paid directly to an estate is subject to a separate 10% federal income tax withholding (there is an option to opt out when completing the Plan's benefit election form).

In addition, any withdrawal may be subject to other applicable federal or state income taxes. Please be sure to speak with a tax or financial advisor for full details of tax aspects of your withdrawals.

Roth Qualified Distribution

Your Roth distribution will be a "qualified distribution" if:

- Your Roth account has been in existence for at least five years. The five-year holding period begins with the first tax year during which you made a Roth contribution to the Plan or first converted your account to Roth via an In-Plan Roth Conversion and continues to run even if you stop making Roth contributions; **and**
- Contributions (or conversions, as applicable) and earnings are not withdrawn until you reach age 59½, die, or become disabled.
- In that case, the earnings on your Roth contributions or rollover will not be subject to federal income taxes when distributed. **Please note:** If you roll over Roth contributions from another qualified plan, the five-year holding period began the date of the first contribution made in the prior plan.

JPMorgan Chase Common Stock

If you elect to receive the taxable portion of your JPMorgan Chase Common Stock Fund balance in the form of shares of JPMorgan Chase common stock (rather than rolling it over), your shares can be taxed on the "cost" to the Plan at the time they are distributed to you rather than on their full fair market value. Subsequent sale of stock may result in capital gains treatment on any net unrealized appreciation — as long as the payment qualifies as a lump-sum withdrawal. For more information, please refer to the Special Tax Notice. You may also wish to consult a qualified tax or financial advisor.

Additional Income Tax

If you receive a payment from the Plan before you reach age 59½ and you don't roll it over, then you may have to pay an early withdrawal penalty equal to 10% of the taxable portion of the payment. This additional 10% early withdrawal penalty does not apply if at least one of the following conditions is met. Your payment is:

- Paid to you because you terminate employment with your employer during or after the year you reach age 55;
- Paid because of a total and permanent disability;
- Paid to you as equal (or almost equal) payments over your life or life expectancy (or your and your beneficiaries' lives or life expectancies) of at least 10 or more years;
- Used to pay certain deductible medical expenses;
- Directly paid from the Plan to the federal government to satisfy a federal income tax levy;
- Paid to your spouse or other beneficiary following your death;
- Paid to you after age 59½, even if you're still working;
- Paid to an alternate payee according to a qualified domestic relations order (QDRO); or
- Paid to you for health insurance premiums if you have been unemployed for a specific period of time.

See IRS Form 5329 and the Special Tax Notice for more information on the additional 10% early withdrawal penalty.

Dividend Elections

If you've elected to receive quarterly cash withdrawals of JPMorgan Chase Common Stock Fund dividends, these payments are not subject to the additional 10% early withdrawal penalty credited.

Rollovers

There are two kinds of rollovers you can make from the 401(k) Savings Plan — a direct rollover or a traditional rollover. The following information explains what they are and how they work. **Please note:** The Special Tax Notice explains withdrawals, rollovers, and the corresponding tax implications of these options in greater detail. However, the information below provides an overview.

Direct Rollovers

A direct rollover is the transfer of your account to an IRA or another employer-sponsored plan. It allows you to:

- Maintain the tax advantages of your Plan contributions — whether before-tax contributions, Roth contributions, or both.
- Defer temporarily any applicable federal and, in some cases, state and local income taxes owed on your contributions and the earnings.
- No mandatory withholding on the transfer.

If you elect a direct rollover, the payment will be made payable for your benefit to your IRA or to another employer's qualified plan and then mailed to your home address. You will be responsible for completing the rollover process.

Direct Rollover of Roth Contributions. There are some special considerations if you roll over any Roth contributions:

- If you roll over your Plan balance (including any Roth contributions and earnings) to a Roth IRA, the five-year period related to a "qualified distribution" starts from the date of the rollover unless you had established the Roth IRA at an earlier date. The five-year period is important, as it determines whether the investment earnings are taxable upon withdrawal.
- If you roll over your Roth account to another employer plan, the five-year holding period requirement for a "qualified distribution" is measured from the earliest year in which you made Roth contributions to the 401(k) Savings Plan.

Rolling Over Shares of JPMorgan Chase Common Stock

If you want to receive your rollover distribution from the JPMorgan Chase Common Stock Fund in the form of stock, you should verify with the IRA sponsor that it will accept rollover of shares of stock. This option may preserve the cost basis of your stock holdings.

Please note: If you want to make a rollover to another employer's qualified plan and want to receive your distribution from the JPMorgan Chase Common Stock Fund in the form of stock, please note that the receiving plan probably will not accept stock.

Please see "Stock Distributions from the JPMorgan Chase Common Stock Fund" on page 36 for more information.

Direct Rollover of a Series of Payments. You may elect to make a direct rollover of installment payments to an IRA or a qualified plan if the payment period is less than ten years. A rollover election will apply to all later payments but you can change your rollover election for any subsequent period.

Traditional Rollovers

If you receive a lump-sum payment from the Plan made payable to you with the applicable taxes withheld and later change your mind, you have 60 days to rollover your withdrawal to another qualified plan or IRA.

However, the mandatory 20% federal income tax that was withheld from your initial lump sum will not be returned to you. Instead, the withholding may be applied to your total federal income tax liability at the end of the year in which the payment is received.

If you wish to roll over 100% of the value of your lump-sum benefit, you'll need to replace the 20% that was withheld from your payment from your own personal sources. Otherwise, the amount withheld is considered taxable income. A lump-sum payment may also be subject to a 10% early withdrawal penalty.

Additional Plan Information

If You Become Divorced or Legally Separated

Your 401(k) Savings Plan account cannot be sold, assigned, transferred, pledged, or garnished, under most circumstances. However, if you become divorced or legally separated, certain court orders could require that part of your account be paid to someone else — your spouse or children, for example. This is known as a Qualified Domestic Relations Order (QDRO). JPMorgan Chase is legally required to recognize QDROs.

If you're a party in a divorce settlement that involves the 401(k) Savings Plan, you should have your attorney call QDRO Consultants Co. to make sure that the appropriate documents are filed and that the court order in question is actually a QDRO that complies with governing legislation. A participant or beneficiary (or their representative) may obtain a description of the procedures governing QDRO determinations and a sample QDRO via the Web Center or by contacting QDRO Consultants Co. at (800) 527-8481 to receive a copy at no charge.

If you designated your former spouse as a beneficiary prior to your divorce, this designation remains in effect until you make a change or you remarry. Your divorce does not automatically invalidate the current beneficiary election. Please see "Beneficiaries" on page 10.

"Top-Heavy" Rules

As required by law, alternate Plan provisions will go into effect if the 401(k) Savings Plan becomes "top-heavy." The Plan is considered top-heavy if more than 60% of accumulated account balances are payable to "key employees." Key employees include employees who are highly paid stockholders, JPMorgan Chase officers, and their beneficiaries. The Plan Administrator is responsible for determining if the Plan is a top-heavy plan each year. You'll be notified of the situation and your rights in the unlikely event the Plan becomes top-heavy.

Appeals Process

If your claim for benefits under the 401(k) Savings Plan is denied, either in whole or in part, you can appeal the denial by following the appropriate procedures described in the "Claiming Benefits" sub-section of the "Plan Administration" section of this summary plan description, on page 56.

Additional Information on Investment Funds

Certain managers of the investment funds offered by the 401(k) Savings Plan, as well as the trustee of the 401(k) Savings Plan, have claimed an exclusion from the definition of the term "commodity pool operator" and, as a result, are not subject to registration or regulation as a pool operator under the Commodity Exchange Act.

If Your Situation Changes on or After January 1, 2019

The following information summarizes how your 401(k) Savings Plan participation may be affected in certain situations — for example, if you have a change in work status.

<table>
<tr><th>If …</th><th>You Can Expect …</th></tr>
<tr><td>Your Work Status Changes</td><td>If your regularly scheduled work hours are reduced to fewer than 20 hours per week, you can generally continue to participate in the Plan or elect to participate if you were eligible prior to the status change.
However, in any other situation, a change to an ineligible work status (such as a transfer to a non-participating company or non-U.S. payroll status) means you cannot:
• Make contributions to the Plan
• Request a withdrawal from the Plan until your employment with JPMorgan Chase — or an affiliate that is a member of a controlled group — ends
• Receive employer contributions
You can:
• Reallocate or transfer your existing account balance among the investment funds, subject to the limitations that apply to all participants;
• Take loans from your account, as long as you continue to repay any outstanding loans (see below)
• Request withdrawals, subject to the Plan's withdrawal rules
Please note: If you have any outstanding loan(s) or you take a new loan, you must continue making repayments by authorizing electronic withdrawals from your bank account on a semi-monthly basis. If you fall 90 days behind on repaying your loan, the loan will be reported to the IRS as a default. Please see "Summary of 401(k) Savings Plan Loan Features" on page 26 and refer to the section on 'Repayments' for information about loan defaults.</td></tr>
<tr><td>You Have a Break in Service and Are Subsequently Rehired</td><td>A break in service is the period beginning on the date your employment with JPMorgan Chase — or an affiliate that is a member of a controlled group — ends for any reason and ending on the date you're rehired. See "Defined Terms" beginning on page 48 for the definition of "Break in Service."
A break in service may affect eligibility for — and vesting of — employer contributions, if any, under the Plan. A one-year break in service is the 12-consecutive-month period beginning on the date your employment ends and ending with the first anniversary of that date.</td></tr>
</table>

<table>
<tr><th>If …</th><th>You Can Expect …</th></tr>
<tr><td>You Have a Break in Service and Are Subsequently Rehired (continued)</td><td>
Vesting Service and Eligibility for Employer Contributions
Break In Service Lasting Less Than One Year
If you return to work before you’ve incurred a one-year break in service, all service — including the period of your break — is counted toward total service.
Break In Service Lasting More Than One Year
If you return to work after you’ve incurred a one-year break in service, all prior service — excluding the period of your break — is counted toward total service.
If your break is less than 31 days,
Your previous contribution rate and investment elections (if any) will be reinstated as of your rehire date. If you were eligible for automatic pay credits you will receive automatic pay credits based on the same percentage of Eligible Compensation (capped at $100,000 annually) as you would have otherwise received had you not had a break in service.
If your break is more than 31 days,
If your break is more than 31 days, your automatic pay credits will be equal to 3% of Eligible Compensation (capped at $100,000 annually) after your rehire and will not increase.
Also see “Automatic Pay Credits — Special Rules for 2019 Only” on page 14 for more information and special rules applicable in 2019.
Additionally, for rehired employees in 2019 with a break in service more than 31 days who attained a year of total service, you may receive both automatic pay credits in the 401(k) Savings Plan as well as pay credits in the Pension Plan. These contributions will be limited as needed in order for the total compensation taken into account to determine benefits under both the 401(k) Savings Plan and the Pension Plan does not exceed a total of $100,000.
Break In Service — Vesting
If your break in service begins after you’re vested in any automatic pay credits (if eligible, see “Automatic Pay Credits Beginning January 1, 2020” on page 14) and matching contributions, you don’t forfeit those benefits and remain 100% vested in the value of those contributions.
If your break in service begins before you’re vested in any automatic pay credits (if eligible, please see “Automatic Pay Credits — Special Rules for 2019 Only” on page 14 and “Automatic Pay Credits Beginning January 1, 2020” on page 14), and matching contributions, you forfeit the value of those contributions. However, these amounts can be restored, according to these rules:
If your break is less than five years, the value of any forfeited Employer contributions is restored when you return — provided that you repay any amounts distributed to you from the Plan during your break in service.
If your break is five years or more, any forfeited Employer contributions will not be restored when you return.
If you elect to receive installment payments from the Plan and are subsequently rehired, your installment payments will cease upon your re-employment.
</td></tr>
</table>

If …	You Can Expect …
You Are a Benefits-eligible Employee as of December 31, 2018, Incur an Eligible Termination and Are Subsequently Rehired	If eligible, you will receive automatic pay credits equal to 3% to 5% of Eligible Compensation (capped at $100,000 annually) for the year of your Eligible Termination. However for all Plan years following, you will receive automatic pay credits equal to 3% of Eligible Compensation (capped at $100,000 annually); your pay credit percentage will not vary by pay credit service. Please see "Automatic Pay Credits — Special Rules for 2019 Only" on page 14 and "Automatic Pay Credits Beginning January 1, 2020" on page 14 for more detail regarding when you may be eligible to receive automatic pay credits in the 401(k) Savings Plan.
You Are Called to Active Military Duty	While on military leave from JPMorgan Chase, if you have an active deferral election in place, and receive compensation from JPMorgan Chase during your leave, you will continue to make contributions to the Plan from this JPMorgan Chase military compensation during your period of military leave. Upon return to employment from your period of military leave, you may elect to make catch-up contributions to the 401(k) Savings Plan for the period of your absence up to the limits permitted by law. The period for making up any missed contributions is three times the length of the military leave, but no longer than five years from your re-employment date. Eligible participants will also receive automatic pay credits (if eligible, see "Automatic Pay Credits — Special Rules for 2019 Only" on page 14 and "Automatic Pay Credits Beginning January 1, 2020" on page 14) and matching contributions (if eligible, see "Matching Contributions" on page 15), as permitted by applicable law and the terms and conditions of the Plan. If you have an outstanding loan in the Plan, special provisions apply to those on military leave. Please see the 'If You Take a Military Leave With an Outstanding Loan' section within "Summary of 401(k) Savings Plan Loan Features" on page 26.

	If You …	You Can Expect …
Other Situation Changes	***Take an Authorized, Paid Leave***	• If you were a benefits-eligible employee as of December 31, 2018, the time you spend on leave is counted toward your automatic pay credit service (if eligible, see "Automatic Pay Credits Beginning January 1, 2020" on page 14), when you return to work. • Your contributions as well as automatic pay credits (if eligible, see "Automatic Pay Credits Beginning January 1, 2020" on page 14), and matching contributions will continue based on your Eligible Compensation you receive during your leave. • If you have an outstanding loan, your loan payments will continue to be deducted from your pay.

	If You …	You Can Expect …
	Take an Unpaid Leave	• Your contributions and employer contributions will be discontinued. • You may continue to take loans (assuming you also authorize semi-monthly automatic electronic loan repayments from your bank account) and request withdrawals. • If you have an outstanding loan, you must continue to make payments via cashier's check, certified check or money order to avoid defaulting on your loan. Please see the 'Repayments' section within "Summary of 401(k) Savings Plan Loan Features" on page 26. • If you are a benefits-eligible employee as of December 31, 2018, the time you spend on an unpaid leave is counted toward your automatic pay credit service when you return to work.
	Receive Long-Term Disability (LTD)	• Your contributions will be discontinued. • You will not receive automatic pay credits for the periods of time you spend on LTD. • You may continue to take loans (assuming you also authorize semi-monthly automatic electronic loan repayments from your bank account) and request withdrawals while on LTD. • If you have an outstanding loan, you can authorize semi-monthly automatic electronic loan repayments from your bank account or continue to make payments via cashier's check, certified check or money order to avoid defaulting on your loan. Please see the 'Repayments' section within "Summary of 401(k) Savings Plan Loan Features" on page 26. • You are eligible to take a withdrawal from your account if you have received LTD benefits for more than 18 months.
	Leave JPMorgan Chase	• Your contributions will be discontinued. • You may request a withdrawal or maintain a balance. Please see "Payment Options When You Leave" on page 34.
	Become Divorced or Legally Separated	You may be subject to certain court orders that could require your 401(k) Plan account to be paid to your former spouse. Please see "If You Become Divorced or Legally Separated" on page 43.
	Die	If you die in active employment, you become fully vested in your Plan balance. Your designated beneficiary may contact the Call Center. For additional information, please see "Payments to a Beneficiary" on page 37.

Defined Terms

Following are important terms along with definitions to help you better understand the information covered within this summary of the 401(k) Savings Plan.

Term	Definition
After-Tax Contributions	Contributions you may have previously made to a heritage 401(k) plan after federal, state, and local income taxes were withheld. The current Plan no longer allows you to make after-tax contributions. These contributions should not be confused with Roth contributions. Any investment earnings on these contributions are taxable upon withdrawal from the Plan.
Annual Incentive Compensation	Cash compensation awarded under the firm's Performance-Based Incentive Plan (generally paid in January) and other annual plans paid at the same time, or Branch Profitability Incentive Plan (generally paid in February). You can elect to contribute up to 50% of the cash portion of your Annual Incentive Compensation award (if any) on a before-tax or Roth basis — or a combination of both, which is a separate from your per-pay period election. **Please note:** Annual Incentive Compensation is awarded at the discretion of the firm. The ability to make a contribution election is not a guarantee or promise that you will receive an Annual Incentive Compensation award for any performance year.
Automatic Pay Credits	Contributions made annually by the firm to the 401(k) Savings Plan on behalf of employees who complete one year of total service. Automatic pay credits are equal to a percentage of Eligible Compensation (capped at $100,000 annually). For most employees this is effective January 1, 2020, please see "Automatic Pay Credits Beginning January 1, 2020" on page 14 for more detail regarding eligibility for automatic pay credits in the 401(k) Savings Plan. **Please note:** Any Eligible Compensation you earn prior to reaching one year of total service is not eligible for automatic pay credits. You are not required to make any of your own contributions to the 401(k) Savings Plan to receive these pay credits. Automatic pay credits are calculated and credited on an annual basis following the end of the calendar year.
Before-Tax Contributions	Contributions made to the Plan that are deducted from your pay before federal (and, in most cases, state and local) taxes are withheld. This lowers your taxable income and your current income tax liability. The Internal Revenue Code limits the amount you may contribute annually to the 401(k) Savings Plan on a combined before-tax and Roth basis. This limit is subject to change periodically.
Beneficiary	A beneficiary is the person or entity you name to receive your vested Plan balance in the event of your death.
Break in Service	Generally, the period beginning on the date your employment with JPMorgan Chase, or an affiliate that is a member of the controlled group, ends for any reason and ending on the date you're rehired. A break in service may affect your total service, and therefore, your eligibility to receive matching contributions and automatic pay credits — as well as the vesting of matching and automatic pay credit contributions — under the 401(k) Savings Plan.
Catch-Up Contributions	Additional before-tax and/or Roth contributions that may be made annually to the 401(k) Savings Plan by eligible participants who are age 50 or older as of December 31 of the current calendar year. The Internal Revenue Code limits the amount you can contribute annually on a catch-up basis. This limit is subject to change periodically. Those eligible for catch-up contributions do not need to make separate elections; their contributions continue until they reach the contribution limit that applies to those age 50 and older.

Term	Definition
Common Stock	Common stock represents an ownership interest in a corporation. If the company has also issued preferred stock, both common and preferred stockholders have ownership rights. Common stockholders assume a greater risk of loss than preferred stockholders, but generally exercise greater control and may gain a greater reward in the form of dividends and capital appreciation.
Core Funds	Includes all of the investment fund options in the 401(k) Savings Plan that follow a single investment strategy. This term should not be confused with the Core Bond Fund, which is one of the Plan's Core Funds.
Dividend Income	A payment of cash or stock from a company's retained earnings to each stockholder as declared by the company's board of directors. Dividends are not guaranteed.
Eligible Compensation	Eligible Compensation includes base salary/regular pay and annual and non-annual cash incentives. Eligible Compensation does not include overtime payments, sign-on bonus and similar awards, referral awards, stipends, non-cash awards (such as equity awards) and allowances. Eligible Compensation is the sum of your Annual Incentive Compensation, if any, plus your Ongoing Compensation. For automatic pay credits, Eligible Compensation is capped at $100,000 annually and only includes amounts earned after you complete one year of total service **Please note:** Former WePay Employees please see "Appendix D: Former WePay Employees" on page 66 for a definition of Eligible Compensation.
Eligible Termination	In general, an eligible termination occurs if your employment is involuntarily terminated due to the permanent closing of a location, a reduction in force, corporation downsizing, or job elimination.
Employee Stock Ownership Plan (ESOP)	The JPMorgan Chase Common Stock Fund, one of the Plan's investment funds, is also an Employee Stock Ownership Plan (ESOP). You can elect to have any dividend income reinvested in the JPMorgan Chase Common Stock Fund, or you can have it distributed to you in cash. Please note: This type of dividend does not qualify for the lower tax rate normally applicable to dividends paid directly by a corporation. Please see "JPMorgan Chase Common Stock Fund Dividend Election" on page 32 for more information.
Full-Time Employee	A benefits-eligible employee who is regularly scheduled to work 40 hours a week.
Grace Period	The grace period is the approximate 31-day time period between your hire/eligibility date and when automatic enrollment becomes effective. This period provides newly eligible employees with an opportunity to make decisions about active enrollment versus opting out of the 401(k) Savings Plan.
Hardship Withdrawals	Withdrawals of certain types of vested money are allowed only if you have a serious and immediate financial hardship that cannot be met by other resources and is limited to very specific circumstances.
Heritage Plans	The predecessor savings plans that have since merged with and into the 401(k) Savings Plan.
In-Plan Roth Conversion	Process by which non-Roth contributions can be converted to Roth contributions within the Plan for purposes of paying taxes now on those contributions in order to take tax-free withdrawals at a later date.
JPMorgan Chase Common Stock Fund	An investment fund that invests substantially all its assets in shares of JPMorgan Chase common stock except for a certain amount of uninvested cash to use for settling daily transactions.

Term	Definition
Market Value (Fair Value)	The value of each Plan investment fund normally determined as of the close of business of the New York Stock Exchange. It is generally based on market quotations. If market quotations are not available for particular securities or are not deemed to be representative of their value, the Plan uses various methods to determine the value of such securities that reflect their fair value.
Matching Contributions	Contributions made annually by JPMorgan Chase to the 401(k) Savings Plan on behalf of most employees who complete one year of total service. Employee contributions are matched, dollar for dollar, up to 5% of Eligible Compensation contributed to the Plan after completing one year of total service. Any contributions you make to the Plan before reaching one year of total service (as well as any compensation on which those contributions are made) are not eligible for matching contributions. Matching contributions are calculated and credited on an annual basis following the end of the calendar year. **Please note:** If your Total Annual Cash Compensation is $250,000 or more, you are not eligible to receive matching contributions under the 401(k) Savings Plan. This determination is made as of each August 1 and applies for the next succeeding calendar year.
Net Asset Value per Unit (NAV)	The fair market value of the assets of each investment fund's total assets less liabilities, divided by the number of units allocated to the fund. The value of a single unit is called net asset value per unit, or NAV.
Non-Matching Employer Contributions	Discretionary contributions made by JPMorgan Chase, from time to time, for certain designated non-highly compensated employees. For the avoidance of doubt, automatic pay credits are not included under this definition.
Ongoing Compensation	Your base salary/regular pay, plus applicable job differential pay (e.g., shift pay) along with non-annual cash incentives. Non-annual incentive compensation includes cash incentives that are paid throughout the year, such as sales awards and monthly and quarterly incentives. It also includes any cash incentives paid annually other than Annual Incentive Compensation. Ongoing Compensation does not include Annual Incentive Compensation.
Part-Time Employee	A benefits-eligible employee who is regularly scheduled to work at least 20 hours per week but less than 40 hours per week.
Pay Credit Service	***For benefits-eligible employees as of December 31, 2018, who are continuously employed.*** A period of service used to determine the level of automatic pay credits. Pay credit service means your period of service with JPMorgan Chase. (This term has also been referred to as "cumulative service.") This may include service with heritage organizations that merged with, or were acquired by, JPMorgan Chase. For more information, please see "Appendix I: Predecessor Employers" in the Pension Plan summary plan description.

Term	Definition
Qualified Distribution	For purposes of determining whether any investment earnings associated with Roth contributions or an In-Plan Roth Conversion can be withdrawn tax-free, a qualified distribution must meet both of the following conditions: • Your Roth account has been in existence for at least five years, or it has been five years. The five-year holding period begins with the first tax year during which you made a Roth contribution to the Plan or first converted your account to Roth via an In-Plan Roth Conversion, and continues to run even if you stop making Roth contributions. • Contributions (or conversions, as applicable) and earnings are not withdrawn until you reach age 59½, die, or become disabled.
Rollover Contribution	A contribution you make to the 401(k) Savings Plan from a previous employer's tax-qualified plan (like another 401(k) plan), from a conduit or contributory Individual Retirement Account (IRA), from another qualified plan including a governmental plan, or from the Pension Plan (after you terminate employment with the company).
Roth Contributions	Contributions you make to the Plan that are taken from your pay after federal, state, and local taxes are withheld. This does not lower your taxable income or your current income tax liability. However, any associated investment earnings can later be distributed tax-free if it is a "qualified distribution." All Roth contributions can be withdrawn tax-free. The Internal Revenue Code limits the amount you may contribute annually to the 401(k) Savings Plan on a combined before-tax and Roth basis. This limit is subject to change periodically.
Target Date Funds	A series of pre-diversified funds, each reflecting a date within its name that corresponds to an expected "target" year, when you expect to start withdrawing money from your account (normally your retirement date). Each Target Date Fund is made up of a mix of underlying investments from multiple asset classes (stocks, bonds, and cash alternatives). Each fund's mix automatically adjusts over time to become more conservative, so as to mature automatically.
Total Annual Cash Compensation	For purposes of determining your eligibility to receive matching contributions and non-matching employer contributions, Total Annual Cash Compensation is generally your rate of annual base salary/regular pay plus applicable job differential pay (e.g., shift pay) determined as of each August 1, plus any cash earnings from any incentive plans (e.g., annual bonus, commissions, draws, overrides, and special recognition payments or incentives) that are paid to or deferred by you for the previous 12-month period ending each July 31. Overtime is not included. Your Total Annual Cash Compensation is calculated as of each August 1 to take effect the following January 1 and will remain unchanged throughout the year. For most employees hired on or after August 1, Total Annual Cash Compensation will be equal to their rate of annual base salary/regular pay plus job differentials. **Please note:** Former WePay employees please see "Appendix D: Former WePay Employees" on page 66, for a definition of Total Annual Cash Compensation.
Total Service	A period of service used to determine eligibility to participate, receive company contributions, and become vested in any employer contributions. Total service is generally the period beginning on your first business day actively at work as an employee of JPMorgan Chase or an affiliate and ending when your employment ends. This generally includes all periods of employment with JPMorgan Chase or any of the merged companies that have become part of JPMorgan Chase.
Unit	A mechanism for determining your percentage of beneficial ownership in an investment fund.

