



Life and Accident Insurance

Effective 1/1/25

The JPMorgan Chase Life and Accident Insurance Plans (“Plans”) provide eligible employees with the security that comes from knowing you have a complete package of insurance protection suited to your personal situation. You’re automatically provided with certain company-paid life and business travel accident insurance to help provide financial protection to your beneficiaries if you become injured or die. You can also purchase employee and dependent supplemental term life insurance and accidental death and dismemberment (AD&D) insurance at group rates.

This section will provide you with a better understanding of how your coverage under the Life and Accident Insurance Plans works, including how and when benefits are paid.

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

About this Summary Plan Description

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

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.

Questions?

If you still have questions after reviewing this Guide, there are a number of resources that can provide answers. As a first stop for this insurance, contact Metropolitan Life Insurance, Co., (MetLife), the Plans’ claims administrator:

(888) 673-9582

Representatives are available from 8 a.m. to 8 p.m. Eastern Time, Monday – Friday.

For additional resources, including information on how to contact the Business Travel Accident plan administrator, consult the *Contacts* section.

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. 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.

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Life and Accident Insurance Highlights

Automatic, Company-Provided Coverage

If you're an eligible employee, you are automatically covered with basic life insurance that pays benefits to your designated beneficiary(ies) if you die while actively employed and business travel accident insurance if you die or are injured while traveling on business for JPMorganChase. You don't need to enroll or provide evidence of insurability (EOI), and JPMorganChase pays the full cost of this coverage.

Optional Coverage

You can elect to purchase supplemental term life and accidental death and dismemberment insurance for yourself and/or your eligible dependents through MetLife, the insurance carrier on an after-tax basis. You may have to provide EOI before certain levels of life insurance become effective.* Your choices for supplemental life and accident insurance include:

- **Employee supplemental term life insurance.** You can purchase coverage in \$10,000 increments up to 10 times your Total Annual Cash Compensation (TACC) (rounded to the next \$10,000) to a maximum of \$3 million. **Please Note:** If your TACC decreases in the future, your maximum insurance amount of 10 times your TACC will be likewise reduced. Also please note that you cannot waive the company-provided basic life and enroll for employee supplemental term life coverage — you must have the basic coverage to purchase the supplemental coverage.
- **Dependent supplemental term life insurance.** Generally, you can purchase coverage in \$10,000 increments up to a maximum of \$300,000 for your spouse/domestic partner and/or \$5,000, \$10,000, \$15,000 or \$20,000 in coverage for each child. **Please Note:** You do not have to elect supplemental term life insurance for yourself in order to purchase dependent supplemental term life insurance.
- **Employee accidental death and dismemberment (AD&D) insurance.** You can purchase AD&D insurance for financial protection in case of accidental death or certain accidental injuries. Coverage is available in \$10,000 increments up to 10 times your Eligible Compensation (rounded to the next \$10,000) to a maximum of \$3 million. **Please Note:** If your Eligible Compensation decreases in the future, your maximum insurance amount of 10 times your Eligible Compensation will be likewise reduced.
- **Dependent accidental death and dismemberment (AD&D) insurance.** You can purchase coverage between \$10,000 and \$600,000 (in increments of \$10,000) for your spouse/domestic partner and/or \$10,000 increments up to a maximum of \$100,000 for each child. To purchase AD&D insurance for your dependents, you must be enrolled in company-paid Basic Life insurance.

* Certain states have additional, specific requirements. Please refer to MetLife for state-specific rules.

Different Compensation Definitions

Your employee coverage is based on your compensation, but there are two different definitions used – Total Annual Cash Compensation (TACC) and Eligible Compensation:

- Basic Life insurance is based on Total Annual Cash Compensation (TACC).
- The maximum amount of Supplemental Term Life Insurance you can purchase is based on TACC.
- AD&D insurance is based on Eligible Compensation.

See the definitions in "Defined Terms" on page 31.

Name Your Beneficiaries

The Online Beneficiary Designations site provides a convenient way to name, review and update your beneficiary information for your life and accident coverage. You can access the site:

- From work: **My Health** > Dental, Vision, and Other Insurance > Online Beneficiary Designation
- From home: beneficiary.jpmorganchase.com

You can also contact 1-844-ASK-JPMC.

Costs

JPMorganChase pays the full cost of your basic life insurance and business travel accident insurance.

You pay the full cost of the supplemental term life insurance and accidental death and dismemberment (AD&D) insurance you elect for yourself, your spouse/domestic partner, and your eligible dependents on an after-tax basis.

Additional Basic Life Benefits

In addition to life insurance coverage, the company-provided basic life insurance includes the Identity Theft (ID) Assistance Program, Travel Assistance and Emergency Evacuation services, funeral concierge services, and SurvivorSupport® Financial Counseling Services. See “Additional Benefits” on page 15 for more information.

Convertibility and Portability of Coverage

If you leave JPMorganChase, generally employee and dependent supplemental term life and AD&D insurance coverage is generally convertible, portable, or both — meaning you can continue coverage through a direct billing arrangement with MetLife at a higher rate. More details are found within each insurance section.

Eligibility and Enrollment

The general guidelines for participating in the JPMorgan Chase Life and Accident Insurance Plans are described in this section.

Insurance Rules Govern

Because most benefits described here are provided by insurance, the terms of the insurance policy or certificate will control eligibility for benefits. If there is a discrepancy between this description and the policy or certificate, the policy or certificate will control.

Who’s Eligible?

In general, you are eligible to participate if you are:

- Employed by JPMorgan Chase & Co., or one of its subsidiaries that has adopted the Plan, on a U.S. payroll and you are subject to FICA taxes;
- Paid hourly, salary, draw, commissions, or production overrides; and
- Regularly scheduled to work 20 or more hours per week.

However, in the case of the Business Travel Accident Insurance Plan, all employees of JPMorganChase or a participating company are automatically covered by this insurance.

Who’s Not Eligible?

An individual who does not meet the criteria under “Who’s Eligible?” as well as an individual classified or employed in a work status other than as a common law salaried employee by his or her employer is not eligible for the Plan, regardless of whether an administrative or judicial proceeding subsequently determines this individual to have instead been a common law salaried employee.

Examples of such individuals include an:

- Independent contractor/agent (or its employee);
- Intern; and/or
- Occasional/seasonal, leased, or temporary employee.

Eligible Dependents

For details about your eligible dependents under the Dependent Supplemental Term Life Insurance Plan and the Dependent Accidental Death and Dismemberment (AD&D) Insurance Plan, please see “Eligible Dependents” in the *Health Care Participation* section of the Guide.

Cost of Coverage

JPMorganChase pays the full cost of your coverage under the Basic Life Insurance Plan and the Business Travel Accident Insurance Plan.

You pay the full cost of any employee and dependent coverage you elected on an after-tax basis under the Supplemental Term Life Insurance Plan and the Accidental Death and Dismemberment (AD&D) Insurance Plan.

Your cost for coverage for supplemental term life insurance for a plan year depends on your and/or your spouse's/domestic partner's age as of December 31 of that plan year, tobacco user status, and elected amount of coverage. The cost you pay for your children is the same, regardless of the number of children you have. The cost you pay for AD&D insurance for yourself and/or your dependents, including your spouse/domestic partner or children, depends on the amount of coverage you elect.

If you have coverage but are away from work because of an unpaid leave of absence, you will be directly billed for any required contributions on an after-tax basis.

From time to time, refunds or adjustments of contributions and proceeds from demutualizations are received, which are associated with these and other plans and prior plans of heritage companies. These funds will be placed in trust and will be used solely for the employee plan purposes for which employees pay the costs, including the reduction of contributions for life, AD&D, disability, or other employee-paid insurance. Or, these funds will be used to provide benefits under such plans or prior plans.

Imputed Income

You must pay income taxes on the value of your company-provided basic life insurance above \$50,000. This value is called "imputed income" and becomes part of your taxable income reported on your W-2. If your Total Annual Cash Compensation (TACC) is greater than \$50,000, you can choose to limit your basic life coverage to \$50,000. However, if you later wish to increase your coverage, evidence of insurability (EOI) rules will apply. Contact 1-844-ASK-JPMC for more information.

Tobacco User Status

Employees and their covered spouses/domestic partners who do not use tobacco products pay less for supplemental term life insurance coverage. Your contribution(s) may be greater if you or your covered spouse/domestic partner was a tobacco user during the prior calendar year. Use of tobacco means use of tobacco in any form including cigarettes, cigars, pipes, or smokeless tobacco (dip, chewing). Each year, employees must verify their status as a non-tobacco user or tobacco user, as well as the status of their covered spouse/domestic partner under the applicable Plans.

To be considered a non-tobacco user and pay lower, non-tobacco user rates for a plan year, you and/or your covered spouse/domestic partner must either:

- Be tobacco-free for at least 12 months as of January 1 of that plan year; or
- Complete an approved tobacco cessation program.

If you continue to use tobacco, you will need to complete an approved tobacco cessation course annually to continue to qualify for the lower, non-tobacco user rates. If you and/or your covered spouse/domestic partner meet the definition of a tobacco user but fail to declare your tobacco user status, you may be subject to disciplinary action.

