



Child Care

Effective 1/1/25

The JPMorgan Chase Child Care Plan provides two types of child care services managed by Bright Horizons Family Solutions:

- Full-service child care at 14 fully or partially JPMC-dedicated Bright Horizons operated onsite (or near-site) child care centers (“Dedicated Bright Horizons Centers”), and
- Back-up child care at 14 Dedicated Bright Horizons Centers, and at Bright Horizons’ network of back-up child care centers and camps throughout the U.S. (plus in-home care in limited situations, and exchange of back-up child days for tutoring and virtual camps).

Questions?

If you still have questions after reviewing this Guide, contact your local Dedicated Bright Horizons Center. You can also call Bright Horizons at (888) 701-2235. For more information about the Plan, see go/childcare, where you can find more details and a link to the *Parent Handbook*.

Full-service care is available for eligible children who are 6 weeks old to preschool. Refer to “Eligible Children” on page 7 for additional information. You are responsible for confirming eligibility of a child prior to enrolling the child for care services.

Full-service child care can be utilized in 5-day, 3-day, or 2-day per week schedules (unless otherwise communicated by the centers) and is dependent upon availability. To find a center, view monthly tuition rates, set up a Bright Horizons login, and complete a registration form, visit: <http://www.brighthorizons.com/JPMCFullService>.

Back-up care is available for children who are 6 weeks to 12 years old.

Refer to “Eligible Children” on page 7 for additional information. You are responsible for confirming eligibility of a child prior to enrolling the child for care services.

You may use up to 20 days of back-up care per child per year. Back-up care is only available on days when you are working at JPMorganChase.

To use back-up care, you must register in advance, and then make reservations when care is needed, up to 90 days in advance. Space is limited, so be sure to make your reservation as soon as you know you will need back-up care. You can make reservations online, at <https://backup.brighthorizons.com/jpmc>.

In addition to providing up to 20 days of back-up care per year per child, the 14 Dedicated Bright Horizons Centers offer special programs described under “Special Programs” on page 8.

Back-up child care days can be used for in-home child care in limited situations where there are no operating child care centers in the Bright Horizons expanded network of providers. In-home care will display as an option on the reservation system if you are eligible for this service.

Back-up child care days that are not used can be exchanged for tutoring and virtual camps.

This section of the Guide will provide you with more information about the services offered through the JPMorgan Chase Child Care Plan, and how you can take advantage of this convenient benefit.

Be sure to see important additional information about the Plan, in the sections titled About This Guide and Plan Administration.

About this Summary Plan Description

This section is the summary plan description (SPD) and the plan document for the JPMorgan Chase Child Care Plan. Please retain this section for your records. Other sections may also constitute the complete SPD/plan document, including the *Plan Administration* and *Contacts* sections.

This summary does not include all of the details contained in the applicable insurance contracts, if any. For plans that are funded through insurance, if there is a discrepancy between the insurance contract and the SPD/plan document, the insurance contract will control.

Please note that these discounts, access to services, and the presence of onsite child care centers do not represent an endorsement of that particular provider by JPMorganChase. JPMorganChase does not make any express or implied warranty of any kind with respect to the provider, employees of a Provider or services performed or to be performed by the Provider. You expressly assume any and all risk and liability resulting from acts or omissions of any Provider. In no event will JPMorganChase be liable for any direct, special, indirect, consequential or incidental damages arising out of or in connection with providing information about any provider or otherwise. The final decision about the suitability of any provider is and must be made by you. Moreover, the quality and appropriateness of a particular provider must be solely determined and monitored by you.

The information on, and description of, a particular provider's discount has been provided to JPMorganChase by such provider and while JPMorganChase makes every effort to confirm the accuracy of the information provided to you, JPMorganChase does not guarantee its accuracy or completeness or undertakes any obligation or liability with respect to such information.