Term	Definition
Vesting	Your right or your designated beneficiary's right to receive your entire Plan account balance when your employment ends or when you reach age 59½. You're always 100% vested in (meaning you have a non-forfeitable right to) the value of your contributions — whether before-tax, Roth, or rollover — and any investment experience associated with these contributions. Automatic pay credits: You become 100% vested in the value of any automatic pay credits and any investment experience associated with these contributions after you have completed three years of total service. Matching Contributions: You become 100% vested in the value of any matching contributions and any investment experience associated with these contributions after you have completed three years of total service. Non-Matching Employer Contributions: These contributions, if any, will vest according to the schedule communicated when the contributions are granted.

Plan Administration

General Information

The following summarizes important administrative information about the 401(k) Savings Plan. **Please Note:** The Plan can be identified by a specific plan name and number, which are on file with the U.S. Department of Labor. Please see the "Plan Information Overview" below, for information on the official Plan name and number.

Plan Sponsor	JPMorgan Chase Bank, National Association 545 Washington Boulevard, 12th Floor Mail Code NY1-G120 Jersey City, NJ 07310 (Certain participating companies have adopted the 401(k) Savings Plan for their eligible employees. See "Participating Companies" on page 54 for a list of participating companies.)
Plan Year	January 1 — December 31
Plan Administrator	JPMorgan Chase & Co. U.S. Benefits Executive c/o JPMorgan Chase & Co. Benefit Claims Administrators JPMorgan Chase & Co. 545 Washington Boulevard, 12th Floor Mail Code NY1-G120 Jersey City, NJ 07310
Benefit Claims Administrator	The contact information for Benefit Claims Administrators for the 401(k) Savings Plan can be found under "Contact Information for Benefit Claims Administrators," beginning on page 58.
Plan Fiduciaries	Please see "About Plan Fiduciaries" on page 55 for information on benefits fiduciaries.
Plan Trustee for the 401(k) Savings Plan	JPMorgan Chase Bank, N.A. 545 Washington Boulevard, 12th Floor Mail Code NY1-G120 Jersey City, NJ 07310
Agent for Service of Legal Process	Legal Papers Served Tonya A Anderson 14800 Frye Rd, Floor 02 Fort Worth, TX, 76155-2732 Service of legal process may also be made upon a Plan Trustee or the Plan Administrator.
Employer Identification Number	13-4994650

Plan Information Overview

The following bullets show information for the 401(k) Savings Plan, which is governed by ERISA.

- **Plan Name:** JPMorgan Chase 401(k) Savings Plan
- **Plan Number:** 002
- **Plan Type:** Defined Contribution

- **Payment of Benefits:**
  Empower Retirement
  401(k) Savings Plan Call Center
  P.O. Box 5520
  Denver, CO 80217
- **Type of Administration:** Self-Administered/ Trustee

Participating Companies

In some cases, affiliates or subsidiaries of JPMorgan Chase have decided to participate in the 401(k) Savings Plan and offer the benefits described in this summary plan description. These affiliates or subsidiaries are referred to here as "participating companies." The list may change from time to time, and any company may end its participation in the Plan at any time.

- Bear Stearns Asset Management, Inc.
- Chase Bank USA, National Association
- Chase BankCard Services, Inc.
- eCast Settlement Corp
- FNBC Leasing Corporation
- Highbridge Capital Management
- J.P. Morgan Alternative Asset Management, Inc.
- J.P. Morgan Chase Custody Services, Inc.
- J.P. Morgan Electronic Financial Services, Inc.
- J.P. Morgan Institutional Investments, Inc.
- J.P. Morgan Investment Holdings LLC
- J.P. Morgan Investment Management Inc.
- J.P. Morgan Securities, LLC
- J.P. Morgan Treasury Technologies Corporation
- J.P. Morgan Trust Company of Delaware
- JPMorgan Chase Bank, National Association
- JPMorgan Chase Holdings LLC
- JPMorgan Distribution Services, Inc.
- Neovest, Inc.
- Paymentech, LLC
- Security Capital Research & Management, Incorporated
- WePay Inc.

Your Rights Under ERISA

The Employee Retirement Income Security Act of 1974 (ERISA) gives you certain rights and protections while you are a participant in the 401(k) Savings Plan. It is highly unlikely you will need to exercise these rights, but it is important that you be aware of what they are.

ERISA provides that all Plan participants are entitled to:

- Examine, without charge, at the office of the Plan Administrator, all plan documents governing the Plan including insurance contracts and copies of all documents filed by the plans with the U.S. Department of Labor, such as the latest annual report (Form 5500 Series).
- Obtain, upon written request to the Plan Administrator, copies of all plan documents governing the Plan and other Plan information (e.g., insurance contracts, the latest annual report (Form 5500 Series), and updated summary plan description). The Plan Administrator may make reasonable charges for the copies.
- Receive a summary of the Plan's annual financial report. (The Plan Administrator is required by law to furnish each participant with a copy of such summary report.)

Enforce Your Rights

If your claim for a benefit is denied or ignored, in whole or in part, you have the right to know why this was done, to obtain copies of documents relating to the decision free of charge, and to appeal any denial, all within certain time schedules.

Under ERISA, there are steps you can take to enforce the above rights. For instance:

- If you request a copy of the plan documents or the latest annual report from the Plan Administrator and do not receive it within 30 days, you may file suit in a U.S. federal court. In such a case, the court may require the Plan Administrator to provide the information and pay up to $110 a day until you receive the materials, unless they were not sent because of reasons beyond the control of the Plan Administrator.
- If you have a claim for benefits that is denied or ignored, in whole or in part, you may file suit in a U.S. state or federal court. In addition, if you disagree with the Plan's decision, or lack thereof, concerning the qualified status of a domestic relations order or a medical child support order, you may file suit in federal court.
- If it should happen that the Plan fiduciaries misuse the Plan's money, or if you are discriminated against for asserting your rights, you may seek assistance from the U.S. Department of Labor, or you may file suit in a U.S. federal court. The court will decide who should pay court costs and legal fees. If you are successful, the court may order the person you have sued to pay these costs and fees. If you lose, the court may order you to pay these costs and fees, for example, if it finds your claim to be frivolous.

About Plan Fiduciaries

The Plan "fiduciary" is the individual or organization responsible for Plan administration, benefit claims administration, and managing Plan assets. The Plan fiduciary has a duty to administer the Plan prudently and in the best interest of all Plan participants and beneficiaries.

Prudent Actions by Plan Fiduciaries

In addition to establishing the rights of Plan participants, ERISA imposes duties upon the people who are responsible for the operation of the Plan. Certain individuals who are responsible for the Plan are called "fiduciaries," and they have a duty to administer the Plan prudently and in the interest of you, other Plan participants, and beneficiaries. While participation in the Plan does not guarantee your right to continued employment, no one — including your employer or any other person — may terminate you or otherwise discriminate against you in any way to prevent you from obtaining your benefits or exercising your rights under ERISA.

The Plan Administrator has final fiduciary responsibility for all appeals under the 401(k) Savings Plan, although the JPMorgan Chase Qualified Plans Appeals Committee makes a recommendation to the Plan Administrator about a denied claim.

Assistance with Your Questions

If you have any questions about the 401(k) Savings Plan, you should contact the Plan Administrator or the Benefit Claims Administrator. If you have any questions about this statement or about your rights under ERISA, or if you need assistance in obtaining documents from the Plan Administrator, you should contact the nearest Regional Office of the Employee Benefits Security Administration, U.S. Department of Labor, listed in your telephone directory, or:

Division of Technical Assistance and Inquiries
Employee Benefits Security Administration
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, D.C. 20210

You may also obtain certain publications about your rights and responsibilities under ERISA by calling the publications hotline of the Employee Benefits Security Administration or by visiting www.dol.gov/ebsa.

Claiming Benefits

This section provides a comprehensive overview of the claims appeal process under the 401(k) Savings Plan. It includes detailed information about what happens at each step in the process, as well as important timing requirements.

Step 1: Filing Your Initial Claim for Benefits

An initial claim — whether related to Plan benefits, eligibility for the Plan, or how the Plan operates — must be filed in writing with the Benefit Claims Administrator no later than twelve months after the event giving rise to the claim. Please see "Contact Information for Benefit Claims Administrators" on page 58.

In general, when you file a claim for benefits, you should file your initial claim before you want to begin receiving eligible benefit payments.

Step 2: Receiving Notification from the Benefit Claims Administrator if an Initial Claim Is Denied

If an initial claim is denied, the Benefit Claims Administrator will notify you within a "reasonable" period of time, not to exceed **90 days**.

Under certain circumstances, the Benefit Claims Administrator is allowed a **90-day extension** of time to notify you of a denied benefit for matters beyond the Plan's control. If an extension is necessary because you did not submit necessary information needed to process your benefits claim, the timing for making a decision about your claim is stopped from the date the Benefit Claims Administrator sends you an extension notification until the date that you respond to the request for additional information. You generally have **45 days** from the date you receive the extension notice to send the requested information to the Benefit Claims Administrator.

What Qualifies as a "Denied Benefit"?

A "denied benefit" is any denial, reduction, or termination of a benefit, or a failure to provide or make a payment, in whole or in part, for a benefit. In addition, a benefit may be denied if you didn't include enough information with your initial claim.

The Explanation You'll Receive from the Benefit Claims Administrator in the Case of a Denied Benefit

If your initial claim is denied, the Benefit Claims Administrator is legally required to provide an explanation for the denial, which will include the following:

- The specific reason(s) for the denial;
- References to the specific Plan provisions on which the denial is based;
- A description of any additional material or information needed to process your claim and an explanation of why that material or information is necessary; and
- A description of the Plan's appeal procedures and time limits, including a statement of your right to bring a civil action under Section 502(a) of ERISA after, and if, your appeal is denied.

Step 3: Filing an Appeal to the Plan Administrator if an Initial Claim for Benefits Is Denied

If your claim is denied, you have the right to appeal the decision.

The Plan Administrator has final fiduciary responsibility for all appeals under the 401(k) Savings Plan, although the JPMorgan Chase Qualified Plans Appeals Committee makes a recommendation to the Plan Administrator about a denied claim.

If your initial claim is denied, you — or your authorized representative — may file an appeal of the decision with the Qualified Plans Appeals Committee within **60 days** following receipt of the claim denial. However, if **60 days** creates an undue hardship, please reach out to the Benefits Claim Administrator.

In your appeal, you have the right to:

- Submit written comments, documents, records, and other information relating to your claim.
- Request, free of charge, reasonable access to, and copies of, all documents, records, and other information that:
  - Was relied upon in denying the claim.
  - Was submitted, considered, or generated in the course of denying the claim, regardless of whether it was relied on in making this decision.
  - Demonstrates compliance with the administrative processes and safeguards required in denying the claim.
- A review of your claim that takes into account all comments, documents, records, and other information submitted or considered in the initial decision to deny the claim.

Step 4: Receiving Notification from the Plan Administrator If Your Appeal Is Denied

If your appeal is subsequently denied, the Plan Administrator is legally required to notify you in writing of this decision within **60 days** of receipt of the appeal.

The Plan Administrator is allowed to take **one 60-day extension** to notify you of a denied appeal for matters beyond the Plan's control. If an extension is necessary, the Plan Administrator will notify you before the end of the original notification period. This notification will include the reason(s) for the extension and the date the Plan Administrator expects to provide a decision on your appeal for the denied benefit. **Please note:** If an extension is necessary because you did not submit enough information to decide your appeal, the time frame for decisions is stopped from the date the Plan Administrator sends you an extension notification until the date that you respond to the request for additional information.

If Your Appeal is Approved

If your appeal is subsequently approved, you will be notified of the approval within a similar timeframe. In other words, you will be advised in writing of either an approval or denial within the required response period.

The Explanation You'll Receive from the Plan Administrator in the Case of a Denied Appeal

If an appeal is denied, the Plan Administrator is legally required to provide an explanation for the denial, which will include the following:

- The specific reason(s) for the denial;
- References to the specific Plan provisions on which the denial is based;
- A statement of your right to bring a civil action under Section 502(a) of ERISA;
- A statement that you're entitled to receive, upon request and free of charge, reasonable access to, and copies of, all documents, records, and other information relevant to your claim for benefits; and
- A statement describing any voluntary appeal procedures offered by the Plan and your right to obtain the information about such procedures, and a statement of your right to bring a civil action under ERISA.

Filing a Court Action if Your Appeal Is Denied

If an appeal under a plan subject to ERISA is denied (in whole or in part), you may file suit in a U.S. federal court. If you are successful, the court may order the defending person or organization to pay your related legal fees. If you lose, the court may order you to pay these fees (for example, if the court finds your claim frivolous). You may contact the U.S. Department of Labor for information about other available options.

If you bring a civil action under ERISA, you must commence the action within the earlier of (i) one year of the date of the denial of your final appeal; or (ii) three years after the date when you were otherwise eligible to file your initial claim regardless of any state or federal statutes relating to limitations of actions.

Contact Information for Benefit Claims Administrators

This section provides contact information for the 401(k) Savings Plan.

401(k) Savings Plan		
For	**Contact:**	**At:**
General Plan administration, eligibility to participate, and initial claims for benefits	401(k) Savings Plan Call Center	401(k) Savings Plan Call Center • (866) JPMC-401k ((866) 576-2401) • TTY: (800) 345-1833 If calling from outside the United States: • (303) 737-7204 Participant Services Representatives are available from 8 a.m. to 10 p.m. Eastern time, Monday through Friday, except New York Stock Exchange holidays. • Empower Retirement 401(k) Savings Plan Call Center P.O. Box 5520 Denver, CO 80217
Appeals of denied claims and eligibility	JPMorgan Chase Qualified Plans Appeals Committee	JPMorgan Chase Qualified Plans Appeals Committee JPMorgan Chase & Co. 545 Washington Boulevard, 12th Floor Mail Code NY1-G120 Jersey City, NJ 07310

Special Notice for Employees Who Have Been Rehired by JPMorgan Chase

If your employment has been reinstated with JPMorgan Chase (i.e., you have been rehired within 31 days of your termination date), your 401(k) Savings Plan contributions will automatically resume at the rate immediately preceding your termination and will be invested in accordance with the latest investment elections on file.

Please note: If you are rehired after 31 days, you will be treated as a newly hired employee for purposes of the 401(k) Savings Plan and you will be subject to automatic enrollment, unless you opt out or choose otherwise. Any prior investment elections may still be valid if either you were hired within the last two years or you maintained a Plan balance during your break in service.

Other Important Information

In addition to the details provided on other pages, below you'll find more important information. If you have any additional questions about the Plan, please contact the accessHR Contact Center.

Plan Administrator

No person or group, other than the Plan Administrator, has any authority to interpret the 401(k) Savings Plan or to make any promises to you about the 401(k) Savings Plan. The Plan Administrator has complete authority in his or her sole and absolute discretion to construe and interpret the terms of the Plan and any underlying policies and/or contracts, including eligibility to participate in the 401(k) Savings Plan.

All decisions of the Plan Administrator are final and binding upon all affected parties.

No Assignment of Benefits

The 401(k) Savings Plan described in this summary plan description is for the exclusive purpose of providing benefits to you and, in some cases, your survivors. With very limited exceptions (See "If You Become Divorced or Legally Separated" on page 43), neither you nor JPMorgan Chase can assign, transfer, or attach your benefits, or use them as collateral for a loan.

Right to Amend or Terminate

JPMorgan Chase reserves the right to amend, modify, reduce, or change the 401(k) Savings Plan, the benefits provided under the Plan (including the method of providing benefits, eligibility requirements, or to curtail or reduce future benefits), or terminate the 401(k) Savings Plan (or any/all of the benefits provided thereunder) at any time for any reason by act of the Director of Human Resources, other authorized officers, or the Board of Directors. No amendment or termination shall affect previously accrued vested benefits, rights, and features. However, amendments may include retroactive amendments to the extent allowed by law.

In accordance with the Plan and applicable law, if the Plan is terminated, all contributions to the Plan will stop and you'll be entitled to the full amount in your account as of the date of termination (adjusted for investment experience), regardless of whether you're vested at the time of termination. All of the assets on hand in the trust on the date of termination will continue to be held by the Trustee and distributed in accordance with the terms of the Plan and applicable laws.

Pension Benefit Guaranty Corporation

The 401(k) Savings Plan is a defined contribution plan. Because benefits under the Plan are fully funded, benefits are *not* insured through the Pension Benefit Guaranty Corporation (PBGC) under Title IV of ERISA because the insurance provisions are not applicable to this type of plan.

Not a Contract of Employment

Neither this summary plan description, nor the benefits described in this summary plan description, create a contract of employment or a guarantee of employment between JPMorgan Chase and any individual. Your employment is always on an at-will basis. JPMorgan Chase may terminate the employment relationship at any time.

Plan Documents Control

Your benefit as a participant in the 401(k) Savings Plan is provided under the terms of the official plan documents, trust agreements, policies, contracts, and other governing documents. This summary plan description describes the major features of the Plan but is not intended to cover every detail contained in these official plan documents. If there is a discrepancy between these official plan documents and this summary plan description, the official plan documents will govern and control. You may obtain a copy of the plan documents and information regarding the Plan Administrator by writing to:

Plan Administrator for the 401(k) Savings Plan
JPMorgan Chase & Co.
545 Washington Boulevard, 12th Floor
Mail Code NY1-G120
Jersey City, NJ 07310

Appendices

Appendix A: Heritage Bank One Plan Participants

This Appendix A applies to those individuals who were active participants in the heritage Bank One Savings and Investment Plan as of December 31, 2004. This section explains how your participation in the Bank One Savings and Investment Plan may affect certain features including spousal consent for loans, and withdrawals.

Spousal Consent

A spousal consent requirement applies to any participant or former participant in the Bank One Savings and Investment Plan as of December 31, 2004, whose administrative records indicate that spousal consent was required by the legacy plan in which they participated at the time the plan was merged into the Bank One Savings and Investment Plan.

Accordingly, if you are married and you participated in one of the plans listed below, which merged into the Bank One Savings and Investment Plan, you must have your spouse's written, notarized consent before a loan can be processed or before a withdrawal request can be approved. You will be notified if this applies to you.

- Bank One Indiana Thrift Plan a/k/a American Fletcher Thrift Plan
- First National Bank of Montrose 401(k) Employee Savings Plan
- First Commerce Bank Corporation Tax-Deferred Savings Plan
- Liberty Bancorp, Inc. Profit Sharing Salary Deferral and Stock Ownership Plan
- Parkdale Bank 401(k) Profit Sharing Plan & Trust for Employees in Parkdale, TX
- Federal Kemper Life Assurance Company Money Purchase Pension Plan
- Metropolitan Bancorp, Inc.
- The Farmer's Savings and Trust Company
- The Waverly State Bank
- Winters National Corporation

Appendix B: Bank One Supplemental Savings and Investment Plan

This Appendix B applies to those individuals who were eligible to participate in the heritage Bank One nonqualified Supplemental Savings and Investment Plan ("SSIP") prior to January 1, 2005.

NOTE: The remainder of this summary plan description does not relate to the SSIP (except the Claims Appeals Procedure, as noted below). If you have questions about the SSIP, please contact the accessHR call center.

Please note: Your SSIP benefits are considered nonqualified benefits under the Internal Revenue Code. As such, they do not offer the same tax advantages, flexibility, and protection available for qualified 401(k) Savings Plan benefits. For example, you are an unsecured creditor of JPMorgan Chase in the event of its bankruptcy or insolvency. Nonqualified plans, such as the SSIP, cannot be funded, and no assets are held in a special trust. Nor is any money set aside to pay benefits. In addition, you cannot roll over your money into another employer's qualified plan or IRA when you receive it.

Your SSIP account is a notional balance. Until distributed to you, your SSIP account cannot be anticipated, alienated, assigned or encumbered. If you become legally divorced or separated, Qualified Domestic Relations Orders are neither accepted nor applicable to your SSIP account.

Contributions

Deferrals and company matching contributions made to your SSIP account were discontinued effective, January 1, 2005.

Investing Your SSIP Account

Because the nonqualified SSIP cannot be funded, its investment choices are hypothetical. This means the value of your SSIP account is not actually invested in any funds. You will receive a rate of return based on the hypothetical investment funds which you have directed all or part of your notional account balance.

You can direct the hypothetical investment of your SSIP account balance in any one or more of the Core Funds listed under "Your Investment Fund Options" on page 19, with the following exceptions: Stable Value Fund, Emerging Market Equity Index Fund, and JPMorgan Chase Common Stock Fund. The Target Date Funds are also not an available option within the SSIP.

Transfers and Reallocations

Generally, you can transfer or reallocate your SSIP account balance among the hypothetical investment choices on a daily basis, subject to one restriction. If you transfer and/or reallocate balances out of the investment fund that hypothetically invests in international funds, you will be restricted from transferring and/or reallocating any balances back into that same fund for **30 calendar days** from the date of the initial reallocation/transfer. Please see "Limits on Reallocations/Transfers Affecting the Core Bond Fund, International Equity Funds, and Emerging Market Equity Fund" on page 24 for more information.

Withdrawals

After your employment ends, your vested balance in the SSIP will be paid to you directly as taxable income with payments commencing in January of the year following the year of your effective termination of employment. For example, with employment ending any time during 2019, payment would commence in January 2020. The default payment method for your SSIP balance is as a lump sum. **You can make an election to receive periodic installments instead of a lump sum, but you must make this election before your employment termination date.** You may elect to receive benefits in monthly, quarterly, or annual installments over a period ranging from three to 15 years. (**Please note:** Any company matching contributions that were not 100% vested as of December 31, 2004, must be paid to you as a lump sum the January of the year following the year in which you terminate employment.)

Important Note

The default payment option is a lump sum unless the installment election is on file with the recordkeeper at the time of your termination of employment.

To elect payment in installments, return a completed Withdrawal Election Form indicating this option to the Plan recordkeeper. Your completed form must be received prior to your termination date to be valid. Once your termination date is reached, you cannot change your payment method. You can obtain a Withdrawal Election Form from the Web Center or Call Center.

Keep in mind that you cannot roll over your nonqualified SSIP benefits into a qualified plan (like the 401(k) Savings Plan or another employer plan) or an IRA.

In the event that you die prior to receiving your entire SSIP balance, your beneficiary will receive your remaining balance in the form of a lump sum withdrawal as soon as administratively practicable.

Accessing Your Account

You can view your SSIP account balance and conduct transactions through the Web Center and Call Center. You will receive a separate annual account statement for your account balances in the SSIP. Annual statements are typically available at the end of January for the prior calendar year and are distributed in paper as well as being available online through the Web Center.

Statements for the quarters ending March 31, June 30, and September 30 are available through the Web Center approximately three weeks following the end of the quarter. If you are unable to access a quarterly statement online, you may request a printed copy of that statement by contacting the Call Center.

Claims Appeals Procedure

The SSIP is subject to the same claims appeals procedures described above in this summary plan description. The Benefit Claims Administrator for the SSIP is the same administrator as the 401(k) Savings Plan. Please see “Contact Information for Benefit Claims Administrators” on page 58 for more information.

Appendix C: Former Highbridge Employees

This Appendix C applies to individuals who were employed by Highbridge Capital Management LLC (or one of its subsidiaries) on April 1, 2018.

Vesting Service

Vesting service will include service from your original date of hire with Highbridge Capital Management LLC.

Withdrawals from Your Account While Employed

The Plan's minimum withdrawal requirements will not apply to the amounts transferred to the Plan as a result of the merger with the Highbridge Capital 401(k) Plan.

Eligible Compensation

Any Highbridge Capital Management LLC annual incentive compensation paid in the first quarter of the year, shall be taken into account when determining Eligible Compensation.

Appendix D: Former WePay Employees

This Appendix D applies to individuals who were employed by WePay, Inc. (or one of its subsidiaries) on May 15, 2018.

Vesting Service

Vesting service will include service from your original date of hire with WePay Inc.

Eligible Compensation

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), allowances and any retention award payments made pursuant to awards granted on October 16, 2017, if any.

Total Annual Cash Compensation

For the 2019 plan year, your Total Annual Cash Compensation is defined as your rate of base salary/regular pay (as of August 1, 2018); and any annual or non-annual cash incentive compensation (excluding retention award payments pursuant to awards granted on October 16, 2017, if any, which are payable in the future) that are paid to or deferred by you between May 15, 2018, and July 31, 2018.

For the 2020 and 2021 plan years, Total Annual Cash Compensation will be equal to your base pay rate as of each August 1, plus any annual and non-annual cash incentive compensation (excluding escrow payments as well as retention award payments made pursuant to awards granted on October 16, 2017, if any) that is paid or deferred for the previous 12-month period ending each July 31.

U.S. Benefits Program Year-End Bulletin

December 2019

The Core Medical Plan is offered to all U.S. benefits eligible employees except those residing in Arizona and Ohio.

In this Year-End Bulletin, you'll read about actions that you can take in the coming months with respect to your JPMorgan Chase benefits, including reminders about your transition to a new health care company (Aetna or Cigna) on Jan. 1, 2020, if applicable. For full details about this transition, see the **U.S. Medical Plan Transition Guide** you recently received (also available on My Health).

Please note: All actions described in this Bulletin may not apply to you, depending on the benefit plans in which you enrolled.