How Tobacco User Is Defined

Under the JPMorgan Chase Benefits Program, a person who has used any type of tobacco product, smoked or not smoked (e.g., cigarettes, cigars, pipes, chewing tobacco, snuff, etc.) regardless of the frequency or location (this includes daily, occasionally, socially, at-home only, etc.) in the 12 months preceding any January 1 is considered a "tobacco user."

First Year Opportunity

In your first calendar year of employment, you will be assigned non-tobacco user rates for you and your covered spouse's/domestic partner's coverage even if you declare yourself and/or covered spouse/domestic partner as tobacco users, because you may not have had an opportunity to complete a tobacco cessation course in order to qualify for the lower, non-tobacco user rates. In subsequent years, however, you will be eligible for non-tobacco user rates only if you have been tobacco-free for 12 months (as of January 1) or if you complete a tobacco cessation course, as described in the preceding paragraph.

If you were hired on or after October 1, for the current plan year and in the following plan year, you will be assigned non-tobacco user rates for you and your covered spouse's/domestic partner's coverage even if you declare yourself and/or your covered spouse/domestic partner as a tobacco user, because you may not have had an opportunity to complete a tobacco cessation program in order to qualify for the lower, non-tobacco user rates.

You'll receive more information regarding the opportunity to update your tobacco user status during each annual benefits enrollment period.

For more information on the Tobacco Cessation Program, please go to **My Health**.

How to Enroll

Participation in the Basic Life Insurance Plan and Business Travel Accident Insurance Plan is automatic — you don't need to enroll. The Basic Life Insurance Plan also includes the following additional benefits:

- Identity (ID) Theft Assistance Program;
- Travel Assistance and Emergency Evacuation Services;
- Funeral Concierge Services; and
- SurvivorSupport® Financial Counseling Services.

Participation in the Supplemental Term Life Insurance Plan and Accidental Death and Dismemberment (AD&D) Insurance Plan is optional. You must enroll during an enrollment period to have coverage.

EOI May Be Required

Depending on your Supplemental Term Life Insurance Plan election, you may be required to provide evidence of insurability (EOI). (Please see "Evidence of Insurability" on page 18 for more information.) **Please Note:** There are no EOI requirements for AD&D insurance. Life insurance changes made during Annual Benefits Enrollment (following your new hire election period) will require EOI. Your new coverage — and any associated contributions — will not take effect until it is approved by the insurance carrier.

If you want to enroll, the process varies, depending on whether you are a:

- Current, eligible employee, enrolling during Annual Benefits Enrollment;
- Newly hired employee; or
- Current, eligible employee, enrolling or changing your benefits outside of Annual Benefits Enrollment.

Enrolling if You Are an Employee

During Annual Benefits Enrollment, you can make your elections through the Benefits Web Center on **My Health** or contact 1-844-ASK-JPMC. At the beginning of each enrollment period, you'll receive instructions on how to enroll.

You'll also receive information about the choices available to you and their costs at that time. You need to review your available choices carefully and enroll in the option that best meets your needs. You can't change your choices during the year unless you have a Qualified Status Change (QSC). Please see "Changing Your Coverage Midyear" on page 11 for more information.

Enrolling if You Are a Newly Hired Employee

If you've just joined JPMorganChase and are enrolling for the first time, you need to make your choices through the Benefits Web Center on **My Health** or contact 1-844-ASK-JPMC. You have 31 days after you join to make your enrollment elections; however, coverage will be effective as of your date of hire if you are a full-time employee, and within 31 days prior to becoming eligible if you are a part-time employee, as explained below:

- **If you are a full-time employee** (regularly scheduled to work 40 hours per week), you may receive information about benefits enrollment after accepting a position with JPMorganChase but before your date of hire. Your coverage will begin on your date of hire, as long as you enroll within 31 days.
- **If you are a part-time employee** (regularly scheduled to work at least 20 but less than 40 hours per week), your benefits effective date will be the first of the month following your 60-day waiting period, and you will receive your enrollment materials within 31 days before becoming eligible for coverage. You need to enroll within 31 days before your effective date.

If you enroll for supplemental term life insurance when you are a newly hired employee, you are allowed to enroll for supplemental term life insurance for an amount up to the lesser of three times your Total Annual Cash Compensation (TACC) or up to \$500,000 without having to submit EOI. You can enroll a spouse/domestic partner for an amount up to \$50,000 without having to submit EOI. Elected amounts above these guaranteed issue amounts will be subject to EOI and will not be effective until approved by MetLife. Please see "Evidence of Insurability" on page 18 for more information. Note that special enrollment periods may be offered from time to time, and the insurance carrier may have slightly different EOI rules during that special enrollment period.

You can access your benefits enrollment materials online at **My Health > Benefits Enrollment**.

Enrolling if You Have a Change in Work Status or Qualified Status Change

If you're enrolling during the year because you're a newly eligible employee due to a work status change or you have a Qualified Status Change (QSC), you'll have 31 days from the date of the change in status (90 days if the status change event is for birth or adoption of a child) to make your new choices through the Benefits Web Center on **My Health** or contact 1-844-ASK-JPMC. Please see "Changing Your Coverage Midyear" on page 11 for more information.

Beneficiaries

A beneficiary is the person, people, estate, or entity you name to receive benefits from the Life and Accident Insurance Plans if you die. You can name anyone as your beneficiary — including a trust — or you can name more than one person to share the benefit. You can also change your beneficiary at any time, and you can have different beneficiaries for each separate benefit plan.

Keep in mind that if you name more than one person as your primary beneficiary, you should specify what percentage of your benefit each primary beneficiary would receive and these amounts must total 100%. You may also name contingent beneficiaries; these beneficiaries are entitled to receive a benefit only in the event the primary beneficiary(ies) predecease the employee. (The distribution across contingent beneficiaries must total 100%.) If you do not specify what percentage of your benefit should be distributed to each named beneficiary, the allocation occurs equally within each category.

If you do not have a designated beneficiary (or all of your named beneficiaries die before you), benefits will be paid in the following order:

- **For company-paid life and business travel accident insurance, employee supplemental term life insurance and employee accidental death and dismemberment (AD&D) insurance:**
 - Surviving spouse
 - Surviving children (in equal shares)

- Surviving parents (in equal shares)
- Surviving siblings (in equal shares)
- Your estate

To designate a beneficiary (including a domestic partner), you must submit an online beneficiary designation form. The form is available:

- **From the intranet:** My Health > Dental, Vision, and Other Insurance > Online Beneficiary Designation
- **From the internet:** beneficiary.jpmorganchase.com
- A paper form is also available by contacting 1-844-ASK-JPMC.

Note: The beneficiary information you provide online or through a paper form must be completed correctly. Please note that MetLife has been delegated responsibility to review beneficiary designations. In the event MetLife rejects a beneficiary election, the most recent prior designation on file, if any, will remain in effect until receipt of a new valid election. All questions concerning the status of an individual as beneficiary under the Plan shall be referred to MetLife for review, with MetLife making the final decision. A beneficiary designation form will remain in force until a new valid form is received. Therefore, 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) even if you were to remarry. If you would like to designate your new spouse as your beneficiary, you must complete a new Beneficiary Designation Form.

- **For dependent supplemental term life insurance, and dependent accidental death and dismemberment (AD&D) insurance:** You're automatically the beneficiary for your spouse/domestic partner and/or children. If you and your spouse/domestic partner both work for JPMorganChase, the parent who covers the child(ren) is the beneficiary. If there is no one eligible to receive the benefit payment, MetLife will pay the employee's estate.
- **For Business Travel Accident Plan:** If your spouse/domestic partner and/or dependent child pass away while they accompany or are on their way to accompany you on an authorized, company-paid business trip while you are covered under the plan, you are the beneficiary for that covered individual. If you and your spouse/domestic partner both work for JPMorganChase, and your dependent child passes away while accompanying either parent or on their way to accompany either parent on an authorized business trip, the beneficiary is the parent whose business travel was involved when the dependent child's death occurred.

Assignment of Benefits

You're entitled to transfer your basic and supplemental term life insurance and accidental death and dismemberment (AD&D) insurance ownership rights to another person, people, trust, or estate. Generally, the primary reason for making an assignment (i.e., transfer ownership) of your life insurance is estate planning. For more information, please contact MetLife at (888) 673-9582.

If You Do Not Enroll

Coverage if You Do Not Enroll and You Are an Employee

If you're already participating in the life and accident insurance plans and do not change your elections or cancel coverage during Annual Benefits Enrollment, you'll generally keep the same coverage you had before Annual Benefits Enrollment for the next year. However, you'll be subject to any changes in the Plan and coverage costs.

Please Note: If you are participating at the maximum level of employee supplemental term life insurance and/or employee accidental death and dismemberment (AD&D) insurance and your Total Annual Cash Compensation and/or Eligible Compensation decreases, your employee supplemental term life insurance and/or AD&D insurance will also decrease.

Coverage if You Do Not Enroll and You Are a Newly Hired or Newly Eligible Employee

If you're a newly hired or newly eligible employee and do not enroll before the end of the designated 31-day enrollment period, you will not be able to make the change in coverage until the following annual benefits enrollment period. Supplemental term life insurance elections will require you to provide evidence of insurability (EOI) at that time. Please see "Changing Your Coverage Midyear" on page 11 for more information.