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 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 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.

| Table of Contents | Page |
|--|-----------|
| Child Care Highlights Applicable to Both Programs | 4 |
| Additional Full-Service Child Care Highlights..... | 5 |
| Additional Back-Up Child Care Highlights | 5 |
| Who's Eligible?..... | 6 |
| Who's Not Eligible?..... | 6 |
| Eligible Children | 7 |
| Advance Registration Required | 7 |
| What the Centers Provide | 7 |
| Full-Service Care | 7 |
| Back-Up Care | 8 |
| Special Programs | 8 |
| <i>8-week Advantage Program.....</i> | <i>8</i> |
| <i>Summer Advantage Program.....</i> | <i>8</i> |
| <i>Patriotic Leave Program.....</i> | <i>8</i> |
| <i>Relocation Program.....</i> | <i>8</i> |
| <i>Travel Program.....</i> | <i>9</i> |
| About the Centers in the Bright Horizons Provider Network..... | 9 |
| Using Full-Service Care | 9 |
| Enrollment | 9 |
| Using Back-Up Care | 9 |
| Registration..... | 9 |
| Reserving Back-Up Child Care..... | 10 |
| At the Child Care Center | 10 |
| Cancelling Reservations | 10 |
| In-Home Care | 10 |
| Tutoring | 10 |
| Virtual Camps..... | 11 |
| What Care Costs..... | 11 |
| Penalty Fees for Back-up Care..... | 12 |
| <i>Late Cancellations.....</i> | <i>12</i> |
| <i>No-Shows.....</i> | <i>12</i> |
| Taxes and Imputed Income (for Full Service and Back-Up Care)..... | 12 |
| <i>What Happens If You Exceed the IRC Limit?</i> | <i>13</i> |

Child Care Highlights Applicable to Both Programs

14 Fully or Partially JPMC-Dedicated Bright Horizons Operated Centers

JPMorganChase has 14 fully or partially JPMC-dedicated Bright Horizons operated onsite (or near-site) child care centers ("Dedicated Bright Horizons Centers"), in Delaware, Florida, Louisiana, New Jersey, New York, Ohio, and Texas.

Eligible Children

Back-up child care is available for children between 6 weeks and 12 years old and full-service child care is available for children between 6 weeks old and preschool, who are:

- Your natural children;
- Your stepchildren (children of your current spouse);
- Children of your domestic partner;
- Your legally adopted children;
- Your foster children;
- Children under your legal guardianship (as established by a court order) whom you claim on your income tax return as dependents or for whom you provide more than 50% of their financial support.
- Note: Back-up child care exchanged for tutoring is available for children ages 5 to 18 years.

For more details about your children's eligibility, see "Eligible Children" on page 7.

Register in Advance

Before you can enroll in full-service care or use back-up child care, and even before you can make a reservation for back-up child care, you must first register each child for whom you might request care. You'll register online, and through the registration process, you will provide materials such as a care profile, an informed consent form, and allergy and medication details.

To register for back-up care, visit <https://backup.brighthouse.com/jpmc>.

To enroll in full-service care, please visit brighthouse.com/JPMCFullService.

In addition to registering, we also strongly recommend that you and your child visit the center you would use before you need to use it for care.

When Child Care can be Used

Child care is only available for days when you are working at JPMorganChase (either remotely or in the office). It is not available when you are on a leave of absence or other inactive status. There are two exceptions: 1) If you are on an approved military leave, the child care programs are available, and 2) if you are already using full-service care when your leave of absence begins, you can continue using the care during your leave of absence.

Leaving the Firm

You may continue to use child care services until your last day of employment.

Additional Full-Service Child Care Highlights

Allocation of Enrollment Spaces

Enrollment will be accepted and confirmed according to space availability. If there is no availability, the length of time on a waitlist will vary depending on the size of the waitlist and the ages of the children. Bright Horizons will offer you a space if and when it becomes available. You may decline an offer and maintain your current position on the waitlist once. If you are offered a space a second time and you decline, your name will be moved to the bottom of the waitlist.

Your Cost for Full-Service Care

The full-service care tuition rates are subsidized by JPMorganChase and tiered based on your Total Annual Cash Compensation (TACC). Visit brighthouse.com/JPMCFullService to find the tuition rates for your location (if applicable). Morning snack, lunch, and an afternoon snack are provided each day and are included in the tuition.

If an employee has more than one child enrolled in full service child care at one of the Dedicated Bright Horizons Centers, they will receive a 10% discount off of the lowest tuition rate.

Paying for Full-Service Care

Tuition is paid via a funding source that you enter into your enrollment profile and must be active at all times in order to maintain enrollment. Tuition is paid in advance and is deducted on the 25th calendar day of the month prior to the month you are paying for. For example, monthly tuition for April is due on March 25. If you start on any day other than the first of the month, tuition is prorated. The monthly tuition amount applies whether or not your child(ren) attend(s) each of their scheduled days.