❐ **Now**	• If you are changing health care companies on Jan. 1, 2020: – Continue to use your UHC Medical Plan ID card and debit card (if applicable) through Dec. 31, 2019. UnitedHealthcare (UHC) will continue to process claims with dates of service prior to Jan. 1, 2020. – Continue to use your Cigna Medical Plan ID card and debit card through Dec. 31, 2019 if you elected to move to Aetna for 2020. – Submit any 2019 MRA/HCSA or DCSA claims to your 2019 health care company as soon as possible to avoid any delays in reimbursement, given the transition of funds to your new health care company. – Watch for your new 2020 Medical Plan ID card and debit card (if applicable; note: all Aetna members will receive a debit card for Jan. 1, 2020. You will not receive a new Prescription Drug ID card. • Complete Additional Wellness Activities by Dec. 31, 2019 to maximize your 2019 MRA funds. • Consider contributing to the 401(k) Savings Plan from the cash portion of your Annual Incentive Compensation paid to you in early 2020 (if any). The deadline to make or change an election is Tuesday, Dec. 31, 2019. • Verify your personal information in advance of tax season, so that your 2019 1095-C tax form (detailing your participation in the JPMC Medical Plan) and your 2019 W-2 tax forms can be prepared correctly. • If you were enrolled in the Employee Stock Purchase Plan in 2019 and received dividend income of $10 or more from Computershare, your 1099-Div or 1042-S for 2019 is available online. Access your Computershare account and the form can be found under Tax Forms and Documents.
❐ **Beginning Jan. 1, 2020**	• Begin using your new 2020 Medical Plan ID card and new debit card, if applicable. • Start participating in the Additional Wellness Activities outlined on your 2020 MRA Action Plan to maximize your MRA funds. • Watch for credits to your MRA, with your 2020 health care company, by mid-January if you (and/or your covered spouse/domestic partner) completed a Wellness Screening and Assessment by Nov. 22, 2019. • On Jan. 1, changes to the U.S. Retirement Savings Program go into effect for most employees. • 2019 W-2 Form available in mid-January. • 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 (if applicable) detailing transaction activity for 2019 (if applicable).
❐ **February 2020**	• In early February, watch for information about matching contributions credited to your 401(k) Savings Plan account, if you are eligible. • In mid February, the 1095-C tax form will be available online and will be mailed soon thereafter. • By late February, Employee Stock Purchase Plan participants should receive form 1099-B detailing stock sales completed in 2019.
❐ **March 31, 2020**	• File eligible 2019 claims for reimbursement from your MRA, HCSA or DCSA with your 2019 health care company by March 31, 2020.
❐ **April 2020**	• Watch for remaining 2019 MRA and HCSA account balances, if applicable, to automatically transfer to Aetna and Cigna (HCSA is limited to $500).

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

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RETIREMENT SAVINGS PROGRAM REMINDERS

U.S. Retirement Savings Program Changes

As a reminder, in Nov. 2018 the firm announced changes to the JPMorgan Chase U.S. Retirement Savings Program (Program) effective Jan. 1, 2020[1]:

- **401(k) Savings Plan:** Annual automatic pay credits will be made to eligible employees' 401(k) Savings Plan accounts that are equivalent to:
    - **For employees as of Dec. 31, 2018:** 3% to 5% of Eligible Compensation[2] (capped at $100,000) after one year of service.
    - **For employees hired or rehired in 2019 and beyond:** 3% of Eligible Compensation[2] (capped at $100,000) after one year of service.

  These annual credits are in addition to any matching contributions you're eligible to receive and don't require you to make any of your own contributions to the 401(k) Savings Plan. To receive the automatic pay credits, you generally must be actively employed on Dec. 31 of the plan year (similar to the 401(k) Savings Plan matching contributions provision). You will be vested in the value of any automatic pay credits after completing three years of service. The credits are posted early in the following year (for example, early 2021 for the year 2020).
- **Pension Plan:** Any existing balance in the Pension Plan will remain in that plan and continue to earn interest credits, but will no longer earn monthly pay credits of 3% to 5% (determined by years of service). Instead, these pay credits will be applied to eligible employees' 401(k) Savings Plan accounts[3].

For more information, go to me@jpmc > Benefits & Rewards > Benefits & Rewards Home > **Your Guide to Benefits (SPDs)**.

[1]For employees newly hired on or after Dec. 2, 2017, these changes went into effect Jan. 1, 2019. This allowed all JPMC retirement savings to be in one plan for these employees, versus having a second plan with a small balance. For these employees who completed one year of service on or before December 1, 2019, automatic pay credits for the 2019 year will post to their 401(k) accounts in early 2020.
[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. Eligible Compensation also does not include amounts received while on long-term disability.
[3]Participants receiving long-term disability benefits from the JPMC Long-Term Disability Plan ("LTD Plan") (or under the disability plans of heritage organizations) (collectively, the "LTD Plan") as of Dec. 31, 2019, and eligible to receive pay credits in the Retirement Plan, will receive a one-time single sum pay credit equivalent to the sum of the monthly pay credits they would have received from Jan. 1, 2020, under the terms of the Retirement Plan, had they remained disabled for the maximum period pay credits would have been made and the pay credits were not discontinued under the Retirement Plan. In no event shall this contribution exceed the limits set forth under applicable law. This single sum pay credit will be deposited effective Dec. 31, 2019, and viewable on the My Pension website in early 2020.

401(k) Savings Plan

401(k) Savings Plan 2019 matching contributions

If you're an eligible[4] plan participant, the firm will credit the 2019 annual matching contribution to your 401(k) Savings Plan account in early February 2020. You'll receive a confirmation statement in February 2020.

401(k) Savings Plan Annual Incentive Compensation election

If you're eligible for Annual Incentive Compensation[5] 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 Tuesday, Dec. 31, 2019.[6]** If you previously made an election and wish to continue that same election, no action is required on your part.

401(k) SAVINGS PLAN LEGAL LIMITS FOR 2020

The annual contribution limit under the 401(k) Savings Plan for 2020 is $19,500 (or $26,000 if you are age 50 or over). Your contributions automatically continue until you reach the annual contribution limit based on your age.

Did you contribute to another employer's 401(k) plan in 2019?

If you were hired in 2019 and you participated in another employer's 401(k) plan prior to joining JPMorgan Chase, it's your responsibility to ensure that your before-tax and Roth contributions to all plans combined don't exceed the annual $19,000 contribution limit for 2019 (or $25,000 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, 2020, by contacting the 401(k) Savings Plan Call Center. If you don't request a refund by that date, these contributions will be taxed twice. (Remember, you were automatically enrolled in the 401(k) Savings Plan if you did not take any action during the opt-out period.)

Special Award

JPMorgan Chase is providing a Special Award of $750 (not to exceed 7.5 percent of salary/regular pay or fixed pay in certain locations) to the 401(k) Savings Plan. The award will be made in late January 2020 to all eligible employees who have at least one year of service as of Dec. 31, 2019, and whose total annual cash compensation is less than $60,000 (determined as of Aug. 1, 2019).

DID YOU KNOW?

JPMorgan Chase contributed more than **$480 million** in 401(k) matching contributions and more than **$40 million** for the Special Award last year.

Important information about the 401(k) Savings Plan statement

It's easy for participants (or for employees who have not yet enrolled) to find information about the 401(k) Savings Plan online through the 401(k) Savings Plan Web Center via **My Rewards**. In addition, quarterly and annual statements are provided to help participants monitor their retirement savings. Annual statements are distributed in paper, and are also posted to the 401(k) Savings Plan Web Center. The 2019 annual statement will be mailed in mid-February 2020. Statements for the quarters ending March 31, June 30 and Sept. 30 are available online through the 401(k) Savings Plan Web Center approximately three to four weeks following quarter end. If you cannot access your statements online, or would like to receive paper copies, you may request a printed copy of those statements, at no charge, by contacting the 401(k) Savings Plan Call Center. See Who to Call With Benefits Questions, page 10.

[4] To be eligible for 2019 matching contributions, you had to have completed at least one year of service at the time of your contribution to the plan and be actively employed on Dec. 31, 2019 (certain exceptions apply). Also, your Total Annual Cash Compensation in effect for the 2019 plan year (determined as of Aug. 1, 2018) must be less than $250,000.

[5] 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).

[6] 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.

The Retirement Plan (Pension Plan)

Reminders: 2020 interest credit rate and plan changes

The Retirement Plan is a JPMorgan Chase-paid cash balance pension plan in which you were automatically enrolled if you completed one year of service as of Dec. 1, 2018. Your account grows over time through pay credits (through Dec. 31, 2019, as noted on the previous page) and interest credits. The interest credit rate for 2020 will be 4.5 percent.

Note: Employees newly hired on or after December 2, 2017, did not participate in the Pension Plan. Instead, they accrued automatic pay credits in the 401(k) Savings Plan after one year of service, as described on page 2.

Note: *If you have a prior WaMu Plan account balance, which is part of the JPMorgan Chase Retirement Plan, it will continue to receive the WaMu Plan's interest credit rate. The WaMu Plan interest credit rate is the average annual interest rate on 30-year Treasury bonds for business days in November of the previous calendar year, with a minimum annual interest credit rate of three percent. The 2020 WaMu Plan interest credit rate is 3 percent.*

For information about the Retirement Savings Plan, go to me@jpmc > Benefits & Rewards > **Retirement Savings**.

DEFERRED COMPENSATION PROGRAM[7] REMINDER

Transition to Newport Group as of Nov. 1, 2019

As a reminder, on Nov. 1, 2019, Newport Group became the new administrator for the Deferred Compensation Program. As a result:

- The Deferred Compensation Web Center has a new look and feel
- Participants now have the ability to generate on-demand statements at any time, for any selected time period (from Nov. 1, 2019, and forward)
- The Deferred Compensation Call Center has expanded hours of 8 a.m. to 8 p.m. Eastern time, Monday through Friday, except certain U.S. holidays.

There were no changes to the Program, participant account elections or investment alternatives as a result of the transition.

[7] Deferred Compensation Program includes the JPMorgan Chase & Co. 2005 Deferred Compensation Plan, Deferred Compensation Program of JPMorgan Chase & Co., Bank One Deferred Compensation Plan, Bear Stearns Companies Inc. AE Investment and Deferred Compensation Plan and Paymentech Deferred Compensation Plan.

Medical Reimbursement Account

If you completed both Initial Wellness Activities (the Wellness Screening **and** Wellness Assessment) **by Nov. 22, 2019**, you will **earn** $200 in your 2020 MRA and **save** $500 in your 2020 medical payroll contributions[8]. You will earn an additional $100 in your 2020 MRA and save an additional $500 in your 2020 medical payroll contributions[8] if your covered spouse/domestic partner also completed both activities by Nov. 22, 2019. These amounts for completing the Initial Wellness Activities will be credited to your MRA – administered by your 2020 health care company, Aetna or Cigna – by mid-January 2020.

Maximize your 2019 MRA funds

If you have not yet earned the maximum funds in your MRA for **2019,** you may still have time to complete the Additional Wellness Activities by Dec. 31, 2019. You have the opportunity to earn up to a total of $1,000 in **2019 MRA** funds (or $1,400 if your covered spouse/domestic partner also participates) if you are enrolled in the JPMorgan Chase Medical Plan. As a reminder, any unused 2019 MRA funds will automatically carry over into 2020 as long as you remain employed. For information on what activities you can still do to earn 2019 MRA funds, go to My Health and see the **2019 MRA Action Plan** and **My 2019 MRA Additional Wellness Activities**.

Transition of your 2019 MRA to your 2020 health care company

Any amounts remaining in your 2019 MRA after 2019 claims processing, ending March 31, 2020, will automatically transfer to your new health care company – Aetna or Cigna – and be available to you by the end of April.

Maximize your 2020 MRA funds

Between Jan. 1 – Dec. 31, 2020, you have the opportunity to earn up to $800 when you complete Additional Wellness Activities throughout the year. Plus, if you cover a spouse/domestic partner, you can earn up to $300 when they complete Additional Wellness Activities in 2020. Combined with your earnings for completing a Wellness Screening and Assessment by Nov. 22, 2019 ($200 for you; $100 for your covered spouse/domestic partner), your 2020 MRA balance could be up to $1,400. See the 2020 MRA Action Plan available on My Health.

Don't Forget!

Complete Additional Wellness Activities by Dec. 31, 2019 to maximize funds in your 2019 MRA.

2020 Cost for Medical Coverage[8]

The 2020 costs for JPMorgan Chase Medical Plan coverage, which were displayed on the Benefits Web Center during Annual Benefits Enrollment, assumed that you (and your covered spouse/domestic partner) would complete a biometric Wellness Screening and online Wellness Assessment between Jan. 1 and Nov. 22, 2019. Starting in January 2020, your 2020 medical payroll contributions will initially reflect these savings. If you and/or your covered spouse/domestic partner did **not** complete both activities by Nov. 22, 2019, your medical payroll contributions[8] will increase in March 2020 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 2020 through December 2020.

Not enrolled in the JPMorgan Chase Medical Plan?

If you completed both a Wellness Screening and Assessment between January 1 and November 22, 2019, you will earn $200 in 2020 Wellness Rewards, to be reflected in your January 2020 pay (and reported as taxable income). You can earn up to $400 in 2020 Wellness Rewards when you complete Additional Wellness Activities in 2020. Wellness Rewards are not available to spouse/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?

[8] *Employees and/or their covered spouse/domestic partner who become eligible for benefits coverage after Sept. 1, 2019 and all InstaMed employees, have from their coverage effective date until Nov. 20, 2020 to complete a Wellness Screening and Wellness Assessment to earn 2020 Initial Wellness Rewards. Employees who are newly eligible for coverage after Sept. 1, 2019 and InstaMed employees will automatically pay the reduced medical payroll contributions for 2019 and 2020.*
If an employee is on an approved leave of absence for 45 consecutive days between Sept. 1, 2019 and Nov. 22, 2019, they will automatically save $500 in 2020 medical payroll contributions, or $1,000 if they cover a spouse or domestic partner. Other provisions of the Medical Plan and Wellness Program will continue to apply, including the opportunity to earn MRA funds by completing wellness activities.

Health Care Spending Account and Dependent Care Spending Account Reminders

- If you enrolled in the JPMorgan Chase Medical Plan, your health care company (Aetna or Cigna) is the administrator of your JPMorgan Chase Health Care Spending Account (HCSA) and Dependent Care Spending Account (DCSA) – as well as your Medical Reimbursement Account (MRA).
- If you did not enroll in the JPMorgan Chase Medical Plan, Cigna will be the administrator of your HCSA and your DCSA – as well as your Wellness Rewards program.
- You have until March 31, 2020 to file HCSA and DCSA claims for expenses incurred during 2019. You should file these claims with your 2019 account administrator as soon as possible.
- With the DCSA, you will forfeit any remaining account balance if you don't use it for eligible expenses incurred during the plan year (Jan. 1 – Dec. 31, 2019).
- With the HCSA:
  - Up to $500 of your unused **2019** balance will automatically carry over to your 2020 health care company (this same carryover amount will be allowed at the end of each year into the following year).
  - Your 2019 balance will be used to pay any claims with dates of service in 2019 that are received by *your 2019 health care company* in early 2020 through your HCSA claims filing deadline (March 31, 2020). Balances over $500 will be forfeited after this deadline to comply with IRS regulations. In early April 2020, up to $500 of any available remaining balance will be transferred to your 2020 health care company and may then be used to pay any claims incurred during 2020.
  - If you did not elect to contribute to the HCSA for 2020, any unused amount under $25 will be forfeited.

Claims filing deadlines for 2019 JPMorgan Chase benefits

Claim forms are available online via **My Health**. Or, you can contact your 2019 plan administrator/insurance carrier directly for a claim form.

Benefit Plan	2019 Claims Filing Deadline
Medical (including MRA), Prescription Drug, Dental, Vision, Group Legal Services	Dec. 31, 2020.
Health Care Spending Account, Dependent Care Spending Account	March 31, 2020. File these claims with your 2019 health care company. Remember, MRA funds will be used **first** before HCSA funds for any out-of-pocket eligible medical and prescription drug expenses.
Transportation Spending Accounts—Parking Account	180 days (six months) following the end of any particular month that you participated in the Parking "Pay Me Back"* Account.

2020 Transportation Spending Accounts Limits

The monthly Transportation Spending Accounts before-tax limits for 2020 will be:

Transit: $270
Parking: $270

**Generally, the "Pay Me Back" feature applies only to the Parking Account.*

Health care cards

Medical

If Aetna is your health care company for 2020, you'll receive a new Medical ID card in your home mail in mid/late December 2019. If you are new to Cigna for 2020, you'll receive a new Medical ID card in your home mail by late December 2019 If you're remaining with Cigna from 2019 to 2020, you'll keep your current Medical ID card.

Prescription drug

If you newly enrolled in the 2020 JPMC Medical Plan, you will receive a Prescription Drug Plan ID card from CVS Caremark; otherwise, you will keep your current card.

Debit card

If you've enrolled with Aetna for 2020, you'll receive a new debit card for the MRA and Health Care Spending Account (if applicable). If you've enrolled with Cigna for 2020, you'll receive a new debit card if you newly-elected Cigna and/or newly-elected the debit card payment option. If you are not enrolled in the JPMC Medical Plan, your spending account debit card will be issued by Cigna.

If you currently have a 2019 debit card and are changing health care companies on Jan. 1, 2020, that debit card will stop working after Dec. 31, 2019. For more details, please see the **U.S. Medical Plan Transition Guide** found on My Health.

For more information about paying your expenses with your MRA/HCSA, read the tip sheet found here: My Health > Benefits Enrollment > 2020 Benefits Resources > Spending your MRA and HCSA: Automatic Claim Payment and Debit Card.

IRS maximum for employer-provided child care benefits

The Internal Revenue Service (IRS) limits employer provided, tax-free child care benefits to $5,000 per family per year. This limit includes the value of the DCSA contributions and the value of the use of the back-up child care program. Highly compensated employees, defined as those whose compensation reflected on their 2019 W-2 form is $125,000 or more, are subject to a lower tax-free child care limit and will be contacted directly if they participate in the DCSA. The value of the Back-up Child Care Program benefit is determined by calculating the difference between the Fair Market Value (FMV) of one day of care and the co-pay. The firm has determined the FMV of a day of back-up child care to be $60. Any amount over the tax-free limit will be considered imputed income and tax will be owed on that amount.

> If you would like to change your DCSA contributions to avoid going over the IRS limit for 2020, you may make a change to your election **by Dec. 31, 2019** through the accessHR Benefits Contact Center.

Group Personal Excess Liability Plan

If you enrolled in the Group Personal Excess Liability Plan for 2020, you'll receive your *Coverage Summary Certificate* by email from JPMCLiabilityInsuranceCertificate@ajg.com. If you do not receive this email by mid January, please contact Arthur J. Gallagher Risk Management Services, Inc., the plan administrator, at 1-866-631-4630, Monday through Friday, from 9 a.m. to 5 p.m. ET, except certain holidays. If you do not have a corporate email address, a certificate will be mailed to your home address.

BENEFICIARIES

You are encouraged to review your beneficiary designations on a regular basis and 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.

If you wish to name your domestic partner as your beneficiary, you must submit an online beneficiary designation form. See the SPD for more details.

Your vested account balances under the 401(k) Savings Plan and the Retirement Plan will automatically be paid to your spouse[9] 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 (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).

For more information, please refer to the respective sections of *Your Guide to Benefits at JPMorgan Chase* (Summary Plan Descriptions) available on me@jpmc > Benefits & Rewards > Benefits & Rewards Home > **Your Guide to Benefits (SPDs)**.

UPDATE YOUR PERSONAL INFORMATION

Qualified status changes during the year

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

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)[10].

For additional information, go to My Health > Benefits Enrollment > 2020 Benefits Resources > **Benefits Status Change Guide** or consult the Summary Plan Descriptions available on My Health > Benefits Enrollment > 2020 Benefits Resources > **Benefit Plans Details (Summary Plan Descriptions)**. 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 online via My Health > Benefits Enrollment > 2020 Benefits Resources > **Dependent Eligibility Requirements** tip sheet.

IMPORTANT!

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. Please see the 2020 Dependent Eligibility Requirements tip sheet mentioned above.

Verify your personal information

In advance of tax season, make sure that your personal information is accurate on JPMorgan Chase systems so that your 2019 W-2 tax forms can be prepared correctly. Please be sure to verify your name, home address and marital status on **My Personal Profile** (https://mpp.jpmchase.net). 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 the accessHR Benefits Contact Center. Changes must be received by Dec. 31, 2019, 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 My Personal Profile > 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 2020.

Update your dependents' Social Security number

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

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

- 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 the accessHR Benefits Contact Center.

[10]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 accessHR Benefits Contact Center.

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 2019. This Form 1095-C will be sent to you by January 31, 2020. Please allow seven to ten business days for delivery. Alternatively, if you'd like to receive your Form 1095-C online, go to **My Health** > **Benefits Web Center** where you will be able enroll in electronic delivery.

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

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

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 Summary Plan Descriptions. Please retain this information for your records.

WHO TO CALL WITH BENEFITS QUESTIONS

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

For questions about your: • **JPMC Medical Plan** • **Online Wellness Assessment** (Cigna for everyone) • **Medical Reimbursement Account (MRA)** • **Health Care Spending Account (HCSA)*** • **Dependent Care Spending Account (DCSA)*** • **Nurseline** (for health-related inquiries)	
Aetna	1-800-468-1266; 8 a.m. to 8 p.m., all time zones, Mon. – Fri.
Cigna	1-800-790-3086; 24/7
UHC (for 2019 coverage and claims)	1-800-272-8970; 8 a.m. to 8 p.m., all time zones, Mon. – Fri. (Nurses available 24/7 – just say "speak to a nurse.")
For additional help when working with your health care company about: • **Claims** • **Health-related inquiries** • **Health care reform**	
Health Advocate	1-866-611-8298; 8 a.m. to 9 p.m. ET, Mon. – Fri.; Email: answers@HealthAdvocate.com
For Expert Medical Advice, including an expert medical second opinion on a documented diagnosis, treatment decision support and additional services:	
Grand Rounds	1-888-868-4693; 8 a.m. to 9 p.m., ET, Mon. – Fri.
For questions about fertility benefits:	
WINFertility	1-833-439-1517; 9 a.m. – 7:30 p.m., ET, Mon – Fri.
For questions about your prescription drug coverage under the JPMC Medical Plan	
CVS Caremark	1-866-209-6093; 24/7 (TDD assistance: 1-800-863-5488)
For questions about your Dental option	
MetLife (PDP option)	1-888-673-9582; 8 a.m. to 11 p.m. ET, Mon. – Fri.
Aetna for (DMO option)	1-800-843-3661; 8 a.m. to 6 p.m. ET, Mon. – Fri.
Cigna for (DHMO option)	1-800-790-3086; 9 a.m. to 11 p.m. ET, Mon. – Fri. (all other times a non-dedicated service representative will answer your call)
For questions about your Vision Plan	
EyeMed	1-833-279-4363; 7:30 a.m. to 11 p.m., ET, Mon. – Fri. (11 a.m. to 8 p.m., ET, Sun.)
For questions about your Transportation (Transit/Parking) Spending Account (TSA)	
Wageworks	1-877-924-3967; 8 a.m. to 8 p.m. ET, Mon. – Fri. (except certain U.S. holidays)
For questions about: • **Enrollment and general benefits** • **Life, Accidental Death and Dismemberment (AD&D) and Long Term Insurance** • **Increasing or decreasing your Employee Stock Purchase Plan contributions**	
accessHR Contact Center	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 your Employee Stock Purchase Plan account at Computershare:	
Stock Programs Call Center at Computerhare	1-800-982-7089 **(**1-201-680-6862 if calling from outside the United States); 3 a.m. to 9 p.m. ET, Mon.– Fri.
For questions about retirement savings: • **401(k) Savings Plan** • **Retirement Plan (pension)**	
Retirement Savings	me@jpmc > Benefits & Rewards > Retirement Savings > 401(k) and Pension Contact Information

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

APPENDIX

Summary Plan Description (SPD) Updates and Information

For benefits plan details, see **Your Guide to Benefits (SPDs)** available on me@jpmc > Benefits & Rewards > Benefits & Rewards Home > Your Guide to Benefits (SPDs).

This U.S. Benefits Year-End Bulletin (2019) can be found on this site under About This Guide.

Medical Plan Changes

Health Care Company Changes

Aetna and Cigna have been chosen as our health care companies for the JPMorgan Chase U.S. Medical Plan effective January 1, 2020. UnitedHealthcare (UHC) will no longer be offered. (Update to the JPMorgan Chase Medical Plan SPD.)

Employees living in Arizona and Ohio who enrolled for medical coverage will participate in the new Simplified Medical Plan and Wellness Program, effective January 1, 2020. (See The Simplified Medical Plan for Arizona and Ohio 2020.)

In November 2019, Haven started offering a new primary care pilot in conjunction with Central Ohio Primary Care (COPC) to a select group of JPMorgan Chase employees and families based in the Columbus, Ohio area. The objective of the pilot is to identify ways to improve the ability of primary care practitioners to deliver better outcomes, patient experience, and costs through data and technology.

Infertility Benefit Clarifications

The lifetime maximum for medical and prescription drugs under the infertility benefit accounts for charges paid by the plan. Your out-of-pocket expenses (deductible and coinsurance/copayment) are not included in the lifetime maximums.

Fertility Benefit Changes

If you use a provider outside of WIN's network, you must pay for expenses upfront and file for reimbursement. You will have six month from the date you incurred the claim to file for reimbursement. (Update to The Medical Plan.)

Hearing Aid Benefit Changes

You will be subject to out-of-network pricing if you visit an out-of-network provider/DME equipment provider. Hearing aids do not need to be prescribed by an in-network provider or obtained from an in-network Durable Medical Equipment (DME) provider in order to be considered a covered, eligible charge. (Update to The Medical Plan.)

Cognitive Therapy Changes

Cognitive therapy is limited to 60 visits per year. (Update to the Medical Plan.)