Coverage if You Do Not Enroll When You Have a Qualified Change in Status

If you have a Qualified Status Change (QSC) that allows you to enroll in supplemental term life insurance and/or accidental death and dismemberment (AD&D) insurance midyear and you do not actively enroll within the designated 31-day period (90 days if the QSC is for birth, adoption of a child, or a child newly placed for adoption), you won't be able to choose supplemental term life insurance and/or AD&D insurance until the next annual benefits enrollment period.

Please see "Changing Your Coverage Midyear" on page 11 for more information. Supplemental term life insurance elections will require you to provide evidence of insurability. Please see "Evidence of Insurability" on page 18 for more information.

When Coverage Begins

Basic life insurance begins on your date of hire, if you are a full-time employee. Coverage for part-time employees begins on the first of the month following 60 days from your date of hire. In either case, you must be actively-at-work on the date that your coverage is scheduled to begin.

Business travel accident insurance begins on your date of hire for both full-time and part-time employees. You must be actively-at-work on the date that your coverage is scheduled to begin.

Supplemental Term Life Insurance

Coverage begins based on how you enrolled in the Plan:

- If you complete the enrollment process within 31 days of becoming eligible for insurance, coverage begins as follows:
 - If you **are not required** to give Evidence of Insurability (EOI), your coverage will begin on the date you become eligible if you are actively at work on that date. Payroll deductions will begin as soon as administratively possible.
 - If you **are required** to give EOI and MetLife approves your EOI, your coverage will begin on the date MetLife states in writing, provided you are actively at work on that date. Payroll deductions begin as soon as administratively possible.
 - If you are not actively at work on your coverage begin date, coverage will begin on the day you resume active work. Payroll deductions begin as soon as administratively possible.
- If you enroll or make changes during an annual enrollment period, coverage begins as follows:
 - For any amount for which you **are not required** to give EOI, coverage begins on the first day of the calendar year following the annual enrollment period, if you are actively at work on that date. Payroll deductions occur in first payroll cycle.
 - For any amount for which you **are required** to give EOI and MetLife approves that amount, coverage begins on the date MetLife states in writing, if you are actively at work on that date.

- If EOI is approved before the beginning of the year, payroll deductions begin with first pay cycle of the year.
- If EOI is approved after the first of the year, then payroll deductions begin as soon as administratively possible after approval.
- If you are not actively at work on the date coverage would begin, coverage will begin on the day you return to active work. Payroll deductions begin as soon as administratively possible.
- If your coverage changes due to a Qualified Status Change (QSC), coverage will begin as follows:
 - For any amount for which you **are not required** to give EOI, your coverage will begin on the date of your QSC, if you are actively at work on that date. Payroll deductions begin as soon as administratively possible.
 - For any amount for which you **are required** to give EOI and MetLife approves, coverage begins on the date MetLife states in writing, if you are actively at work on that date. Payroll deductions begin as soon as administratively possible.
 - If you are not actively at work, then coverage and payroll deductions will begin when you return to work.

Accidental Death and Dismemberment (AD&D) Insurance

The coverage you elect during Annual Benefits Enrollment generally takes effect the beginning of the following plan year (January 1) as long as you are actively-at-work on your first scheduled day on or after this effective date. There is no EOI required for AD&D insurance.

If you are newly eligible for coverage and complete the enrollment process within 31 days of becoming eligible for insurance, your coverage will begin on the date you become eligible if you are actively at work on that date. Payroll deductions will begin as soon as administratively possible. If you are not actively at work, coverage and payroll deductions begin when you return to active work. There is no EOI required for AD&D insurance.

If you have a change in work status, or experience a Qualified Status Change (QSC), and you elect to change your AD&D elections based on that status change, your coverage will begin on the date of the status change. Payroll deductions begin as soon as administratively possible. There is no EOI required.

Changing Your Coverage Midyear

The Supplemental Term Life Insurance Plan and/or Accidental Death and Dismemberment (AD&D) Insurance Plan elections you make during Annual Benefits Enrollment will stay in effect through the following plan year (or the current plan year if you enroll during the year as a newly eligible employee). However, you may be permitted to change your elections before the next Annual Benefits Enrollment if you have a Qualified Status Change (QSC). **Please Note:** Any changes you make during the year must be consistent with your QSC.

You need to enroll, add and/or drop your eligible dependents **within 31 days of the QSC** (90 days if the QSC is for birth or adoption or a child newly placed for adoption), for benefits to be effective on the date of the event. **Please Note:** See “*If You Do Not Enroll*” on page 9 for details on what happens if you miss the 31-day enrollment period.

For the Supplemental Term Life Insurance and AD&D Insurance, any newborn/newly adopted/or child newly placed for adoption is automatically covered for 90 days from the QSC 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. If coverage is not elected within this 90-day period, your newborn/newly adopted/or child newly placed for adoption will not have coverage on the 91st day.

Please Note: Documentation of dependent eligibility will be required when a dependent is added for coverage and may be requested at any time by JPMorganChase or the claims administrator. JPMorganChase regularly conducts dependent eligibility verification to ensure that all covered dependents meet the current eligibility requirements of the JPMorgan Chase U.S. Benefits Program. For details, please see “Important Note on Dependent Eligibility” under “Eligible Dependents”, in the *Health Care Participation* section of the Guide.

You and/or your eligible dependents may need to satisfy certain evidence of insurability (EOI) requirements for the Supplemental Term Life Insurance Plan, as determined by the claims administrator, before coverage due to a QSC can begin. (Please see “Evidence of Insurability” on page 18 for more information.) See “When Coverage Begins” on page 10 for details.

Qualified changes in status under the Supplemental Term Life Insurance Plan and Accidental Death and Dismemberment (AD&D) Insurance Plan are listed in the following table.

QSCs for Life and Accidental Death and Dismemberment (AD&D) Insurance Benefits

| QSC | Employee | Adult Dependent | Dependent Child/Domestic Partner Child |
|-------------------------------------------------------------------|------------------------------------|-----------------|----------------------------------------|
| Marriage | Begin, increase, decrease, or stop | Begin, increase | Begin, increase, decrease, or stop |
| Domestic Partner Commitment | Begin, increase, decrease, or stop | Begin | Begin, increase, decrease, or stop |
| Divorce, Legal Separation, or termination of DP commitment | Begin, increase, decrease, or stop | Drop | Begin, increase, decrease, or stop |
| Death of Spouse/DP | Begin, increase, decrease, or stop | Drop | Begin, increase, decrease, or stop |
| Birth/Adoption/Legal Guardianship | Begin, increase | Begin, increase | Begin, increase |
| Child Gains Eligibility | Begin, increase | Begin, increase | Begin, increase |
| DP's Child becomes eligible | Begin, increase | Begin, increase | Begin, increase |
| Child Gains Eligibility due to QMCSO | Begin, increase | N/A | Begin, increase |
| Child/DP child no longer eligible | Decrease, stop | Decrease, stop | Decrease, stop |
| Death of Child/DP child | Decrease, stop | Decrease, stop | Decrease, stop |
| You or covered dependent gains other coverage | Decrease, stop | Decrease, stop | Decrease, stop |
| You or covered dependent loses other coverage | Begin, increase | Begin, increase | Begin, increase |

When Coverage Ends

Generally, your coverage for Basic Life, Supplemental Term Life Insurance, AD&D, and BTA ends on the last day of active employment with JPMorganChase. Your coverage can also end when:

- You stop paying applicable premiums; or
- After you have been receiving long-term disability benefits for 24 months
 - For the Business Travel Accident Insurance, coverage ends the first day you begin receiving long-term disability benefits, unless you are temporarily approved for additional leave under another JPMorganChase Policy, such as the Disability and Reasonable Accommodation Policy.

When Dependent Coverage Ends

Coverage for your dependents ends when your coverage ends (such as if you leave JPMorganChase or otherwise become ineligible for JPMorganChase coverage).

Your dependents' coverage can end sooner, when the dependent(s) no longer meet the eligibility requirements for the applicable plan.

- For your spouse, this means the last day of the month in which you pass away or you divorce.
- For your domestic partner, this means the last day of the month in which the domestic partner ceases to meet the eligibility requirements described in the descriptions of domestic partner eligibility. For details, please see "Domestic Partners" in the *Health Care Participation* section of this Guide.
- For your child, this means the last day of the month in which he or she turns age 26.
 - **Please Note:** You can continue child life insurance coverage beyond age 26 for an unmarried child who is enrolled for that coverage and is deemed not capable of supporting himself or herself due to a mental or physical disability that began before the age limits described above and who is dependent on you for financial support and this has been verified by the claims administrators. To continue coverage for a disabled dependent, that dependent must be enrolled in the applicable plan prior to turning age 26, unless coverage was elected during your new hire enrollment period for a disabled dependent over the age of 26.

Continuing Coverage After It Ends

When employee group coverage for certain insurance plans ends, the insurer may offer ways to continue coverage. The two most common options for continuing coverage are "conversion" and "portability" (also known as "porting" coverage).