Note: Tuition rates are in effect at the time the services are charged (in some cases, those rates may be different than the rates in effect at the time the request or enrollment is made for the services).

Half Days of Care

You can choose the times of day you bring and pick-up your child from full-service care; however, since you are paying for your space for the day, the tuition is the same whether your child(ren) use care for half a day or a full day.

Notice of Cancellation

You are required to give 30 days' notice of cancellation. For example, if you notify Bright Horizons of your cancellation on November 1, your enrollment would end as of December 1 (and you would be responsible for the November tuition).

Additional Back-Up Child Care Highlights

Additional Back-Up Care Centers

If you are not located near one of the 14 Dedicated Bright Horizons Centers, you still have access to any of the Bright Horizons back-up child care centers throughout the U.S. as well as thousands of centers and camps in the Bright Horizons provider network. These centers and camps are available through the Back-Up Care Advantage (BUCA) Program.

NOTE: These centers and camps do not offer the special programs available at the 14 Dedicated Bright Horizons Centers.

Up to 20 Days of Back-Up Care

You are eligible for up to 20 days of back-up care per child per year. The 20-day annual limit applies to a child even if both parents work at JPMorganChase. Unused days may not be rolled over to the following year, and days may not be shared among siblings. A day of back-up care in a child care center or camp is considered to be 6 or more hours of care in a calendar day.

Half Days of Back-Up Care

Less than 6 hours of care in a calendar day is considered a half day. In that case, half of a day is deducted from your 20-day allotment, but you are subject to the full co-pay amount for the day.

Back-Up Care Reservations

You can make a reservation for back-up care up to 90 days in advance of the day you need care. You can also make reservations on the day care is needed if there is availability. Keep in mind that centers and camps experience high-demand periods that are usually consistent with public and private school closings and they make every effort to confirm your reservation. Reservations will be considered on a "first come, first served" basis and can only be made for children registered with the center or camp. To make a reservation, visit <https://backup.brighthouse.com/jpmc>.

Special Programs

Several special programs are available at the 14 Dedicated Bright Horizons Centers, including the 8-Week Advantage Program for new parents, the Summer Advantage Program, the Patriotic Leave Program for Active Military, the Relocation Program, and the Travel Program. See "What the Centers Provide" on page 7 for more details.

In-Home Care

In certain locations where there are no operating child care centers in the Bright Horizons provider network (including non-Bright Horizons partner centers), employees may be eligible for in-home care (Bright Horizons will send a caregiver to your home), dependent on availability. In-home care will display as an option on the reservation system if you are eligible for this service. There is a minimum of four hours and maximum of 10 hours of care per day. Regardless of the number of in-home hours used in a day, the use counts as one back-up care day. This offering is available for children between 6 weeks and 12 years old.

Tutoring

Eligible employees may exchange their back-up care days for virtual tutoring (1 use day is equal to 4 hours of virtual tutoring) or effective March 1, 2024, for in-person tutoring (1 use day is equal to 3 hours of in-person tutoring) for eligible children ages 5 to 18 years.

Virtual Camps

Eligible employees may utilize their back-up care days for virtual camp for eligible children ages 3 to 12 years, where children can choose from a wide variety of activities, including art, coding, game design, fitness, and more. NOTE: There is no co-pay required for virtual camps.

Your Cost for Back-Up Care (including Tutoring)

For each day of back-up care, you pay a copayment. The copayments are based on your Total Annual Cash Compensation (TACC). To check your TACC, visit **My Health > Benefits Web Center > My Profile > Personal Information > Personal Details**. If your TACC is:

- Less than \$80,000, your copayment is \$15 per child, per day, with a family maximum of \$40 per day
- \$80,000 or more but less than \$150,000, your copayment is \$25 per child, per day, with a family maximum of \$65 per day
- \$150,000 or more, your copayment is \$45 per child, per day, with a family maximum of \$115 per day

Note: Rates are in effect at the time the services are charged (in some cases, those rates may be different than the rates in effect at the time the reservations are made for the services).

Your Cost for In-Home Care

For each hour of in-home care, you pay a copayment. The copayments are based on your TACC. To check your TACC, visit **My Health > Benefits Web Center > My Profile > Personal Information > Personal Details**. If your TACC is:

- Less than \$80,000, your copayment is \$6 per hour, minimum of 4 hours
- \$80,000 or more but less than \$150,000, your copayment is \$8 per hour, minimum of 4 hours
- \$150,000 or more, your copayment is \$10 per hour, minimum of 4 hours

Note: Rates are in effect at the time the services are charged (in some cases, those rates may be different than the rates in effect at the time the reservations are made for the services).