Mental Health Changes

Mental health care or benefits, in accordance with the Mental Health Parity and Addiction Equity Act, are items or services for mental health or substance use disorder conditions, as determined solely within the discretion of the plan administrator, consistent with generally recognized independent standards of current medical practice. Conditions affecting physical health that are related to a mental health condition or substance use disorder are medical/surgical benefits rather than mental health care benefits under the Medical Plan. (Update to The Medical Plan.)

Deductible Clarification

For in- and out-of-network deductibles, the "per person" rule allows the employee or any covered dependent(s) [e.g., spouse/domestic partner or child] to reach an individual deductible, after which the deductible is satisfied for the year for that person. Covered individuals who have not met the deductible may combine to meet the remainder of the deductible for that particular coverage level. Note: Your deductible can be 'reset' back to the employee "per person" amount if you add or remove dependents, etc. (Update to the Medical Plan)

Medical Reimbursement Account and Spending Accounts Changes

Your Medical Reimbursement Account (MRA), Health Care Spending Account (HCSA) and Dependent Care Spending Account (DCSA) will be managed by the health care company you choose for 2020 — either Aetna or Cigna. Note that if you are not enrolled in a JPMorgan Chase Medical Plan, Cigna will administer your HCSA/DCSA.

Company-Subsidized COBRA Coverage Changes

For COBRA purposes, your Total Annual Cash Compensation (TACC), as defined by the Plan, is frozen as of the last day of active employment with JPMorgan Chase.

Retirement Savings Program Changes

401(k) Savings Plan Changes

Effective as of January 1, 2019, the Plan permits hardship distributions for expenses and losses (including loss of income) incurred by an account of a disaster declared by the Federal Emergency Management Agency (“FEMA”) under the Robert T. Stafford Disaster Relief and Emergency Assistance Act, provided the Participant’s principal residence or principal place of employment at the time of the disaster was located in an area designated by FEMA for individual assistance with respect to the disaster.

Retirement Plan Changes

Effective as of January 1, 2020, any Cazenove Participant who commences benefits after this date, will have their Temporary Retirement Benefit Supplement automatically adjusted on May 1 of each year using the Mercer National Survey of Employer-Sponsored Health Plans (“Mercer Trend Factor”). All prior adjustments for those who have yet to commence benefits shall be recalculated using the Mercer Trend Factor.

U.S. Benefits Program Year-End Bulletin

December 2019

The Simplified Medical Plan is offered to all U.S. benefits-eligible employees residing in Arizona and Ohio.

In this Year-End Bulletin, you'll read about actions that you can take in the coming months with respect to your JPMorgan Chase benefits, including reminders about your transition to the Simplified Medical Plan and to a new health care company (Aetna or Cigna) on Jan. 1, 2020, if applicable. For full details about this transition, see the **U.S. Medical Plan Transition Guide** you recently received (also available on My Health).

Please note: All actions described in this Bulletin may not apply to you, depending on the benefit plans in which you enrolled.

❒ **Now**	• If you are changing health care companies on Jan. 1, 2020: – Continue to use your UHC Medical Plan ID card and debit card (if applicable) through Dec. 31, 2019. UnitedHealthcare (UHC) will continue to process claims with dates of service prior to Jan. 1, 2020. – Continue to use your Cigna Medical Plan ID card and debit card through Dec. 31, 2019 if you elected to move to Aetna. – Submit any 2019 MRA/HCSA or DCSA claims to your 2019 health care company as soon as possible to avoid any delays in reimbursement, given the transition of funds to your new health care company. • Watch for your new 2020 Medical Plan ID card and debit card (if applicable). You will not receive a new Prescription Drug ID card. • For the Simplified Wellness Program, register on the Virgin Pulse Portal and see which path you've been assigned to (A or B), based on the results of your Wellness Screening. Go to My Health > Wellness Activities & Services > 2020 Wellness Activities. You'll need to create a user name and password with Virgin Pulse. Your covered spouse/domestic partner will need to create their own user name and password with Virgin Pulse (accessed via myhealth.jpmorganchase.com). • If you (and/or your covered spouse/domestic partner) **did not** complete a biometric Wellness Screening by Nov. 22, 2019, **ACT NOW** and access the Wellness Screening Portal on My Health to view your Wellness Screening options. You should complete your Wellness Screening as soon as possible to be assigned a path, register and to get ready to earn money in your MRA starting Jan. 1, 2020. • Review the 2020 Simplified MRA Action Plan on My Health and follow the instructions along your path (A or B). There are actions you need to take now so you're ready to start earning MRA funds in January 2020. • Complete Additional Wellness Activities by Dec. 31, 2019 to maximize your 2019 MRA funds. • Consider contributing to the 401(k) Savings Plan from the cash portion of your Annual Incentive Compensation paid to you in early 2020 (if any). The deadline to make or change an election is Tuesday, Dec. 31, 2019. • Verify your personal information in advance of tax season, so that your 2019 1095-C tax form (detailing your participation in the JPMC Medical Plan) and your 2019 W-2 tax forms can be prepared correctly. • If you were enrolled in the Employee Stock Purchase Plan in 2019 and received dividend income of $10 or more from Computershare, your 1099-Div or 1042-S for 2019 is available online. Access your Computershare account and the form can be found under Tax Forms and Documents.
❒ **Beginning Jan. 1, 2020**	• Begin using your new 2020 Medical Plan ID card and new debit card, if applicable. • Start participating in the Additional Wellness Activities outlined on your 2020 Simplified MRA Action Plan to maximize your MRA funds. • Watch for credits to your MRA with your 2020 health care company by mid-January if you (and/or your covered spouse/domestic partner) completed a Wellness Screening and Assessment by Nov. 22, 2019. • On Jan. 1, changes to the U.S. Retirement Savings Program go into effect for most employees. • 2019 W-2 Form available in mid-January. • 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 (if applicable) detailing transaction activity for 2019 (if applicable).

❒ **February 2020**	• In early February, watch for information about matching contributions credited to your 401(k) Savings Plan account, if you are eligible. • In mid February, the 1095-C tax form will be available online and will be mailed soon thereafter. • By late February, Employee Stock Purchase Plan participants should receive form 1099-B detailing stock sales completed in 2019.
❒ **March 31, 2020**	• File eligible 2019 claims for reimbursement from your MRA, HCSA or DCSA with your 2019 health care company by March 31, 2020
❒ **April 2020**	• Watch for remaining 2019 MRA and HCSA account balances, if applicable, to automatically transfer to Aetna and Cigna (HCSA is limited to $500).

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

RETIREMENT SAVINGS PROGRAM REMINDERS

U.S. Retirement Savings Program Changes

As a reminder, in Nov. 2018 the firm announced changes to the JPMorgan Chase U.S. Retirement Savings Program (Program) effective Jan. 1, 2020[1]:

- **401(k) Savings Plan:** Annual automatic pay credits will be made to eligible employees' 401(k) Savings Plan accounts that are equivalent to:
    - **For employees as of Dec. 31, 2018:** 3% to 5% of Eligible Compensation[2] (capped at $100,000) after one year of service.
    - **For employees hired or rehired in 2019 and beyond:** 3% of Eligible Compensation[2] (capped at $100,000) after one year of service.

  These annual credits are in addition to any matching contributions you're eligible to receive and don't require you to make any of your own contributions to the 401(k) Savings Plan. To receive the automatic pay credits, you generally must be actively employed on Dec. 31 of the plan year (similar to the 401(k) Savings Plan matching contributions provision). You will be vested in the value of any automatic pay credits after completing three years of service. The credits are posted early in the following year (for example, early 2021 for the year 2020).
- **Pension Plan:** Any existing balance in the Pension Plan will remain in that plan and continue to earn interest credits, but will no longer earn monthly pay credits of 3% to 5% (determined by years of service). Instead, these pay credits will be applied to eligible employees' 401(k) Savings Plan accounts[3].

For more informa
tion, go to me@jpmc > Benefits & Rewards > Benefits & Rewards Home > **Your Guide to Benefits (SPDs)**.

401(k) Savings Plan

401(k) Savings Plan 2019 matching contributions

If you're an eligible[4] plan participant, the firm will credit the 2019 annual matching contribution to your 401(k) Savings Plan account in early February 2020. You'll receive a confirmation statement in February 2020.

401(k) Savings Plan Annual Incentive Compensation election

If you're eligible for Annual Incentive Compensation[5] 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 Tuesday, Dec. 31, 2019*[6]***. If you previously made an election and wish to continue that same election, no action is required on your part.

401(k) SAVINGS PLAN LEGAL LIMITS FOR 2020
The annual contribution limit under the 401(k) Savings Plan for 2020 is $19,500 (or $26,000 if you are age 50 or over). Your contributions automatically continue until you reach the annual contribution limit based on your age.

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[1] For employees newly hired on or after Dec. 2, 2017, these changes went into effect Jan. 1, 2019. This allowed all JPMC retirement savings to be in one plan for these employees, versus having a second plan with a small balance. For these employees who completed one year of service on or before December 1, 2019, automatic pay credits for the 2019 year will post to their 401(k) accounts in early 2020.

[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. Eligible Compensation also does not include amounts received while on long-term disability.

[3] Participants receiving long-term disability benefits from the JPMC Long-Term Disability Plan ("LTD Plan") (or under the disability plans of heritage organizations) (collectively, the "LTD Plan") as of Dec. 31, 2019, and eligible to receive pay credits in the Retirement Plan, will receive a one-time single sum pay credit equivalent to the sum of the monthly pay credits they would have received from Jan. 1, 2020, under the terms of the Retirement Plan, had they remained disabled for the maximum period pay credits would have been made and the pay credits were not discontinued under the Retirement Plan. In no event shall this contribution exceed the limits set forth under applicable law. This single sum pay credit will be deposited effective Dec. 31, 2019, and viewable on the My Pension website in early 2020.

[4] To be eligible for 2019 matching contributions, you had to have completed at least one year of service at the time of your contribution to the plan and be actively employed on Dec. 31, 2019 (certain exceptions apply). Also, your Total Annual Cash Compensation in effect for the 2019 plan year (determined as of Aug. 1, 2018) must be less than $250,000.

[5] 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).

[6] 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.

Did you contribute to another employer's 401(k) plan in 2019?

If you were hired in 2019 and you participated in another employer's 401(k) plan prior to joining JPMorgan Chase, it's your responsibility to ensure that your before-tax and Roth contributions to all plans combined don't exceed the annual $19,000 contribution limit for 2019 (or $25,000 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, 2020, by contacting the 401(k) Savings Plan Call Center. If you don't request a refund by that date, these contributions will be taxed twice. (Remember, you were automatically enrolled in the 401(k) Savings Plan if you did not take any action during the opt-out period.)

Special Award

JPMorgan Chase is providing a Special Award of $750 (not to exceed 7.5 percent of salary/regular pay or fixed pay in certain locations) to the 401(k) Savings Plan. The award will be made in late January 2020 to all eligible employees who have at least one year of service as of Dec. 31, 2019, and whose total annual cash compensation is less than $60,000 (determined as of Aug. 1, 2019).

DID YOU KNOW?
JPMorgan Chase contributed more than **$480 million** in 401(k) matching contributions and more than **$40 million** for the Special Award last year.

Important information about the 401(k) Savings Plan statement

It's easy for participants (or for employees who have not yet enrolled) to find information about the 401(k) Savings Plan online through the 401(k) Savings Plan Web Center via **My Rewards**. In addition, quarterly and annual statements are provided to help participants monitor their retirement savings. Annual statements are distributed in paper, and are also posted to the 401(k) Savings Plan Web Center. The 2019 annual statement will be mailed in mid-February 2020. Statements for the quarters ending March 31, June 30 and Sept. 30 are available online through the 401(k) Savings Plan Web Center approximately three to four weeks following quarter end. If you cannot access your statements online, or would like to receive paper copies, you may request a printed copy of those statements, at no charge, by contacting the 401(k) Savings Plan Call Center. See Who to Call With Benefits Questions, page 10.

The Retirement Plan (Pension Plan)

Reminders: 2020 interest credit rate and plan changes

The Retirement Plan is a JPMorgan Chase-paid cash balance pension plan in which you were automatically enrolled if you completed one year of service as of Dec. 1, 2018. Your account grows over time through pay credits (through Dec. 31, 2019, as noted on the previous page) and interest credits. The interest credit rate for 2020 will be 4.5 percent.

Note: Employees newly hired on or after Dec. 2, 2017, did not participate in the Pension Plan. Instead, they accrued automatic pay credits in the 401(k) Savings Plan after one year of service, as described on page 3.

Please Note: *If you have a prior WaMu Plan account balance, which is part of the JPMorgan Chase Retirement Plan, it will continue to receive the WaMu Plan's interest credit rate. The WaMu Plan interest credit rate is the average annual interest rate on 30-year Treasury bonds for business days in November of the previous calendar year, with a minimum annual interest credit rate of three percent. The 2020 WaMu Plan interest credit rate is 3 percent.*

For information about the Retirement Savings Plan, go to me@jpmc > Benefits & Rewards > **Retirement Savings**.

DEFERRED COMPENSATION PROGRAM[7] REMINDER

Transition to Newport Group as of Nov. 1, 2019

As a reminder, on Nov. 1, 2019, Newport Group became the new administrator for the Deferred Compensation Program. As a result:

- The Deferred Compensation Web Center has a new look and feel
- Participants now have the ability to generate on-demand statements at any time, for any selected time period (from Nov. 1, 2019, and forward)
- The Deferred Compensation Call Center has expanded hours of 8 a.m. to 8 p.m. Eastern time, Monday through Friday, except certain U.S. holidays.

There were no changes to the Program, participant account elections or investment alternatives as a result of the transition.

[7] Deferred Compensation Program includes the JPMorgan Chase & Co. 2005 Deferred Compensation Plan, Deferred Compensation Program of JPMorgan Chase & Co., Bank One Deferred Compensation Plan, Bear Steams Companies Inc. AE Investment and Deferred Compensation Plan and Paymentech Deferred Compensation Plan.

Medical Reimbursement Account

If you completed both Initial Wellness Activities (the Wellness Screening **and** Wellness Assessment) **by Nov. 22, 2019**, you will **earn** $100 in your 2020 MRA and **save** $500 in your 2020 medical payroll contributions[8]. You will earn an additional $50 in your 2020 MRA and save an additional $500 in your 2020 medical payroll contributions[8] if your covered spouse/domestic partner also completed both activities by Nov. 22, 2019. These amounts for completing the Initial Wellness Activities will be credited to your MRA – administered by your 2020 health care company, Aetna or Cigna – by mid-January 2020.

Maximize your 2019 MRA funds

If you have not yet earned the maximum funds in your MRA for **2019,** you may still have time to complete the Additional Wellness Activities by Dec. 31, 2019. You have the opportunity to earn up to a total of $1,000 in **2019 MRA** funds (or $1,400 if your covered spouse/domestic partner also participates) if you are enrolled in the JPMorgan Chase Medical Plan. As a reminder, any unused 2019 MRA funds will automatically carry over into 2020 as long as you remain employed. For information on what activities you can still do to earn 2019 MRA funds, go to My Health and see the **2019 MRA Action Plan** and **My 2019 MRA Additional Wellness Activities**.

Transition of your 2019 MRA to your 2020 health care company

Any amounts remaining in your 2019 MRA after 2019 claims processing, ending March 31, 2020, will automatically transfer to your new health care company – Aetna or Cigna – and be available to you by the end of April.

Maximize your 2020 MRA funds

Between Jan. 1 – Dec. 31, 2020, 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 in 2020. Combined with your earnings for completing a Wellness Screening and Assessment by Nov. 22, 2019 ($100 for you; $50 for your covered spouse/domestic partner), your 2020 MRA balance could be up to $1,110. See the 2020 Simplified MRA Action Plan available on My Health.

Act Now! If you completed a biometric Wellness Screening by Nov. 22, 2019, register on the Virgin Pulse Portal and see which path you've been assigned to (A or B). Go to My Health > Wellness Activities & Services > 2020 Wellness Activities. You'll need to create a user name and password. Your covered spouse/domestic partner will need to create their own user name and password. **Note:** You and/or your covered spouse/domestic partner must complete a Wellness Screening in order to participate in Additional Wellness Activities. Access the Wellness Screening Portal on My Health to view your Wellness Screening options.

Don't Forget!

Complete Additional Wellness Activities by Dec. 31, 2019 to maximize funds in your 2019 MRA.

2020 Cost for Medical Coverage[8]

The 2020 costs for JPMorgan Chase Medical Plan coverage, which were displayed on the Benefits Web Center during Annual Benefits Enrollment, assumed that you (and your covered spouse/domestic partner) would complete a biometric Wellness Screening and online Wellness Assessment between Jan. 1 and Nov. 22, 2019. Starting in January 2020, your 2020 medical payroll contributions will initially reflect these savings. If you and/or your covered spouse/domestic partner did **not** complete both activities by Nov. 22, 2019, your medical payroll contributions[8] will increase in March 2020 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 2020 through December 2020.

Not enrolled in the JPMorgan Chase Medical Plan?

If you completed both a Wellness Screening and Assessment between January 1 and November 22, 2019, you will earn $100 in 2020 Wellness Rewards, to be reflected in your January 2020 pay (and reported as taxable income). You are not eligible to earn Wellness Rewards for participating in Additional Wellness Activities during 2020. View your Wellness Rewards balances and Wellness Activities by visiting My Health > Not enrolled in JPMC Medical?

[8] *Employees and/or their covered spouse/domestic partner who become eligible for benefits coverage after Sept. 1, 2019 and all InstaMed employees, have from their coverage effective date until Nov. 20, 2020 to complete a Wellness Screening and Wellness Assessment to earn 2020 Initial Wellness Rewards. Employees who are newly eligible for coverage after Sept. 1, 2019 and InstaMed employees will automatically pay the reduced medical payroll contributions for 2019 and 2020.*
If an employee is on an approved leave of absence for 45 consecutive days between Sept. 1, 2019 and Nov. 22, 2019, they will automatically save $500 in 2020 medical payroll contributions, or $1,000 if they cover a spouse or domestic partner. Other provisions of the Medical Plan and Wellness Program will continue to apply, including the opportunity to earn MRA funds by completing wellness activities.

Health Care Spending Account and Dependent Care Spending Account Reminders

- If you enrolled in the JPMorgan Chase Medical Plan, your health care company (Aetna or Cigna) is the administrator of your JPMorgan Chase Health Care Spending Account (HCSA) and Dependent Care Spending Account (DCSA) – as well as your Medical Reimbursement Account (MRA).
- If you did not enroll in the JPMorgan Chase Medical Plan, Cigna will be the administrator of your HCSA and your DCSA – as well as your Wellness Rewards program.
- You have until March 31, 2020 to file HCSA and DCSA claims for expenses incurred during 2019. You should file these claims with your 2019 account administrator as soon as possible.
- With the DCSA, you will forfeit any remaining account balance if you don't use it for eligible expenses incurred during the plan year (Jan. 1 – Dec. 31, 2019).
- With the HCSA:
  - Up to $500 of your unused **2019** balance will automatically carry over to your 2020 health care company (this same carryover amount will be allowed at the end of each year into the following year).
  - Your 2019 balance will be used to pay any claims with dates of service in 2019 that are received by *your 2019 health care company* in early 2020 through your HCSA claims filing deadline (March 31, 2020). Balances over $500 will be forfeited after this deadline to comply with IRS regulations. In early April 2020, up to $500 of any available remaining balance will be transferred to your 2020 health care company and may then be used to pay any claims incurred during 2020.
  - If you did not elect to contribute to the HCSA for 2020, any unused amount under $25 will be forfeited.

Claims filing deadlines for 2019 JPMorgan Chase benefits

Claim forms are available online via **My Health**. Or, you can contact your 2019 plan administrator/insurance carrier directly for a claim form.

Benefit Plan	2019 Claims Filing Deadline
Medical (including MRA), Prescription Drug, Dental, Vision, Group Legal Services	Dec. 31, 2020.
Health Care Spending Account, Dependent Care Spending Account	March 31, 2020. File these claims with your 2019 health care company. Remember, MRA funds will be used **first** before HCSA funds for any out-of-pocket eligible medical and prescription drug expenses.
Transportation Spending Accounts—Parking Account	180 days (six months) following the end of any particular month that you participated in the Parking "Pay Me Back"* Account.

**Generally, the "Pay Me Back" feature applies only to the Parking Account.*

2020 Transportation Spending Accounts Limits

The monthly Transportation Spending Accounts before-tax limits for 2020 will be:

Transit: $270
Parking: $270

Health care cards

Medical

You'll receive a new 2020 Medical ID card in your home mail in mid/late December 2019. Continue to use your 2019 Medical ID card through Dec. 31, 2019.

Prescription drug

If you newly enrolled in the 2020 JPMC Simplified Medical Plan, you will receive a Prescription Drug Plan ID card from CVS Caremark; otherwise, you will keep your current card.

Debit card

If you're enrolled in the JPMC Simplified Medical Plan, you will receive a debit card in late December from your health care company for the MRA and Health Care Spending Account (if applicable). If you are not enrolled in the JPMC Simplified Medical Plan, you'll receive a spending account debit card from Cigna.

If you currently have a 2019 debit card and are changing health care companies on Jan. 1, 2020, that debit card will stop working after Dec. 31, 2019. For more details, please see the **U.S. Medical Plan Transition Guide** found on My Health.

For information about how to use the debit card for your MRA and HCSA, read the tip sheet found here: My Health > Benefits Enrollment > 2020 Benefits Resources > Spending your MRA and HCSA: Using your Debit Card.

Please note: The automatic claim payment process is unfortunately not available for the 2020 Simplified Medical Plan. Employees who may have elected the automatic claim process during Annual Benefits Enrollment will be switched to the debit card payment process.

IRS maximum for employer-provided child care benefits

The Internal Revenue Service (IRS) limits employer provided, tax-free child care benefits to $5,000 per family per year. This limit includes the value of the DCSA contributions and the value of the use of the back-up child care program. Highly compensated employees, defined as those whose compensation reflected on their 2019 W-2 form is $125,000 or more, are subject to a lower tax-free child care limit and will be contacted directly if they participate in the DCSA. The value of the Back-up Child Care Program benefit is determined by calculating the difference between the Fair Market Value (FMV) of one day of care and the co-pay. The firm has determined the FMV of a day of back-up child care to be $60. Any amount over the tax-free limit will be considered imputed income and tax will be owed on that amount.

If you would like to change your DCSA contributions to avoid going over the IRS limit for 2020, you may make a change to your election **by Dec. 31, 2019** through the accessHR Benefits Contact Center.

Group Personal Excess Liability Plan

If you enrolled in the Group Personal Excess Liability Plan for 2020, you'll receive your *Coverage Summary Certificate* by email from JPMCLiabilityInsuranceCertificate@ajg.com. If you do not receive this email by mid January, please contact Arthur J. Gallagher Risk Management Services, Inc., the plan administrator, at 1-866-631-4630, Monday through Friday, from 9 a.m. to 5 p.m. ET, except certain holidays. If you do not have a corporate email address, a certificate will be mailed to your home address.

BENEFICIARIES

You are encouraged to review your beneficiary designations on a regular basis and 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.

If you wish to name your domestic partner as your beneficiary, you must submit an online beneficiary designation form. See the SPD for more details.

Your vested account balances under the 401(k) Savings Plan and the Retirement Plan will automatically be paid to your spouse[9] 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 (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).

For more information, please refer to the respective sections of *Your Guide to Benefits at JPMorgan Chase* (Summary Plan Descriptions) available on me@jpmc > Benefits & Rewards > Benefits & Rewards Home > **Your Guide to Benefits (SPDs)**.

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

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)[10].

For additional information, go to My Health > Benefits Enrollment > 2020 Benefits Resources > **Benefits Status Change Guide** or consult the Summary Plan Descriptions available on My Health > Benefits Enrollment > 2020 Benefits Resources > **Benefit Plans Details (Summary Plan Descriptions)**. 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 online via My Health > Benefits Enrollment > 2020 Benefits Resources > **Dependent Eligibility Requirements** tip sheet.

IMPORTANT!
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. Please see the 2020 Dependent Eligibility Requirements tip sheet mentioned above.

Verify your personal information

In advance of tax season, make sure that your personal information is accurate on JPMorgan Chase systems so that your 2019 W-2 tax forms can be prepared correctly. Please be sure to verify your name, home address and marital status on **My Personal Profile** (https://mpp.jpmchase.net). 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 the accessHR Benefits Contact Center. Changes must be received by Dec. 31, 2019, 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 My Personal Profile > 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 2020.

Update your dependents' Social Security number

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

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

- 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 the accessHR Benefits Contact Center.

[10]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 accessHR Benefits Contact Center.

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 2019. This Form 1095-C will be sent to you by January 31, 2020. Please allow seven to ten business days for delivery. Alternatively, if you'd like to receive your Form 1095-C online, go to **My Health** > **Benefits Web Center** where you will be able enroll in electronic delivery.

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

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

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 Summary Plan Descriptions. Please retain this information for your records.

