The Long-Term Disability Plan

JPMorgan Chase recognizes how important income replacement can be to you and your family if you become seriously ill or injured and you can’t work. The Long-Term Disability Plan (“LTD Plan”) generally pays a benefit if a disability keeps you out of work and you’ve exhausted your coverage under the Short-Term Disability Plan, provided your disability has been approved by the claims administrator.

The LTD Plan has two components:

• **The Group LTD Plan**, administered by The Prudential Insurance Company of America (“Prudential”), which considers total annual cash compensation up to $400,000 or $480,000 (depending on the Group LTD option elected) and pays a monthly benefit of up to $20,000; and

• **The Individual Disability Insurance (“IDI”) Policy**, insured by Unum, which covers the remainder of total annual cash compensation up to $700,000 or $840,000 (depending on the Group LTD option elected) and pays an additional monthly benefit of up to $15,000.

Employees who meet the LTD Plan’s eligibility requirements and who have total annual cash compensation of less than $60,000 are automatically enrolled in the Group LTD Plan at JPMorgan Chase’s expense – no employee contributions are required.

For all other employees, participation in the Group LTD Plan is optional, and is available by making after-tax contributions for coverage. However, if you don’t enroll and your employment with JPMorgan Chase ends due to total disability, your coverage under certain Benefits and Retirement Plans may end. It is important to give serious consideration to the advantages of LTD coverage before deciding not to enroll.

If you are eligible for the IDI Policy, separate information regarding the policy will be sent to you.

This section of the Guide will provide you with a better understanding of how your Long-Term Disability Plan coverage works, including how and when benefits are paid.
<table>
<thead>
<tr>
<th>Questions?</th>
<th>You can also obtain answers to your questions 24 hours a day, seven days a week online at My Health. My Health provides one-stop access to your benefits information. Simply use your Single Sign-On password to access the Benefits Web Center from My Health. Go to My Health &gt; Other Benefits &gt; Benefits Web Center. From work: My Health from the intranet From home: myhealth.jpmorganchase.com (also available for your covered spouse/domestic partner)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Contact the Benefits Call Center:</td>
<td></td>
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<tr>
<td>• 1-877-JPMChase (1-877-576-2427)</td>
<td></td>
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<tr>
<td>• Quick Path: Enter your Standard ID or Social Security number; press 1; enter your PIN; press 1.</td>
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<td>If calling from outside the United States:</td>
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<tr>
<td>• 1-212-552-5100 (GDP# 352-5100)</td>
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</tbody>
</table>
The JPMorgan Chase U.S. Benefits Program is available to most employees on a U.S. payroll who are regularly scheduled to work 20 hours or more a week and who are employed by JPMorgan Chase & Co. or one of its subsidiaries to the extent that such subsidiary has adopted the JPMorgan Chase U.S. Benefits Program. This information does not include all of the details contained in the applicable insurance contracts, plan documents, and trust agreements. If there is any discrepancy between this information and the governing documents, the governing documents will control. JPMorgan Chase & Co. expressly reserves the right to amend, modify, reduce, change, or terminate its benefits and plans at any time. The JPMorgan Chase U.S. Benefits Program does not create a contract or guarantee of employment between JPMorgan Chase and any individual. JPMorgan Chase or you may terminate the employment relationship at any time.
Important Terms

As you read this summary of the JPMorgan Chase Long-Term Disability Plan, you'll come across some important terms related to the plan. To help you better understand the plan, many of those important terms are defined here.

<table>
<thead>
<tr>
<th>Term</th>
<th>Definition</th>
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</thead>
</table>
| Actively-at-Work      | 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 JPMorgan Chase. A person who works at home must be able to report to a place of employment outside the home.  
You must be actively-at-work on the date designated by Prudential and/or Unum for either your new coverage or your newly approved increase in your coverage to take effect. Prudential and/or Unum may have additional actively-at-work requirements that are specific to their plans. |
| After-Tax Contributions| Contributions that are taken from your pay after federal (and in most cases, state and local income taxes) have been withheld. By paying for the plan with after-tax contributions, any benefits you receive from the plan if you become disabled would be tax-free. |
| Benefits Offset*      | Under the Group LTD Plan, a reduction for any benefits that could be paid by other disability programs (for example, Social Security or workers’ compensation). As a result, your disability benefits paid by other disability programs and the Group LTD Plan combined, equal the replacement percentage of the Group LTD Plan option you chose (up to the maximum monthly benefit for that option). |
| Claims Administrator  | The company, or its affiliate, that provides certain claims administration services for the Long-Term Disability Plan. The Prudential Insurance Company of America and Unum are the claims administrators for the Group LTD Plan and Individual Disability Insurance Policy, respectively. |
| Disabled or Disability*| If your total annual cash compensation is less than $200,000, you may qualify for benefits under the Group LTD Plan if it is determined by The Prudential Insurance Company of America, the insurance carrier and claims administrator, that during the first 30 months of your disability you are prevented from performing the material and substantial duties of your regular occupation and your current monthly earnings are 80% or less of your indexed pre-disability earnings. After 30 months of disability (the 180-day elimination period plus 24 months of LTD Plan benefits), you’re eligible for continued Group LTD Plan benefits if Prudential determines that, because of an occupational or non-occupational illness or injury, you are prevented from performing the duties of any gainful occupation for which you’re reasonably suited by training, education, and experience.  
If your total annual cash compensation is more than or equal to $200,000, you may qualify for benefits under the Group LTD Plan (under the coverage option you choose) if you’re unable to perform one or more of the essential duties of your own occupation for the maximum payable duration of the disability. (Your premium will be higher in this case.) Your benefits may continue until you are determined not to be disabled, reach the maximum time period for benefits, or die. |
| Elimination Period    | A period of 180 days before benefits are paid, in which you’re prevented from performing the material and substantial duties of your occupation because of an occupational or non-occupational injury or illness. If during an elimination period you recover and are able to return to work as an active employee, the period of time before your return to work will count toward satisfying the requirements for the elimination period if your return to work is for 60 days or less. However, the days that you work as an active employee will not count toward satisfying the requirements for the elimination period. |

* The Individual Disability Insurance ("IDI") Policy uses a different definition or has different rules regarding this term. Please see “Differences from the Group LTD Plan” on page 25 for information about how this term applies to the IDI Policy.
<table>
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<tbody>
<tr>
<td><strong>Evidence of Insurability</strong></td>
<td>Under the Group LTD Plan, information that must be provided to Prudential, the claims administrator, before you can be approved for certain levels of coverage under the plan. Evidence of insurability is also required if you apply for Group LTD or Individual Disability Insurance benefits after you are first eligible.</td>
</tr>
<tr>
<td><strong>Hospital</strong></td>
<td>Under the Group LTD Plan, an accredited facility licensed to provide care and treatment for the condition causing the covered person’s disability.</td>
</tr>
<tr>
<td><strong>Indexed Monthly Earnings</strong></td>
<td>Your monthly pre-disability earnings adjusted on the first of January or following the date of disability by the lesser of 10% or the current annual percentage increase in the Consumer Price Index (CPI). Your indexed monthly earnings may increase or remain the same, but they will never decrease.</td>
</tr>
<tr>
<td><strong>Material and Substantial Duties of Your Occupation</strong></td>
<td>Under the Group LTD Plan, a duty that is normally required for the performance of your regular occupation, and cannot be reasonably omitted or modified.</td>
</tr>
<tr>
<td><strong>Mental/Nervous Condition</strong></td>
<td>Under the Group LTD Plan, mental, nervous, substance abuse, or emotional disease or disorders of any type. Conditions that are found to be organic in nature are not considered mental illness.</td>
</tr>
<tr>
<td><strong>Other Income Benefits</strong></td>
<td>Under the Group LTD Plan, long-term disability benefits are reduced by certain “Other Income Benefits.” These may include other income you may be eligible to receive as a result of the same disability for which the plan benefit is payable or income associated with employment in the same or different occupations. Please see “Offsets for Disability Benefits from Other Sources” on page 18 for examples.</td>
</tr>
<tr>
<td><strong>Pre-Existing Condition</strong></td>
<td>Under the Group LTD Plan, a condition resulting from an illness or injury for which the covered person was diagnosed, received treatment, took prescribed drugs, or received a consultation, care, or services within six months before the effective date of coverage, and for which the resulting disability begins within the first 12 consecutive months after LTD coverage began or increased.</td>
</tr>
</tbody>
</table>
| **Total Annual Cash Compensation**        | Generally, your total annual cash compensation includes your rate of base salary plus applicable job differential pay (e.g., shift pay) as of each August 1, plus any cash earnings from any incentive plans (e.g., annual bonus, commissions, draws, overrides, and special recognition payments or incentives) that are paid to or deferred by you for the previous 12-month period ending each July 31. Overtime is not included. Your total annual cash compensation is 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, total annual cash compensation will be equal to base salary plus applicable job differentials. Your total annual cash compensation is available on the Benefits Web Center. Separate definitions 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 in writing.  