- With conversion, you transfer the coverage to non-group coverage without having to meet any eligibility requirements.
- Portability allows you to continue your coverage after it ends, under a separate group policy with group rates. When you port a policy, you must provide proof of insurability to receive preferred, or less expensive, premiums.

The options to continue coverage are described in each of the plan-specific sections that follow.

Please Note: Your coverage under the Business Travel Accident Insurance Plan ends on your termination date. You may not convert or port this coverage to an individual policy.

Company-Paid Basic Life Insurance

Your company-paid basic life insurance is equal to one times your Total Annual Cash Compensation (TACC), up to \$100,000. If your TACC is not an even multiple of \$1,000, your coverage will be raised to the next higher \$1,000. JPMorganChase pays the full cost of this coverage.

Please Note: Separate definitions other than what are described here may apply to employees in certain positions who are paid on a draw-and-commission basis. If this situation applies to you, you will be notified.

Upon termination of employment, your company-paid Basic Life Insurance is cancelled.

Your basic life insurance benefit is paid to your beneficiary upon your death, regardless of the reason for your death. Please see "Beneficiaries" on page 8 for more information about naming a beneficiary.

The Basic Life Insurance Plan is provided through an insurance policy issued by Metropolitan Life Insurance Company (MetLife).

Imputed Income

Under the Internal Revenue Code, JPMorganChase must report as income the value of any company-provided basic life insurance in excess of \$50,000. This value is called "imputed income," and it becomes part of your taxable income reported on your W-2. If your Total Annual Cash Compensation (TACC) is greater than \$50,000, you can choose to limit your basic life insurance amount to \$50,000 to avoid imputed income. If you do that, your coverage amount will remain fixed at \$50,000 even if your TACC increases. Please contact 1-844-ASK-JPMC if this applies to you.

Please Note: If you choose to limit the amount of your basic life insurance, you will need to satisfy evidence of insurability (EOI) to increase coverage at a later date. Please see "Evidence of Insurability" on page 18 for more information.

When Benefits Are Paid

Employee basic life insurance is paid to your beneficiary. Payment is made after MetLife, the claims administrator, receives satisfactory evidence of a covered person's death (e.g., a certified death certificate).

Accelerated Benefit Option

If you are diagnosed with a terminal illness that's expected to result in death within 12 months, you can apply for an accelerated benefit option equal to 80% of your basic life coverage amount, not to exceed \$80,000.

Upon payment of this benefit, your life insurance is reduced by the amount approved for payment. Accelerated benefit option payments are excluded from your gross income and, therefore, are exempt from federal income tax. Please see your tax advisor regarding any other tax consequences. Upon your death, the reduced amount of life insurance will be paid to the beneficiary. Please see "Beneficiaries" on page 8 for more information.

If you elect the Accelerated Benefit Option, you may still receive SurvivorSupport® Financial Counseling Services.

Converting Basic Life Insurance

Your company-paid coverage under the Basic Life Insurance Plan ends on your termination date. You have the ability to convert your coverage to a policy with MetLife. Upon receipt of your conversion package at your address on record, and within 31 days of your termination date, you may convert any portion of your Basic Life Insurance to an individual policy by contacting MetLife. Financial advisors at Barnum Financial Group (acting on behalf of MetLife) will be able to address any questions on how much to convert to an individual policy. MetLife will bill you directly. Note, if you die while in your conversion period, within 31 days of your termination date, MetLife will consider a claim for benefits made by your designated beneficiary(ies).

Additional Benefits

As an added benefit of your company-paid Basic Life Insurance Plan, you are entitled to the following programs. **Please Note:** You cannot port or convert coverage under the following programs following your termination date.

SurvivorSupport® Financial Counseling Services

If you die while actively employed or while receiving long-term disability (LTD) benefits (please see “You Go on Long-Term Disability” in the *What Happens If ...* section, the Plan provides your surviving spouse or other key adult survivor with free financial planning services for a period of six months following your date of death. These services are provided by Ayco Company, a nationally recognized financial consulting firm. (Ayco does not sell any products or services.) Ayco is not an affiliate of MetLife. Services include assistance with:

- Settling the estate;
- Cash-flow planning;
- Income-tax counseling; and
- Insurance and estate planning.

Participants receive comprehensive, objective financial counseling from experienced Ayco counselors familiar with JPMorganChase's benefits. The counselor coordinates the efforts of the participant's attorney, accountant, insurance agent, and/or broker to develop a strategy and implement it. Participants receive:

- A telephone counseling session with an Ayco counselor in which financial concerns will be identified and resolved. Family members, attorneys, and other support people are encouraged to attend. Additional meetings may be scheduled, depending on the complexity of the issues.
- A personalized financial plan to help organize the steps to take now and in the future.
- The SurvivorSupport® Reference Guide — an interactive workbook that includes step-by-step worksheets, tables, and illustrations to help the participant evaluate relevant aspects of his or her financial situation.
- Direct toll-free telephone access to financial counselors for six months from the date of death.
- Monthly telephone follow-up.

This list is subject to change at any time.

Identity (ID) Theft Assistance Program

You are entitled to identity theft protection, provided at no cost to you, offered by AXA Assistance. The ID Theft Assistance Program educates you about the threats of identity theft and how you and your eligible dependents can ensure the security of your personal information. AXA Assistance can help guide you through the recovery process if your identity or that of your eligible dependents is compromised. The service can be accessed 24 hours a day, 365 days a year. (AXA is not an affiliate of MetLife.) This benefit is also available to your family members.

Travel Assistance and Emergency Evacuation Services

Travel Assistance and Emergency Evacuation Services are administered by AXA Assistance, and are provided to you and your family members at no cost. Services include direct, worldwide access to prompt assistance in the event of an unexpected medical emergency when you are traveling 100 miles (100 kilometers outside the United States) or more from home, up to certain dollar limits and a 120-day limit. These services can also provide you with domestic and international legal referrals. This benefit is also available to your family members. Your family members do not need to be enrolled in coverage (as long as you are an active employee enrolled in Basic Life Insurance).

A full range of emergency assistance services is available to you, including:

- Emergency medical evacuation;
- Political and natural disaster evacuation;
- Medically necessary repatriation;
- Transportation of mortal remains;
- Transportation of escort;
- Family visitation;
- Minor children return/escort;
- Vehicle return;
- 24-hour information service;
- Medical monitoring;
- Medical referral;
- Guarantee of medical expenses;
- Insurance coordination;
- Lost document service;
- Legal assistance;
- Emergency delivery of prescription items;
- Emergency cash transfers and advances; and
- Language assistance.

This list is subject to change at any time.

The Travel Assistance and Emergency Evacuation Services Center's multilingual staff (including physicians and nurses) is available 24 hours a day, 365 days a year to provide prompt assistance when you have an emergency.

For more information or to secure services please contact:

Within the United States: (800) 454-3679
Outside the United States Call Collect: (312) 935-3783
Or log onto:
www.metlife.com/travelassist

Funeral Concierge Services

Funeral Planning Services, offered by Dignity Memorial, (the largest U.S. funeral network) is available to the insured, their spouse and extended family (children, parents, grandparents and great-grandparents) and provides discounts of up to 10% off of funeral, cremation and cemetery services. This service provides unlimited access to Dignity Memorial's planning website, a comprehensive end-of-life planning tool, a funeral planning resource library, a Dignity Memorial funeral home locator tool, bereavement travel services, catering, floral arrangements, Compassion Helpline®, as well as veteran's burial benefits and military funeral honors.

Additional Services: Grief counseling, assistance with locating a funeral home and cemetery, and cost comparisons for funeral planning options is available through LifeWorks. LifeWorks is not a concierge service.

Supplemental Term Life Insurance

The Supplemental Term Life Insurance Plan is provided through an insurance policy issued by Metropolitan Life Insurance Company (MetLife). You may elect to obtain supplemental term life insurance for yourself, as well as your spouse/domestic partner and your eligible children. The following information describes your options under the Supplemental Term Life Insurance Plan.

Employee Supplemental Term Life Insurance

The Supplemental Term Life Insurance Plan lets you choose amounts of employee coverage according to your own needs. You can enroll for coverage in \$10,000 increments up to 10 times your Total Annual Cash Compensation (TACC) (rounded up to the next \$10,000) to a maximum of \$3 million. **Please Note:** If you enroll for the maximum amount of coverage and your TACC subsequently decreases, your coverage will decrease accordingly.

Dependent Supplemental Term Life Insurance

JPMorganChase also offers dependent supplemental term life insurance for your spouse/domestic partner and each of your eligible children. Your options include:

- Spouse/domestic partner coverage in \$10,000 increments up to a maximum of \$300,000; and/or
- Child coverage of \$5,000, \$10,000, \$15,000 or \$20,000 per child.

Please Note: You may choose supplemental term life insurance for your spouse/domestic partner and child(ren) even if you do not elect coverage for yourself.

If your spouse is also a JPMorganChase employee, he or she can elect coverage as an employee and be also covered as your spouse.

Evidence of Insurability

In certain instances, you may need to provide evidence of insurability (EOI) if you want to elect supplemental term life insurance above a certain amount for yourself and/or your spouse/domestic partner. (There are no EOI requirements to cover children.) EOI may be required for coverage elected during your designated enrollment period if:

- You're electing new coverage or increasing employee supplemental term life insurance; or
- You're electing new coverage or increasing adult dependent supplemental term life insurance.

