

JPMorgan Chase

Benefits Programs & Policies

My Benefits + Me

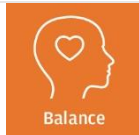
Health. Balance. Finances.



Health Programs & Policies

Program & Description

Active & Fit Fitness Discounts	Access to one of the nation's leading fitness networks that allows you to choose from 10,000+ participating fitness centers at a discounted rate.
Expert Medical Advice	Get Expert Medical Advice when you need a second opinion on a documented diagnosis. Leading experts are available to review treatment plans, complex medical conditions, scheduled surgeries and more.
Flu Shots	Free and available through JPMC Health & Wellness Centers and onsite Wellness Screening events during certain times of the year.
Health Advocate	A service designed to help you navigate the complexities of the health care system and obtain improved outcomes.
Health Coaching	Telephonic and online programs available through the JPMC Medical Plan health care companies (Aetna and Cigna) for blood pressure and/or heart health, stress management, weight management or nutrition and more.
Healthy Dining Options	Healthy menu options at select office locations with cafes.
Health Benefits	JPMC provides a wide range of benefits choices to meet your health care and lifestyle needs.
Maternity Support	Your health care company (Aetna and Cigna) provides health assessments, customized educational materials and maternity nurse support throughout your pregnancy.
Medical Reimbursement Account (MRA)	An account you can use to help pay for eligible out-of-pocket medical and prescription drug expenses like deductibles, coinsurance and copayments. The MRA, which is part of the JPMC Medical Plan, is funded by JPMC when you complete designated Wellness Activities.
Onsite Health & Wellness Centers	Health & Wellness Centers are located in 29 larger JPMC sites across the U.S. The health centers have doctors and nurses who provide treatment, advice/coaching and referrals.
Tobacco Cessation Program	JPMC offers the Quit For Life® Program for tobacco cessation in support of our smoke-free workplace and wellness strategy.
Virtual Doctor Visits	Employees and their family members covered by JPMC's medical plan have on-demand 24/7/365 access to non-urgent care through a national network of licensed, board-certified, U.S.-based doctors, including pediatricians. Virtual doctor visits are convenient, low cost, and confidential.
Weight Watchers (WW) Discounts	To help you reach your weight-loss goals and improve your overall health JPMC is offering a 30% discount on WW® offerings
Well-being webinars	Well-being related seminars/webinars offered, most virtually to employees across the U.S.. Businesses/Sites can schedule their own if interested.
Wellness Screenings & Assessments	Provide a picture of your overall health. And, if you discover any health risks, JPMC offers resources to help you address them.