**Please Note:** If you are not actively-at-work as of January 1 on any given year, your total annual cash compensation for purposes of the Long-Term Disability Plan will be the total annual cash compensation amount that was in effect for the previous calendar year and your long-term disability contributions and benefit will be calculated using that amount. Once you are actively-at-work, your total annual cash compensation will change to the amount that was communicated to you during the fall annual benefit enrollment period. |

* The Individual Disability Insurance (“IDI”) Policy uses a different definition or has different rules regarding this term. Please see “Differences from the Group LTD Plan” on page 25 for information about how this term applies to the IDI Policy.
## Some Quick Facts

### Your Choices

**Long-Term Disability Options.** The LTD Plan provides a level of income replacement protection should you continue to be disabled beyond the period of time covered under the Short-Term Disability Plan. The LTD Plan has two components: the Group LTD Plan and the Individual Disability Insurance (“IDI”) Policy. The Group LTD Plan provides income protection for total annual cash compensation of $400,000 or less (or $480,000 or less, depending on the Group LTD option elected), while the IDI Policy is available as an additional supplement to employees whose total annual cash compensation is more than $400,000 (or $480,000, depending on the Group LTD option elected). IDI covers income above $400,000 to $700,000 (or above $480,000 to $840,000, depending on the Group LTD option elected).

**The Group LTD Plan**

The Group LTD Plan provides you with a monthly benefit based upon a percentage of your total annual cash compensation, less certain other disability benefits (see “Important Terms” on page 4 for the definition of “Benefits Offset”). Prudential is the claims administrator for the Group LTD Plan.

- If your total annual cash compensation is less than $60,000, you are automatically enrolled. If you meet the plan’s definition of disabled, the plan would provide:
  - Replacement of 60% of total annual cash compensation, to a maximum monthly benefit of $3,000.

- If your total annual cash compensation is $60,000 a year or more, you can choose long-term disability protection from among the following options:
  - **The 50% option:** Replacement of 50% of total annual cash compensation up to $480,000, to a maximum monthly benefit of $20,000;
  - **The 60% option:** Replacement of 60% of total annual cash compensation up to $400,000, to a maximum monthly benefit of $20,000; or
  - **No coverage.**

**The Individual Disability Insurance Policy**

If your total annual cash compensation is greater than $400,000, you generally can choose additional LTD coverage under a fully portable Individual Disability Insurance Policy, insured by Unum. This policy considers total annual compensation from $400,000 to $700,000 (or from $480,000 to $840,000, if you elected the 50% Group LTD option) and provides an additional maximum monthly benefit of up to $15,000. If you are eligible, you will receive separate information regarding this policy.
Effective Date 1/1/14

| Benefits Eligibility | Under the Group LTD Plan, generally benefits can begin after the greater of 180 days of disability or the end of benefits under the Short-Term Disability Plan.  
• During the elimination period of 180 days and the first 24 months on LTD: It must be determined by Prudential that you cannot perform the material and substantial duties of your regular occupation because of an occupational or non-occupational injury or sickness.  
• After 30 months of disability (the 180-day elimination period plus 24 months of LTD Plan benefits): You’re eligible for continued LTD Plan benefits if Prudential determines that — because of an occupational or non-occupational illness or injury — you’re unable to perform the duties of any gainful occupation for which you’re reasonably fitted by training, education, and experience.  
If your total annual cash compensation is more than or equal to $200,000, you may qualify for benefits under the Group LTD Plan (under the coverage option you choose) if you’re unable to perform the material and substantial duties of your regular occupation for the maximum payable duration of the disability. (Your premium will be higher in this case.)  
Under the IDI Policy, generally benefits can begin after the greater of 180 days of disability or the end of benefits under the Short-Term Disability Plan. It must be determined by Unum that you cannot perform one or more of the essential duties of your own occupation.  
Your Long-Term Disability Plan benefits may continue until you are determined not to be disabled, reach the maximum time period for benefits, or die. |
| Duration of Benefits | Generally, if you continue to meet the definition of disability, benefits paid under the Group LTD Plan for a disability occurring before age 60 (or age 61, in the case of the IDI Policy) continue until you recover or you reach age 65, whichever occurs first. Benefits paid under the Group LTD Plan for a disability occurring after age 60 (or age 61, in the case of the IDI Policy) continue for a specified length of time as long as you are continuously disabled, based on the age at which you become disabled. Please see “When Benefits Begin and End” on page 19 under the “The Group LTD Plan” section on page 17 and “When Benefits Begin and End” on page 27 under the “The Individual Disability Insurance (“IDI”) Policy” on page 25. |
| How You Pay for Coverage | If your total annual cash compensation is less than $60,000, Group LTD coverage is fully paid by JPMorgan Chase and any benefits you receive if you become disabled would therefore be taxable.  
If your total annual cash compensation is $60,000 or more, you pay the premiums for your elected Group LTD coverage on an after-tax basis. As a result, any future benefits you receive if you become disabled would be tax-free. Your cost per pay period depends on your total annual cash compensation, the level of coverage you choose, and your status as a tobacco user or non-tobacco user. Please see “Important Terms” beginning on page 4 for the definition of “Total Annual Cash Compensation.” Please see the definition of “Tobacco User Status” on page 9.  
As with Group LTD coverage, if you are eligible for and elect IDI coverage, you pay for it on an after-tax basis, so any benefits you receive if you become disabled would be tax-free. Your cost depends on your total annual cash compensation, age, state of residency, and your status as a tobacco user or non-tobacco user. |
Participating in the Long-Term Disability Plan

The JPMorgan Chase Long-Term Disability Plan can provide income replacement if you are unable to work for an extended period of time due to an illness or injury. Your long-term disability coverage generally pays a benefit after you have exhausted your coverage under the JPMorgan Chase Short-Term Disability Plan.

The general guidelines for participating in the JPMorgan Chase Long-Term Disability Plan are described in this section.

Eligibility

You are eligible to participate if you are:

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

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

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

is not eligible to participate in the plan regardless of whether an administrative or judicial proceeding subsequently determines this individual to have instead been a common law salaried employee.

Long-Term Disability Plan Options

Group LTD Plan

The Group LTD Plan provides a level of income replacement should you continue to be disabled for more than 180 days. If approved by Prudential, the claims administrator, the Group LTD Plan provides you with a monthly benefit of up to $20,000 based upon a percentage of your total annual cash compensation, less certain other disability benefits. Total annual cash compensation under the plan is limited to $400,000 (or $480,000, if you elect the 50% option described below).

If your total annual cash compensation is less than $60,000 and you meet the eligibility requirements, you would receive company-paid coverage if you become disabled:

- Replacement of 60% of total annual cash compensation, to a maximum monthly benefit of $3,000.

If your total annual cash compensation is $60,000 or more and you meet the eligibility requirements, you can choose long-term disability protection from among the following options:

- **The 50% option:** Replacement of 50% of total annual cash compensation up to $480,000, to a maximum monthly benefit of $20,000;
- **The 60% option:** Replacement of 60% of total annual cash compensation up to $400,000, to a maximum monthly benefit of $20,000; or
- **No coverage.**

Your Group LTD benefit is subject to offset by other disability-related income benefits. Please see “Important Terms” on page 4 for the definition of “Benefits Offset.”
Individual Disability Insurance (‘IDI’) Policy

The Individual Disability Insurance (‘IDI’) Policy is available if your total annual cash compensation is more than $400,000 (or $480,000 if you elected the 50% Group LTD option described above). The IDI Policy provides a level of income replacement should you continue to be disabled for more than 180 days. The Individual Disability Insurance Policy is fully portable coverage insured by Unum. IDI provides an additional maximum monthly benefit of up to $15,000, based on your total annual cash compensation.