Who's Eligible?

You are eligible for the Child Care Plan if you are actively employed by JPMorganChase, or one of its subsidiaries that has adopted the Plan and if you are a benefits-eligible active employee (full-time or part-time).

Who's Not Eligible?

You are not eligible if you are:

- An otherwise eligible employee who is on a leave of absence, except if the leave is for military service; or
- A contingent worker.

Eligible Children

Back-up child care is available for children between 6 weeks and 12 years old (that is, children are eligible until they reach their 13th birthday). Full-service child care is available for children between 6 weeks old and preschool. For these purposes, “children” includes:

- Your natural children;
- Your stepchildren (children of your current spouse);
- Children of your domestic partner;
- Your legally adopted children;
- Your foster children;
- Children under your legal guardianship (as established by a court order) whom you claim on your income tax return as dependents or for whom you provide more than 50% of their financial support.

Note: Back-up child care exchanged for tutoring is available for children ages 5 to 18 years.

Advance Registration Required

You do not have to elect or enroll for coverage in order to take advantage of the Child Care Plan. But you do have to register each child for whom you might request care. You will register online, and through the registration process you will provide materials such as a care profile, an informed consent form, and allergy and medication details.

To register for back-up care, visit <https://backup.brighthorizons.com/jpmc>.

To enroll in full-service care, please visit brighthorizons.com/JPMCFullService.

In addition to registering, we also strongly recommend that you and your child visit the center you would use before you need to use it for back-up or full-service care.

What the Centers Provide

The Child Care Centers are managed and operated by Bright Horizons. These centers are fully or partially dedicated for the children of JPMorganChase employees and are generally located at the same site as or very near to certain JPMorganChase workplaces in Delaware, Florida, Louisiana, New Jersey, New York, Ohio, and Texas.

The centers offer a high-quality program for learning, through Bright Horizons' *World at Their Fingertips*® curriculum, and feature state-of-the-art child care facilities, with spaces designed specifically to match the development of each age group. The staff are caregivers and educators trained in health, safety, and security procedures. Bright Horizons is solely responsible for operating the centers, hiring the staff and maintaining each center's policies and procedures. For more details, see the *Parent Handbook* available at go/childcare.

Full-Service Care

JPMorganChase offers full-service care at the 14 Dedicated Bright Horizons Centers. Full-service care is offered for infants age 6 weeks and older through preschool, can be utilized in 5-day (i.e., Monday through Friday), 3-day (i.e., Monday, Wednesday and Friday), or 2-day (i.e., Tuesday and Thursday) per week schedules (unless otherwise communicated by the centers), and is dependent upon availability.

To find a center for full-service care, visit: brighthorizons.com/JPMCFullService.

Back-Up Care

The JPMorgan Chase Child Care Plan (for back-up child care) primarily provides child care for times when your regular child care arrangements are unavailable, or when school is closed for school-age children. The Plan allows you to use up to 20 days of care, per child, per year. Care is provided through two types of child care centers:

- The 14 Dedicated Bright Horizons Centers, and
- Bright Horizons child care centers throughout the U.S. as well as thousands of centers or camps in the Bright Horizons provider network.

To find back-up care, visit: <https://backup.bright Horizons.com/jpmc>.

Special Programs

The 14 Dedicated Bright Horizons Centers offer the following special programs designed to help you with care for your children in special situations (and are only offered at those centers). These programs are in addition to the 20 days of back-up care available per child per year and reservations are dependent on availability. The additional child care benefits under these special programs are provided on a per child basis, even if both parents are JPMorganChase employees (i.e., benefits are not doubled because both parents work for JPMC). For example: If you and your spouse are both employed by JPMorganChase, you may be eligible for up to an additional 20 days (rather than 40 days) of back up care per child per year under the Summer Advantage Program.

If you are interested in any of these programs, please contact the center directly for more information and to reserve care.

All back-up child care days used including special program days require a copayment. Review "What Care Costs" on page 11 for more information on copayments, penalties, and limits on tax-free child care benefits (imputed income).

8-week Advantage Program

To help new parents adjust when returning to work after having or adopting a child, we offer an additional eight consecutive weeks of child care. As there is limited space in this program, you should contact the center director as soon as you know you are expecting a new child to discuss how to register and make reservations. This program must be used within six months of returning from leave. The eight weeks of this program must be used consecutively; weeks cannot be split up. A week of usage will be counted whether your child is in attendance at the center one day or five days that week.