Balance Programs & Policies

Program & Description

Business Resource Groups	Business Resources Groups (BRGs) are a great way to connect with other JPMC employees who share the same lifestyles, cultural backgrounds, and professional interests.
Career Development	Tools and resources to help with assessing skills, explore internal mobility and enhance skills for managing your career.
Child Care	<p>Backup Child Care: High-quality backup child care through a network of 14 onsite JPMC centers & access to thousands of vetted centers in Bright Horizons' provider network.</p> <p>Full time Child Care: We partner with high-quality national providers to offer employees access and, in some cases, discounts to full-time child care centers. Note: JPMC's onsite centers are temporarily providing full service care.</p> <p>Additional Family Support Program: Source your own babysitters, nannies, tutors, full-time child care and additional caregiving support (discounts provided).</p>
College Coach	JPMC partners with College Coach, the nation's leading provider of employer-sponsored educational counseling services to guide employees through important milestones, including selecting and applying to, and paying for college.
EAP & Work-Life Program	Provides free professional counseling (5 sessions per issue/yr) 24/7 for you and your dependents on a range of emotional well-being topics (877-576-2007).
Educational Series (for parents)	The firm offers webinars, keynote events, panel discussions and other networking opportunities on various topics related to parenting and being a successful working parent. Replays are available as well.
Employee Engagement & Volunteerism	Employees are encouraged to volunteer their time, talents and energies to enhance the lives of others. Includes Good Works, Matching Gifts and Volunteer Information.
Family Building Assistance	Financial support is provided to eligible employees to help offset the high cost of adoption, surrogacy or certain fertility treatments.
Flexible Work Arrangements (FWA)	The FWA Policy enables managers and employees to help the firm design how, when and where work can best be accomplished, while ensuring proper controls, safeguarding and minimizing any potential risk to the business.
Infertility Benefits	Employees and covered spouses/domestic partners enrolled in the JPMC U.S. Medical Plan who have a medical diagnosis of infertility are eligible for infertility benefits through the Medical Plan.
Lactation Consulting, Mother's Rooms, and Milk Shipping	Support for nursing mothers, including 24/7 access to board certified lactation consultants, Mothers@Work kit, on-site lactation rooms, discounted products, educational materials, and milk shipping services for nursing moms who are traveling for JPMorgan Chase business.
meEquilibrium	An online and mobile program designed to help you manage stress, feel your best and become more resilient.
Parental & Adoption Leave	Primary caregivers are eligible to take up to 16 continuous workweeks of paid parental leave within the 16-week period immediately following a child's birth or adoption placement. The non-primary caregiver is eligible to take six workweeks of paid parental leave.
Parental Leave Training for Managers	Training to equip managers with best practices to support their employees before, during and upon return from parental leave.
Parental Mentoring Program	Offers new parents the opportunity to connect with an experienced JPMC parent mentor.
parents@jpmc website	Provides resources to support working parents, including benefits, time off policies, lactation support, adoption/surrogacy assistance, child care options, mentor programs and education, as well as other guidance and programs.
Senior Care Management Services	Access to a credentialed care manager who can provide an in-home care assessment and work with family members to develop a customized support plan.
Special & Learning Needs Program	Bright Horizons offers U.S. benefits-eligible employees free, expert guidance on helping their child with learning, developmental, behavioral or emotional challenges.
Time Off	Paid & unpaid time off for holidays and vacations, caring for your family and other reasons.



Finance Programs & Policies

Program & Description

My Finances and Me	Free unlimited telephonic coaching on any financial topic with a Certified Financial Planner (CFP®). Access to an online Financial Finesse Hub with a Financial Wellness Assessment and articles, calculators and other resources, as well as group education sessions on a variety of topics.
401(k) Savings Plan	Meaningful 401(k) plan to help you build your retirement income through your own contributions as well as company contributions: Annual automatic pay credits of 3 – 5% of pay (capped at \$100,000 annually) and dollar-for-dollar match of up to 5% of pay based on your contributions to the plan, for most employees.
Emergency Financial Assistance	Financial assistance may be available in qualifying emergency situations through the Brown Fund.
Employee Discounts & Banking	Discounts on a range of banking products through Employee Financial Services (EFS), as well as other discounts through the Employee Discount Web Center and Exclusive discounts on other products and services.
Employee Stock Purchase Plan (ESPP)	The JPMorgan Chase Employee Stock Purchase Plan provides eligible employees with the opportunity to purchase JPMorgan Chase common stock at a 5% discount through payroll deductions on an after-tax basis.
Group Legal Services Plan	Available each year to benefits-eligible employees during the annual benefits enrollment period. The Plan provides coverage for attorney fees for routine legal services related to personal or family legal issues. Most services authorized by the Group Legal Services Plan are covered at 100% when you use network attorneys.
Legal and Financial Consultation	Free phone consultation with a professional for legal (e.g., real estate planning/tenancy, estate planning, divorce, child support/custody) and/or financial issues (e.g., credit repair, debt management/consolidation, budgeting) and referrals to discounted professionals for ongoing assistance.
Life & Accident Insurance	JPMC offers different types of life and accident insurance for employees to choose the most appropriate coverage and survivor protection for their personal situation. JPMC automatically provides basic life insurance that pays benefits to a designated beneficiary if the employee dies, and business travel accident insurance if the employee dies or is injured while travelling on business for the Company.
Spending Accounts	Available each year to benefits-eligible employees during the annual benefits enrollment period. Spending Accounts offer employees the opportunity to set aside pre-tax dollars for costs associated with health care expenses, caring for dependent children, spouses or parents as well as costs associated with work-related transportation.
Tuition Assistance Program	Financial support to help you reach your development goals and meet the cost of an education.