If you are eligible, you will receive separate information regarding this policy and how to enroll.

Cost of Coverage

Group LTD Plan

If your total annual cash compensation is less than $60,000 a year, coverage is fully paid for by JPMorgan Chase and as a result, any benefits you receive if you become disabled would be taxable. Please Note: If your total annual cash compensation increases to $60,000 or above, you will be automatically enrolled in the 60% Group LTD option described above and after-tax payroll deductions will commence to pay for the coverage as described in the next paragraph, unless you waive Group LTD coverage.

If your total annual cash compensation is $60,000 a year or more, you pay for coverage on an after-tax basis, and as a result, any benefits you receive if you become disabled would be tax-free. Your cost depends on your total annual cash compensation, the level of coverage you choose, and your status as a tobacco user or non-tobacco user. (Please see “Important Terms” beginning on page 4 for the definitions of “Total Annual Cash Compensation” and “Disabled or Disability.” Please see the definition of “Tobacco User Status” on page 9.)

Individual Disability Insurance (‘IDI’) Policy

As with Group LTD coverage, if you are eligible for and elect IDI coverage you pay for it on an after-tax basis, so any benefits you receive if you become disabled would be tax-free. Your cost depends on your total annual cash compensation, age, state of residency, and your status as a tobacco user or non-tobacco user.

Under both the Group LTD Plan and the IDI Policy, your contributions toward the cost of coverage begin on or near the first day of the pay period in which your coverage begins. Your contributions are automatically deducted from your paycheck in equal installments (unless retroactive payments are required).

If you become eligible to receive benefits under the Group LTD Plan or the IDI Policy, you won’t have to pay for your Group LTD Plan or the IDI Policy coverage during an approved period of long-term disability.

Tobacco User Status

Employees who do not use tobacco products pay less for Group LTD and IDI coverage. Each year, employees must verify their status as a non-tobacco user or tobacco user. To be considered a non-tobacco user and pay lower, non-tobacco user rates under the plan for a plan year, you must 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 meet the definition of a tobacco user but fail to declare your tobacco user status, you will be subject to disciplinary action.
**Please Note:** In your first calendar year of employment, you will be assigned non-tobacco user rates for your coverage even if you declare yourself as a tobacco user, 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.

However, if you were hired on or after October 1, for the current plan year and the following plan year you will be assigned non-tobacco user rates for your coverage even if you declare yourself 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.

**How Tobacco User Is Defined**

Under the JPMorgan Chase Benefits Program, a “tobacco user” (for a plan year) is any person who has used any type of tobacco products (e.g., cigarettes, cigars, chewing tobacco, snuff, or a pipe), regardless of the frequency or location (this includes daily, occasionally, socially, at-home only, etc.) in the 12 months preceding January 1 of the plan year.

**How to Enroll**

<table>
<thead>
<tr>
<th>If You:</th>
<th>What You Need to Do to Enroll:</th>
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</thead>
<tbody>
<tr>
<td>Are an Employee</td>
<td><strong>Group LTD Plan</strong></td>
</tr>
<tr>
<td></td>
<td>If your total annual cash compensation is less than $60,000 and you meet the actively-at-work definition in the “Important Terms” section beginning on page 4 and the requirements outlined under “Eligibility” on page 8, you are automatic enrolled in the Group LTD Plan.</td>
</tr>
<tr>
<td></td>
<td>If your total annual cash compensation is $60,000 or more and you meet the requirements outlined under “Eligibility” on page 8, during an annual benefits enrollment period you can make your elections for the Group LTD Plan through the Benefits Web Center on My Health or through the Benefits Call Center. To access the Benefits Web Center, go to My Health &gt; Other Benefits &gt; Benefits Web Center. You'll 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. <strong>Please Note:</strong> Unless you are newly eligible for Group LTD coverage, your elected coverage will be subject to evidence of insurability, as explained in the “Evidence of Insurability” section on page 15. If your coverage is approved by Prudential, it will remain in effect unless you elect to change it during a subsequent annual benefits enrollment period (a future election to increase your coverage level would be subject to evidence of insurability).</td>
</tr>
<tr>
<td></td>
<td><strong>Individual Disability Insurance (“IDI”) Policy</strong></td>
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<tr>
<td></td>
<td>If your total annual cash compensation is more than $400,000 and you meet the requirements outlined under “Eligibility” on page 8, you will receive separate enrollment information regarding the IDI policy after the Group LTD enrollment period concludes. In order to receive the Individual Disability Insurance, you must complete the IDI enrollment forms and authorize Unum to issue your policy.</td>
</tr>
<tr>
<td>If You:</td>
<td>What You Need to Do to Enroll:</td>
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</tr>
<tr>
<td>Are a Newly Eligible or Newly Hired Employee</td>
<td><strong>Group LTD Plan</strong>&lt;br&gt;If you've just joined JPMorgan Chase and you meet the actively-at-work definition in the “Important Terms” section beginning on page 4 and the requirements outlined under “Eligibility” on page 8, and your total annual cash compensation is less than $60,000, you will be automatically enrolled for Group LTD coverage.&lt;br&gt;&lt;br&gt;If your total annual cash compensation is $60,000 or more and you are enrolling for the first time, you can make your elections through the Benefits Web Center on My Health or through the Benefits Call Center within 31 days 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:&lt;br&gt;&lt;br&gt;<strong>If you are a full-time employee</strong>, you may receive information regarding benefits enrollment after accepting a position with JPMorgan Chase but before your hire date. Your coverage will begin on the first of the month following your hire date, as long as you enroll prior to your hire date or within 31 days after your hire date.&lt;br&gt;&lt;br&gt;<strong>If you are a part-time employee</strong>, you will receive your enrollment materials within 31 days before becoming eligible for coverage. You need to enroll within 31 days before your eligibility date.&lt;br&gt;&lt;br&gt;During the 31-day election period, your Group LTD coverage is guaranteed and no health-related questions will be asked. Your next opportunity to enroll will be during the annual benefits enrollment period and you will be required to submit evidence of insurability if you do not initially enroll or if you increase your coverage level.&lt;br&gt;&lt;br&gt;You can access your benefits enrollment materials online at My Health &gt; New hire benefits enrollment. To access the Benefits Web Center, go to My Health &gt; Other Benefits &gt; Benefits Web Center.&lt;br&gt;&lt;br&gt;<strong>Individual Disability Insurance (“IDI”) Policy</strong>&lt;br&gt;If your total annual cash compensation is more than $400,000 and you meet the requirements outlined under “Eligibility” on page 8, you will receive separate enrollment information regarding the IDI policy after the Group LTD enrollment period concludes. In order to receive Individual Disability Insurance, you must complete the IDI enrollment forms and authorize Unum to issue your policy.&lt;br&gt;&lt;br&gt;If you enroll for IDI coverage as a newly eligible or newly hired employee, and meet the actively-at-work definition as stated under the “Important Terms” section beginning on page 4, your IDI coverage is guaranteed and no health-related questions will be asked. If you decline IDI coverage when it is first available to you and subsequently wish to enroll for coverage, you will be required to provide evidence of insurability.</td>
</tr>
<tr>
<td>If You:</td>
<td>What You Need to Do to Enroll:</td>
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<tr>
<td>Have a Change in Work Status</td>
<td><strong>Group LTD Plan</strong></td>
</tr>
<tr>
<td></td>
<td>If you’re a newly eligible employee due to a work status change, you meet the actively-at-work definition as stated under the “Important Terms” section beginning on page 4, and your total annual cash compensation is less than $60,000, you will be automatically enrolled for Group LTD coverage.</td>
</tr>
<tr>
<td></td>
<td>If you’re enrolling during the year because you’re a newly eligible employee due to a work status change and your total annual cash compensation is $60,000 or more, you'll have 31 days from the date of the change in status to make your new elections through the Benefits Web Center on My Health or through the Benefits Call Center. During this 31-day period, your LTD coverage is guaranteed and no health-related questions will be asked. Your next opportunity to enroll will be during the annual benefits enrollment period and you will be required to submit evidence of insurability. To access the Benefits Web Center, go to My Health &gt; Other Benefits &gt; Benefits Web Center.</td>
</tr>
<tr>
<td></td>
<td><strong>Individual Disability Insurance (“IDI”) Policy</strong></td>
</tr>
<tr>
<td></td>
<td>If you become eligible for the IDI Policy due to a change in status and meet the actively-at-work definition as stated under the “Important Terms” section beginning on page 4, you will receive separate enrollment information regarding the policy. In order to receive the Individual Disability Insurance, you must complete the IDI enrollment forms and authorize Unum to issue your policy.</td>
</tr>
<tr>
<td></td>
<td>If you enroll for IDI coverage as a newly eligible employee due to a change in work status and meet the actively-at-work definition as stated under the “Important Terms” section beginning on page 4, your IDI coverage is guaranteed and no health-related questions will be asked. If you decline IDI coverage when it is first available to you and subsequently wish to enroll for coverage, you will be required to provide evidence of insurability.</td>
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</table>
If You Do Not Enroll