Summer Advantage Program

During pre-determined weeks throughout each summer, the summer advantage program provides up to 20 additional days of back-up child care in our toddler, preschool, and school-age classrooms.

Patriotic Leave Program

When one or both parents have been deployed into active military duty, we offer up to 20 additional days of back-up child care. To be eligible for the program, you must show your military deployment documents, or the deployment documents of your spouse or domestic partner, to the center director.

Relocation Program

When you are relocating from one work site to another, we offer up to 20 additional days of back-up care to assist in the transition of household, job, and child care arrangements at your new work location. You must be relocating, or have recently relocated, to a new job site and must have a new, permanent household relocation and a permanent change in child care arrangements.

Travel Program

If you are traveling on business, up to 20 additional days of back-up care will be made available at the onsite JPMC child care center in the location to which you are traveling for each child. The center used must be at the location to which you are traveling.

About the Centers in the Bright Horizons Provider Network

If you are not able to use one of the 14 Dedicated Bright Horizons Centers, you still have access to any of the many Bright Horizons child care centers throughout the U.S. as well as thousands of centers and camps in the Bright Horizons provider network. These centers and camps follow the same back-up care program as the dedicated centers. The only difference is that they are not fully or partially dedicated for JPMorganChase employees and they do not offer the special programs that the dedicated centers do, described under “Special Programs” on page 8.

Using Full-Service Care

Enrollment

Full-service care is available at the 14 Dedicated Bright Horizons Centers for eligible children who are 6 weeks old to preschool. Refer to “Eligible Children” on page 7 for additional information. You are responsible for confirming eligibility of a child prior to enrolling the child for care services.

Full-service child care can be utilized in 5-day, 3-day, or 2-day per week schedules (unless otherwise communicated by the centers) and is dependent upon availability. Before you can enroll in full-service child care you must first register each child. You'll register online, and through the registration process, you will provide materials such as a care profile, an informed consent form, and allergy and medication details. To find a center, view monthly tuition rates, set up a Bright Horizons login, and complete a registration form, visit: <http://www.brighthorizons.com/JPMCFullService>.

Enrollment will be accepted and confirmed according to space availability. If there is no availability, the length of time on a waitlist will vary depending on the size of the waitlist and the ages of the children. Bright Horizons will offer you a space if and when it becomes available. You may decline an offer and maintain your current position on the waitlist once. If you are offered a space a second time and you decline, your name will be moved to the bottom of the waitlist.

Once enrolled, the monthly tuition amount applies whether or not your child(ren) attend(s) each of their scheduled days. You can choose the times of day you bring and pick-up your child from full-service care; however, since you are paying for your space for the day, the tuition is the same whether your child(ren) use care for half a day or a full day.

You are required to give 30 days' notice of cancellation. For example, if you notify Bright Horizons of your cancellation on November 1, your enrollment would end as of December 1 (and you would be responsible for the November tuition).

Using Back-Up Care

Registration

Before you can use any of the JPMorgan Chase Child Care Plan services, your child must be registered. You'll register online, and through the registration process you will provide materials such as a care profile, an informed consent form, and allergy and medication details. To register, visit <https://backup.brighthorizons.com/jpmc>.

While we're committed to assisting all families, a back-up child care center or camp may not be an appropriate setting for all children. Eligibility will be determined by the center's ability to provide quality care for each child.

In addition to registering, we also strongly recommend that you and your child visit the center you would use before you need to use it for back-up care.

Reserving Back-Up Child Care

You can make a reservation for back-up care up to 90 days in advance of the day you need care. You can also make reservations on the day care is needed, depending on availability. Keep in mind that centers and camps experience high-demand periods that are usually consistent with public and private school closings and they make every effort to confirm your reservation. Reservations will be considered on a "first come, first served" basis and can only be made for children registered with the center or camp. Half days are available for back-up care (i.e., half day use at the full day rate). To make a reservation, visit <https://backup.brighthorizons.com/jpmc>.

At the Child Care Center

After you have made a reservation, make appropriate plans to drop your child off. Please see the *Parent Handbook* at go/childcare for tips on what to expect and what to do to make the day a great experience for your child and you.