You can access and complete the EOI form online on the Benefits Web Center.

If you do not complete the form online, you will be mailed a paper copy by Metropolitan Life Insurance Company (MetLife), the claims administrator, after you enroll. If you do not complete and return the EOI form, or if your application is not approved by the claims administrator, only elected coverage amounts not requiring EOI, if any, will be effective.

If you cancel or decrease coverage for yourself or your spouse/domestic partner and choose to increase coverage at a later date due to a Qualified Status Change (QSC) or during Annual Benefits Enrollment, all new coverage will be subject to EOI requirements at the time you make the new election.

When you are first eligible for coverage, evidence of insurability is generally required:

- If employee coverage is greater than the lesser of three times your Total Annual Cash Compensation (TACC) or \$500,000; and
- If spouse/domestic partner coverage exceeds \$50,000.

Special Enrollment Opportunities

Note that special enrollment periods may be offered from time to time, and the insurance carrier may have slightly different EOI rules during that special enrollment period. Special enrollments will be communicated by the plan administrator.

When Benefits Are Paid

Employee supplemental term life insurance is paid to your beneficiary. Dependent supplemental term life insurance benefits are paid to you in the event of a covered person's death. In all cases, payment is made after Metropolitan Life Insurance Company (MetLife), the claims administrator, receives satisfactory evidence of a covered person's death (e.g., a certified death certificate).

Accelerated Benefit Option

If you are diagnosed with a terminal illness that's expected to result in death within 12 months, you can apply for an accelerated benefit equal to 80% of your supplemental life insurance coverage amount, not to exceed an accelerated benefit of \$500,000.

Accelerated benefits for supplemental term life insurance are also available for:

- Dependent spouse supplemental term life insurance, at 80% of your coverage, not to exceed \$240,000; and
- Child supplemental term life insurance, at 80% of your coverage, not to exceed \$16,000.

Upon payment of this benefit, the covered person's supplemental term life insurance contributions will be reduced to reflect the new lower coverage amount. Accelerated benefit option payments are excluded from gross income and, therefore, are exempt from federal income tax. Please see your tax advisor regarding any other tax consequences. Upon the covered person's death, the reduced amount of life insurance will be paid to the beneficiary. Please see "Beneficiaries" on page 8 for more information

If you elect the Accelerated Benefit Option, you may still receive SurvivorSupport® Financial Counseling Services.

Converting or Porting Supplemental Term Life Insurance

Coverage under the Supplemental Term Life Insurance Plan for active employees ends on your termination date*. Within 31 days of your termination date, you have the option to convert your employee and/or dependent life insurance coverage to an individual policy or port that coverage following your termination of employment as follows:

- Employee Supplemental Life Insurance:
 - You may convert the coverage to an individual policy; or
 - You may port the lesser of your total life insurance in effect at date of termination or up to \$2 million (in increments of \$25,000)
 - You must provide MetLife evidence of insurability for the additional coverage amount
 - If you are already at the \$2 million maximum you may not increase your coverage.
- Dependent Spouse/Domestic Partner Supplemental Life Insurance:
 - You may convert the coverage to an individual policy; or
 - You may port the minimum of \$2,500 (\$10,000 when porting Dependent Spouse/Domestic Partner Life Insurance alone) to a maximum of the lesser of your total dependent spouse/domestic partner life insurance in effect at date of termination or \$300,000.
- Dependent Child Supplemental Life Insurance:
 - You may convert the coverage to an individual policy; or
 - You may port your dependent child supplemental life insurance coverage at a minimum of \$1,000 to a maximum of the lesser of the total amount in effect at the date of termination or \$20,000.

* If you die while in your conversion or portability period, within 31 days of your termination date, MetLife will consider a claim for benefits made by your designated beneficiary(ies).

Accidental Death and Dismemberment (AD&D) Insurance

The Accidental Death and Dismemberment (AD&D) Insurance Plan is provided through an insurance policy issued by Metropolitan Life Insurance Company (MetLife). You may elect to obtain AD&D coverage for yourself, as well as your spouse/domestic partner and your eligible children under this Plan. The following information describes your options under the AD&D Insurance Plan.

Employee AD&D Insurance

Employee accidental death and dismemberment (AD&D) insurance will pay the full amount of your coverage to your beneficiary if you die as a result of an accident. You'll receive a portion of the benefit if you sustain certain injuries, such as the loss of a limb.

You can enroll for coverage in \$10,000 increments up to 10 times your Eligible Compensation (rounded up to the next \$10,000) to a maximum of \$3 million.

Employee AD&D Insurance Limit Due to Age

When you are age 75 or older, but less than age 80, your amount of Employee AD&D Insurance will be reduced to a maximum amount of \$200,000.

When you are age 80 or older, your amount of insurance will be further reduced to a maximum amount of \$100,000.

If you reach age 75 or 80 while insured, this limit will not apply until the January 1 following the date you reach that age.

Dependent AD&D Insurance

Like employee accidental death and dismemberment (AD&D) insurance, dependent AD&D insurance will pay the full benefit in the event of your dependent's accidental death. You'll receive a percentage of the benefit if your dependent sustains certain injuries, such as the loss of a limb. Your options include:

- Spouse/domestic partner coverage in \$10,000 increments up to \$600,000; and/or
- Child coverage in \$10,000 increments up to a maximum of \$100,000 per child.

Please Note: As long as you have company-paid Basic Life, you may choose dependent AD&D insurance for your spouse/domestic partner and eligible children/domestic partner's children even if you do not elect AD&D coverage for yourself.

If your spouse is also a JPMorganChase employee, he or she can elect coverage as an employee and be also covered as a spouse.

Employee and dependent AD&D insurance will pay benefits for any of the losses listed in the following chart. However, the loss must be caused by accidental means and must be the result of the injury — directly and independently of all other sources.

How the Plan Pays Benefits

| Type of Loss | Benefit Amount Payable |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------|
| Loss of life Disappearance will be considered as loss of life after one year, and "exposure to the elements" will be treated as an accidental injury | 100% |
| Loss of a hand permanently severed at or above the wrist but below the elbow | 100% |
| Loss of a foot permanently severed at or above the ankle but below the knee | 100% |
| Loss of an arm permanently severed at or above the elbow | 75% |
| Loss of a leg permanently severed at or above the knee | 75% |
| Loss of sight in one eye | 50% |
| Loss of sight in both eyes | 100% |
| Loss of sight means permanent and uncorrectable loss of sight in the eye. Visual acuity must be 20/20 ₀ or worse in the eye or the field of vision must be less than 20 degrees. | |
| Loss of any combination of hand, foot, or sight of one eye, as defined above | 100% |
| Loss of the thumb and index finger of same hand or loss of four fingers on the same hand | 25% |
| Loss of thumb or other finger means that the finger is permanently severed at or above the point at which it is attached to the hand. | |

| Type of Loss | Benefit Amount Payable |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------|
| Loss of all toes on one foot | 25% |
| Loss of the big toe | 13% |
| Loss of big toe or other toe means that the toe is permanently severed at or above the point at which it is attached to the foot. | |
| Loss of speech and loss of hearing in both ears | 100% |
| Loss of speech or loss of hearing in both ears | 50% |
| Loss of hearing in one ear | 25% |
| Loss of speech means the entire and irrecoverable loss of speech that continues for 6 consecutive months following the accidental injury. | |
| Loss of hearing means the entire and irrecoverable loss of hearing that continues for 6 consecutive months following the accidental injury. | |
| Paralysis of both arms and both legs | 100% |
| Paralysis of both legs | 75% |
| Paralysis of the arm and leg on either side of the body | 50% |
| Paralysis of one arm or leg | 25% |
| Paralysis means loss of use of a limb, without severance. A Physician must determine the paralysis to be permanent, complete and irreversible. | |
| Brain Damage | 100% |
| Brain Damage means permanent and irreversible physical damage to the brain causing the complete inability to perform all the substantial and material functions and activities normal to everyday life. Such damage must manifest itself within 30 days of the accidental injury, require a hospitalization of at least 5 days and persists for 12 consecutive months after the date of the accidental injury. | |
| Coma | 1% monthly beginning on the 7 th day of the Coma for the duration of the Coma to a maximum of 100 months |
| Coma means a state of deep and total unconsciousness from which the comatose person cannot be aroused. Such state must begin within 30 days of the accidental injury and continue for 7 consecutive days. | |

Important: A Covered Loss will be considered by MetLife that occurs within 12 months of the date of the accidental injury and was a direct result of the accidental injury, independent of other causes. AD&D insurance must be in effect on the date of loss.

Additional Plan Benefits

Employee and dependent AD&D insurance also includes these additional benefits, except as noted below:

- **Seat Belt Benefit:** Your beneficiary will receive an additional 10% of the principal sum (to a maximum of \$25,000) if you die as a result of an automobile accident while wearing a seat belt.
- **Air Bag Benefit:** Your beneficiary will receive an additional 10% of the principal sum (to a maximum of \$10,000) if you die as a result of an automobile accident while in an automobile containing an air bag.