If your total annual cash compensation is $60,000 or more and you choose not to enroll in the Group LTD Plan (or the IDI Policy, if you are eligible), or if you enroll in the Group LTD Plan but are denied benefits under the plan, or if you waive Group LTD but enroll in the IDI Policy and are denied benefits, your employment and your participation and coverage in the JPMorgan Chase benefit plans described in the box at right will end when your benefits under the Short-Term Disability Plan end, unless you are approved for additional leave under another JPMorgan Chase Policy, such as the Disability and Reasonable Accommodation Policy. If you participate in the Group LTD Plan and receive Group LTD benefits or if you participate in and receive benefits under the IDI Policy, then you may continue to participate in certain benefit plans and receive pay credits under the Retirement Plan for up to 24 months.

If you do not enroll in the Group LTD plan, you may still enroll in Individual Disability Insurance if eligible. In that case the IDI Policy would consider annual cash compensation from $400,000 to $700,000 and provide a maximum monthly benefit of up to $15,000.

If you decline Group LTD and/or Individual Disability Insurance coverage when it is first available to you and subsequently wish to enroll for coverage, you will be required to provide evidence of insurability.

The Additional Advantages of Electing LTD Coverage

If you qualify to receive benefits under the JPMorgan Chase Long-Term Disability Plan, you will also continue to have access to company-sponsored benefits such as subsidized medical and dental coverage, vision benefits, basic life insurance (and other life insurance, if enrolled at the time of your disability), group legal, and pay credits under the Retirement Plan for up to 24 months.

In addition, if you do not enroll for LTD coverage when you are first eligible and then later choose to elect and are approved for coverage, you will not be covered for a claim due to a condition that predates your coverage effective date (see “Pre-Existing Condition Exclusion” on page 18).

Please carefully consider these additional advantages when deciding whether to elect LTD coverage.
When Coverage Begins

Generally, you must be actively-at-work on the effective date of the coverage (including for any increase in coverage). (Please see the definition of “Actively-at-Work” in “Important Terms” on page 4.) If you’re not, your coverage (including any increase) will take effect on the day you return to work. Here are additional time frames and conditions for when coverage can begin:

<table>
<thead>
<tr>
<th>If You:</th>
<th>When the Coverage You Elect Begins:</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Are an Employee</strong></td>
<td><strong>Group LTD Plan</strong>*</td>
</tr>
<tr>
<td></td>
<td>If you do not elect Group LTD coverage when you are first eligible and later wish to enroll, you will be required to submit evidence of insurability (EOI). An EOI form will be mailed to your home address. Generally, your new or increased coverage will take effect on the later of the date that your EOI form is approved by the insurance carrier or the day you return to work. Your contributions toward the cost of coverage, if applicable, will begin on or near the first day of the pay period after your coverage has been approved. If you elect to reduce or discontinue your Group LTD coverage during an annual benefits enrollment period, your election will take effect the following January 1.</td>
</tr>
<tr>
<td><strong>IDI Policy</strong></td>
<td>If you do not elect IDI coverage when you are first eligible and later wish to enroll, you will be required to submit evidence of insurability. To enroll, please contact Covala Group, the administrative service provider for Individual Disability Insurance, to request forms. You can call Covala Group Monday through Friday from 8:30 a.m. to 5:30 p.m. Eastern Time at 1-800-235-3551. Once approved by Unum, coverage will take effect on the first day of the following month. Your contributions toward the cost of coverage, if applicable, will begin on or near the first day of the pay period after your coverage has been approved. If you elect to reduce or discontinue your IDI coverage during an annual benefits enrollment period, your election will take effect the following January 1.</td>
</tr>
<tr>
<td><strong>Are a Newly Eligible or Newly Hired Employee</strong></td>
<td>If you enroll for Group LTD* or IDI coverage as a newly hired employee, coverage takes effect as follows: If you are a full-time employee, coverage begins on the first of the month following your date of hire. If you are a part-time employee regularly scheduled to work at least 20 but less than 40 hours per week, coverage begins on the first of the month following 60 days from your date of hire. No evidence of insurability is required in these situations.</td>
</tr>
<tr>
<td><strong>Have a Work Status Change</strong></td>
<td>The coverage you elect as a result of a work status change (such as an adjustment to your regularly scheduled work hours that results in a change in benefits eligibility) takes effect the day of the qualifying event, if you have already met the plan’s eligibility requirements and are actively at work. No evidence of insurability is required in these situations.</td>
</tr>
</tbody>
</table>

* Please see “Pre-Existing Condition Exclusion” on page 18 for details about how pre-existing conditions may affect when coverage begins.

Employees who are not actively-at-work can still make elections for new coverage or changes in Group LTD or IDI coverage. However, the change in coverage will not become effective until the day the employee returns to active employment from an absence due to illness or injury.
Evidence of Insurability

Evidence of insurability (EOI) is required if you are electing Group LTD or IDI coverage after declining when first eligible (and you are not a newly hired employee or a newly eligible employee) and for increases in the Group LTD benefit option above the assigned option indicated on your Personalized Fact Sheet during an annual benefits enrollment period. If you elect a Group LTD coverage level that requires EOI, you will need to complete an Evidence of Insurability (EOI) form from Prudential at the time you enroll and/or from Unum after you have elected IDI coverage. If you do not complete and return the EOI form or if your application is not approved, only previously assigned coverage amounts not requiring EOI will be effective, which might include no coverage.

Limited Continuation of Other Benefits

While you’re receiving LTD benefits, you’ll be considered a “benefits-eligible individual” and will remain eligible to participate in a number of other JPMorgan Chase benefits plans for up to the first 24 months that you receive LTD benefit payments — as long as you continue to make any required contributions for your elected coverage and are considered disabled. These plans include:

- Medical Plan — You can continue current coverage at active employee rates, even if you become eligible for Medicare;
- Dental Plan — You can continue current coverage at active employee rates;
- Vision Plan — You can continue current coverage at active employee rates;
- Basic Life Insurance — Coverage will continue at no cost to you;
- Supplemental Term Life Insurance — You can continue current coverage at active employee rates; you cannot elect new coverage or increase coverage for yourself or your dependents;
- Accidental Death and Dismemberment Insurance — You can continue current coverage at active employee rates; you cannot elect new coverage or increase coverage for you or your dependents;
- Group Legal Services Plan — You can continue current coverage at active employee rates;
- Group Personal Excess Liability Insurance Plan — You can continue current coverage at active employee rates;
- Retirement Plan — You will continue to receive pay credits based on your pay credit percentage and eligible compensation in effect at the time you begin receiving LTD benefits; and
- Employee Assistance Program and access to JPMorgan Chase Health & Wellness Centers and screenings — Your participation will continue at no cost to you.

Coverage for the Child/Elder Care and Transportation Spending Accounts, as well as for Business Travel Accident and Disability Leave, automatically stops when you receive LTD benefits. Coverage for the Health Care Spending Account will continue until the next annual benefits enrollment period. COBRA benefits (for medical, dental and/or vision) will be offered for 18 months when coverage for health care benefits ends (please see the Plan Administration section of this Guide for more information on COBRA coverage).

Important Note Regarding Eligibility for Other Benefits

If you accept a settlement of your LTD claim from the LTD claims administrator, JPMorgan Chase will no longer consider you a “benefits-eligible individual” and as such, any health and income protection benefits, as well as Retirement Plan pay credits, you were receiving as a result of your active receipt of LTD payments will end. Please consider this carefully if you decide to accept a settlement offer.