Cancelling Reservations

If your plans change, and you will not be dropping your child off on a day you have a Back-Up reservation, you must cancel your reservation no later than 5 p.m. local time on the day before your reservation.

To cancel, visit <https://backup.brighthorizons.com/jpmc>.

Regardless of the reason for the cancellation, if you do not cancel by 5 p.m. the day before, you will be charged the copayment that would have applied, and your pool of 20 days per year for that child will be reduced by one day. Please see "Penalty Fees for Back-up Care" on page 12.

In-Home Care

In certain locations where there are no operating child care centers in the Bright Horizons provider network, employees may be eligible for in-home care (Bright Horizons will send a caregiver to your home), dependent on availability. There is a minimum of four hours and maximum of 10 hours of care per day. These uses count against your annual back-up care day allotment.

All in-home caregivers are trained, indemnified, and fully employed by their agencies. They are carefully selected and experienced in childcare; they meet stringent credentialing requirements, pass extensive background checks and screening processes, and are trained in CPR/First Aid.

All caregivers are required to contact you prior to care to introduce themselves and discuss your child's needs. They will typically call the night before care is scheduled. You may also request to set up a meet-and-greet with the caregiver in advance; however, Bright Horizons cannot guarantee that the specific caregiver you meet will be available on the day you are using back-up care. A meet-and-greet will count as one back-up care day.

The caregiver will tend to all of your child's needs and engage with them throughout the day by providing hands-on, developmentally appropriate activities.

Tutoring

Employees who are eligible for back-up child care may exchange their back-up care days for tutoring (1 use day is equal to 4 hours of virtual tutoring) or effective March 1, 2024, for in-person tutoring (1 use day is equal to 3 hours of in-person tutoring) for children ages 5 to 18 years.

You can arrange one-on-one personalized tutoring support for your child or teenager up to age 18, using your Back-Up Care benefit and get support from professionals in over 3,000 subject areas, with targeted support in math and reading. You will be connected with an experienced tutor who can support your child's specific learning goals.

Once you register your child on the Back-Up Care site and request tutoring, you work with a tutoring professional to break your hours into individual sessions that meet your needs. You must use the tutoring hours within 90 days of placing the tutoring request. You will also be responsible for a copay — equal to the copay for center-based Back-Up Care.

Virtual Camps

Employees who are eligible for back-up child care may utilize their back-up care days for virtual camp for ages 3 to 12 years, where children can choose from a wide variety of activities, including art, coding, game design, fitness, and more.

Bright Horizons has gathered a wide range of award-winning online classes and clubs in one easy-to-use platform. Once your backup care reservation is made, your child can log in anytime during the day Monday-Friday: 9 am – 6 pm ET and choose as many virtual camp experiences as they like.

Bright Horizons offers uninterrupted hour-long interactive classes ranging from STEM & coding, to arts & crafts, music & movement, games & imagination adventures, to explorations of empathy & kindness— all tailored to engage and grow your child's hearts and minds in the most convenient way possible.

At Steve & Kate's Virtual Camp, expert instructors guide lessons and activities that inspire curiosity, creativity, and connection amongst campers which we know is sorely needed when they're home.

What Care Costs

Tuition for Full-Service Care

The full-service care tuition rates are subsidized by JPMorganChase and tiered based on your TACC. Please visit brighthouse.com/JPMCFullService to find the tuition rates for your location (if applicable).

Tuition is paid via a funding source that you enter into your enrollment profile and must be active at all times in order to maintain enrollment. Tuition is paid in advance and is deducted on the 25th calendar day of the month prior to the month you are paying for. For example, monthly tuition for April is due on March 25. If you start on any day other than the first of the month, tuition is prorated. The monthly tuition amount applies whether or not your child(ren) attend(s) each of their scheduled days.

Copayments for Back-Up Care (including Tutoring)

For each day of back-up care or for each day of one of the special programs described under "Special Programs" on page 8, or for tutoring, you will pay a copayment.

The copayments are based on your Total Annual Cash Compensation (TACC). To check your TACC, visit **My Health** > Benefits Web Center > My Profile > Personal Information > Personal Details. If your TACC is:

- Less than \$80,000, your copayment is \$15 per child, per day, with a family maximum of \$40 per day
- \$80,000 or more but less than \$150,000, your copayment is \$25 per child, per day, with a family maximum of \$65 per day
- \$150,000 or more, your copayment is \$45 per child, per day, with a family maximum of \$115 per day

Note: Rates are in effect at the time the services are charged (in some cases, those rates may be different than the rates in effect at the time the reservations are made for the services).