WHO TO CALL WITH BENEFITS QUESTIONS

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

For questions about your: • **JPMC Medical Plan** • **Online Wellness Assessment** (Cigna for everyone) • **Medical Reimbursement Account (MRA)** • **Health Care Spending Account (HCSA)*** • **Dependent Care Spending Account (DCSA)*** • **Nurseline** (for health-related inquiries)	
Aetna	1-800-468-1266; 8 a.m. to 8 p.m., all time zones, Mon. – Fri.
Cigna	1-800-790-3086; 24/7
UHC (for 2019 coverage and claims)	1-800-272-8970; 8 a.m. to 8 p.m., all time zones, Mon. – Fri. (Nurses available 24/7 – just say “speak to a nurse.”)
For additional help when working with your health care company about: • **Claims** • **Health-related inquiries** • **Health care reform**	
Health Advocate	1-866-611-8298; 8 a.m. to 9 p.m. ET, Mon. – Fri.; Email: answers@HealthAdvocate.com
For Expert Medical Advice, including an expert medical second opinion on a documented diagnosis, treatment decision support and additional services:	
Grand Rounds	1-888-868-4693; 8 a.m. to 9 p.m., ET, Mon. – Fri.
For questions about fertility benefits:	
WINFertility	1-833-439-1517; 9 a.m. – 7:30 p.m., ET, Mon – Fri.
For questions about your prescription drug coverage under the JPMC Medical Plan	
CVS Caremark	1-866-209-6093; 24/7 (TDD assistance: 1-800-863-5488)
For questions about your Dental option	
MetLife (PDP option)	1-888-673-9582; 8 a.m. to 11 p.m. ET, Mon. – Fri.
Aetna for (DMO option)	1-800-843-3661; 8 a.m. to 6 p.m. ET, Mon. – Fri.
Cigna for (DHMO option)	1-800-790-3086; 9 a.m. to 11 p.m. ET, Mon. – Fri. (all other times a non-dedicated service representative will answer your call)
For questions about your Vision Plan	
EyeMed	1-833-279-4363; 7:30 a.m. to 11 p.m., ET, Mon. – Fri. (11 a.m. to 8 p.m., ET, Sun.)
For questions about your Transportation (Transit/Parking) Spending Account (TSA)	
Wageworks	1-877-924-3967; 8 a.m. to 8 p.m. ET, Mon. – Fri. (except certain U.S. holidays)
For questions about: • **Enrollment and general benefits** • **Life, Accidental Death and Dismemberment (AD&D) and Long Term Insurance** • **Increasing or decreasing your Employee Stock Purchase Plan contributions**	
accessHR Contact Center	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 your Employee Stock Purchase Plan account at Computershare:	
Stock Programs Call Center at Computerhare	1-800-982-7089 **(**1-201-680-6862 if calling from outside the United States); 3 a.m. to 9 p.m. ET, Mon.– Fri.
For questions about retirement savings: • **401(k) Savings Plan** • **Retirement Plan (pension)**	
Retirement Savings	me@jpmc > Benefits & Rewards > Retirement Savings > 401(k) and Pension Contact Information

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

APPENDIX

Summary Plan Description (SPD) Updates and Information

For benefits plan details, see **Your Guide to Benefits (SPDs)** available on me@jpmc > Benefits & Rewards > Benefits & Rewards Home > Your Guide to Benefits (SPDs).

This U.S. Benefits Year-End Bulletin (2019) can be found on this site under [About This Guide].

Medical Plan Changes

Health Care Company Changes

Aetna and Cigna have been chosen as our health care companies for the JPMorgan Chase U.S. Medical Plan effective January 1, 2020. UnitedHealthcare (UHC) will no longer be offered. (Update to the JPMorgan Chase Medical Plan SPD.)

Employees living in Arizona and Ohio who enrolled for medical coverage will participate in the new Simplified Medical Plan and Wellness Program, effective January 1, 2020. (See The Simplified Medical Plan for Arizona and Ohio 2020.)

In November 2019, Haven started offering a new primary care pilot in conjunction with Central Ohio Primary Care (COPC) to a select group of JPMorgan Chase employees and families based in the Columbus, Ohio area. The objective of the pilot is to identify ways to improve the ability of primary care practitioners to deliver better outcomes, patient experience, and costs through data and technology.

Prescription Drug Plan Changes

The new Simplified Medical Plan provides a new prescription drug plan design. (See The Simplified Medical Plan for Arizona and Ohio 2020.)

Infertility Benefit Clarifications

The lifetime maximums for medical and prescription drugs under the infertility benefit accounts for charges paid by the plan. Your out-of-pocket expenses (copayments) are not included in the lifetime maximums.

Fertility Benefit Changes

If you use a provider outside of WIN's network, you must pay for expenses upfront and file for reimbursement. You will have six month from the date you incurred the claim to file for reimbursement. (Update to The Medical Plan.)

Hearing Aid Benefit Changes

You will be subject to out-of-network pricing if you visit an out-of-network provider/DME equipment provider. Hearing aids do not need to be prescribed by an in-network provider or obtained from an in-network Durable Medical Equipment (DME) provider in order to be considered a covered, eligible charge. (Update to The Medical Plan.)

Cognitive Therapy Changes

Cognitive therapy is limited to 60 visits per year. (Update to the Medical Plan.)

Mental Health Changes

Mental health care or benefits, in accordance with the Mental Health Parity and Addiction Equity Act, are items or services for mental health or substance use disorder conditions, as determined solely within the discretion of the plan administrator, consistent with generally recognized independent standards of current medical practice. <u>Conditions affecting physical health that are related to a mental health condition or substance use disorder are medical/surgical benefits rather than mental health care benefits under the Medical Plan</u>. (Update to The Medical Plan.)

Out-of-Network Deductible Clarifications

For out-of-network deductibles under the Simplified Medical Plan, the "per person" rule allows the employee or any covered dependent(s) [e.g., spouse/domestic partner or child] to reach an individual deductible, after which the deductible is satisfied for the year for that person. Covered individuals who have not met the deductible may combine to meet the remainder of the deductible for that particular coverage level. Note: Your deductible can be ‘reset’ back to the employee “per person” amount if you add or remove dependents, etc. (Update to the Medical Plan)

Medical Reimbursement Account and Spending Accounts Changes

Your Medical Reimbursement Account (MRA), Health Care Spending Account (HCSA) and Dependent Care Spending Account (DCSA) will be managed by the health care company you choose for 2020 — either Aetna or Cigna. Note that if you are not enrolled in a JPMorgan Chase Medical Plan, Cigna will administer your HCSA/DCSA.

Company-Subsidized COBRA Coverage Changes

For COBRA purposes, your Total Annual Cash Compensation (TACC), as defined by the Plan, is frozen as of the last day of active employment with JPMorgan Chase.

Retirement Savings Program Changes

401(k) Savings Plan Changes

Effective as of January 1, 2019, the Plan permits hardship distributions for expenses and losses (including loss of income) incurred by an account of a disaster declared by the Federal Emergency Management Agency (“FEMA”) under the Robert T. Stafford Disaster Relief and Emergency Assistance Act, provided the Participant’s principal residence or principal place of employment at the time of the disaster was located in an area designated by FEMA for individual assistance with respect to the disaster.

Retirement Plan Changes

Effective as of January 1, 2020, any Cazenove Participant who commences benefits after this date, will have their Temporary Retirement Benefit Supplement automatically adjusted on May 1 of each year using the Mercer National Survey of Employer-Sponsored Health Plans (“Mercer Trend Factor”). All prior adjustments for those who have yet to commence benefits shall be recalculated using the Mercer Trend Factor.

JPMORGAN CHASE & CO.

CORPORATE BENEFITS

Message from JPMC Human Resources

View the Enrollment Guide to learn more about the JPMorgan Chase 401(k) Savings Plan, including how you'll be automatically enrolled in the coming weeks.

Overview	As a reminder, on January 1, 2020, you became eligible to participate in the JPMorgan Chase 401(k) Savings Plan (401(k) Savings Plan). The 401(k) Savings Plan is one of the best and easiest ways you can save for retirement. Enrollment is automatic for eligible employees. We encourage you to view the online Enrollment Guide for more detailed information, or you may print a copy of the Guide.
Enrollment details	• In approximately 31 days, you'll be automatically enrolled — this means that 3% of your Ongoing Compensation[1] will be deducted from your paycheck and contributed to the 401(k) Savings Plan on a before-tax basis, unless you elect otherwise. • If you are automatically enrolled, each year, on the anniversary of your enrollment, your contribution rate will automatically increase by 1%, up to a total contribution rate of 5%, unless you elect otherwise. **NOTE:** Any contributions you make before completion of one year of service (including your InstaMed service), as well as any compensation upon which those contributions are based, are not eligible for matching contributions.
Company contributions	• After one year of service (including your InstaMed service), if you continue to contribute to the 401(k) Savings Plan, you'll be eligible for **dollar-for-dollar matching contributions**[2] of up to 5% of your Eligible Compensation[3] that you contribute to the 401(k) Savings Plan. • Also, after one year of service (including your InstaMed service), you'll be eligible for **automatic pay credits**. The credits are equal to 3% of Eligible Compensation[3] (capped at $100,000 annually). • Matching contributions and automatic pay credits are deposited to your 401(k) Savings Plan account annually and vest after three years of service (including your InstaMed service).[4]
What actions do I need to take?	• If you do not want to be automatically enrolled in the 401(k) Savings Plan, you may take action to enroll on your own or opt out via the 401(k) Savings Plan Web Center or Call Center before the end of your 31-day grace period (see contact information below). • If you elected to roll over your entire InstaMed 401(k) account balance to the 401(k) Savings Plan, your rollover will be invested as per the investment election on file at the time of the deposit (expected in early February). If you did not make an investment election in the 401(k) Savings Plan, your rollover will be invested in a Target Date Fund based on your age and an assumed retirement age of 65. • You should also consider designating your beneficiaries for the 401(k) Savings Plan (you can also designate beneficiaries for the Life and Accident Insurance Plans using the same link). **NOTE:** Any beneficiary designations you had under the InstaMed 401(k) Plan will not carry over.[5]

For more information

For more information about the JPMorgan Chase U.S. Benefits Program, review ***Your JPMC Benefits Guide***, the Summary Plan Descriptions (SPDs). You may request a paper copy, free of charge, via the Ask HR widget on me@jpmc or by contacting the **accessHR Contact Center** at 1-877-JPMChase (1-877-576-2427).

To request a paper copy of the Enrollment Guide by mail at no charge, contact 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 United States. (The TTY number is 1-800-345-1833.) You may also access the **401(k) Savings Plan Web Center** for information about the 401(k) Savings Plan via **My Rewards** from the intranet or **myrewards.jpmorganchase.com** from the Internet.

This document modifies and changes Your JPMC Benefits Guide at JPMorgan Chase. It is a summary of material modification for the JPMorgan Chase 401(k) Savings Plan. This document should be referred to as part of the Summary Plan Descriptions. Please retain this information for your records.

[1]Ongoing Compensation is your base salary/regular pay and any non-annual cash incentive compensation you receive. (Non-annual cash incentive compensation includes cash incentives that are paid throughout the year, such as sales awards and monthly and quarterly incentives. It also includes any cash incentives paid annually other than Annual Incentive Compensation.)

[2]Employees with Total Annual Cash Compensation of $250,000 or more are not eligible for matching contributions. For purposes of determining your eligibility to receive matching contributions under the 401(k) Savings Plan, your 2019 Total Annual Cash Compensation will be defined as your base pay as of August 1, 2019, or your hire date, if later.

[3]Eligible Compensation is the sum of your Ongoing Compensation and your Annual Incentive Compensation, if any. (Annual Incentive Compensation refers to cash compensation awarded, if any, under the firm's Performance-Based-Incentive Plan, generally paid in January, or Branch Profitability Incentive Plan, generally paid in February.)

[4]To receive the matching contributions and automatic pay credits, you generally must be actively employed by the firm on December 31 of the plan year.

[5]If you already have a beneficiary designation on file for the JPMorgan Chase 401(k) Savings Plan due to your prior participation in the JPMorgan Chase 401(k) Savings Plan, this designation will remain in place unless you change it.

January 3, 2020
Message sent to U.S. InstaMed employees with corporate email addresses who are eligible to participate in the JPMorgan Chase 401(k) Savings Plan as of January 1, 2020.

Replies to this message will be delivered to an unmonitored email address. If you have questions, please use the contact information provided above.

2020

JPMORGAN CHASE & CO.

Message from Global Benefits Manager Bernadette Branosky

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

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

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

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

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

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

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

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

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

Bernadette

April 10, 2020
Message sent to all U.S. benefits-eligible employees.

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

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

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

My Benefits + Me
Health. Balance. Finances.

Fund Change Bulletin

JPMorgan Chase 401(k) Savings Plan

August 2020

Target Date 2060 Fund and Target Date 2065 Fund will be added on September 14, 2020

Two new funds in the JPMorgan Chase 401(k) Savings Plan target date series — the Target Date 2060 Fund and the Target Date 2065 Fund — will be added to the investment lineup effective September 14, 2020. As a reminder, each Target Date Fund, with the exception of the Target Date Income Fund, has a date in its name that corresponds to an expected "target year" — the date that you expect to start withdrawing money from your account (generally, when you intend to retire). The 2060 fund may be appropriate for the average investor expecting to retire in the year 2060; whereas the 2065 fund is appropriate for the average investor expecting to retire in the year 2065.

What's changing?

On September 14, 2020, the Target Date 2060 Fund and the Target Date 2065 Fund will be available to all participants. These new funds use an asset allocation strategy designed for those expecting to retire or intending to withdraw money from their account around the year 2060 or 2065, respectively.

If your account balance, future contributions and/or loan repayments were defaulted into the Target Date 2055 Fund, then after 4 p.m. Eastern time on September 11, 2020, the following will occur:

- **If your date of birth is between January 1, 1994, and December 31, 1998**: Any balance, future contributions and/or loan repayments designated to be invested in the Target Date 2055 Fund will automatically be directed to, and invested in, the Target Date 2060 Fund.
- **If your date of birth is January 1, 1999, or later**: Any balance, future contributions and/or loan repayments designated to be invested in the Target Date 2055 Fund will be directed to, and invested in, the Target Date 2065 Fund.

What do you need to do?

Given the upcoming changes, you should determine whether taking no action, which will result in automatic transfer to the Target Date 2060 Fund or the Target Date 2065 Fund, based on your date of birth, is right for you, taking your financial needs and risk tolerance into account.

If the change will not meet your investment objectives, you should make any applicable changes to your investment elections prior to **4 p.m. Eastern time on September 11, 2020.**

If your Target Date 2055 Fund balance, future contributions and/or loan repayments are automatically redirected because you did not take any action by the deadline, you can subsequently transfer these amounts from the Target Date 2060 Fund or the Target Date 2065 Fund to other funds in the Plan beginning September 14, 2020.

You can make changes to your existing investments, and/or change how your future contributions and loan repayments will be invested, through the 401(k) Savings Plan Web Center or Call Center.

Audience

U.S. benefits-eligible employees and participants (including beneficiaries and alternate payees) in the JPMorgan Chase 401(k) Savings Plan whose account balance, future contributions and/or loan repayments are invested by default in the Target Date 2055 Fund and were born on or after January 1, 1994.

Important note:

If you take no action by September 11, 2020, and amounts are automatically transferred from the Target Date 2055 Fund to the Target Date 2060 Fund or the Target Date 2065 Fund, you will be considered to have directed your investments in your 401(k) account. This means that, under Section 404(c) of the Employee Retirement Income Security Act (ERISA), plan fiduciaries, as well as your employer, will not be responsible for any losses relating to amounts reallocated to the Target Date 2060 Fund or the Target Date 2065 Fund.

Comparison of the funds

Target Date Funds are lifecycle investment options comprising a mix of underlying investment funds across a broad range of asset classes. The funds seek total return as appropriate for the target date listed within the fund name (2055 through 2065). Target Date Funds invest in a mix of equity, fixed income, Real Estate Investment Trusts (REITs), Inflation-Protected Securities (IPS) and cash to a varying degree depending on the appropriate risk level for the average investor expecting to retire at each of the target dates. As each Target Date Fund approaches its target date, the portfolio's asset allocation will shift to a more conservative mix. The principal value of the fund(s) is not guaranteed at any time, including at the time of target date and/or withdrawal, meaning you can lose money.

Based on your date of birth, the table below will help you identify which default investment fund you will transition to if no action is taken.

Birth Year Range	Fund Name	Expense Ratio	Inception Date	Benchmark
January 1, 1989 – December 31, 1993	**Current Fund:** Target Date 2055 Fund	0.03%	January 12, 2015	S&P Target Date 2055
January 1, 1994 – December 31, 1998	**Replacement Fund:** Target Date 2060 Fund	0.03%*	September 14, 2020	S&P Target Date 2060+
January 1, 1999 or later	**Replacement Fund:** Target Date 2065 Fund	0.03%*	September 14, 2020	S&P Target Date 2060+

**The expense ratio for this Fund is estimated to be 0.03%.*

Review your investments

You should regularly review your investments in the plan to ensure that the allocation of your balances — and, if applicable, future contributions and loan repayments — continues to meet your long-term financial needs and objectives.

More information

If you are currently invested in the Target Date 2055 Fund, you are encouraged to review the **Target Date 2060 Fund profile** and **Target Date 2065 Fund profile**. Keep in mind, the asset allocation of the Target Date 2060 Fund and the Target Date 2065 Fund is identical to the Target Date 2055 Fund at this time and is not expected to diverge from the Target Date 2055 Fund for a number of years.

To learn more about the plan's investment options, visit the **401(k) Savings Plan Web Center**. You can find detailed fund information, including fund fact sheets and the Investment Fund Profiles brochure, which explains the investment risks and strategies for each investment option within the plan and provides a glossary of important investment terms. The Participant Fee Disclosure Notice is also available on the Web Center. This notice is issued annually and provides detailed information regarding investment performance and the fees and expenses charged under these investment options.

Contact information

401(k) Savings Plan Web Center

You can obtain account information and conduct transactions via the 401(k) Savings Plan Web Center through **My Rewards**:

- **From Work:** My Rewards from the intranet
- **From Home:** myrewards.jpmorganchase.com

401(k) Savings Plan Call Center

If you have questions about this Bulletin or about the 401(k) Savings Plan in general, please contact 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 United States. (The TTY number is 1-800-345-1833.) Client Service Representatives are available Monday through Friday, from 8 a.m. to 10 p.m. Eastern time, except New York Stock Exchange holidays.

This document constitutes part of a prospectus covering securities that have been registered under the Securities Act of 1933.

This is a summary of material modification to the Summary Plan Description for the JPMorgan Chase 401(k) Savings Plan.

The investment funds in the plan are separate accounts created specifically for the 401(k) Savings Plan or collective investment trust funds established and maintained by a bank/trust company under a declaration of trust, with the exception of the JPMorgan Chase Common Stock Fund. These funds are not registered investment products and are not required to file a prospectus or registration statement with the SEC and accordingly neither is available. For the name of the fund advisor, please see the details in the Investment Fund Profiles brochure or call 1-866-JPMC401k (1-866-576-2401).

Investments in the funds are not deposits or obligations of — nor guaranteed by — JPMorgan Chase & Co., JPMorgan Chase Bank, N.A. or any of their subsidiaries. The funds are not insured by the Federal Deposit Insurance Corporation (FDIC) or the Federal Reserve Board. Investments in funds involve risk, including possible loss of the principal amount invested. Returns and share prices will fluctuate, and redemption value may be more or less than original cost.

The date in the name of the Target Date Fund is the assumed date of retirement. The asset allocation becomes more conservative as the fund nears the target retirement date; however, the principal value of the fund is never guaranteed.

Asset allocation and balanced investment options and models are subject to the risks of their underlying investments.

The indices and benchmarks referenced within this communication are unmanaged and used to represent certain overall broad-based asset classes, or in the case of the Target Date Fund benchmarks, comprised of multiple indices that are unmanaged and represent broad-based asset classes. The index return is for illustrative purposes only and is not intended to be indicative of fund performance. It is not possible to invest directly into an index.

Expense ratios provided are the Target Date Funds' total annual operating expense ratios.

Participants may choose to invest in any of the Target Date Funds or any other investments in the lineup. As with all investments, the principal value of the Target Date Fund(s) or any other investment in the lineup is not guaranteed at any time, including at the target date.

Asset allocation, diversification, dollar-cost averaging and/or rebalancing do not ensure a profit or protect against loss.

***Securities offered and/or distributed by GWFS Equities, Inc., Member FINRA/SIPC**. GWFS is an affiliate of Empower Retirement, LLC; Great-West Funds, Inc.; and registered investment adviser, Advised Assets Group, LLC. This material is for informational purposes only and is not intended to provide investment, legal or tax recommendations or advice.*

Investing involves risk, including possible loss of principal.

The JPMorgan Chase U.S. Benefits Program generally is 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.

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

December 2020

*For U.S. benefits-eligible employees offered the Core Medical Plan (those residing in all states **except** Arizona and Ohio)*

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

❒ **Now**	• Complete Additional Wellness Activities by Dec. 31, 2020 to maximize your 2020 MRA funds. • Consider contributing to the 401(k) Savings Plan from the cash portion of your Annual Incentive Compensation paid to you in early 2021 (if any). The deadline to make or change an election is Thursday, Dec. 31, 2020. • Verify your personal information in advance of tax season so your 2020 1095-C tax form (detailing your participation in the JPMC Medical Plan) and your 2020 W-2 tax form can be prepared correctly. • View/print your 1099-Div or 1042-S form for 2020 if you are enrolled in the Employee Stock Purchase Plan and received dividend income of $10 or more from Computershare this year. From me@jpmc > My Rewards and Retirement Savings, access your Computershare account and look under **Tax Forms and Documents**. • Incur eligible medical, prescription drug, dental and vision expenses to draw down your remaining 2020 Health Care Spending Account (HCSA) balance. Unused amounts over $550 will be forfeited after March 31, 2021* if you don't use them for eligible expenses incurred in 2020. • Incur eligible dependent care expenses to draw down your remaining 2020 Dependent Care Spending Account (DCSA) balance. Unused amounts will be forfeited after March 31, 2021* if you don't use them for eligible expenses incurred during 2020.
❒ **Beginning Jan. 1, 2021**	• Begin using your new health care ID card(s) and new debit card, if applicable. • Start participating in the Additional Wellness Activities outlined on your 2021 MRA Action Plan to maximize your 2021 MRA funds. • Watch for funds in your MRA (administered by your 2021 health care company) by mid January if you and/or your covered spouse/domestic partner completed a Wellness Assessment by Nov. 20, 2020 (11:59pm EST). • In mid January, watch for your 2020 W-2 Form. • In late January, look for information about the $750 Special Award to the 401(k) plan for eligible employees. • In late January, watch for your Employee Stock Purchase Plan year-end statement detailing transaction activity for 2020 (as applicable).
❒ **February 2021**	• In early February, watch for information about automatic pay credits and matching contributions credited to your 401(k) Savings Plan account, if eligible. • In mid February, the 1095-C tax form will be available online andmailed to homes soon thereafter. • By late February, Employee Stock Purchase Plan participants should receive form 1099-B detailing stock sales completed in 2020. • Beginning mid-February 2021, you will see an increase in your 2021 medical payroll contributions if you and/or your covered spouse/domestic partner did not complete a Wellness Assessment by Nov. 20, 2020 (11:59 p.m. EST).
❒ **March 31, 2021**	• You have until March 31, 2021* to file HCSA and DCSA claims for eligible expenses incurred **during 2020** with your 2020 account administrator. Unused amounts in your HCSA (in excess of $550) and DCSA are forfeited if not used for eligible expenses incurred in 2020 by this deadline. • You have at least until March 31, 2021* to file HCSA and DCSA claims for eligible expenses incurred **during 2019**. This deadline has been extended to 60 days after the end of the COVID-19 pandemic outbreak period.

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

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

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NEW! MY FINANCES AND ME BENEFIT

Financial well-being benefit

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

RETIREMENT SAVINGS PROGRAM REMINDERS

401(k) Savings Plan

401(k) Savings Plan 2020 automatic pay credits
If you're an eligible plan participant[1], the firm will credit the 2020 annual automatic pay credits to your 401(k) Savings Plan account in early February 2021. You'll receive a confirmation statement in February 2021. Automatic pay credits are equivalent to three to five percent of Eligible Compensation[2] (capped at $100,000). As a reminder, pay credits in the Pension Plan ceased as of Jan. 1, 2020, and instead shifted to the 401(k) Savings Plan.

401(k) Savings Plan 2020 matching contributions
If you're an eligible plan participant[1], the firm will credit the 2020 annual matching contribution to your 401(k) Savings Plan account in early February 2021. You'll receive a confirmation statement in February 2021.

401(k) Savings Plan Annual Incentive Compensation election
If you're eligible for Annual Incentive Compensation[3] and are eligible for matching contributions, you should consider contributing from the cash portion of your incentive. **The deadline to make or change an election is Thursday, Dec. 31, 2020**.[4] If you previously made an election and wish to continue that same election, no action is required on your part.

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

[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.

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

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

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

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

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

The Retirement Plan (Pension Plan)

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

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

For information about the Retirement Savings Plan, go to me@jpmc > Benefits & Rewards > **Retirement Savings**.

MEDICAL REIMBURSEMENT ACCOUNT (MRA) REMINDERS

If you completed an online Wellness Assessment between Nov. 23, 2019 and Nov. 20, 2020 (11:59 pm ET), you will **earn** $200 in your 2021 MRA and **save** $500 on your 2021 medical payroll contributions[5]. You will earn an additional $100 in your 2021 MRA and save an additional $500 on your 2021 medical payroll contributions[5] if your covered spouse/domestic partner also completed the online Wellness Assessment during that same time period. These amounts for completing the Initial Wellness Activity will be credited to your MRA – administered by your 2021 health care company, Aetna or Cigna – by mid January 2021.

Maximize your 2020 MRA funds by Dec. 31, 2020

If you have not yet earned the maximum funds in your MRA for **2020,** you may still have time to complete the Additional Wellness Activities by Dec. 31, 2020. You have the opportunity to earn up to a total of $1,000 in **2020 MRA** funds (or $1,400 if your covered spouse/domestic partner also participates). As a reminder, any unused 2020 MRA funds will automatically carry over into 2021 as long as you remain employed. For information on what activities you can still do to earn 2020 MRA funds, go to My Health > Wellness Activities & Services and see the **2020 MRA Action Plan** and **2020 Wellness Activities**.