If You Became Disabled Before 2011

If you became disabled before January 1, 2011, your coverage for the benefits listed at left will continue at active employee rates while you receive benefits under the Long-Term Disability Plan.
Termination of Employment After 24 Months of LTD Benefit Payments

Please Note: Your employment with JPMorgan Chase will end immediately after you have received 24 months of LTD benefit payments, unless you have requested and been approved for additional leave time as a reasonable accommodation. If you believe that you may qualify for a reasonable accommodation under JPMorgan Chase’s Accommodating Disabilities Policy (which may include an extension of your employment), please contact your Human Resources Support team prior to your termination date at 1-877-576-2427 (select option 5). JPMorgan Chase will review your request in light of the medical information you provide as well as its business needs, and will follow up with you as appropriate to determine whether to grant your request or an alternative accommodation, if any.

You will continue to be eligible for Long-Term Disability Plan benefits provided you meet all contractual provisions outlined in the plan. You are not responsible for premiums related to LTD coverage while receiving LTD benefits.
The Group LTD Plan

This section explains how the Group LTD Plan works. The IDI Policy is discussed beginning on page 25.

If your total annual cash compensation is less than $60,000, you are automatically enrolled in the Group LTD Plan, which is fully insured under a policy issued by The Prudential Insurance Company of America. If your total annual cash compensation is $60,000 or more, enrollment is optional. However, if you elect “No Coverage” and your employment subsequently ends due to total disability, your participation in certain JPMorgan Chase benefits plans and the Retirement Plan will end (see “If You Do Not Enroll” on page 13). If you do not enroll in the Group LTD plan, you may still elect the Individual Disability Policy, if eligible.

In conjunction with disability income benefits you receive (or may be eligible to receive, even if you do not apply) from certain other sources (“other income benefits”) — the Group LTD Plan will provide a monthly benefit up to the percentage of total annual cash compensation that you elected. The benefit will be provided when:

- You’ve been disabled for the elimination period of 180 days of disability;
- You’re under the care of a licensed practitioner during your disability;
- You have a 20% or more loss of income; and
- Your claim has been approved by Prudential, the claims administrator.

To be considered “disabled” under the plan, you need to submit sufficient proof (as determined by Prudential) of your disability to Prudential.

You are disabled when Prudential determines that you cannot perform the material and substantial duties of your regular occupation and are not working because of an occupational or non-occupational injury or sickness. After 30 months of disability (the 180-day elimination period plus 24 months of Group LTD Plan benefits), you’re eligible for continued Group LTD Plan benefits if Prudential determines that — because of an occupational or non-occupational illness or injury — you’re unable to the duties of any gainful occupation for which you’re reasonably fitted by training, education, and experience.

If your total annual cash compensation is equal to or greater than $200,000, you may qualify for benefits under the Group LTD Plan if you’re unable to perform the duties of your own occupation for the maximum payable duration of the disability. (Your premium will be higher in this case.)

Your long-term disability benefits may continue until you are determined not to be disabled, reach the maximum time period for benefits, or die.

Prudential may require you to be examined by a physician, other medical practitioner and/or vocational expert of Prudential’s choice and will pay for this examination. Prudential can require an examination as often as is reasonable to do so, and may also require you to be interviewed by an authorized representative from Prudential.
Pre-Existing Condition Exclusion

If you do not elect Group LTD coverage when you are first eligible and then later elect and are approved for coverage, or if you were covered previously and you have since become re-enrolled under the Group LTD Plan with a new coverage effective date, then Group LTD benefits will not be paid if:

- During the first 12 consecutive months of your coverage you become disabled; and
- You received treatment for that disabling condition during the six months before your most recent coverage effective date.

A similar rule applies if you are increasing coverage, except that LTD benefits will be paid at the original (lower) coverage level you had before making your election increase.

You have a pre-existing condition if you received treatment, consultation, care, or services (including diagnostic measures), or took prescribed drugs or medicines for the condition in the six months prior to your effective date of coverage.

Offsets for Disability Benefits from Other Sources

Your benefits under the Group LTD Plan are reduced by disability income benefits you receive (or may be eligible to receive, even if you do not apply) from certain other sources ("other income benefits"), not including private disability insurance. These sources include, but are not limited to:

- Workers’ compensation (including payments for temporary and permanent disability, payments for vocational rehabilitation, rehabilitation maintenance allowance payments, and payments under a Compromise and Release or Findings Award);
- Federal Social Security (including benefits for family members received as a result of your disability);
- Other federal or state disability plans;
- A governmental retirement system;
- Amounts received as a loss of time benefit under other group insurance plans; maritime doctrine of maintenance, wages, and cures; and partnership, proprietorship, or other draws;
- Amounts received from a third party by judgment, settlement, or otherwise, excluding attorney fees.

With the exception of certain retirement payments, Prudential will only subtract sources of income that are payable as a result of the same disability. Prudential will not reduce your payment by your Social Security retirement income if your disability begins after age 65 and you were already receiving Social Security retirement payments.

If any of the “other income benefits” are paid to you in a lump sum, the amount of the lump sum will be prorated for the period of time the sum would have been paid, if paid periodically. The “other income benefits” will also be used to reduce your monthly disability payments under the plan.

Please Note: Payments from the JPMorgan Chase Retirement and 401(k) Savings Plans are not considered “other income benefits" for this purpose and therefore will not reduce your monthly disability payment. Furthermore, in no event will your long-term disability benefit be reduced below $100 a month — regardless of the amount of any “other income benefits."
Mental Illness and Substance Abuse Benefits

If you are disabled because of:

- Mental illness that results from any cause;
- Any condition that may result from mental illness;
- Alcoholism; or
- The non-medical use of narcotics, sedatives, stimulants, hallucinogens, or any other such substance,

Group LTD benefits will be payable subject to all other policy provisions:

- Only for so long as you are confined in a hospital or other place licensed to provide medical care for the disabling condition; or
- When you are not so confined, a total of 24 months for all such disabilities during your lifetime; or
- For up to 90 days after release from confinement.

When Benefits Begin and End

Benefits can begin after your elimination period has been satisfied if Prudential determines that you are disabled. Please see “Important Terms” on page 4 for the definition of “Elimination Period” and “Disabled.”

Benefits continue as long as you meet the Group LTD Plan’s definition of disability and continue to provide the necessary evidence of your disability. However, your benefits may also be subject to maximum payment periods, depending on your age at the time the disability begins, as shown in this chart:

<table>
<thead>
<tr>
<th>Your Age on the Date Disability Begins</th>
<th>Your Maximum Benefit Duration</th>
</tr>
</thead>
<tbody>
<tr>
<td>Under 61</td>
<td>To age 65, but not less than 60 months</td>
</tr>
<tr>
<td>61</td>
<td>To age 65, but not less than 48 months</td>
</tr>
<tr>
<td>62</td>
<td>To age 65, but not less than 42 months</td>
</tr>
<tr>
<td>63</td>
<td>To age 65, but not less than 36 months</td>
</tr>
<tr>
<td>64</td>
<td>To age 65, but not less than 30 months</td>
</tr>
<tr>
<td>65</td>
<td>24 months</td>
</tr>
<tr>
<td>66</td>
<td>21 months</td>
</tr>
<tr>
<td>67</td>
<td>18 months</td>
</tr>
<tr>
<td>68</td>
<td>15 months</td>
</tr>
<tr>
<td>69 and older</td>
<td>12 months</td>
</tr>
</tbody>
</table>

Your benefits will end at the end of the maximum payment period, or earlier, if:

- You are no longer disabled (as determined by Prudential);
- You fail to provide satisfactory evidence of your disability;
- You refuse to participate in rehabilitation;
- You are no longer under the care of a physician;
- Your disability earnings exceed the amount allowable;
• You are able to return to work on a part-time basis and choose not to;
• No further benefits are payable under any provision of the plan that limits benefit duration (e.g., mental illness and substance abuse); or
• You die.

Benefits Provided to Your Family If You Die

When Prudential receives proof that you have died, it will pay your eligible survivor a lump-sum benefit that is three times the lesser of:

• Your monthly income loss multiplied by the benefit percentage (monthly income loss is the difference between your pre-disability earnings and your monthly earnings at death); or
• The maximum monthly benefit shown in the schedule of insurance (monthly benefit means a monthly sum payable to you while you are disabled, subject to the terms of the group insurance policy.).