Employees must provide a pay source in their Bright Horizons care profile. Co-pays will be charged on the day care is used.

Copayments for In-Home Care

For each hour of in-home care, you pay a copayment. The copayments are based on your TACC. To check your TACC, visit **My Health > Benefits Web Center > My Profile > Personal Information > Personal Details**. If your TACC is:

- Less than \$80,000, your copayment is \$6 per hour, minimum of 4 hours
- \$80,000 or more but less than \$150,000, your copayment is \$8 per hour, minimum of 4 hours
- \$150,000 or more, your copayment is \$10 per hour, minimum of 4 hours

Note: Rates are in effect at the time the services are charged (in some cases, those rates may be different than the rates in effect at the time the reservations are made for the services).

Copayments for Virtual Camps

There are no co-payments required for virtual camps.

Total Annual Cash Compensation (TACC)

Total Annual Cash Compensation (TACC) is defined as your annual rate of base salary, plus applicable job differential pay (for example, shift pay) as of each August 1, plus any cash earnings from any incentive plans that are paid to or deferred by you for the previous 12-month period ending each July 31 (for example, annual incentive compensation, commissions, draws, overrides and special recognition payments or incentives). Overtime is not included. Your TACC is recalculated as of each August 1 to take effect the next January 1 and will remain unchanged throughout the year. For most employees hired on or after August 1, TACC for the remainder of the year and through the end of the following year will be equal to base salary plus applicable job differentials as of the employee's hire date.

Penalty Fees for Back-up Care

Late Cancellations

Regardless of the reason for cancellation, if you make a reservation for back-up care or for one of the special programs and you will not be bringing your child in, you must cancel your reservation no later than 5 p.m. local time on the day before your reservation. Please see "Cancelling Reservations" on page 10.

If you do not cancel by 5 p.m. the day before, you will be charged the copayment that would have applied, and your pool of 20 days per year for that child will be reduced by one day.

No-Shows

If you make a reservation, do not cancel the reservation, and then do not drop your child off for care, regardless of the reason, you will be charged the copayment that would have applied, and your pool of 20 days per year for that child will be reduced by one day.

Taxes and Imputed Income (for Full Service and Back-Up Care)

The Internal Revenue Code (IRC) limits employer-provided, tax-free child care benefits to \$5,000 (\$2,500 if you are married filing separately) per family per year (amount differs for highly compensated employees*).

Benefits from both the JPMorgan Chase Child Care Plan and the JPMorgan Chase Dependent Care Spending Account are subject to these limits.

Refer to *U.S. Child Care Imputed Income* (go/childcare > Paying for back-up child care (or Full-service child care > Tuition)) for important information regarding imputed income and limits on tax free child care benefits.

* Impacted employees will be notified of the maximum benefit amount for the applicable year.

What Happens If You Exceed the IRC Limit?

Any excess child care benefits above the IRC dollar limit must be reported to you as taxable income and is subject to applicable payroll tax withholding.

For example, if you are a non-highly compensated employee and receive \$6,000 in employer-provided child care benefits, \$1,000 is considered “child care imputed income” and you will be subject to payroll withholding taxes on this amount. Upon exceeding the \$5,000 limit for the year, the firm will begin imputing the income (i.e., your pay will be taxed on the excess on subsequent pay periods, as applicable).

For a more detailed example, say you received 20 days of back-up child care during the year, and that your TACC makes your copayment \$15 for each day:

- If the fair value (FV) of a back-up care day is \$50*, the 20 days of care would be \$50 times 20, for a total FV of \$1,000.
 - * Note: This amount generally changes year to year.
- Your copayments for 20 days would total \$300.
- Your copayments would be subtracted from the total FV, so the resulting FV of this employer-provided benefit would be \$700.
- The \$700 would be added to the amount you have contributed to the Dependent Care Spending Account.
- If the sum of the \$700 and your contributions to the Dependent Care Spending Account exceeds the annual limit, the excess would be considered child care imputed income, and you would owe taxes on that amount.

JPMorganChase will report the total value of your child-care benefits on Box 10 of your W-2 tax form.

Think About Other Employer Benefits

Keep in mind that the IRC limit is on benefits received by your family. If you are receiving any child-care benefits from another employer, you need to consider those benefits along with the JPMorganChase benefits when you make your tax plans.