- **Workplace Felonious Assault Benefit (Note: Does not apply to dependent AD&D coverage):** For an assault committed during the commission of a felony as defined by the laws of the jurisdiction in which the act was committed, you or your beneficiary will receive an amount equal to the lesser of 20% of the AD&D insurance on the employee or \$25,000, if the accidental injury was caused by a felonious assault committed at a JPMorganChase place of business or while you are engaged in business for JPMorganChase.
- **Surviving Spouse Benefit:** If you or your spouse/domestic partner dies as a result of an accidental injury
 - The Plan will pay an additional amount equal to the lesser of 3% of the full amount of insurance or \$1,000 under the AD&D insurance for each of the 6 months immediately following the date of such person's death.
 - If this benefit is in effect on the date of death and there is no spouse who could qualify for payment, the Plan will pay \$1,000 to your beneficiary in one sum.
- **Hospital Confinement Benefit:** If the Plan received proof that you or your dependent are confined in a hospital as a result of an accidental injury, which is the direct cause of such confinement independent of other causes; and benefit is in effect on the date of the injury, the Plan will pay:
 - 1% of the full amount of your AD&D coverage; and
 - \$2,500; on a monthly basis beginning on the 5th day of confinement for up to 12 months of continuous confinement.
- **Child Education Benefit:** If you or your covered spouse/domestic partner dies as a result of an accidental injury, this feature pays for each child who qualifies for this benefit, an amount equal to the tuition charges incurred for a period of up to four consecutive academic years, not to exceed:
 - an academic year maximum of \$10,000;
 - an overall maximum of 20% of full amount of your benefit;

In the event that both you and your spouse/domestic partner die such that each death would cause a payment to be made for a child under the Additional Benefit, the following rules apply:

 - The academic year maximum will be 2 times the amount stated above;
 - The overall maximum will be equal to the stated percentage applied to the sum of the full amounts shown in MetLife's Schedule of Benefits for both you and your spouse; and
 - In no event will the amount paid under all Child Education benefits exceed the amount of tuition incurred.

MetLife will pay the above additional Child Education benefit if:

 - A benefit is paid for loss of such person's life under the AD&D section;
 - The paid benefit is in effect on the date of the injury; and
 - Proof is received that on the date of death a Child was:
 - Enrolled as a full-time student in an accredited college, university or vocational school above the 12th grade level; or
 - At the 12th grade level and, within one year after the date of death, enrolls as a full-time student in an accredited college, university or vocational school.

The child tuition benefit is paid semi-annually.

- **Spouse/Domestic Partner Education Benefit for Employee AD&D Coverage (does not apply to dependent AD&D coverage):** In the event of your death, this feature will pay an amount equal to the tuition charges incurred for a period of up to one academic year, not to exceed:
 - An academic year maximum of \$5,000; and
 - An overall maximum of 5% of the full amount of your AD&D insurance.
- **Child Care Benefit:** In the event of your or your covered spouse/domestic partner's death, this feature pays an amount equal to the child care center charges incurred for a period of up to four consecutive years for each child under the age of 13 who qualifies for this benefit, not to exceed:
 - An annual maximum of \$5,000; and
 - An overall maximum of 12% of the full amount of the AD&D insurance on the insured.

In the event that both you and your spouse/domestic partner die such that each death would cause a payment to be made for a child under this Child Care Benefit, the following rules apply:

- The annual maximum will be two times the amount stated above;
- The overall maximum will be equal to the stated percentage applied to the sum of full amount of coverage for both you and your spouse/domestic partner;
- In no event will the amount paid under all Child Care benefits exceed the amount of Child Care charges incurred; and
- Child Care Center charges incurred after the date a Child attains age 13 will not be covered.

For purposes of this benefit, a child care center is a facility or individual which operates pursuant to state law, is not a family member, and primarily provides care and supervision to children in a group setting on a regular, daily basis. In order to qualify, the child must be wholly dependent on you for support and maintenance on the date of the death and must either be enrolled in a child care center at date of death or must become enrolled at a child care center within 12 months of the date of death.

- **Common Carrier Benefit:** A common carrier is a government-regulated entity that is in the business of transporting fare paying passengers. It does not include 1) chartered or other privately arranged transportation; 2) taxis; or 3) limousines. If you or a dependent die as a result of an accidental injury while traveling in a common carrier, the Common Carrier Benefit pays a full amount of the covered person's AD&D benefit (in addition to the regular benefit paid for loss of life, as shown above, under "How the Plan Pays Benefits" on page 20). To receive the benefit, you must provide proof that the injury resulting in the death occurred while traveling in a common carrier.
- **Therapeutic Counseling Benefit:** For a loss resulting from an accidental injury to you or a dependent, this benefit covers therapeutic counseling that has been prescribed for you, your spouse/domestic partner or your children within 90 days of the covered loss by an attending physician to treat an emotional or psychological condition resulting from the covered loss. This benefit will pay an amount equal to the least of:
 - the actual charges incurred for the therapeutic counseling;
 - 10% of the full amount of AD&D coverage; or
 - \$10,000

This benefit will be paid in the month when you provide proof that you have paid charges for therapeutic counseling. Payment will be made to the person who paid such charges. Such therapeutic counseling must be provided within one year of the prescription by a physician, therapist or counselor licensed to provide the counseling in the jurisdiction where such services are performed.

- **Common Disaster Benefit:** If you and your spouse/domestic partner are injured in the same accident and die within 365 days as a result of injuries in such accident, the benefit paid for your spouse's/domestic partner's loss of life will be increased to equal the full amount payable for your loss of life.

For additional information about the benefits described above, please contact Metropolitan Life Insurance Company (MetLife) from 8 a.m. to 8 p.m. Eastern Time, Monday – Friday.

What Is Not Covered

Accidental death and dismemberment (AD&D) insurance benefits are not payable for loss or death that results from:

- Physical or mental illness or infirmity, or the diagnosis or treatment of such illness or infirmity;
- Infection, other than infection occurring in an external accidental wound or from food poisoning;
- Suicide or attempted suicide;
- Intentionally self-inflicted injury;
- Service in the armed forces of any country or international authority for more than 30 days. However, service in reserve forces does not constitute service in the armed forces, unless in connection with such reserve service an individual is on active military duty as determined by the applicable military authority other than weekend or summer training. For purposes of this provision reserve forces are defined as reserve forces of any branch of the military of the United States or of any other country or international authority, including but not limited to the National Guard of the United States or the national guard of any other country;
- Any incident related to:
 - Travel in an aircraft as a pilot, crew member, flight student or while acting in any capacity other than as a passenger; however this exclusion will not apply to a loss sustained by you as a pilot or a crew member if you were hired by JPMorganChase as a pilot or crew member and the loss is sustained while you are acting in that capacity;
 - Travel in an aircraft for the purpose of parachuting or otherwise exiting from such aircraft while it is in flight;
 - Parachuting or otherwise exiting from an aircraft while such aircraft is in flight, except for self preservation;
 - Travel in an aircraft or device used:
 - For testing or experimental purposes;
 - By or for any military authority; or
 - For travel or designed for travel beyond the earth's atmosphere;
- Committing or attempting to commit a felony;
- The voluntary intake or use by any means of:
 - Any drug, medication or sedative, unless it is:
 - Taken or used as prescribed by a Physician; or
 - An "over the counter" drug, medication or sedative taken as directed;
 - Alcohol in combination with any drug, medication, or sedative; or
 - Poison, gas, or fumes; or
- War, whether declared or undeclared; or act of war, insurrection, rebellion or active participation in a riot.

This list is subject to change at any time.

Exclusion for Intoxication

The Plan will not pay AD&D benefits for any loss if the injured party is intoxicated at the time of the incident and is the operator of a vehicle or other device involved in the incident.

Intoxicated means that the injured person's blood alcohol level met or exceeded the level that creates a legal presumption of intoxication under the laws of the jurisdiction in which the incident occurred.

When Benefits Are Paid

Your employee accidental death and dismemberment (AD&D) benefit is paid to your beneficiary upon your death. If you suffer a covered loss other than death, your benefit will be paid to you. Dependent AD&D benefits are paid to you in the event of a covered person's death or other covered loss. Applicable benefits are paid after MetLife receives notice of the covered loss (e.g., certified death certificate, or accident report).

Porting Your Coverage

You may port up to \$2 million of your employee AD&D coverage with MetLife within 31 days of your termination date.

When you leave JPMorganChase, you may increase the amount of your portable AD&D coverage in increments of \$25,000, up to a maximum of \$2 million. Generally, evidence of insurability is not required to port an existing eligible amount or an increased amount as noted above; however, to qualify for a lower premium rate you must satisfy evidence of insurability.

You may also port any dependent AD&D coverage, but only if you elect to port your employee AD&D coverage. Financial advisors at Barnum Financial Group (acting on behalf of MetLife) will also be able to address any questions on how much AD&D coverage to port for you and/or your dependents. When you port your coverage(s), MetLife will bill you directly.