Payment will be made to your spouse or civil union partner, as long as your spouse or civil union partner was not separated from you at the time of your death. If your spouse or civil union partner has predeceased you, payment will be made in equal shares to your surviving children. Payment may also be made to the guardian of a minor child, at the plan’s discretion. If you have no eligible survivors, payment will be made to your estate, unless there is none. In this case, no payment will be made.

Please Note: Prudential will first apply the survivor benefit to any overpayment that may exist on your claim.

Return-to-Work Program

Prudential offers a non-voluntary vocational rehabilitation program to assist you in returning to work. Prudential will notify you if you are a candidate for the rehabilitation service. Or, you can ask Prudential to review your claim to determine whether or not rehabilitation services would help you return to gainful employment.

After its initial review, Prudential may decide to offer you a return-to-work program.

The return-to-work program offers the following services:

• Coordination with JPMorgan Chase to assist your return to work;
• Evaluation of any medical equipment you may need for your return to work;
• Vocational evaluation to determine how your disability may impact your employment options;
• Job placement services;
• Resume preparation;
• Job-seeking skills training;
• Retraining for a new occupation; and
• Assistance with relocation that may be part of an approved rehabilitation program.

If you refuse to participate in this program, your coverage under the LTD Plan may end. Please contact Prudential for more details on the vocational rehabilitation program. Please see the Plan Administration section of this Guide for contact information.
How Your Benefits Are Determined If You Are Disabled and Working

If, after you complete the 180-day Elimination Period, you remain disabled according to the plan and work while you are disabled, you may continue to receive a monthly Group LTD benefit from Prudential.

In order to be considered disabled while working, your monthly disability earnings must be equal to or less than 80% of your “indexed monthly earnings.” (Your “indexed monthly earnings” are your monthly pre-disability earnings adjusted on January 1 (or following the date of disability) by the lesser of 10% or the current annual percentage increase in the Consumer Price Index (CPI). Your indexed monthly earnings may increase or remain the same, but they will never decrease.)

If your earnings while disabled are equal to or less than 80% of your indexed monthly earnings, Prudential will determine your Group LTD Plan benefit as follows:

• During the first 12 months of working while disabled, you’ll receive the regular monthly Group LTD benefit you’re eligible to receive from Prudential, unless your earnings while disabled plus your “gross disability payment” exceed 100% of your indexed monthly earnings. (Your “gross disability payment” is your monthly Group LTD benefit from Prudential before any other income benefits are deducted.) If the amount exceeds 100%, Prudential will subtract the amount over 100% from your monthly Group LTD benefit.

• After the first 12 months of working while disabled, you’ll receive Group LTD benefits from Prudential based on the percentage of income you are losing due to your disability. While you are working and receiving Group LTD benefits, Prudential requires that you provide them with proof of your earnings while disabled. Proof of earnings includes any appropriate financial records that Prudential believes are necessary to determine your earnings while disabled.

Please Note: If you’re disabled and working for less than one month after the elimination period, Prudential will send you \( \frac{1}{30} \)th of the amount that your monthly payment otherwise would have been for each day of your disability.

Social Security and Group Long-Term Disability Plan Benefits

If you’re disabled due to illness or injury, you may be eligible for disability benefits from the Social Security Administration. These benefit amounts vary depending on your lifetime earnings, employment history, and family size. If you qualify, you may also be eligible to continue to accrue credits toward Social Security retirement benefits. After receiving Social Security disability benefits for two years, you may also qualify for Medicare Parts A, B, and D benefits.

The Group LTD Plan requires that you apply for Social Security disability benefits. If the Social Security Administration denies your claim for benefits, you will be required to follow the reconsideration and hearing process established by the Social Security Administration.

If you fail to apply, Prudential can reduce your monthly benefit by estimating the Social Security disability benefits you or your dependent may be eligible to receive even if you do not apply.
Your Group LTD Plan payment will not be reduced by the estimated amount if you:

- Apply for the disability payments and appeal your denial to all levels Prudential feels are necessary;
- Sign a form authorizing the Social Security Administration to release information about awards directly to Prudential; and
- Sign Prudential’s payment option form. This form states that you promise to repay Prudential any overpayment caused by an award.

If your payment has been reduced by the estimated amount, it will be adjusted when Prudential receives proof:

- Of the amount awarded; or
- That benefits have been denied and all appeals Prudential feels are necessary have been completed. In this case, a lump-sum refund of the estimated amount will be made to you.

If you receive a lump-sum payment of Social Security benefits, it will be pro-rated on a monthly basis over the time period for which the sum was given. If no time period is stated, Prudential will use a reasonable one.

Following Social Security’s determination, you need to notify Prudential in writing at the following address:

  Prudential
  Disability Management Services
  PO BOX 13480
  Philadelphia, PA 19176

  Phone: 1-877-361-4778
  Fax: 1-877-889-4885

You also must include a copy of the determination notice you received from Social Security advising you that Social Security benefits are not payable. If Prudential disagrees with the Social Security Administration, you’re obligated to appeal the denial.

If the Social Security Administration has not made a decision on your claim, or if you’re appealing the Social Security Administration’s denial of your claim, you can direct Prudential to estimate your Social Security benefits for offset purposes. (Please see “Social Security Offset Example” on page 23 for more information.) If an estimated Social Security benefit is not assumed, and you later receive a favorable letter of determination from the Social Security Administration, you’ll be responsible for reimbursing Prudential for the applicable offset amounts.

Once you begin receiving plan benefits, any increase in your Social Security disability benefit because of legislated cost-of-living adjustments will not further reduce the amount you’re receiving from the Long-Term Disability Plan. You’ll simply receive this increase in addition to the benefits you’re receiving from the plan.
**Social Security Offset Example**

The following example shows how Social Security disability benefits would affect your benefit under the Group LTD Plan.* It assumes that when you became disabled, you:

<table>
<thead>
<tr>
<th>Were earning this monthly base salary:</th>
<th>$2,500</th>
</tr>
</thead>
<tbody>
<tr>
<td>Chose this plan coverage option:</td>
<td>60% of total annual cash compensation</td>
</tr>
<tr>
<td>Were eligible to receive this monthly Group LTD plan benefit:</td>
<td>$1,500</td>
</tr>
<tr>
<td>Were eligible to receive this monthly Social Security disability benefit:</td>
<td>$800</td>
</tr>
</tbody>
</table>

Given these assumptions, the Group LTD Plan would pay a monthly benefit of $700 ($1,500 minus $800).

* This example does not consider that your benefits from Social Security may be taxable. The taxability of these benefits is determined by many factors, such as how long you’ve been in the workforce, your income level, etc. You should contact your tax advisor for guidance on this matter.

**Overpayment of Plan Benefits**

As the claims administrator for the Group LTD Plan, Prudential has the right to recover from you any amount determined to be an overpayment of benefits. Repayment is expected within 30 days from your receipt of notice. If you do not make a repayment — or a repayment schedule agreeable to Prudential is not finalized within a 30-day period — Prudential may use any legal means available to recover the overpayment, including but not limited to reducing or withholding any future benefit payments from you or your survivors.

**What Is Not Covered**

The Group LTD Plan does not cover nor shall benefits be paid for any disability:

- In which you are not under the regular care of a physician;
- That is caused or contributed to by war or act of war (declared or not);
- That is the result of active participation in a riot;
- Caused by your commission or an attempt to commit a felony or to which a contributory cause was your being engaged in an illegal occupation;
- Caused or contributed to or by intentionally self-inflicted injury; or
- Caused by a pre-existing condition.

This list is subject to change at any time.
Claiming Benefits

The following information explains when and how to file claims for Group LTD Plan benefits.

How to File Claims

If your disability under the JPMorgan Chase Short-Term Disability Plan could potentially continue beyond 26 weeks and you participate in one of the Group LTD Plan options, your claim is automatically transferred to the Group LTD Plan. Prudential will make a determination as to your eligibility for long-term disability benefits. Then, Prudential will work with you to ensure that you are aware of all requirements to continue benefits under the Group LTD Plan.

The following information explains the claims process to receive benefits under the Group LTD Plan.

