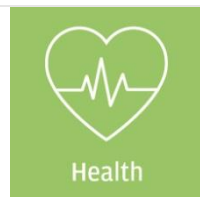


# JPMorgan Chase

## Benefits Programs & Policies

My Benefits + Me

Health. Balance. Finances.



## Health Programs & Policies

Program & Description		More Information @
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.	me@jpmc > Benefits & Rewards > Health Benefits > My Health > <a href="#">Expert Medical Advice</a> or 888-868-4693
Flu Shots	Free available through JPMC Health & Wellness Centers and onsite Wellness Screening events.	me@jpmc > Benefits & Rewards > Health Benefits > My Health > <a href="#">Flu Shots</a>
Health Advocate	A service designed to help you navigate the complexities of the health care system and obtain improved outcomes.	me@jpmc > Benefits & Rewards > Health Benefits > My Health > <a href="#">Health Advocate</a> or 866-611-8298
Health Coaching	Telephonic and online programs available through the JPMC Medical Plan carriers, Cigna and UnitedHealthcare, for blood pressure and/or heart health, stress management, weight management or nutrition.	me@jpmc > Benefits & Rewards > Health Benefits > My Health > <a href="#">My Medical Plan Website</a>
Healthy Dining Options	Healthy menu options at select office locations with cafes.	Workplace Resources > <a href="#">Dining Services</a>
Health Benefits	JPMC provides a wide range of benefits choices to meet your health care and lifestyle needs.	me@jpmc > Benefits & Rewards > <a href="#">Health Benefits</a>
Maternity Support	Your health care company provides health assessments, customized educational materials and maternity nurse support throughout your pregnancy.	me@jpmc > Benefits & Rewards > Health Benefits > My Health > <a href="#">Maternity Support</a>
Medical Reimbursement Account (MRA)	An account you can use to help pay for eligible out-of-pocket medical and prescription drug expenses like deductibles and coinsurance. The MRA, which is part of the JPMC Medical Plan, is funded by JPMC when you complete designated wellness activities.	me@jpmc > Benefits & Rewards > Health Benefits > <a href="#">My Health</a>
Onsite Health & Wellness Centers	Health & Wellness Centers are located in 28 larger JPMC sites across the U.S. Many have doctors and nurses who provide treatment, advice/coaching and referrals.	me@jpmc > Benefits & Rewards > Health Benefits > My Health > <a href="#">JPMC Health &amp; Wellness Centers</a>
Tobacco Cessation Program	JPMC offers the Quit For Life® Program for tobacco cessation - operated by Optum - in support of our new smoke-free workplace and wellness strategy.	me@jpmc > Benefits & Rewards > Health Benefits > My Health > <a href="#">Tobacco Cessation</a>
Virtual Doctor Visits	Employees covered by JPMC's medical plan can have on-demand 24/7/365 access to non-urgent care for \$5 or less through a national network of licensed, board-certified, U.S.-based doctors, including pediatricians.	me@jpmc > Benefits & Rewards > Health Benefits > My Health > <a href="#">Virtual Doctor Visits</a>
Well-being webinars	Seminars/webinars offered at many larger locations and live-streamed (JPMC Intranet) on a wide range of well-being topics.	me@jpmc > Health, Life & Parenting > <a href="#">EAP &amp; Work-Life</a>
Wellness Screenings & Assessments	Provide a better picture of your overall health. And, if you discover any health risks, you can develop an action plan to address them.	me@jpmc > Benefits & Rewards > Health Benefits > My Health > <a href="#">Learn about Wellness Screenings &amp; Assessments</a>