Business Travel Accident Insurance

Business Travel Accident (BTA) Insurance, provided under an insurance policy with the AIG-National Union Fire Insurance Company of Pittsburgh, PA, is designed to protect you in the event of accidental death or serious covered injury caused by an accident that occurs while traveling on approved business for the company. In addition, this insurance covers you if accidental death or a serious covered injury occurs as a result of a criminal act of violence directed at you on JPMorganChase's premises or as a result of a criminal act of violence against you while you're traveling on company business.

Note: Your spouse/domestic partner and children are also covered if they accompany you or are on their way to accompany you on an authorized, company-paid business trip while you are covered under the Plan.

Business Travel Accident Insurance pays the full benefit amount in the event of an accidental death. A portion of the benefit amount is payable in the event of certain injuries.

Employee Coverage

JPMorganChase automatically provides you with business travel accident insurance equal to six times your annual salary, with a minimum benefit of \$50,000 and a maximum of \$3 million, at no cost to you. However, if you're paid on an hourly basis, annual salary is based on the monthly average of amounts paid to you by JPMorganChase as hourly wages and/or commissions during the previous 36 months. The monthly average is then multiplied by 12 to determine your annual salary. Annual salary excludes any overtime earnings, incentive compensation, and other extra compensation arrangements.

You are covered for business travel accident insurance benefits until your last day of active employment at JPMorganChase.

Dependent Coverage

Business Travel Accident Insurance includes coverage for your spouse/domestic partner and/or children if they accompany or are on their way to accompany you on an authorized, company-paid business trip while you are covered under the Plan.

- Your spouse/domestic partner coverage is covered for a maximum benefit of \$150,000; and
- Your children are covered for \$20,000 per child in the event of death or dismemberment.

How BTA Insurance Pays Benefits

Business Travel Accident Insurance pays full or partial benefits depending on the extent of loss, as shown in the chart below.

| Type of Loss | Benefit Amount Payable |
|-------------------------------------|------------------------|
| Life | 100% |
| Quadriplegia | 100% |
| Both hands or both feet | 100% |
| Sight of both eyes | 100% |
| One hand and one foot | 100% |
| One hand and the sight of one eye | 100% |
| One foot and the sight of one eye | 100% |
| Speech and hearing in both ears | 100% |
| Paraplegia | 75% of the full amount |
| Hemiplegia | 50% of the full amount |
| One hand or one foot | 50% of the full amount |
| Sight of one eye | 50% of the full amount |
| Speech or hearing in both ears | 50% of the full amount |
| Hearing in one ear | 25% of the full amount |
| Thumb and index finger of same hand | 25% of the full amount |

Benefits are also payable in the event of severe burns. Business Travel Accident Insurance pays a percentage of the full benefit amount depending on the extent of the burn injury.

Additional Plan Benefits

Business Travel Accident Insurance may provide additional benefits to you and to your spouse/domestic partner and/or children in the event of a covered accident. These additional benefits include, but are not limited to:

- **Seat Belt and Air Bag Benefit:** If you (or a covered family member) is in an accident that causes death while operating or riding as a passenger in an automobile while wearing a properly fastened, original, factory-installed seat belt, an additional seat belt benefit is payable if an accidental death benefit is payable under the Business Travel Accident Insurance Plan. The seat belt benefit is equal to the lesser of \$50,000 or 10% of the maximum BTA Insurance benefit for the covered individual. An additional air bag benefit is also payable if the seat belt benefit is payable and if at the time of the accident the covered individual is positioned in a seat protected by a properly functioning, original, factory-installed supplemental restraint system that inflates on impact. The additional air bag benefit is equal to the lesser of \$25,000 or 5% of the maximum BTA Insurance benefit for the covered individual.
- **Felonious Assault Benefit:** Coverage for an additional \$5,000 in the event of death as the result of a felonious assault while on a business trip or while you are at work on JPMorganChase's premises.

- **Hospitalization Benefit:** If you, your spouse/domestic partner and/or child requires hospitalization as a result of a covered accident, an additional amount equal to the lesser of \$5,000 or 5% of the applicable benefit amount is payable.
- **Common Accident Benefit:** In the event that both you and your spouse/domestic partner die in the same accident, the maximum benefit amount for your spouse/domestic partner will increase from \$150,000 to the amount equal to your maximum benefit.
- **Rehabilitation Benefit:** In the event of dismemberment or paralysis from a covered accident, this feature pays an additional amount, up to a maximum payment of \$50,000, for rehabilitation expenses in connection with the injury.
- **Trauma and Bereavement Counseling Benefit:** In the event of your, your spouse's/domestic partner's, or your child's injury or death, this feature pays up to \$250 per session for trauma or bereavement counseling for up to 20 sessions.
- **Emergency Evacuation:** If you (or your spouse/domestic partner or children) are outside a 100 mile radius from your place of primary residence and suffer an injury or emergency sickness that warrants emergency evacuation, this feature will pay the reasonable expense (up to \$5,000,000) for such evacuation. The expense must not exceed the usual charge for similar transportation in the location where the expense is incurred and must not include charges that would not have been made if no insurance existed.
- **Non-Medical Repatriation:** If, while you (or your covered spouse/domestic partner or children) are outside a 100 mile radius from your current place of primary residence, a covered person who has suffered a covered injury or sickness, has sufficiently recovered to travel to their place of primary residence or Home Country with minimal risk of health, the insurer will pay for Covered Non-Medical Repatriation Expenses reasonably incurred for a regularly scheduled economy class air flight without special equipment or personnel to return such person to their current place of primary residence or Home Country. Any such Non-Medical Repatriation must be recommended by the attending covered physician. Benefits will be payable, up to a maximum of \$250,000 for all Non-Medical Repatriations due to all covered injuries from the same accident or all covered sicknesses from the same or related causes.

Claims Department must make all arrangements and must authorize all expenses in advance for any benefits to be payable. The insurer reserves the right to determine the benefit payable, including reductions, if it is not reasonably possible to contact Claims Department in advance.

The General Exclusions section of the Policy, and the Exclusions section of each Hazard to which this benefit applies, do not apply with respect to this benefit.

- **Covered Medical Repatriation Expense(s):** means an expense that: (1) is charged for a Medical Repatriation that meets the Company's criteria for scheduling, mode of Transportation and any special equipment and/or personnel; (2) does not exceed the usual level of charges for similar Transportation, treatment, services or supplies in the locality where the expense is incurred; (3) must be recommended by the attending covered Physician, and (4) does not include charges that would not have been made if no insurance existed.
- **Covered Non-Medical Repatriation Expense(s):** means an expense that: (1) is charged for a Non-Medical Repatriation, including the increase in cost to change the travel date on the return air flight and/or for an upgrade in the seating; (2) does not exceed the usual level of charges for similar Transportation, treatment, services or supplies in the locality where the expense is incurred; (3) must be recommended by the attending covered Physician and (4) does not include charges that would not have been made if no insurance existed.

Transportation: means moving by an air conveyance.

Home Country: means a country from which the Insured Person holds a passport. If the Insured Person holds passports from more than one country, his or her Home Country will be the country that he or she has declared to the Company in writing to be his or her Home Country

- **Carjacking Benefit:** If you (or your spouse/domestic partner or children) suffer a covered loss because of a Carjacking, unlawful possession of an Automobile by force or threats while operating or riding as a passenger, including getting in or out of such covered automobile. Automobile excludes motorcycles, mobile homes, and/or public transit vehicles while operating or riding as a passenger, including getting in or out of such Automobile. The amount payable is the lesser of: (1) \$10,000; or (2) 10% of the largest benefit payable under any one of the Benefits specified above due to the Carjacking

Additional benefits, including psychological therapy, day care, and tuition benefits, are described in the insurance policy for the Plan.

What Is Not Covered

Business travel accident insurance benefits are not payable for loss or death that results from:

- Suicide or any attempt at suicide, or intentional self-inflicted injury or attempt at intentionally self-inflicted injury;
- Travel or flight in or on (including getting in or out of, or on or off of) any vehicle used for aerial navigation, whether as a passenger, pilot, operator or crew member, unless specifically provided by this policy
- Declared or undeclared war, or any act of declared or undeclared war unless specifically provided by this policy
- Sickness, disease, mental incapacity or bodily infirmity whether the loss results directly or indirectly from any of these;
- Infection of any kind regardless of how contracted, except bacterial infections that are directly caused by botulism, ptomaine poisoning or an accidental cut or wound independent and in the absence of any underlying sickness, disease or condition including but not limited to diabetes;
- Full-Time active duty in the Armed Forces, National Guard or organized reserve corps of any country or international authority;
- Commission of or attempt to commit a felony
- Normal commuting between your residence and place of employment

This list is subject to change at any time.

Claiming Benefits

The following information explains when and how to file claims for Life and Accident Insurance Plans benefits.

When Benefits Are Paid

- **Basic Life Insurance** benefits are paid to your beneficiary when Metropolitan Life Insurance Company (MetLife), the claims administrator, receives satisfactory evidence of your death (e.g., a certified death certificate).
- **Supplemental term life insurance** benefits are paid to your beneficiary when Metropolitan Life Insurance Company (MetLife), the claims administrator, receives satisfactory evidence of your death (e.g., a certified death certificate). Dependent supplemental term life insurance benefits are paid to you in the event of a covered person's death when MetLife receives satisfactory evidence of the covered person's death.