Group LTD Claims Process

<table>
<thead>
<tr>
<th>If You Have a Non-Occupational Total Disability</th>
<th>If You Have an Occupational Disability</th>
</tr>
</thead>
<tbody>
<tr>
<td>• If your disability under the Short-Term Disability Plan could potentially continue beyond 26 weeks, your claim is automatically referred to the Group LTD Plan, if you were automatically enrolled for Group LTD or you elected this coverage; and</td>
<td>• Prudential is notified of an occupational disability (workers' compensation) claim for Group LTD benefits; and</td>
</tr>
<tr>
<td>• Prudential will determine whether you're eligible for benefits under the Group LTD Plan.</td>
<td>• Prudential determines your eligibility under the Group LTD Plan, and works with the workers' compensation carrier.</td>
</tr>
</tbody>
</table>

Prudential will stay in contact with you through the duration of your disability, requiring updates on your medical information. When your licensed practitioner determines you may return to work, you should notify Prudential immediately.

Please Note

If your disability continues beyond 26 weeks and you're not enrolled in the Long-Term Disability Plan — or Prudential has determined that you’re not totally disabled — then your employment status as an inactive employee with JPMorgan Chase will end.
The Individual Disability Insurance ("IDI") Policy

This section explains how the Individual Disability Insurance ("IDI") Policy works. The Group LTD Plan is discussed beginning on page 17.

Once issued, your Individual Disability Insurance is noncancelable and guaranteed renewable to age 65, which means that as long as premiums are paid on time, the policy provisions and premium cannot be changed until age 65. Renewal premiums for the individual policy may change if you continue the policy beyond age 65. You can renew the policy after age 65 by paying premiums as long as you are working at least 20 hours per week, regardless of your age. The individual policy is fully portable.

Eligibility

If your total annual cash compensation is:

- $480,000 or more and you elect the 50% option under the Group LTD Plan; or
- $400,000 or more and you elect the 60% option or no coverage under the Group LTD Plan

you have the choice to purchase additional LTD coverage under a fully portable Individual Disability Insurance policy. Unum is the claims administrator for the IDI policy, which is issued by Provident Life and Casualty Insurance Company or Provident Life and Accident Insurance Company, both wholly-owned subsidiaries of Unum.

If you are disabled under the terms of the policy, IDI benefits would provide:

- Replacement of 50% of total annual cash compensation from $480,000 to $840,000, to a maximum monthly benefit of $15,000 – as long as you elected coverage under the Group LTD Plan; or
- Replacement of 60% of total annual cash compensation from $400,000 to $700,000, to a maximum monthly benefit of $15,000.

Differences from the Group LTD Plan

The Individual Disability Insurance Policy has some notable differences from the Group Disability Plan, as explained below:

- **Definition of Disability.** The Individual Disability Insurance Policy definition of disability is based on being unable to perform one or more of the essential duties of your own occupation. This definition will remain the same regardless of future fluctuations in your total annual cash compensation.

- **Pre-Existing Condition Limitation.** The Individual Disability Insurance Policy has no pre-existing condition limitation.

- **Offsets for Disability Benefits from Other Sources.** The Individual Disability Insurance Policy has no offsets for disability benefits from other sources, such as from Social Security disability income.

- **Evidence of Insurability.** Evidence of insurability will only be required if you were previously offered the Individual Disability Insurance component of the LTD plan and declined, and then chose to reapply at a later date.

Please Note: If you have declined Individual Disability Insurance in the past, a family status change such as marriage or divorce will not allow you to apply for Individual Disability Insurance coverage without providing evidence of insurability.
• **Mental Disorders:** Benefits for disability caused by mental disorders are limited to a total of 24 months of IDI benefits for all such disabilities during your lifetime. Mental disorder means any disorder (except dementia resulting from stroke, trauma, infections, or degenerative diseases such as Alzheimer’s disease) classified in the most current edition (at the start of the disability) of the Diagnostic and Statistical Manual of Mental Disorders (DSM), published by the American Psychiatric Association. Such disorders include, but are not limited to, psychotic, emotional, and behavioral disorders, and disorders related to stress and substance abuse or dependency. If the DSM is discontinued or replaced, the mental disorders covered by the IDI Policy will be those addressed by the diagnostic manual then in use by the American Psychiatric Association as of the start of a disability.

• **Rehabilitation Benefit:** The Rehabilitation Benefit through the Individual Disability Insurance is entirely voluntary on your part. If Unum approves your proposed program of occupational rehabilitation in advance by written agreement, the expenses for such a program that are not already covered by another social or insurance program will be fully paid for by the IDI Plan.

Some of the services that might be provided could include, but are not limited to:
- coordination of physical rehabilitation and medical services;
- financial and business planning;
- vocational evaluation and transferable skills analysis;
- career counseling and retraining;
- labor market surveys and job placement services; and
- evaluation of necessary worksite modifications and adaptive equipment.

Unum will periodically review the program and your progress in it, and will continue to pay for the agreed-upon program as long as it is determined to be helping you return to work. Participation in a rehabilitation program will not be considered a recovery from injury and sickness.

**Recovery Benefit**

A Recovery Benefit is provided through Individual Disability Insurance to encourage your return to work after an approved disability when you are no longer disabled. You are eligible for the Recovery Benefit if you:

• Have satisfied the elimination period;
• Are no longer disabled;
• Have returned to work in your occupation at full-time and duties; and
• Have a loss of earnings of at least 20% due to the injury or sickness which caused your disability.

The Recovery Benefit is proportionate to your loss of earnings (for example, if you have a loss of earnings of 40% of your prior monthly earnings, you will receive 40% of your monthly benefit). Please see your individual policy for the exact definition of loss of earnings. The maximum length of your recovery benefit period is 12 months. If your loss of earnings is no longer at least 20% and you are still in your Recovery Benefit period, then you will no longer be eligible for the Recovery Benefit and your Individual Disability Insurance benefit payments will end.
When Benefits Begin and End

The Individual Disability Insurance Policy has an elimination period of 180 days. This means that, as with the Group LTD Plan, no benefits are payable under the IDI Policy until you have been disabled for 180 days. Benefits can begin after your elimination period has been satisfied if Unum determines that you are disabled. Please see “Differences from the Group LTD Plan” on page 25 for the definition of “Disabled” under the IDI Policy.

Benefits continue as long as you meet the terms and conditions of your policy and continue to provide the necessary evidence of your disability. However, your benefits may also be subject to maximum payment periods, depending on your age at the time the disability begins, as shown in this chart:

<table>
<thead>
<tr>
<th>If You’re This Age When Disability Begins…</th>
<th>Benefits Are Payable up to…</th>
</tr>
</thead>
<tbody>
<tr>
<td>Under 61</td>
<td>Age 65</td>
</tr>
<tr>
<td>61</td>
<td>48 months</td>
</tr>
<tr>
<td>62</td>
<td>42 months</td>
</tr>
<tr>
<td>63</td>
<td>36 months</td>
</tr>
<tr>
<td>64</td>
<td>30 months</td>
</tr>
<tr>
<td>65 - 74</td>
<td>24 months</td>
</tr>
<tr>
<td>75 or older</td>
<td>12 months</td>
</tr>
</tbody>
</table>

Your benefits will end at the end of the maximum payment period, or earlier, if:

- You are no longer disabled (as determined by Unum);
- You fail to provide satisfactory evidence of your disability;
- You are no longer under the care of a physician, unless you provide written proof signed by a doctor to Unum that further physician’s care would be of no benefit to you;
- Your disability earnings exceed the amount allowable; or
- You die.

Benefits Provided to Your Family If You Die

If you die while receiving benefits from the IDI Policy, a death benefit is payable. When Unum receives proof that you have died, it will pay your estate a lump-sum benefit equal to three times the IDI benefit that you received in the month immediately prior to your death.

Please Note: Unum will first apply the survivor benefit to any overpayment that may exist on your claim.

Continuation of Coverage

If you leave JPMorgan Chase you can continue your Individual Disability Insurance by paying premiums directly to Unum. You receive a 30% discount from Unum’s regular retail rates on all Individual Disability Insurance issued through the Plan. The discount remains in place for the life of the policy, regardless of whether you are still employed by JPMorgan Chase.
How Your Benefits Are Determined If You Are Disabled and Working

If, after you complete the 180-day Elimination Period, you remain disabled and work while you are disabled, you may continue to receive a reduced monthly benefit under the IDI Policy.