Maximize your 2021 MRA funds throughout the year

Between Jan. 1 – Dec. 31, 2021, you have the opportunity to earn up to $800 when you complete Additional Wellness Activities throughout the year. Plus, if you cover a spouse/domestic partner, you can earn up to $300 when they complete Additional Wellness Activities in 2021. The total amount you can earn – including funds for completing the online Wellness Assessment between Nov. 23, 2019 – Nov. 20, 2020 ($200 for you; $100 for your covered spouse/domestic partner) – is up to $1,400 in 2021. See the 2021 MRA Action Plan available on My Health as of Jan. 1, 2021.

Don't forget!
Complete Additional Wellness Activities by Dec. 31, 2020 to maximize funds in your **2020 MRA**.

2021 cost for medical coverage[5]
The 2021 costs for JPMorgan Chase Medical Plan coverage, which were displayed on the Benefits Web Center during Annual Benefits Enrollment, assumed that you (and your covered spouse/domestic partner) would complete an online Wellness Assessment between Nov. 23, 2019 and Nov. 20, 2020 (11:59 pm EST). Starting in January 2021, your medical payroll contributions will initially reflect these savings. If you and/or your covered spouse/domestic partner did **not** complete a Wellness Assessment by Nov. 20, 2020, your medical payroll contributions[5] will increase in February 2021 for both you and/or your covered spouse/domestic partner. The full $500 (or $1,000) increase will be applied in equal installments to each pay from the first effective pay in February 2021 through December 2021.

Not enrolled in the JPMorgan Chase Medical Plan?
If you completed an online Wellness Assessment between Nov. 23, 2019 and Nov. 20, 2020 (11:59 pm EST), you will earn $200 in 2021 Wellness Rewards, to be reflected in your January 2021 pay (and reported as taxable income). You can earn up to $400 in 2021 Wellness Rewards when you complete Additional Wellness Activities in 2021. See the 2021 Wellness Rewards Action Plan available on My Health as of Jan. 1, 2021. 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?**

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

SPENDING ACCOUNTS, HEALTH CARE AND INSURANCE PLANS REMINDERS

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

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

Claims filing deadlines for 2020 JPMorgan Chase benefits

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

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

2021 Transportation Spending Accounts (TSA) Limits

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

- **Transit:** $270
- **Parking:** $270

2019 claims filing deadline extension

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

Changing health care companies for 2021

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

Health care cards

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

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

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

IRS maximum for employer-provided child care benefits

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

Group Personal Excess Liability Plan

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

Group Legal Plan

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

EMPLOYEE STOCK PURCHASE PLAN (ESPP) REMINDERS

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

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

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

Annual statement

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

Dividends and 1099-Div or 1042-S

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

Stock sales

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

BENEFICIARIES

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

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

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

Your vested account balances under the 401(k) Savings Plan and the Retirement Plan will automatically be paid to your spouse[6] or to your estate if you are not married at the time of your death.

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

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

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

UPDATE YOUR PERSONAL INFORMATION

Qualified status changes during the year

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

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

Important note on dependent eligibility

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

[6] The term "spouse" refers to any person to whom you are legally married, including same-sex and opposite-sex marriage, as recognized under federal law.
[7] You will also have 90 days to add any newly-eligible dependents should that dependent pass away within this 90-day period. Contact the Benefits Web Center or HR Answers.

Verify your personal information

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

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

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

Update your dependents' Social Security numbers

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

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

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

IMPORTANT TAX REMINDERS

Required Tax Form 1095-C

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

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

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

WHO TO CALL WITH BENEFITS QUESTIONS

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

For questions about your: • **JPMC Medical Plan** • **Online Wellness Assessment** (Cigna for everyone) • **Medical Reimbursement Account** (MRA) • **Health Care Spending Account** (HCSA)* • **Dependent Care Spending Account** (DCSA)* • **Nurseline** (for health-related inquiries)	
Aetna PayFlex (an Aetna company managing the MRA, HCSA & DCSA for Aetna members)	1-800-468-1266; 8 a.m. to 8 p.m., all time zones, Mon. – Fri. 1-888-678-8242; 8 a.m. to 8 p.m., ET, Mon. – Fri.
Cigna	1-800-790-3086; 24/7
For additional help when working with your health care company about: • **Claims** • **Health-related inquiries** • **Health care reform**	
Health Advocate	1-866-611-8298; 8 a.m. to 9 p.m. ET, Mon. – Fri.; Email: answers@HealthAdvocate.com
For Expert Medical Advice, including an expert medical second opinion on a documented diagnosis, treatment decision support and additional services:	
Grand Rounds	1-888-868-4693; 8 a.m. to 9 p.m., ET, Mon. – Fri.
For questions about fertility benefits: • **With medical diagnosis of infertility, call your health care company** (see above) • **Without medical diagnosis of infertility, call:**	
WINFertility	1-833-439-1517; 9 a.m. – 7:30 p.m., ET, Mon – Fri.
For questions about your prescription drug coverage under the JPMC Medical Plan	
CVS Caremark	1-866-209-6093; 24/7 (TDD assistance: 1-800-863-5488)
For questions about your Dental Plan	
MetLife (PDP option)	1-888-673-9582; 8 a.m. to 11 p.m. ET, Mon. – Fri.
Aetna (DMO option)	1-800-843-3661; 8 a.m. to 6 p.m. ET, Mon. – Fri.
Cigna (DHMO option)	1-800-790-3086; 9 a.m. to 11 p.m. ET, Mon. – Fri. (all other times a non-dedicated service representative will answer your call)
For questions about your Vision Plan	
EyeMed	1-833-279-4363; 7:30 a.m. to 11 p.m., ET, Mon. – Fri. (11 a.m. to 8 p.m., ET, Sun.)
For questions about your Transportation (Transit/Parking) Spending Account (TSA)	
HealthEquity (formerly Wageworks)	1-877-924-3967; 8 a.m. to 8 p.m. ET, Mon. – Fri. (except certain U.S. holidays)
For questions about your Life Insurance Plan • **Basic Life** • **Optional Life** • **Accidental Death and Dismemberment (AD&D)**	
MetLife	1-800-638-5433; 8 a.m. to 8 p.m. ET, Mon – Fri.
For questions about: • **General benefits, enrollment, ESPP**	
HR Answers	HR Answers widget on me@jpmc or 1-877-JPMChase (1-877-576-2427) or 1-212-552-5100 if calling from outside the United States; 8 a.m. to 7 p.m. ET, Mon. – Fri.
For questions about any financial topic, use the My Finances and Me benefit:	
Financial Finesse	1-833-283-0031; 9 a.m. to 8 p.m. Mon, - Fri. except certain U.S. holidays. Go to: me@jpmc > Benefits & Rewards > My Financial Well-being > My Finances and Me
For questions about retirement savings: • **401(k) Savings Plan** • **Retirement Plan (pension)**	
Retirement Savings	me@jpmc > Benefits & Rewards > Retirement Savings > 401(k) and Pension Contact Information

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

APPENDIX: SUMMARY PLAN DESCRIPTION (SPD) UPDATES AND INFORMATION

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

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

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

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

COBRA coverage extension

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

What is not covered under the Medical Plan

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

Retirement Savings Program changes

401(k) Savings Plan changes

Required Minimum Distributions (RMDs) for former employees

- Prior to Jan. 1, 2020, if you're no longer employed by the firm, you were required to begin receiving payment of your account balance no later than April 1 of the year following the year in which you either attain age 70 ½ or your employment terminates, whichever is later. Effective Jan. 1, 2020, the Setting Every Community Up for Retirement Enhancement Act of 2019 (SECURE Act) changed the required age from 70½ to 72. This applies to anyone who attains age 70½ after Dec. 31, 2019.
- Effective March 27, 2020, the Coronavirus Aid, Relief, and Economic Security (CARES) Act was enacted into law, which enabled former employees with an RMD due in 2020 to skip the RMDs for 2020. Those individuals who already took an RMD in 2020 were permitted to roll those funds back into a qualified retirement account (including the 401(k) Savings Plan) by the later of Aug. 31, 2020, or 60 days following receipt of the RMD.

Retirement Plan changes

Required Minimum Distributions (RMDs) for former employees

- Prior to Jan. 1, 2020, if you're no longer employed by the firm, you were required to begin receiving payment of your account balance no later than April 1 of the year following the year in which you either attain age 70 ½ or your employment terminates, whichever is later. Effective Jan. 1, 2020, the Setting Every Community Up for Retirement Enhancement Act of 2019 (SECURE Act) changed the required age from 70½ to 72. This applies to anyone who attains age 70½ after Dec. 31, 2019.

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

December 2020

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

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

❒ **Now**	• Complete the activities along your path to earn 2020 MRA funds for December. • Review the **2021 Simplified MRA Action Plan** to see what can do to be ready to earn MRA funds starting Jan. 1, 2021. • Consider contributing to the 401(k) Savings Plan from the cash portion of your Annual Incentive Compensation paid to you in early 2021 (if any). The deadline to make or change an election is Thursday, Dec. 31, 2020. • Verify your personal information in advance of tax season so your 2020 1095-C tax form (detailing your participation in the JPMC Medical Plan) and your 2020 W-2 tax form can be prepared correctly. • View/print your 1099-Div or 1042-S form for 2020 if you are enrolled in the Employee Stock Purchase Plan and received dividend income of $10 or more from Computershare this year. From me@jpmc > My Rewards and Retirement Savings, access your Computershare account and look under **Tax Forms and Documents**. • Incur eligible medical, prescription drug, dental and vision expenses to draw down your remaining 2020 Health Care Spending Account (HCSA) balance. Unused amounts over $550 will be forfeited after March 31, 2021* if you don't use them for eligible expenses incurred in 2020. • Incur eligible dependent care expenses to draw down your remaining 2020 Dependent Care Spending Account (DCSA) balance. Unused amounts will be forfeited after March 31, 2021* if you don't use them for eligible expenses incurred during 2020.
❒ **Beginning Jan. 1, 2021**	• Begin using your new health care ID card(s) and new debit card, if applicable. • Start participating in the Additional Wellness Activities outlined on your 2021 MRA Action Plan to maximize your 2021 MRA funds. • Watch for funds in your MRA (administered by your 2021 health care company) by mid January if you and/or your covered spouse/domestic partner completed a Wellness Assessment by Nov. 20, 2020 (11:59pm EST). • In mid January, watch for your 2020 W-2 Form. • In late January, look for information about the $750 Special Award to the 401(k) plan for eligible employees. • In late January, watch for your Employee Stock Purchase Plan year-end statement detailing transaction activity for 2020 (as applicable).
❒ **February 2021**	• In early February, watch for information about automatic pay credits and matching contributions credited to your 401(k) Savings Plan account, if eligible. • In mid February, the 1095-C tax form will be available online andmailed to homes soon thereafter. • By late February, Employee Stock Purchase Plan participants should receive form 1099-B detailing stock sales completed in 2020. • Beginning mid-February 2021, you will see an increase in your 2021 medical payroll contributions if you and/or your covered spouse/domestic partner did not complete a Wellness Assessment by Nov. 20, 2020 (11:59 p.m. EST).
❒ **March 31, 2021**	• You have until March 31, 2021* to file HCSA and DCSA claims for eligible expenses incurred **during 2020** with your 2020 account administrator. Unused amounts in your HCSA (in excess of $550) and DCSA are forfeited if not used for eligible expenses incurred in 2020 by this deadline. • You have at least until March 31, 2021* to file HCSA and DCSA claims for eligible expenses incurred **during 2019**. This deadline has been extended to 60 days after the end of the COVID-19 pandemic outbreak period.

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

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

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NEW! MY FINANCES AND ME BENEFIT

Financial well-being benefit

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

RETIREMENT SAVINGS PROGRAM REMINDERS

401(k) Savings Plan

401(k) Savings Plan 2020 automatic pay credits
If you're an eligible plan participant[1], the firm will credit the 2020 annual automatic pay credits to your 401(k) Savings Plan account in early February 2021. You'll receive a confirmation statement in February 2021. Automatic pay credits are equivalent to three to five percent of Eligible Compensation[2] (capped at $100,000). As a reminder, pay credits in the Pension Plan ceased as of Jan. 1, 2020, and instead shifted to the 401(k) Savings Plan.

401(k) Savings Plan 2020 matching contributions
If you're an eligible plan participant[1], the firm will credit the 2020 annual matching contribution to your 401(k) Savings Plan account in early February 2021. You'll receive a confirmation statement in February 2021.

401(k) Savings Plan Annual Incentive Compensation election
If you're eligible for Annual Incentive Compensation[3] and are eligible for matching contributions, you should consider contributing from the cash portion of your incentive. **The deadline to make or change an election is Thursday, Dec. 31, 2020**.[4] If you previously made an election and wish to continue that same election, no action is required on your part.

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

[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.

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

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

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

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

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

The Retirement Plan (Pension Plan)

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

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

For information about the Retirement Savings Plan, go to me@jpmc > Benefits & Rewards > **Retirement Savings**.

MEDICAL REIMBURSEMENT ACCOUNT (MRA) REMINDERS

If you completed an online Wellness Assessment between Nov. 23, 2019 and Nov. 20, 2020 (11:59 pm EST), you will **earn** $100 in your 2021 MRA and **save** $500 on your 2021 medical payroll contributions[5]. You will earn an additional $50 in your 2021 MRA and save an additional $500 on your 2021 medical payroll contributions[5] if your covered spouse/domestic partner also completed the online Wellness Assessment during that same time period. These amounts for completing the Initial Wellness Activity will be credited to your MRA – administered by your 2021 health care company, Aetna or Cigna – by mid January 2021.

Don't forget!

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

2021 cost for medical coverage[5]

The 2021 costs for JPMorgan Chase Medical Plan coverage, which were displayed on the Benefits Web Center during Annual Benefits Enrollment, assumed that you (and your covered spouse/domestic partner) would complete an online Wellness Assessment between Nov. 23, 2019 and Nov. 20, 2020 (11:59 pm EST). Starting in January 2021, your medical payroll contributions will initially reflect these savings. If you and/or your covered spouse/domestic partner did **not** complete a Wellness Assessment by Nov. 20, 2020, your medical payroll contributions[5] will increase in February 2021 for both you and/or your covered spouse/domestic partner. The full $500 (or $1,000) increase will be applied in equal installments to each pay from the first effective pay in February 2021 through December 2021.

Maximize your 2020 MRA funds through December

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

Maximize your 2021 MRA funds throughout the year

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

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

Not enrolled in the JPMorgan Chase Simplified Medical Plan?

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

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

SPENDING ACCOUNTS, HEALTH CARE AND INSURANCE PLANS REMINDERS

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

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

Claims filing deadlines for 2020 JPMorgan Chase benefits

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

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

2021 Transportation Spending Accounts (TSA) Limits

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

- **Transit:** $270
- **Parking:** $270

2019 claims filing deadline extension

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

Changing health care companies for 2021

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

Health care cards

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

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

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

IRS maximum for employer-provided child care benefits

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

Group Personal Excess Liability Plan

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

Group Legal Plan

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

EMPLOYEE STOCK PURCHASE PLAN (ESPP) REMINDERS

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

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

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

Annual statement

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

Dividends and 1099-Div or 1042-S

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

Stock sales

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

BENEFICIARIES

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

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

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

Your vested account balances under the 401(k) Savings Plan and the Retirement Plan will automatically be paid to your spouse[6] or to your estate if you are not married at the time of your death.

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

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

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

UPDATE YOUR PERSONAL INFORMATION

Qualified status changes during the year

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

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

Important note on dependent eligibility

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

[6] The term "spouse" refers to any person to whom you are legally married, including same-sex and opposite-sex marriage, as recognized under federal law.
[7] You will also have 90 days to add any newly-eligible dependents should that dependent pass away within this 90-day period. Contact the Benefits Web Center or HR Answers.

Verify your personal information

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

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

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

Update your dependents' Social Security numbers

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

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

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

IMPORTANT TAX REMINDERS

Required Tax Form 1095-C

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

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

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

WHO TO CALL WITH BENEFITS QUESTIONS

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

<table>
<tr><td colspan="2">For questions about your:
• JPMC Medical Plan
• Online Wellness Assessment (Cigna for everyone)
• Medical Reimbursement Account (MRA)
• Health Care Spending Account (HCSA)*
• Dependent Care Spending Account (DCSA)*
• Nurseline (for health-related inquiries)</td></tr>
<tr><td>Aetna
PayFlex (an Aetna company managing the MRA, HCSA & DCSA for Aetna members)</td><td>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.</td></tr>
<tr><td>Cigna</td><td>1-800-790-3086; 24/7</td></tr>
<tr><td colspan="2">For additional help when working with your health care company about:
• Claims
• Health-related inquiries
• Health care reform</td></tr>
<tr><td>Health Advocate</td><td>1-866-611-8298; 8 a.m. to 9 p.m. ET, Mon. – Fri.;
Email: answers@HealthAdvocate.com</td></tr>
<tr><td colspan="2">For Expert Medical Advice, including an expert medical second opinion on a documented diagnosis, treatment decision support and additional services:</td></tr>
<tr><td>Grand Rounds</td><td>1-888-868-4693; 8 a.m. to 9 p.m., ET, Mon. – Fri.</td></tr>
<tr><td colspan="2">For questions about fertility benefits:
• With medical diagnosis of infertility, call your health care company (see above)
• Without medical diagnosis of infertility, call:</td></tr>
<tr><td>WINFertility</td><td>1-833-439-1517; 9 a.m. – 7:30 p.m., ET, Mon – Fri.</td></tr>
<tr><td colspan="2">For questions about your prescription drug coverage under the JPMC Medical Plan</td></tr>
<tr><td>CVS Caremark</td><td>1-866-209-6093; 24/7 (TDD assistance: 1-800-863-5488)</td></tr>
<tr><td colspan="2">For questions about your Dental Plan</td></tr>
<tr><td>MetLife (PDP option)</td><td>1-888-673-9582; 8 a.m. to 11 p.m. ET, Mon. – Fri.</td></tr>
<tr><td>Aetna (DMO option)</td><td>1-800-843-3661; 8 a.m. to 6 p.m. ET, Mon. – Fri.</td></tr>
<tr><td>Cigna (DHMO option)</td><td>1-800-790-3086; 9 a.m. to 11 p.m. ET, Mon. – Fri.
(all other times a non-dedicated service representative will answer your call)</td></tr>
<tr><td colspan="2">For questions about your Vision Plan</td></tr>
<tr><td>EyeMed</td><td>1-833-279-4363; 7:30 a.m. to 11 p.m., ET, Mon. – Fri. (11 a.m. to 8 p.m., ET, Sun.)</td></tr>
<tr><td colspan="2">For questions about your Transportation (Transit/Parking) Spending Account (TSA)</td></tr>
<tr><td>HealthEquity (formerly Wageworks)</td><td>1-877-924-3967; 8 a.m. to 8 p.m. ET, Mon. – Fri.
(except certain U.S. holidays)</td></tr>
<tr><td colspan="2">For questions about your Life Insurance Plan
• Basic Life
• Optional Life
• Accidental Death and Dismemberment (AD&D)</td></tr>
<tr><td>MetLife</td><td>1-800-638-5433; 8 a.m. to 8 p.m. ET, Mon – Fri.</td></tr>
<tr><td colspan="2">For questions about:
• General benefits, enrollment, ESPP</td></tr>
<tr><td>HR Answers</td><td>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.</td></tr>
<tr><td colspan="2">For questions about any financial topic, use the My Finances and Me benefit:</td></tr>
<tr><td>Financial Finesse</td><td>1-833-283-0031; 9 a.m. to 8 p.m. Mon, - Fri. except certain U.S. holidays.
Go to: me@jpmc > Benefits & Rewards > My Financial Well-being > My Finances and Me</td></tr>
<tr><td colspan="2">For questions about retirement savings:
• 401(k) Savings Plan
• Retirement Plan (pension)</td></tr>
<tr><td>Retirement Savings</td><td>me@jpmc > Benefits & Rewards > Retirement Savings > 401(k) and Pension Contact Information</td></tr>
</table>

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

APPENDIX: SUMMARY PLAN DESCRIPTION (SPD) UPDATES AND INFORMATION

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

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

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

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

COBRA coverage extension

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

What is not covered under the Medical Plan

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

Retirement Savings Program changes

401(k) Savings Plan changes

Required Minimum Distributions (RMDs) for former employees

- Prior to Jan. 1, 2020, if you're no longer employed by the firm, you were required to begin receiving payment of your account balance no later than April 1 of the year following the year in which you either attain age 70 ½ or your employment terminates, whichever is later. Effective Jan. 1, 2020, the Setting Every Community Up for Retirement Enhancement Act of 2019 (SECURE Act) changed the required age from 70½ to 72. This applies to anyone who attains age 70½ after Dec. 31, 2019.
- Effective March 27, 2020, the Coronavirus Aid, Relief, and Economic Security (CARES) Act was enacted into law, which enabled former employees with an RMD due in 2020 to skip the RMDs for 2020. Those individuals who already took an RMD in 2020 were permitted to roll those funds back into a qualified retirement account (including the 401(k) Savings Plan) by the later of Aug. 31, 2020, or 60 days following receipt of the RMD.

Retirement Plan changes

Required Minimum Distributions (RMDs) for former employees

- Prior to Jan. 1, 2020, if you're no longer employed by the firm, you were required to begin receiving payment of your account balance no later than April 1 of the year following the year in which you either attain age 70 ½ or your employment terminates, whichever is later. Effective Jan. 1, 2020, the Setting Every Community Up for Retirement Enhancement Act of 2019 (SECURE Act) changed the required age from 70½ to 72. This applies to anyone who attains age 70½ after Dec. 31, 2019.

Fund Change Bulletin
JPMorgan Chase 401(k) Savings Plan

February 2021

Target Date 2020 Fund change information

The Target Date 2020 Fund will merge into the Target Date Income Fund. Effective March 5, 2021, at 4 p.m. Eastern time, any account balance, future contributions and/or loan repayments you may have designated to be invested in, or that are defaulted into, the Target Date 2020 Fund will automatically be directed to, and invested in, the Target Date Income Fund.

About Target Date Funds

The Target Date Funds are structured so that their asset allocations and associated risk levels will change over time with the objective of becoming more conservative as the "target" date — the date that you expect to start withdrawing money from your account (generally, when you intend to retire) — is reached. Since the asset allocation of the Target Date 2020 Fund is now identical to the Target Date Income Fund, the Target Date 2020 Fund will merge into the Target Date Income Fund.

What do you need to do?

Given the upcoming change, you should determine whether taking no action, which will result in automatic transfer to the Target Date Income Fund, is right for you taking your financial needs and risk tolerance into account.

If the change will not meet your investment objectives, you should make any applicable changes to your investment elections prior to **4 p.m. Eastern time on March 5, 2021.**

If your Target Date 2020 Fund balance, future contributions and/or loan repayments are automatically redirected because you did not take any action by the deadline, you can subsequently transfer these amounts from the Target Date Income Fund to other funds in the Plan beginning March 8, 2021.

Audience

U.S. benefits-eligible employees and participants (including beneficiaries and alternate payees) in the JPMorgan Chase 401(k) Savings Plan whose account balance, future contributions and/or loan repayments are invested in the Target Date 2020 Fund.

Important note:

If you take no action by 4 p.m. Eastern time on March 5, 2021, and amounts are automatically transferred from the Target Date 2020 Fund to the Target Date Income Fund, you will be considered to have directed your investments in your 401(k) account. This means that, under Section 404(c) of the Employee Retirement Income Security Act (ERISA), plan fiduciaries, as well as your employer, will not be responsible for any losses relating to amounts reallocated to the Target Date Income Fund.

You can make changes to your existing investments, and/or change how your future contributions and loan repayments will be invested, through the 401(k) Savings Plan Web Center or Call Center.

More information

If you are currently invested in the Target Date 2020 Fund, you are encouraged to review the Target Date Income Fund profile. Keep in mind, the asset allocation of the Target Date 2020 Fund and the Target Date Income Fund are identical at this time.

To learn more about the Plan's investment options, visit the **401(k) Savings Plan Web Center**. You can find detailed fund information, including fund fact sheets and the Investment Fund Profiles brochure, which explains the investment risks and strategies for each investment option within the Plan and provides a glossary of important investment terms. The Participant Fee Disclosure Notice is also available on the Web Center. This notice is issued annually and provides detailed information regarding investment performance and the fees and expenses charged under these investment options.

Review your investments

You should regularly review your investments in the Plan to ensure that the allocation of your balances — and, if applicable, future contributions and loan repayments — continues to meet your long-term financial needs and objectives.

Contact information

401(k) Savings Plan Web Center

You can obtain account information and conduct transactions via the 401(k) Savings Plan Web Center through **My Rewards**:

- **From work: My Rewards** from the intranet
- **From home:** myrewards.jpmorganchase.com

401(k) Savings Plan Call Center

If you have questions about this Bulletin or about the 401(k) Savings Plan in general, please contact 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 United States. (The TTY number is 1-800-345-1833.) Client Service Representatives are available Monday through Friday, from 8 a.m. to 10 p.m. Eastern time, except New York Stock Exchange holidays.

This document constitutes part of a prospectus covering securities that have been registered under the Securities Act of 1933.

This is a summary of material modification to the Summary Plan Description for the JPMorgan Chase 401(k) Savings Plan. It supplements, clarifies, and amends the Plan's Summary Plan Description and should be referred to as part of the Summary Plan Description. Please retain this information for your records.

The investment funds in the Plan are separate accounts created specifically for the 401(k) Savings Plan or collective investment trust funds established and maintained by a bank/trust company under a declaration of trust, with the exception of the JPMorgan Chase Common Stock Fund. These funds are not registered investment products and are not required to file a prospectus or registration statement with the SEC and accordingly neither is available. For the name of the fund advisor, please see the details in the Investment Fund Profiles brochure or call 1-866-JPMC401k (1-866-576-2401).

Investments in the funds are not deposits or obligations of — nor guaranteed by — JPMorgan Chase & Co., JPMorgan Chase Bank, N.A. or any of their subsidiaries. The funds are not insured by the Federal Deposit Insurance Corporation (FDIC) or the Federal Reserve Board. Investments in funds involve risk, including possible loss of the principal amount invested. Returns and share prices will fluctuate, and redemption value may be more or less than original cost.