- **Accidental death and dismemberment (AD&D) insurance** benefits are paid to your beneficiary when Metropolitan Life Insurance Company (MetLife), the claims administrator, receives satisfactory evidence of your death (e.g., a certified death certificate). If you suffer a covered loss other than death, your benefit will be paid to you when MetLife receives proof of your loss (e.g., medical reports or accident/police reports). Dependent AD&D benefits are paid to you in the event of a covered person's death or other covered loss when MetLife receives proof of the death/loss.
- **Business travel accident** benefits are paid to your beneficiary when AIG-National Union Fire Insurance Company of Pittsburgh, PA receives satisfactory evidence of your accidental death. If you suffer a covered loss other than death, your benefit will be paid to you when AIG-National Union Fire Insurance Company of Pittsburgh, PA receives proof of your loss.

How Benefits Are Paid by MetLife

Benefit payments by MetLife on behalf of the Plans are made in the method chosen by the beneficiary, and can include:

- A Total Control Account (TCA), which is an interest bearing account similar to a checking account that MetLife would open for you to hold your claim proceeds. MetLife pays the full amount owed to you by placing the proceeds into the TCA and providing you with a book of drafts. You can use the draft as you would use checks.
- A check that MetLife mails to you; or
- An Electronic Funds Transfer (EFT) where MetLife would transfer the funds directly to a bank account provided by you via electronic funds transfer. This requires completion of an EFT form.

AIG makes payments for the Business Travel Accident Plan.

How to File Claims

If you or your beneficiary need to file a claim for Life and Accident Insurance Plans benefits, please contact 1-844-ASK-JPMC and speak with a Service Representative (please see the table entitled "Questions" under the "Life and Accident Insurance" section on page 1 for information). If you or a covered dependent dies, a certified copy of the death certificate is required before death benefits can be paid. You will also be required to provide satisfactory evidence of a covered loss under the AD&D Insurance Plan.

Important Claims Addresses

To discuss payment options, claims procedures, or other Plan details, please use the appropriate address and phone numbers from the following chart:

Claims Administrators' Contact Information

| Claims Administrator | Address and Telephone Number |
|-----------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Basic Life Insurance | Metropolitan Life Insurance Company (MetLife) 200 Park Avenue New York, NY 10166-0188 (888) 673-9582 8 a.m. to 8 p.m. Eastern Time Monday – Friday |

| Claims Administrator | Address and Telephone Number |
|--------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| SurvivorSupport® Financial Counseling Services | The Ayco Company, LP P.O. Box 15073 Albany, NY 12212-5073 (800) 235-3417 8 a.m. to 5 p.m. Eastern Time Monday – Friday; appointments may also be scheduled outside of normal business hours |
| Identity (ID) Theft Assistance Program | AXA Assistance 122 S. Michigan Avenue Suite 1100 Chicago, IL 60603 (800) 454-3679 24 hours a day, 365 days a year www.metlife.com/travelassist |
| Travel Assistance and Emergency Evacuation Services | AXA Assistance 122 S. Michigan Avenue Suite 1100 Chicago, IL 60603 (800) 454-3679 or outside the United States, call collect at (312) 935-3783 24 hours a day, 365 days a year www.metlife.com/travelassist |
| Funeral Concierge Services | Dignity Memorial 1929 Allen Parkway Houston, TX 77019 (866) 853-0954 24/7 www.finalwishesplanning.com |
| LifeWorks Funeral Planning Services | LifeWorks (888) 319-7819 24 hours a day, 365 days a year |
| Business Travel Accident Insurance | AIG-National Union Insurance Fire Company of Pittsburgh, PA Accident & Health Claims Department 11250 Corporate Ave Lenexa, Kansas 66219 (800) 551-0824 8 a.m. to 5 p.m. Central time Monday – Friday If needed, the FAX number is: (866) 893-8574. Email: AHClaims@aig.com |
| Supplemental Term Life Insurance | Metropolitan Life Insurance Company (MetLife) 200 Park Avenue New York, NY 10166-0188 (888) 673-9582 8 a.m. to 8 p.m. Eastern Time Monday – Friday |

| Claims Administrator | Address and Telephone Number |
|----------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Accidental Death and Dismemberment (AD&D) Insurance | Metropolitan Life Insurance Company (MetLife) 200 Park Avenue New York, NY 10166-0188 (888) 673-9582 8 a.m. to 8 p.m. Eastern Time Monday – Friday |

Appealing a Claim

If a claim for payment under the JPMorgan Chase Life and Accident Insurance Plans is denied, either in whole or in part, you or your beneficiary can appeal the denial by following the appropriate procedures described in the *Plan Administration* section.

Defined Terms

As you read this summary of the JPMorgan Chase Life and Accident Insurance Plans, you'll come across some important terms related to the Plans. To help you better understand the Plans, many of those important terms are defined here.

| | |
|--------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Actively-at-Work | <p>Actively-at-Work means you are performing all the duties that pertain to your work on a regular basis at the place where they're normally performed or where they're required to be performed by JPMorganChase. A person who works at home must be able to report to a place of employment outside the home.</p> <p>You must be actively-at-work for your new or newly approved increase in coverage to take effect. The actively-at-work provision also applies if your coverage is subject to evidence of insurability. The insurance carriers for each of these Plans may have additional actively-at-work requirements that are specific to their Plan. For more information, please contact the insurance carriers directly.</p> |
| After-Tax Contributions | After-tax contributions that are taken from your pay after federal and, in most cases, state and local income taxes have been withheld. |
| Annual Earnings | <p>(For the Business Travel Accident Insurance Plan only)</p> <p>Annual earnings means your annual wage or salary from JPMorganChase as of the date of the accident, including the monthly average times 12 of any amounts paid during the preceding 36 months as hourly wages and/or commissions, but excluding any overtime earnings, bonuses, or other extra compensation arrangements.</p> |
| Beneficiary | Your beneficiary is the person, people, estate, or entity you name to receive benefits from the insurance plan if you die. |
| Claims Administrator | <p>The claims administrator is the company that provides certain claims administration services for the Life and Accident Insurance Plans. The claims administrator for each benefit is noted at the beginning of the description of each Plan.</p> <p>JPMorganChase is not involved in deciding appeals for any benefits claim denied under the Life and Accident Insurance Plans. All fiduciary responsibility and decisions regarding a claim for a denied benefit under the Plans rest solely with the claims administrator.</p> |

Eligible Compensation

(For accidental death and dismemberment coverage)

Generally, your Eligible Compensation is your annual base salary/regular pay plus applicable job differential pay (e.g., shift pay). It does not include any annual incentive, overtime, special recognition, or other incentive awards you might receive. In certain situations, your Eligible Compensation may include other cash earnings (e.g., commissions, draws, and overrides) paid under certain non-annual incentive plans that provide compensation in lieu of base salary.

For the benefits plans described here, your Eligible Compensation is updated as changes occur throughout the year (including while you are on a leave of absence).

Please Note: Various JPMorganChase plans have different definitions of Eligible Compensation. Separate definitions may apply to employees in certain sales positions who are paid on a draw-and-commission basis.

Eligible Dependents

Under the Life and Accident Insurance Plans, your eligible dependents can include your spouse or domestic partner and your children (including children of your domestic partner). Please see "Eligible Dependents" in the *Health Care Participation* section for more information.

Evidence of Insurability

(Does not apply to the Business Travel Accident Insurance Plan or AD&D Plan)

Evidence of insurability (EOI) is information that must be provided to Metropolitan Life Insurance Company (MetLife), the claims administrator for the Supplemental Term Life Insurance Plan, before you can be approved for certain levels of coverage. Please see "Evidence of Insurability" on page 18 for more information.

Imputed Income

(Applies to the Basic Life Insurance Plan only)

Imputed income is the value of company-provided basic life insurance above \$50,000, which must be reported as income to the Internal Revenue Service (IRS). Imputed income becomes part of your taxable income reported on your W-2.

Loss

For details on what qualifies as a loss under each plan, see:

- For Accidental Death & Dismemberment, "How the Plan Pays Benefits" on page 20.
- For Business Travel Accident, "How BTA Insurance Pays Benefits" on page 26.

Qualified Change in Status

(For the Life and Accident Insurance Plans)

The JPMorganChase benefits you elect during each Annual Benefits Enrollment will generally stay in effect throughout the plan year, unless you elect otherwise, because of a Qualified Status Change (QSC). If you have a QSC, you have 31 days (90 days if the QSC is for birth or adoption or new placement for adoption of a child) from the qualifying event to make benefits changes. The benefits you elect will be effective the date of the event if you make the elections timely.

Any changes you make during the year must be consistent with your QSC. Please see "Changing Your Coverage Midyear" on page 11 for more information.

Total Annual Cash Compensation

(For basic and supplemental term life insurance)

Total Annual Cash Compensation (TACC) is your annual rate of base salary/regular pay plus any applicable job differential pay (e.g., shift pay) as of each August 1, plus any cash earnings from any incentive plans (e.g., annual incentive, 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. It is recalculated 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, it will be equal to your annual rate of base salary/regular pay plus applicable job differentials.