Balance

## Balance Programs & Policies

Program & Description		More Information @
Adoption & Surrogacy Assistance	Financial reimbursement to help offset the cost of adopting a child, up to \$10,000 per adoption.	me@jpmc > Health, Life & Parenting > <a href="mailto:parents@jpmc">parents@jpmc</a> or 877-JPMChase (877 576-2427)
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.	Getting Started > <a href="#">Get Engaged with Business Resource Groups (BRGs)</a>
Career Development	Tools and resources to help with assessing skills, explore internal mobility and enhance skills for managing your career.	me@jpmc > Career > <a href="#">Development</a>
Child Care	<b>Backup Child Care:</b> High-quality backup child care through a network of 14 onsite JPMC centers and access to over 300 Bright Horizons community centers. <b>Full time Child Care:</b> We partner with high-quality national providers to offer employees access and, in some cases, discounts to full-time child care centers.	me@jpmc > Health, Life & Parenting > <a href="mailto:parents@jpmc">parents@jpmc</a>
College Coach	JPMC partners with College Coach, the nation's leading provider of employer-sponsored educational counseling services to (free of charge) guide employees through important educational challenges, including selecting and applying to college.	me@jpmc > Health, Life & Parenting > EAP & Work-Life > College Planning > <a href="#">College Coach Portal</a>
EAP & Work-Life Program	Provides free professional counseling (5 sessions per issue/year) 24/7 for you and your dependents on a range of emotional well-being topics.	me@jpmc > Health, Life & Parenting > <a href="#">EAP &amp; Work-Life</a> or 877-576-2007
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.	Corporate Responsibility > Global Philanthropy > <a href="#">Employee Engagement &amp; Volunteerism</a>
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.	me@jpmc > HR Policies > <a href="#">Flexible Work Arrangements - Global</a>
Lactation Support & Mother's Rooms	Support for new mothers who are breastfeeding. Including lactation rooms, discounted products (thru employee discount program) and educational material through the EAP & Work-Life.	me@jpmc > Health, Life & Parenting > EAP & Work-Life > <a href="#">Lactation Support</a>
meQuilibrium	An online and mobile program designed to help you manage stress, feel your best and become more resilient.	me@jpmc > Health, Life & Parenting > Health & Wellness > <a href="#">meQuilibrium</a>
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 two workweeks of paid parental leave.	me@jpmc > HR Policies > <a href="#">Parental Leave</a>
Parental Mentoring Program	Offers new parents with an upcoming parental leave—or those who have returned from a parental leave within the past year—the opportunity to connect with an experienced JPMC parent mentor. Rolling out globally through Q1 2018.	me@jpmc > Health, Life & Parenting > <a href="mailto:parents@jpmc">parents@jpmc</a> > <a href="#">Parental Mentoring Pilot</a>
parents@jpmc	Provides one location for resources to support working parents, including benefits, time off policies, lactation support, adoption assistance, child care options, mentor programs and education, as well as other guidance and programs.	me@jpmc > Health, Life & Parenting > <a href="mailto:parents@jpmc">parents@jpmc</a>
Time Off	Paid & unpaid time off for holidays and vacations, caring for your family and other reasons.	me@jpmc > <a href="#">HR Policies</a>



## Finance Programs & Policies

Program & Description		More Information @
Emergency Financial Assistance	Financial assistance may be available in qualifying emergency situations through the Brown Fund.	me@jpmc > HR Policies > <a href="#">Brown Fund Emergency Financial Assistance</a> or 877-327-3747
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.	me@jpmc > Benefits & Rewards > <a href="#">Employee Discounts and Banking</a>
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.	me@jpmc > Benefits & Rewards > <a href="#">Employee Stock Purchase Program</a>
Group Legal Services Plan	Available each year to Benefits-eligible employees during Annual 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.	<a href="http://www.legalplans.com">www.legalplans.com</a> or 800-821-6400
Legal and Financial Consultation	Free phone consultation with a professional for legal and/or financial issues - and referrals to discounted professionals for ongoing assistance.	me@jpmc > Health, Life & Parenting > EAP & Work-Life > <a href="#">Legal or Financial matters</a>
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.	me@jpmc > Benefits & Rewards > <a href="#">Life &amp; Accident Insurance</a>
Retirement Savings	To help you achieve your retirement goals, we offer meaningful retirement benefits to help you build your retirement income, including the 401k with a matching feature and pension plan that is fully paid for by JPMC.	me@jpmc > Benefits & Rewards > <a href="#">Retirement Savings</a>
Spending Accounts	Available each year to Benefits-eligible employees during Annual Enrollment period. Offer employees the opportunity to set aside pre-tax dollars for costs associated with healthcare expenses, caring for dependent children, spouses or parents as well as costs associated with work-related transportation.	me@jpmc > Benefits & Rewards > <a href="#">Spending accounts</a>
Tuition Assistance Program	Financial support to help you reach your development goals and meet the cost of an education.	me@jpmc > Career > <a href="#">Learning</a>