The date in the name of the Target Date Fund is the assumed date of retirement. The asset allocation becomes more conservative as the fund nears the target retirement date; however, the principal value of the fund is never guaranteed.

Asset allocation and balanced investment options and models are subject to the risks of their underlying investments.

The indices and benchmarks referenced within this communication are unmanaged and used to represent certain overall broad-based asset classes, or in the case of the Target Date Fund benchmarks, comprised of multiple indices that are unmanaged and represent broad-based asset classes. The index return is for illustrative purposes only and is not intended to be indicative of fund performance. It is not possible to invest directly into an index.

Expense ratios provided are the Target Date Funds' total annual operating expense ratios.

Participants may choose to invest in any of the Target Date Funds or any other investments in the lineup. As with all investments, the principal value of the Target Date Fund(s) or any other investment in the lineup is not guaranteed at any time, including at the target date.

Asset allocation, diversification, dollar-cost averaging and/or rebalancing do not ensure a profit or protect against loss.

***Securities offered and/or distributed by GWFS Equities, Inc., Member FINRA/SIPC.** GWFS is an affiliate of Empower Retirement, LLC; Great-West Funds, Inc.; and registered investment advisers, Advised Assets Group, LLC and Personal Capital. This material is for informational purposes only and is not intended to provide investment, legal or tax recommendations or advice.*

Investing involves risk, including possible loss of principal.

The JPMorgan Chase U.S. Benefits Program generally is 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.

RO1470046-0121

Your before-tax per-pay contribution rate in the JPMorgan Chase 401(k) Savings Plan (Plan) will now automatically increase by 1% each year until you reach 10%.

Overview

JPMorgan Chase is committed to helping you save for retirement. That's why your 401(k) before-tax per-pay (Standard) contribution rate automatically increases by 1% each year on your anniversary date[1] until you reach 5%. Beginning April 1, 2021, this contribution rate will continue to increase by 1% each year until you reach 10% (or you elect otherwise).

The firm is making this change because research shows that saving early, often and as much as you can may go a long way toward helping you achieve your retirement goals. The Plan offers automatic increase as a feature to help you work toward those goals.

What actions do I need to take?

You may wish to review your automatic increase by going to the "My Contributions" screen on the **401(k) Savings Plan Web Center** via **My Rewards** from the intranet or **myrewards.jpmorganchase.com** from the Internet and then clicking on "Auto Increase":

- If you would like to make changes, you can do so by altering the percentage and/or the date of your pending automatic contribution rate increase. You may also opt out of automatic increase by deleting your current increase.
- If you are happy with your contributions automatically increasing as described above, no action is needed. Your before-tax per-pay (Standard) contribution rate will continue to increase by 1% each year on your anniversary date until you reach a total of 10%.

Note: You may change your automatic increase at any time via the 401(k) Savings Plan Web Center or Call Center.

More information

For more information, read the **Automatic Increase FAQs** and the **2021 Notice of Automatic Enrollment**.

If you have questions about these changes or would like to request a paper copy of the Automatic Increase FAQs or the 2021 Notice of Automatic Enrollment at no charge, please call the **401(k) Savings Plan Call Center** at 1-866-JPMC401k (1-866-576-2401). (The TTY number is 1-800-345-1833.) Client Service Representatives are available from 8 a.m. to 10 p.m. Eastern time, Monday through Friday, except New York Stock Exchange holidays.

[1]Your anniversary date is the date in which you were automatically enrolled in the Plan, which is approximately 31 days after your eligibility date. You may view your next anniversary date on the 401(k) Savings Plan Web Center under "My Contributions" and then clicking on "Auto Increase."

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Disclosures

March 1, 2021
Message sent to U.S. benefits-eligible employees in the JPMorgan Chase 401(k) Savings Plan who have a corporate email address, who were automatically enrolled in the Plan and who have not made changes to their contribution rate, which is currently at 3% or 4%.

JPMorgan Chase & Co.

Message from JPMC Human Resources

Your before-tax per-pay contribution rate in the JPMorgan Chase 401(k) Savings Plan (Plan) will automatically increase by 1% each year up to a total of 10%.

Overview	JPMorgan Chase is committed to helping you save for retirement. That's why you were automatically enrolled in the Plan following your hire date[1] at a 3% before-tax per-pay (Standard) contribution rate. This contribution rate automatically increased by 1% each year on your anniversary date[2] up to a total of 5%. Our records indicate you have not made any changes to your contribution rate since you reached 5%. **Starting April 1, 2021, the automatic increase limit is changing to 10%.** This means that your before-tax per-pay contribution rate will increase by 1% each year on your anniversary date until you reach a total of 10% (or you elect otherwise). The firm is making this change because research shows that saving early, often and as much as you can may go a long way toward helping you achieve your retirement goals. The Plan offers automatic increase as a feature to help you work toward those goals.
What actions do I need to take?	You are encouraged to review your automatic increase by going to the "My Contributions" screen on the **401(k) Savings Plan Web Center** via **My Rewards** from the intranet or **myrewards.jpmorganchase.com** from the Internet and then clicking on "Auto Increase": • If you would like to make changes, you can do so by altering the percentage and/or the date of your pending automatic contribution rate increase. You may also opt out of automatic increase by deleting your current increase. Note: If you do not want the next increase to 6% to take place, you must take action **before** your anniversary date. • If you are happy with your contributions automatically increasing as described above, no action is needed. Your before-tax per-pay (Standard) contribution rate will increase to 6% on your next anniversary date on or after April 1, 2021. Each year thereafter it will increase by 1% until you reach 10%. **Note:** You may change your automatic increase at any time via the 401(k) Savings Plan Web Center or Call Center.
More information	For more information, read the **Automatic Increase FAQs** and the **2021 Notice of Automatic Enrollment**. If you have questions about these changes or would like to request a paper copy of the Automatic Increase FAQs or the 2021 Notice of Automatic Enrollment at no charge, please call the **401(k) Savings Plan Call Center** at 1-866-JPMC401k (1-866-576-2401). (The TTY number is 1-800-345-1833.) Client Service Representatives are available from 8 a.m. to 10 p.m. Eastern time, Monday through Friday, except New York Stock Exchange holidays.

[1]When you were first hired or rehired and/or first became eligible to participate in the Plan.
[2]Your anniversary date is the date in which you were automatically enrolled in the Plan, which is approximately 31 days after your eligibility date. You may view your next anniversary date on the 401(k) Savings Plan Web Center under "My contributions" and then clicking on "Auto Increase."

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Disclosures

March 1, 2021
Message sent to U.S. benefits-eligible employees in the JPMorgan Chase 401(k) Savings Plan who have a corporate email address, who were automatically enrolled in the Plan and who have not made changes to their contribution rate, which is currently at 5%.

JPMorgan Chase 401(k) Savings Plan

Summary of Material Modification
Effective September 1, 2022

Rollover Contributions from the JPMorgan Chase Retirement Plan ("Pension Plan")

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.

The JPMorgan Chase U.S. Benefits Program generally is 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.

September 2022

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

For U.S. benefits-eligible employees residing in all states except 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**	• Complete Additional Wellness Activities by Dec. 31, 2022 to maximize your 2022 MRA funds (Dec. 30 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 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:
	  ○ 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, 2023[1].
	  ○ 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, 2023[1]. If you did not elect to contribute to the HCSA in 2023, any unused amounts under $25 will be forfeited[2].
	• Those who enrolled in the 2023 Core Medical Plan will receive new ID cards from Aetna or Cigna reflecting the lower in-network medical deductibles for 2023. Watch your home mail in mid/late December.

❒ **Beginning Jan. 1, 2023**	• 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. • Start participating in the Additional Wellness Activities outlined on your 2023 MRA Action Plan to maximize your 2023 MRA funds, if applicable. • 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**	• 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**	• 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, 2023[1] to file HCSA and DCSA claims for eligible expenses incurred **during 2022** with your 2022 account administrator.

[1]This filing deadline continues to be extended by the federal government; you will be notified of any change as made available.
[2]As 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:**

RETIREMENT SAVINGS PROGRAM REMINDERS

401(k) Savings Plan

401(k) Savings Plan 2022 automatic pay credits
If you're an eligible employee[1], 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 Compensation[2] (capped at $100,000).

401(k) Savings Plan 2022 matching contributions
If you're an eligible plan participant[1], 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 Compensation[3] 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.

[1]*To 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.*

[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 $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 11.

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** $200 in your 2023 MRA and **save** $500 on your 2023 medical payroll contributions[1]. You will earn an additional $100 in your 2023 MRA and save an additional $500 on your 2023 medical payroll contributions[1] 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 company[2] – 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 (December 30 for completing telephonic coaching activities already in process; coaches may not have the capacity to schedule any new coaching calls through year end).

You have the opportunity to earn up to a total of $1,000 in **2022 MRA** funds plus up to an additional $400 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

If you enrolled in the 2023 JPMC Medical Plan Option 1 or Option 2: Between Jan. 1 – Dec. 31, 2023, you have the opportunity to earn up to $800 when you complete Additional Wellness Activities throughout the year. Plus, if you cover a spouse/domestic partner, you can earn up to $300 when they complete Additional Wellness Activities in 2023. The total amount you can earn – including funds for completing both the Wellness Screening and Assessment between Nov. 20, 2021 – Nov. 18, 2022 ($200 for you; $100 for your covered spouse/domestic partner) – is up to $1,400 in 2023. See the **2023 MRA Action Plan** available on My Health on or before Jan. 1, 2023.

If you enrolled in the JPMC Medical Plan Kaiser HMO Option: The Kaiser HMO Option does not offer incentives for completing Additional Wellness Activities throughout the year.

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 $200 in 2023 Wellness Rewards, to be reflected in your January 2023 pay (and reported as taxable income). You can earn up to $400 in 2023 Wellness Rewards when you complete Additional Wellness Activities in 2023. See the **2023 Wellness Rewards Action Plan** available on My Health. 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 contributions[5] 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).*

[2] *For 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 enrolled in the Kaiser HMO Option, Cigna is the administrator for your Spending Accounts and 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, 2023[1] 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 31[1] 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 31[1] of the following year.
- If you did not elect to contribute to the HCSA in 2023, any unused amounts under $25 will be forfeited[2].

[1]This filing deadline continues to be extended by the federal government; you will be notified of any change as made available.
[2]As 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. **Generally, the "Pay Me Back" feature applies only to the Parking Account.*

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). If you enrolled in the Kaiser HMO Option and…

- Aetna is your current health care company, you won't have access to these funds until the April time frame described above.
- 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 2023.

Health care cards

Medical Plan
If you enrolled in the 2023 JPMC Medical Plan, Options 1 or 2, you'll receive new 2023 Medical ID cards from Aetna or Cigna in Dec. 2022 showing the lower in-network medical deductibles for 2023 — even if you're keeping your current coverage. Begin to use this card starting Jan. 1, 2023. If you newly enrolled in the 2023 Kaiser HMO Option, a Welcome Guide will be sent to your home in December with instructions for registering on kp.org and selecting primary care physicians for you and your covered family members.

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

If you newly enrolled in the 2023 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 December 31, 2022.

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**. If you enrolled in the Kaiser HMO Option, your MRA/HCSA debit card will be issued by Cigna.

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.

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 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** (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).

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:

<table>
<tr><td colspan="2">For questions about your:
• JPMC Medical Plan
• Medical Reimbursement Account (MRA)*
• Health Care Spending Account (HCSA)*
• Dependent Care Spending Account (DCSA)*
• Nurseline (for health-related inquiries)</td></tr>
<tr><td>Aetna
Payflex (the MRA, HCSA & DCSA administrator for Aetna)</td><td>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.</td></tr>
<tr><td>Cigna (Cigna is also the HCSA & DCSA administrator for those not enrolled in the JPMC Medical Plan)</td><td>1-800-790-3086; 24/7</td></tr>
<tr><td>Kaiser Permanente (the MRA, HCSA & DCSA administrator for the Kaiser HMO Option is Cigna)</td><td>1-800-204-6561; 8 a.m. – 6 p.m., Pacific Time, Mon. – Fri.</td></tr>
<tr><td colspan="2">For additional help when working with your health care company about:
• Claims
• Health-related inquiries
• Health care reform</td></tr>
<tr><td>Health Advocate</td><td>1-866-611-8298; 8 a.m. to 9 p.m. ET, Mon. – Fri.
Email: answers@HealthAdvocate.com</td></tr>
<tr><td colspan="2">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</td></tr>
<tr><td>Included Health</td><td>1-888-868-4693; 8 a.m. to 9 p.m., ET, Mon. – Fri.</td></tr>
<tr><td colspan="2">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</td></tr>
<tr><td>Included Health</td><td>1-877-266-2861; 9 a.m. to 8 p.m., ET, Mon. – Fri.</td></tr>
<tr><td colspan="2">For questions about Family Building Benefits, including fertility treatments and egg and sperm freezing (If enrolled in the Kaiser HMO Option, contact Kaiser Permanente)</td></tr>
<tr><td>WINFertility</td><td>1-833-439-1517; 9 a.m. – 7:30 p.m., ET, Mon. – Fri.</td></tr>
<tr><td colspan="2">For questions about your prescription drug coverage under the JPMC Medical Plan</td></tr>
<tr><td>CVS Caremark (Aetna/Cigna)</td><td>1-866-209-6093; 24/7 (TDD assistance: 1-800-863-5488)</td></tr>
<tr><td>Kaiser Permanente (Kaiser HMO Option)</td><td>1-800-204-6561; 8 a.m. – 6 p.m., PT, Mon. – Fri.</td></tr>
<tr><td colspan="2">For questions about your Dental Plan</td></tr>
<tr><td>MetLife (PDP option)</td><td>1-888-673-9582; 8 a.m. to 11 p.m. ET, Mon. – Fri.</td></tr>
<tr><td>Aetna (DMO option)</td><td>1-800-843-3661; 8 a.m. to 6 p.m. ET, Mon. – Fri.</td></tr>
<tr><td>Cigna (DHMO option)</td><td>1-800-790-3086; 24/7
(all other times a non-dedicated service representative will answer your call)</td></tr>
<tr><td colspan="2">For questions about your Vision Plan</td></tr>
<tr><td>EyeMed</td><td>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.</td></tr>
<tr><td colspan="2">For questions about your Transportation (Transit/Parking) Spending Account (TSA)</td></tr>
<tr><td>HealthEquity (formerly Wageworks)</td><td>1-877-924-3967; 8 a.m. to 8 p.m. ET, Mon. – Fri.
(except certain U.S. holidays)</td></tr>
<tr><td colspan="2">For questions about your Life Insurance Plan</td></tr>
</table>

• **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: • **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: • **Wellness Activities** • **Program Support**	
Initial Wellness Activities: • 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)
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 list[2] — 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 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	• 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: • Minor Children • Disabled or Chronically Ill beneficiary • Individual who is no more than 10 years	• 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	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.

younger than the participant	tenth anniversary of your death.		
An individual other than your spouse who is not an "Eligible Designated Beneficiary"	• 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	• 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.

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.

<table>
<tr><td>❒ Now</td><td>

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:

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, 2023[1].
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, 2023[1]. If you did not elect to contribute to the HCSA in 2023, any unused amounts under $25 will be forfeited[2].

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<tr><td>❒ Beginning Jan. 1, 2023</td><td>

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.
</td></tr>
<tr><td>❒ February 2023</td><td>

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.
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❒ March 2023	• 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, 2023[1] to file HCSA and DCSA claims for eligible expenses incurred **during 2022** with your 2022 account administrator.

[1]This filing deadline continues to be extended by the federal government; you will be notified of any change as made available.
[2]As 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:**

RETIREMENT SAVINGS PROGRAM REMINDERS

401(k) Savings Plan

401(k) Savings Plan 2022 automatic pay credits

If you're an eligible employee[1], 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 Compensation[2] (capped at $100,000).

401(k) Savings Plan 2022 matching contributions

If you're an eligible plan participant[1], 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 Compensation[3] 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.

[1] To 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.

[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 $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 contributions[1]. You will earn an additional $50 in your 2023 MRA and save an additional $500 on your 2023 medical payroll contributions[1] 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 company[2] – 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 contributions[5] 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).*
[2]*For 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, 2023[1] 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 31[1] 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 31[1] of the following year.
- If you did not elect to contribute to the HCSA in 2023, any unused amounts under $25 will be forfeited[2].

[1]*This filing deadline continues to be extended by the federal government; you will be notified of any change as made available.*
[2]*As 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. **Generally, the "Pay Me Back" feature applies only to the Parking Account.*

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.

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 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** (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).

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: • **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: • **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 • **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: • **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: • **Wellness Activities** • **Program Support**	
Initial Wellness Activities: • 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 list[2] — 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 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	• 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: • Minor Children • Disabled or Chronically Ill beneficiary • Individual who is no more than 10 years younger than the participant	• 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"	• 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	• 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.

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.

❒ **Now**	✓ 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: ○ $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.
❒ **Beginning Jan. 1, 2024**	✓ 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).
❒ **February 2024**	✓ 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.
❒ **March 2024**	✓ 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) 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 Compensation[2] (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 Compensation[3] 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. 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 contributions[1]. You will save an additional $500 on your 2024 medical payroll contributions[1] 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 activities[2] by Dec. 31, 2023 (Dec. 29 for completing telephonic coaching activities[3] 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	• 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: • Minor Children • Disabled or Chronically Ill beneficiary • Individual who is no more than 10 years younger than the participant	• 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"	• 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	• 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.*

U.S. Benefits Program
2024 Year-end Bulletin

As 2024 comes to a close, we want to help ensure that **making the most of your benefits** is **top of mind!** We hope that you find this bulletin — which is filled with tips, reminders and actions you may wish to take — helpful as the countdown to 2025 starts. Please keep in mind that the information in this bulletin covers both **this year's benefits** as well as the **benefits you may have enrolled in for the following year**.

Dec. 2024

JPMorganChase

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For full details and updates about any of the health, insurance or retirement benefits offered under the U.S. benefits program, please refer to Your JPMC Benefits Guide, which contains the Summary Plan Descriptions (SPDs) for each of the benefits.

Plan Years' Checklists

For the 2024 plan year

As we wrap up 2024 and move into 2025, here are important things to think about for your current 2024 plan year benefits. (For 2025 benefits, view the **For the 2025 plan year** section.)

When	What you need to know/do:	Why is it important?
	WELLNESS INCENTIVE ACTIVITIES	
By Dec. 31, 2024	Complete remaining 2024 activities by year-end.	If enrolled in the JPMC Medical Plan Option 1 or 2, you can earn up to $700 in your Medical Reimbursement Account (MRA) or up to $400 in taxable income if not enrolled in the JPMC Medical Plan.
	MEDICAL, PRESCRIPTION DRUG, DENTAL, VISION, GROUP LEGAL SERVICES	
By Dec. 31, 2024	File claims for these plans for the 2023 plan year if you need to.	All unsubmitted claims for 2023 will need to be filed by Dec. 31, 2024.
	HEALTH CARE (HCSA) AND DEPENDENT CARE (DCSA) SPENDING ACCOUNTS	
By Dec. 31, 2024	**HCSA:** Make eligible purchases with remaining 2024 balances.	You may only carry over $640 to your 2025 HCSA. Any remaining balance as of the end of the year up to $640 will carry over to the new year; amounts over this limit will be forfeited. However, if you choose not to contribute to the HCSA in 2025, unused balances under $25 will not carry over and will be forfeited.
By Dec. 31, 2024	**DCSA:** Make eligible purchases with remaining 2024 balances.	You'll lose unused balances after year end.
By March 31, 2025	**HCSA and DCSA**: File for expense reimbursements for eligible 2024 purchases with your plan administrator.	Reminder that all expenses must be submitted by March 31, 2025.
	EMPLOYEE STOCK PURCHASE PLAN	
Mid-Dec. 2024	If you received $10 or more in dividend income, view/print your 2024 1099-DIV or 1042-S form from your Computershare account via My Rewards under "Tax Forms and Documents."	You'll need this for tax filing purposes.
Late Jan. to late Feb. 2025	Look out for your year-end statement (details 2024 transactions, if any) and a Form 1099-B (details stock sales completed in 2024), which will be available on your Computershare account via My Rewards and mailed home (unless elected otherwise).	You should retain these for your records and may need this information for tax filing purposes.

Note: This table is continued on the next page.

When	What you need to know/do:	Why is it important?
	RETIREMENT SAVINGS PROGRAM	
By Dec. 31, 2024	**401(k) Savings Plan**: Make or change your election to contribute from the cash portion of your Annual Incentive Compensation[1], if any, paid in 2025 on the 401(k) Web Center via My Rewards.	Your election on file as of Dec. 31, 2024, will apply to the cash portion of your Annual Incentive Compensation[1].
Late Jan. to early Feb. 2025	**401(k) Savings Plan company contributions**: If eligible, confirm receipt of company contributions: • $1,000 Special Award[2] • Company match[3] • Automatic pay credits[3]	You may check your 401(k) account balance by visiting the 401(k) Web Center via My Rewards.
Late Jan. to late March 2025	**401(k) and Pension Plan annual statements**: Look out for your annual statements for the 401(k) Savings Plan (available on the 401(k) Web Center via My Rewards) and Retirement (Pension) Plan (mailed home); and a Form 1099-R (mailed home) if you took a distribution in 2024.	You should retain these for your records and may need this information for tax filing purposes (if you took a distribution in 2024).
	TAX DOCUMENTS	
Mid-to-late Jan. 2025	We'll send your 2024 W-2 Form (detailing your income) and 1095-C tax form (detailing the benefits coverage JPMC offered to you); both of these will be mailed to you unless you elected electronic delivery. If enrolled in Kaiser, you'll also get a 1095-B tax form from Kaiser Permanente, which you can access by visiting kp.org/mytaxdocs (login required) or by calling Kaiser at 1-844-477-0450.	You'll need these for tax filing purposes.

[1] Annual Incentive Compensation is the annual cash incentive compensation, if any, awarded under the firm's Performance-Based Incentive Plan (generally paid in Jan.) or Branch Profitability Incentive Plan (generally paid in Feb.). 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.

[2] The Special Award will be awarded to eligible employees of JPMorganChase and any of its subsidiaries that were at least 80% owned by JPMorganChase if such subsidiary is participating in JPMorganChase's benefits programs on the contribution date. This Special Award does not confer on an eligible employee any right or entitlement to, nor does the Award impose any obligation on JPMorganChase to provide, the same or any similar award in the future. No payments under the Award shall be taken into account as salary or other relevant compensation in determining an eligible employee's benefits under any compensation, pension or welfare plan, program, or arrangement maintained by JPMorganChase. This program (or a similar one) applies to eligible employees outside the United States, unless the laws of a particular jurisdiction restrict or otherwise do not make it feasible to extend the benefits of the program to employees located in that jurisdiction.

[3] To be eligible for 2024 matching contributions and automatic pay credits, you generally had to have completed at least one year of service and be actively employed on Dec. 31, 2024 (certain exceptions and other restrictions apply). In addition, to be eligible for the 2024 matching contribution, your Total Annual Cash Compensation in effect for the 2024 plan year (determined as of Aug. 1, 2023) must be less than $250,000.

For the 2025 plan year

Here are things to know for your upcoming benefits, which start on Jan. 1, 2025.

When	What you need to know/do:	Why is it important?
	WELLNESS INCENTIVE ACTIVITIES	
Starting Jan. 1, 2025	Starting Jan. 1, 2025, visit go/wellnessincentiveprogram or access the **2025 Wellness Incentive Program** via My Health for details about wellness incentive activities. Note: All benefits-eligible employees (including those enrolled in the Kaiser HMO or Centivo Select and those not enrolled in the JPMC Medical Plan) can access all programs. You'll only earn wellness rewards for all activities if enrolled in the JPMC Medical Plan Option 1 or 2.	If you're enrolled in the JPMC Medical Plan Option 1 or 2, you can earn up to $700 in MRA funds when you complete wellness activities. If you're enrolled in the Centivo Select Plan, you can earn up to $200/year in MRA funds by completing an annual physical or GYN visit. If not enrolled in the JPMC Medical Plan, you can earn up to $400 in taxable income. Note: You can only earn MRA funds for completed Virgin Pulse (being renamed to Personify Health) activities if enrolled in the JPMC Medical Plan Option 1 or 2.
	MEDICAL, PRESCRIPTION DRUG, DENTAL, VISION, GROUP LEGAL SERVICES	
Late Dec. 2024	**Medical and Prescription Drug ID Cards**: If you chose new or different coverage for 2025 versus 2024 — or if you enrolled in Cigna and live in Illinois — expect new ID cards from your medical and prescription drug carriers.	You'll need to use your new ID card(s) starting Jan. 1, 2025 (and HCSA and/or MRA debit card, if applicable).
March 2025	**Medical Plan Contributions:** Your 2025 medical payroll contributions assume that you and your spouse/domestic partner (if they are enrolled in a JPMC Medical Plan prior to Sept. 2, 2024) completed both a wellness screening and assessment between Nov. 18, 2023, and Nov. 22, 2024. This means your medical payroll contributions[4] from Jan. 2025 onward will reflect savings of $500 (for you) and $500 (for your spouse/domestic partner[5]). If you and/or your covered spouse/domestic partner didn't complete a wellness screening **and** assessment by Nov. 22, 2024, **your medical payroll contributions will increase in March of 2025.** If you newly enroll in benefits after Sept. 1, 2024, or you were just hired, you will automatically receive the savings mentioned above for you and your spouse/domestic partner (if applicable) for all of 2025 (reference footnote 4 for additional details).	If this applies to you, your medical payroll contributions will increase; the full $500 (or $1,000 if you cover a spouse/domestic partner and neither of you completed the activities) will be applied in equal installments to each pay period for the rest of the year.

Note: This table is continued on the next page.

[4] **Employees newly-eligible for benefits after Sept. 1, 2024:** Employees who become eligible for benefits coverage — and/or add a spouse/domestic partner to medical coverage — after Sept. 1, 2024, will automatically save $500 (or $1,000 if covering a spouse/domestic partner) on both 2024 and 2025 medical payroll contributions without completing the wellness screening and assessment in 2024. **Employees on a leave of absence:** Employees who are on an approved leave of absence for 45 consecutive days between Sept. 1 and Nov. 22, 2024, and do not complete a wellness screening and assessment during that time will automatically save $500 in 2025 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 certain wellness incentive activities through the end of 2024.

[5] Not applicable to those enrolled in the Kaiser HMO.

When	What you need to know/do:	Why is it important?
	GROUP PERSONAL EXCESS LIABILITY INSURANCE	
Mid-Jan. 2025	If enrolled for 2025, you'll get your *Coverage Summary Certificate* by email from JPMC.PEXL@mmc.com.	If you don't receive this email, you'll need to contact Marsh McLennan Agency at 1-855-426-1380, M-F, from 8 a.m. to 6 p.m. ET (if you don't have a corporate email address, your certificate will be mailed to you at home).
	BENEFICIARIES	
Anytime	Review/update your beneficiary designations for most benefit plans using the Online Beneficiary Designation site, accessible via My Rewards. Note: If you were part of a company that was acquired in 2024, any beneficiary designations made for your prior company's benefit plans did not carry over to the JPMC plans.	This allows your assets to be distributed according to your preferences.

Other Important Plan Reminders

Healthcare and Insurance Plans

Switching healthcare companies in 2025?

If you change healthcare companies in the JPMC Medical Plan, your unused MRA and/or HCSA funds will move to your new healthcare company in April 2025. This delay lets your old healthcare company use your previous year's MRA/HCSA funds to pay for eligible 2024 claims submitted early in 2025. If this policy causes financial hardship, please contact your new healthcare company.

Note: If you signed up for the Kaiser HMO (CA) or the Centivo Select Plan (Dallas-Fort Worth, TX) and Cigna is your current healthcare company, you'll have access to any unused MRA/HCSA funds in early Jan. 2025. If Aetna is your current healthcare company, you won't have access to these funds until April 2025.

Wondering if you need a new medical plan ID card for 2025?

- If you're newly enrolled in the JPMC Medical Plan or switch healthcare companies, you should get your new medical ID card in late Dec.
- If you live in Illinois and elected Cigna as your healthcare company, you'll receive a new ID card (even if you're currently enrolled in Cigna).
- If you newly signed up for the Kaiser HMO (CA) or the Centivo Select Plan (Dallas-Fort Worth, TX), you'll also get a *Welcome Guide* at home. This guide will help you register, choose primary care providers for yourself and your covered dependents, get prescriptions (if applicable) and find care.

Will you get a new prescription drug ID card for 2025?

- If you're newly enrolled in the JPMC Medical Plan (Plan Options 1 or 2 or Centivo Select) and weren't enrolled in 2024, you'll get a Prescription Drug Plan ID card from CVS Caremark.
- If you were enrolled in Plan Options 1 or 2 in 2024, keep using your current card. If you're newly enrolled in the Kaiser HMO (CA), your new medical card will also be your Prescription Drug Plan ID card.

Firefly Health is being discontinued (Houston only)

In Aug. 2023, JPMC introduced Firefly Health's virtual primary care services to employees and dependents in Houston who are enrolled in the JPMC U.S. Medical Plan. We launched this virtual model to enhance access to primary care and provide convenient care that was flexible and could adapt to your schedule.

After a thorough evaluation, we've decided to discontinue the service due to lower-than-expected enrollment and engagement. As a result, new members will not be accepted. Existing members were informed last month that Firefly will continue to provide support until Jan. 31, 2025.

Despite this change, we remain committed to supporting your primary care needs. If you're enrolled in the JPMC Medical Plan, you can find a primary care provider through your healthcare company, Aetna or Cigna. You can also reach out to Included Health at (888) 868-4693 for assistance in finding a quality, in-network PCP and scheduling an appointment.

Notice for California employees enrolled in the Aetna DMO or Cigna DHMO

Effective Jan. 1, 2025, the Aetna DMO and Cigna DHMO coverage options will no longer impose dental waiting period provisions or deny claims related to preexisting dental conditions. Please review the Aetna 2025 Dental Benefits Summary or Cigna 2025 Dental Benefits Summary for additional coverage information. Enrolled members can access this documentation on the Aetna or Cigna member website, as applicable.

Know your tax-free limits for child care benefits in 2025?

The Internal Revenue Code (IRC) lets you exclude up to $5,000 ($2,500 if married filing separately) of employer-provided child care benefits from your taxable income each year. This includes contributions to your DCSA and the value of child care programs like back-up care and virtual tutoring. For 2025, if you earned $155,000 or more in 2024, you may have a lower tax-free limit for these benefits. You'll get notified if this applies to you. If your child care benefits exceed the allowed limit, you'll pay taxes on the extra amount, known as "child care imputed income." You can find more details in the U.S. Child Care Imputed Income section in Your JPMC Benefits Guide.

Medical Reimbursement Accounts (MRAs) and Spending Accounts

Interested in maximizing your MRA funds in 2025?

If you're:

- **Enrolled in the JPMC Medical Plan Option 1 or 2:** You can earn up to $700 in your MRA by completing activities like meeting healthy outcomes (e.g., blood pressure target), getting preventive care (e.g., annual physicals) or participating in physical, emotional or financial well-being activities.
- **Enrolled in the Centivo Select Plan (Dallas-Fort Worth, TX):** You can earn $200 per year in MRA funds by completing an annual physical or GYN visit. (No other activities are eligible for wellness rewards under this coverage option.)
- **Enrolled in the Kaiser HMO (CA):** You're not eligible to get MRA funds (however, any remaining MRA funds that you may have will carry over to future years for medical and prescription drug expenses until used up, and Cigna will administer them).
- **Not enrolled in a JPMC Medical Plan:** You can earn up to $400 in wellness rewards, which are paid through payroll and are taxable for all the activities, except for activity tracking through Virgin Pulse (being renamed to Personify Health).

Note: Spouse/domestic partners are not eligible to earn wellness rewards.

Learn more by accessing the **2025 Wellness Incentive Program** on My Health starting Jan. 2025 (go/wellnessincentiveprogram).

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

You'll only get a new debit card for the 2025 plan year for the MRA or HCSA only if (1) you changed healthcare companies and elected the debit card or newly enrolled in the Centivo Select Plan (Dallas-Fort Worth, TX) or the Kaiser HMO (CA); (2) you newly chose the debit card payment option for 2025; (3) if your current debit card expires; or (4) you enrolled in the HCSA and did not enroll in a JPMC Medical Plan. For more details on using your MRA/HCSA read MRA, HCSA and Payment Options on My Health.

The 2025 annual limit for the HCSA will be $3,300 and the 2025 maximum that can be carried over to 2026 is $660. The 2025 annual limit for the DCSA will be $5,000 ($2,500 if married and filing separately); lower limits for the 2025 plan year may apply to individuals who earn more than $155,000 in 2024.

Transportation Spending Account (TSA) updates

For the 2024 plan year, you have 180 days after the end of any month in which you participated in the Parking "Pay Me Back" Account to submit claims for the 2024 plan year.

For 2025, the monthly transit limit is $325, and the parking limit is $325.

Qualified Status Changes and Dependent Eligibility

Do you have a qualified status change?

If you have a qualified status change, like marriage or divorce, submit the changes within 31 days following the date of the event to add, change or remove coverage. For a birth or adoption, you have 90 days to add your new dependent to your coverage. To ensure the best experience, we suggest adding your new dependent as soon as possible after the event date. Visit the Benefits Web Center or call 1-844-ASK-JPMC (1-212-552-5100 if calling from outside the U.S.) to get started. For more details, read the Benefits Status Change Guide or the Summary Plan Descriptions (SPDs) in Your JPMC Benefits Guide.

Covering a dependent?

Please keep in mind that you're responsible for understanding JPMorganChase's 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 to make any necessary changes. Refer to the Dependent Eligibility Requirements on My Health. You will be required to provide verification documentation for any new dependent added to your coverage. Verification documentation requests will be sent to your home address within two to three weeks of the date you completed enrollment. If you added a new dependent during annual enrollment, you can expect to receive this mailing by Jan. 31, 2025.

Retirement Savings Program

How much can you contribute to the 401(k) Savings Plan in 2025?

The annual IRS contribution limit for 2025 is $23,500. If you're 50 to 59 by the end of 2025, the 2025 limit is $31,000; if you're 60 to 63 by the end of 2025, the 2025 limit is $34,750; if you're 64 or older, the 2025 limit is $31,000.

Contribute to another employer's 401(k) in 2024?

If you contributed to another employer's 401(k) plan in 2024, ensure your combined before-tax and Roth contributions don't go over the annual $23,000 limit for 2024 (or $30,500 if you're 50 or older). If you went over this limit, request a refund of the excess by April 1, 2025, by contacting the **401(k) Savings Plan Call Center** at **1-866-JPMC401K** (1-866-576-2401).

2024 Special Award

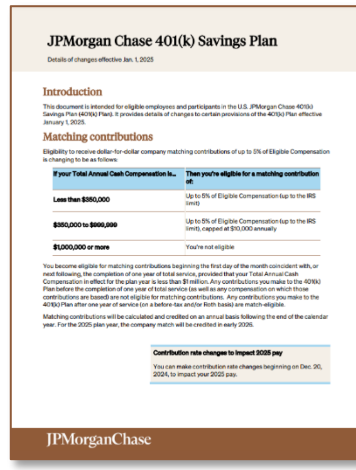
We're providing a Special Award of $1,000 (not to exceed 8.5% of salary/regular pay or fixed pay in certain locations) to eligible employees. In the U.S., this award will be a contribution to the 401(k) Savings Plan. You generally qualify if you have at least one year of service as of Dec. 31, 2024, your job grade is Vice President or below and your total annual cash compensation is under $80,000 (determined as of Aug. 1, 2024).

Contributions to the 401(k) Savings Plan

Effective Jan. 1, 2025:

- Employees with Total Annual Cash Compensation[6] of less than $350,000 (up from $250,000) are eligible for the full company match of up to 5% of Eligible Compensation[7].
- Employees with total annual cash compensation of at least $350,000 to less than $1 million are eligible for a company match of up to $10,000 per year.
- Employees with total annual cash compensation of $350,000 or more will no longer get annual automatic pay credits.
- We'll automatically enroll new employees at a 5% before-tax contribution rate (up from 3%).

This design aligns with our overall benefits philosophy and adds to the many benefits and resources we offer to support your financial well-being. For more details, read the Plan Details document.


JPMorgan Chase 401(k) Savings Plan

Details of changes effective Jan. 1, 2025

Introduction

This document is intended for eligible employees and participants in the U.S. JPMorgan Chase 401(k) Savings Plan (401(k) Plan). It provides details of changes to certain provisions of the 401(k) Plan effective January 1, 2025.

Matching contributions

Eligibility to receive dollar-for-dollar company matching contributions of up to 5% of Eligible Compensation is changing to be as follows:

If your Total Annual Cash Compensation is…	Then you're eligible for a matching contribution of:
Less than $350,000	Up to 5% of Eligible Compensation (up to the IRS limit)
$350,000 to $999,999	Up to 5% of Eligible Compensation (up to the IRS limit), capped at $10,000 annually
$1,000,000 or more	You're not eligible

You become eligible for matching contributions beginning the first day of the month coincident with, or next following, the completion of one year of total service, provided that your Total Annual Cash Compensation in effect for the plan year is less than $1 million. Any contributions you make to the 401(k) Plan before the completion of one year of total service (as well as any compensation on which those contributions are based) are not eligible for matching contributions. Any contributions you make to the 401(k) Plan after one year of service (on a before-tax and/or Roth basis) are match-eligible.

Matching contributions will be calculated and credited on an annual basis following the end of the calendar year. For the 2025 plan year, the company match will be credited in early 2026.

Contribution rate changes to impact 2025 pay

You can make contribution rate changes beginning on Dec. 20, 2024, to impact your 2025 pay.

JPMorganChase

401(k) Savings Plan: Plan Details document

More 401(k) savings options in 2025

Later in 2025, we expect to add a new after-tax contribution option. This will let you contribute even more to your retirement savings with the ability to convert it to Roth.

Employee Stock Purchase Plan (ESPP)

When do stock purchases happen?

If you chose to contribute to ESPP in 2025, remember that while deductions occur each pay period, stock purchases happen quarterly in April, July, Oct. and Jan.

Tax information if you're newly participating in 2025

After your first April stock purchase, you'll need to complete a W-9 or W-8BEN tax certification form. The 5% stock purchase discount, which is taxable, will appear in box 12 of your W-2 in Jan. 2026.

[6] For purposes of determining your eligibility to receive matching contributions and nonmatching employer contributions, Total Annual Cash Compensation is generally your rate of annual base salary/regular pay plus applicable job differential pay (e.g., shift pay) determined as of each Aug. 1, plus any cash earnings from any incentive plans (e.g., annual bonus, commissions, draws, overrides, and special recognition payments or incentives) that are paid to or deferred by you for the previous 12-month period ending each July 31. Overtime is not included. Your Total Annual Cash Compensation is calculated as of each Aug. 1 to take effect the following Jan. 1 and will remain unchanged throughout the year. For most employees hired on or after Aug. 1, Total Annual Cash Compensation will be equal to their rate of annual base salary/regular pay plus job differentials. Note that changes to the company match described in this document for the 2025 plan year will be based on this time measurement as of Aug. 1, 2024; 2025 matching contributions will be credited in early 2026.

[7] Includes base salary/regular pay and annual and nonannual cash incentives. Eligible Compensation does not include overtime payments, sign-on bonus and similar awards, referral awards, stipends, non-cash awards (such as equity awards) and allowances. Eligible Compensation is the sum of your Annual Incentive Compensation, if any, plus your Ongoing Compensation. The aggregate amount of Eligible Compensation of each participant taken into account in determining employer contributions under the Plan shall not exceed the annual limit set forth in Section 401(a)(17) of the Internal Revenue Code.

Beneficiaries

We encourage you to review and update your beneficiary designations each year. For most benefit plans, you may do so using the Online Beneficiary Designation site, accessible via My Rewards. Here's what happens if you don't have a beneficiary on file:

- **For Basic Life, Business Travel Accident, Employee Supplemental Term Life and Employee Accidental Death and Dismemberment Insurance Plans:** Benefits will be paid to your:
    - 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:
    - Estate.
- **For the 401(k) Savings Plan and Retirement (Pension) Plan:** Your vested account balances will automatically go to your spouse or to your estate if you're not married. For the Pension Plan (applicable to employees hired before Dec. 2, 2017), if you're married and you named someone other than your spouse as your beneficiary before age 35, that designation becomes invalid at 35. Unless you submit a new beneficiary designation, your vested Pension balance will go to your spouse if you're still married at the time of your death, or to your estate if you're not. (Note: If you were hired on or after Dec. 2, 2017, the Pension Plan does not apply to you.)

  If you were part of a company that was acquired in 2024, any beneficiary designations made for your prior company's benefit plans did not carry over to the JPMC plans.

Important Tax Reminders

Form 1095-C and 1095-B (for those enrolled in the Kaiser HMO)

The Form 1095-C details the health coverage JPMorganChase offered you and your family during 2024. This Form will be available by Jan. 31, 2025. You can reprint your 1095-C form after Jan. 31, 2025, by going to the Benefits Web Center on My Health. If you haven't elected electronic delivery, please allow seven to 10 business days for mail. Those enrolled in the Kaiser HMO option (CA only) will also receive a 1095-B from Kaiser Permanente by Jan. 31, 2025, including enrolled dependents. The 1095-B can be accessed electronically by visiting kp.org/mytaxdocs (login required) or by calling 1-844-477-0450, Monday to Friday from 8 a.m. to 6 p.m. PST or Saturday to Sunday from 7 a.m. to 3 p.m. PST, to request a print copy by mail.

Form W-2

You'll receive this form in late Jan. If you're still getting your W-2 in the mail, consider going to Document Delivery Preferences by Dec. 31 to select online delivery of your W-2. (Keep in mind that receiving your W-2 online is a more secure method of receipt.)

Personal Information

Keep your information current

Make sure your personal information is current on the **Personal Information app** (me.jpmorganchase.com).

Know your dependents' Social Security numbers

If you have covered dependents under the JPMC Medical Plan, ensure their Social Security numbers are correctly stated on the Benefits Web Center, accessible via My Health. If you and your spouse/domestic partner are both JPMC employees and you're adding them to your coverage, you'll need to provide their Social Security number. If you need to update your spouse/domestic partner's Social Security number, please call 1-844-ASK-JPMC (or 1-212-552-5100 if calling from outside the U.S.).

Summary Plan Description Updates

This Bulletin — along with the "2025 Centivo Select Plan Summary" (for employees living in the Dallas-Fort Worth, TX area) and the Plan Details document for the 401(k) Savings Plan — modifies and changes Your JPMC Benefits Guide. (Employees who live in Dallas-Fort Worth, TX can access the "2025 Centivo Select Plan Summary" through My Health > Benefits Enrollment > 2025 Benefits Resources.) Collectively, they serve as summary of material modifications (SMM) for certain plans under the JPMorgan Chase U.S. Benefits Program, supplementing, clarifying and amending various sections of the Guide. Please refer to these documents as part of the Guide and its Summary Plan Descriptions (SPDs) and keep this information for your records. If there is any discrepancy between the terms of the applicable plan's governing plan documents, as amended, and this SMM, the terms of the governing documents will control.

In addition to the Plan Details document above, the following amendment to the SPD is effective Jan. 1, 2025:

Retirement Savings > 401(k) Savings Plan > Withdrawals from Your Account While Employed > Disability Withdrawals.

If you're determined to be disabled by the federal Social Security Administration, you may take an in-service withdrawal of your vested account balance.

This 2024 U.S. Benefits Year-end Bulletin, the 2025 Centivo Select Plan Summary and the Plan Details document for the 401(k) Savings Plan will soon be posted on Your JPMC Benefits Guide.

Benefits Contact Information

Visit My Health anytime during the year for more information about your health and insurance benefits. Visit the Retirement Savings page for more information about the U.S. Retirement Savings program and Employee Stock Purchase page for details about the Employee Stock Purchase Plan. For personalized assistance, please use Who to call with benefits questions.

This Bulletin is being sent to U.S. benefits-eligible employees.

The JPMorgan Chase U.S. Benefits Program generally is 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 JPMorganChase 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. JPMorganChase 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 JPMorganChase and any individual. JPMorganChase or you may terminate the employment relationship at any time.

Dec. 2024

JPMorgan Chase 401(k) Savings Plan

Details of changes effective Jan. 1, 2025

Introduction

This document is intended for eligible employees and participants in the U.S. JPMorgan Chase 401(k) Savings Plan (401(k) Plan). It provides details of changes to certain provisions of the 401(k) Plan effective January 1, 2025.

Matching contributions

Eligibility to receive dollar-for-dollar company matching contributions of up to 5% of Eligible Compensation is changing to be as follows:

If your Total Annual Cash Compensation is…	Then you're eligible for a matching contribution of:
Less than $350,000	Up to 5% of Eligible Compensation (up to the IRS limit)
$350,000 to $999,999	Up to 5% of Eligible Compensation (up to the IRS limit), capped at $10,000 annually
$1,000,000 or more	You're not eligible

You become eligible for matching contributions beginning the first day of the month coincident with, or next following, the completion of one year of total service, provided that your Total Annual Cash Compensation in effect for the plan year is less than $1 million. Any contributions you make to the 401(k) Plan before the completion of one year of total service (as well as any compensation on which those contributions are based) are not eligible for matching contributions. Any contributions you make to the 401(k) Plan after one year of service (on a before-tax and/or Roth basis) are match-eligible.

Matching contributions will be calculated and credited on an annual basis following the end of the calendar year. For the 2025 plan year, the company match will be credited in early 2026.

Contribution rate changes to impact 2025 pay

You can make contribution rate changes beginning on Dec. 20, 2024, to impact your 2025 pay.

Automatic pay credits

Eligibility to receive annual automatic pay credits is changing to be as follows:

If your Total Annual Cash Compensation is…	Then you're eligible for annual automatic pay credits of:
Less than $350,000	3% of your Eligible Compensation (where compensation is capped at $100,000)[1]
$350,000 or more	You're no longer eligible to receive automatic pay credits

You become eligible to receive automatic pay credits after you complete one year of total service. You do not need to contribute to the 401(k) Plan to receive these contributions. Automatic pay credits will be calculated and credited on an annual basis following the end of the calendar year. For the 2025 plan year, automatic pay credits will be credited in early 2026.

2025 IRS Legal Limits

Legal Limits on Eligible Compensation for Matching Contributions: The Internal Revenue Code limits the amount of Eligible Compensation that the firm can recognize for purposes of determining matching contributions. The 2025 limit is $350,000.

Legal Limits on Your Contributions: The Internal Revenue Code limits the amount you may contribute annually to qualified defined contribution retirement plans (such as the 401(k) Plan) on a before-tax and/or Roth basis. This is referred to as the 402(g) limit. In 2025, you may contribute up to $23,500. If you're age 50 to 59 by the end of 2025, the limit is $31,000; if you're age 60 to 63 by the end of 2025, the limit is $34,750; if you're age 64 or older, the limit is $31,000.

The above limits are subject to change over time and apply across all defined contribution retirement plans (including other 401(k) plans, 403(b) annuity plans, governmental 457(b) plans) in which you participated during a calendar year.

JPMorganChase will monitor your contributions to the 401(k) Plan to ensure that you don't exceed the legal limits. Your contributions to the 401(k) Plan will automatically be capped once they reach the annual legal limits and will resume at the beginning of the following calendar year at your last elected contribution rate. However, if you contributed to the plan of any other employer during the year, it is your responsibility to monitor compliance with legal limits on contributions.

[1] If you were a benefits-eligible employee as of Dec. 31, 2018, you are continuously employed after that date, and your Total Annual Cash Compensation in effect for the plan year is less than $350,000, automatic pay credits will equal 3% to 5% of your Eligible Compensation (where compensation is capped at $100,000 annually) based on your years of pay credit service.

Automatic enrollment

Unless elected otherwise when you join the firm, you will be automatically enrolled in the 401(k) Plan at a before-tax per-pay contribution rate of 5% of your Ongoing Compensation within approximately 31 days of your eligibility date. Then, if you make no contribution election changes, your per-pay contribution rate will increase by 1% each year on the anniversary of your enrollment, until your contribution rate reaches 10%.

If you were previously automatically enrolled in the 401(k) Plan and have not made any changes to your contribution elections, your contributions will be increased as follows:

If your contribution election as of Dec. 31, 2024, is:	Then on Jan. 1, 2025, you'll be increased to:	And annual increases of 1% will occur on:
3%	5%	Jan. 1 of each year until you reach 10%
4%	5%	Jan. 1 of each year until you reach 10%
5% or more	Not applicable	Each anniversary of the date of your enrollment in the 401(k) Plan

If you do not wish to have your contributions increased, go to the 401(k) Savings Plan Web Center by 4 p.m. Eastern time on Dec., 31, 2024, and make your own contribution election(s). You can also call the 401(k) Savings Plan Call Center (refer to the Contact information on the last page of this document). Otherwise, you can change your contribution election at any time thereafter and it will take effect in the next pay period that is administratively feasible. **Note:** If this change applies to you, an email communication was sent to you in mid-Nov.

Other information

Find your Total Annual Cash Compensation: You can find your Total Annual Cash Compensation for purposes of helping you determine your eligibility for matching contributions and automatic pay credits for the 2025 plan year on the Benefits Web Center. Select "Personal Details." Your "2025 Annual Total Cash Compensation for Medical Contributions" will appear.

Key terms

Total Annual Cash Compensation: For purposes of determining your eligibility to receive matching contributions and nonmatching employer contributions, Total Annual Cash Compensation is generally your rate of annual base salary/regular pay plus applicable job differential pay (e.g., shift pay) determined as of each Aug. 1, plus any cash earnings from any incentive plans (e.g., annual bonus, commissions, draws, overrides, and special recognition payments or incentives) that are paid to or deferred by you for the previous 12-month period ending each July 31. Overtime is not included. Your Total Annual Cash Compensation is calculated as of each Aug. 1 to take effect the following Jan. 1 and will remain unchanged throughout the year. For most employees hired on or after Aug. 1, Total Annual Cash Compensation will be equal to their rate of annual base salary/regular pay plus job differentials. Note that changes to the company match described in this document for the 2025 plan year will be based on this time measurement as of Aug. 1, 2024 (referenced above as "2025 Annual Total Cash Compensation for Medical Contributions"); 2025 matching contributions will be credited in early 2026.

Eligible Compensation and Ongoing Compensation: Please refer to the "Defined Terms" section of the Summary Plan Description for the JPMorgan Chase 401(k) Savings Plan for definitions of these terms.

Contact information

To view your 401(k) Plan account and make changes to your elections: Access the **401(k) Savings Plan Web Center** via My Rewards from the intranet or myrewards.jpmorganchase.com from the Internet.

For questions about your 401(k) Plan account or the changes in this document: Contact 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 United States. (The TTY number is 1-800-345-1833.) Client Service Representatives are available from 8 a.m. to 10 p.m., Monday to Friday, except for New York Stock Exchange holidays.

The JPMorgan Chase U.S. Benefits Program generally is 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 JPMorganChase 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. JPMorganChase 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 JPMorganChase and any individual. JPMorganChase or you may terminate the employment relationship at any time.

This is a summary of material modification to the Summary Plan Description for the JPMorgan Chase 401(k) Savings Plan. It supplements, clarifies, and amends the Plan's Summary Plan Description and should be referred to as part of the Summary Plan Description. Please retain this information for your records.