In order to be considered disabled while working, your monthly disability earnings must be equal to or less than 75% of your “indexed monthly earnings.” (Your “indexed monthly earnings” are your monthly pre-disability earnings adjusted on January 1 (or following the date of disability) by the lesser of 10% or the current annual percentage increase in the Consumer Price Index (CPI). Your indexed monthly earnings may increase or remain the same, but they will never decrease.)

If your earnings while disabled are equal to or less than 75% of your indexed monthly earnings, you’ll receive IDI Policy benefits from Unum based on the percentage of income lost due to your disability. For example, if you have a loss of income of 40% of your prior monthly earnings, will receive 40% of the full monthly benefit amount (the amount payable in the event you were unable to work due to disability).

While you are working and receiving IDI Policy benefits, Unum requires that you provide proof of your earnings while disabled. Proof of earnings includes any appropriate financial records that Unum believes are necessary to determine your earnings while disabled.

Please Note: If you’re disabled and working for less than one month after the elimination period, Unum will send you 1/30th of the amount that your monthly payment otherwise would have been for each day of your disability.

Overpayment of Plan Benefits

As the claims administrator for the IDI Policy, Unum has the right to recover from you any amount determined to be an overpayment of benefits. If Unum determines that an overpayment has occurred, it will contact you to make a reimbursement arrangement.

What Is Not Covered

The IDI Policy does not cover nor shall benefits be paid for any disability:

• Caused or contributed to by war or act of war (declared or not);
• Caused by your commission or an attempt to commit a felony or to which a contributory cause was your being engaged in an illegal occupation;
• Caused or contributed to or by intentionally self-inflicted injury; or
• Caused by the suspension, revocation, or surrender of your license to practice in your occupation.

This list is subject to change at any time.

Claiming Benefits

If you are receiving benefits under the Short-Term Disability Plan, at approximately 90 days after your date of disability, Covala Group, the administrative service provider for Individual Disability Insurance, will send claim forms to your home address. If you need forms earlier or have any questions, you can call Covala Group Monday through Friday from 8:30 a.m. to 5:30 p.m. Eastern Time at 1-800-235-3551.
Right of Recovery

If the Long-Term Disability Plan provides benefits to you or a covered dependent that are later determined to be the legal responsibility of another person or company, the Long-Term Disability Plan has the right to recover these payments from you or from the person or company who is determined to be legally responsible. Assignment of your claim to a third party does not exempt you from your responsibility for repaying the plan. You must notify the plan promptly of any circumstance in which a third party may be responsible for compensating you with respect to an illness or injury that results in the plan making payments on your behalf.

Subrogation

The purpose of the Long-Term Disability Plan is to provide benefits for eligible Long-Term Disability expenses that are not the responsibility of any third party. The Long-Term Disability Plan has the right to recover from any third party responsible for compensating you with respect to an illness or injury that results in the plan making payments on your behalf or on behalf of a covered dependent. This is known as subrogation of benefits. The following rules apply to the plan’s subrogation of benefits rights:

- The plan has first priority from any amounts recovered from a third party for the full amount of benefits it has paid on your behalf regardless of whether you are fully compensated by the third party for your losses.
- You agree to help the plan use this right when requested.
- In the event that you fail to help the plan use this right when requested, the plan may deduct the amount the plan paid from any future benefits payable under the plan.
- The plan has the right to take whatever legal action it deems appropriate against any third party to recover the benefits paid under the plan.
- If the amount you receive as a recovery from a third party is insufficient to satisfy the plan’s subrogation claim in full, the plan’s subrogation claim shall be first satisfied before any part of a recovery is applied to your claim against the third party.
- The plan is not responsible for any attorney fees, attorney liens, or other expenses you may incur without the plan’s prior written consent. The “common fund” doctrine does not apply to any amount recovered by any attorney you retain regardless of whether the funds recovered are used to repay benefits paid by the plan.

If you receive a subrogation request and have questions, please contact Prudential for the Group LTD Plan and/or Unum for the IDI Policy. Please see contact information in the Plan Administration section of this Guide.

Right of Reimbursement

In addition to its subrogation rights, the Long-Term Disability Plan is entitled to reimbursements from a covered person who receives compensation from any third parties (other than family members) for Long-Term Disability expenses that have been paid by the Long-Term Disability Plan. The following rules apply to the plan’s right of reimbursement:

- You must reimburse the plan in first priority from any recovery from a third party for the full amount of the benefits the plan paid on your behalf, regardless of whether you are fully compensated by the third party for your losses.
- Regardless of any allocation or designation of your recovery made in a settlement agreement or court order, the plan shall have a right of full reimbursement, in first priority, from the recovery.
• You must hold in trust for the benefit of the plan the gross proceeds of a recovery, to be paid to the plan immediately upon your receipt of the recovery. You must reimburse the plan, in first priority and without any set-off or reduction for attorney fees or other expenses. The “common fund” doctrine does not apply to any funds recovered by any attorney you retain regardless of whether the funds recovered are used to repay benefits paid by the plan.

• If you fail to reimburse the plan, the plan may deduct any unsatisfied portion of the amount of benefits the plan has paid or the amount of your recovery from a third party, whichever is less, from future benefits payable under the plan.

• If you fail to disclose the amount of your recovery from a third party to the plan, the plan shall be entitled to deduct the full amount of the benefits the plan paid on your behalf from any future benefits payable under the plan.
Additional Plan Information

Your primary contact for all matters relating to the general administration of the JPMorgan Chase Long-Term Disability Plan is the Benefits Call Center.

Your benefits as a participant in the LTD Plan are provided under the terms of this document and the insurance contracts, if any, issued to JPMorgan Chase. If there is a discrepancy between the insurance contracts and this document, the insurance contracts will control. Prudential and Unum, the claims administrators, have complete authority to determine whether you’ve incurred a disability for which benefits are payable under the LTD Plan, and to administer the payment of any such benefits.

Please Note: No person or group, other than the Plan Administrator for the JPMorgan Chase U.S. Benefits Program, has any authority to interpret the LTD Plan (or official plan documents) or to make any promises to you about them. The Plan Administrator for the JPMorgan Chase U.S. Benefits Program has complete authority in his or her sole and absolute discretion to construe and interpret the terms of the LTD Plan and any underlying policies and/or contracts, including the eligibility to participate in the plan. All decisions of the Plan Administrator for the JPMorgan Chase U.S. Benefits Program are final and binding upon all affected parties.
Recurrent Periods of Disability

You can immediately begin receiving benefits again if you return to work at JPMorgan Chase after receiving benefits under the Group LTD Plan or the IDI Policy, are still eligible for coverage, and then become disabled again due to the same or a related illness or injury within six months after your return.

If the same or a related illness or injury causes your disability more than six months after your return to work, you’ll have to complete another elimination period before receiving benefits. You may be eligible to receive benefits under the JPMorgan Chase Short-Term Disability Plan during the elimination period.

If, during your JPMorgan Chase disability, you suffer a different or unrelated illness or injury, your benefits will continue without interruption. If you suffer a different or unrelated illness or injury after returning to work at JPMorgan Chase, you’ll have to complete a new elimination period before receiving benefits.
If Your Situation Changes

The following chart summarizes how your JPMorgan Chase Long-Term Disability Plan coverage may be affected in certain situations — for example, if you have a work status change:

<table>
<thead>
<tr>
<th>If Your Work Status Changes</th>
<th>Your Long-Term Disability Plan coverage will end if your work status change changes and you are then scheduled to work fewer than 20 hours per week. Your coverage will end on the date of the work status change.</th>
</tr>
</thead>
<tbody>
<tr>
<td>If You Go on Disability Leave</td>
<td>Under the Short-Term Disability Plan, you may have the financial protection of full or partial pay for up to 25 weeks. For the approved period of your disability leave, you'll remain eligible to be covered under the Long-Term Disability Plan. JPMorgan Chase will deduct any required contributions for long-term disability coverage from the pay you receive during this period on an after-tax basis. If you are on a certified unpaid Disability Leave, JPMorgan Chase will directly bill you for any required contributions on an after-tax basis.</td>
</tr>
</tbody>
</table>
| If You Qualify for Long-Term Disability Benefits | If you receive long-term disability benefits, your contributions for Long-Term Disability Plan coverage are waived for the duration of your disability.  

**Please Note:** Your employment with JPMorgan Chase will end immediately after you have received 24 months of payments under the Long-Term Disability Plan, unless you have requested and been approved for additional leave time as a reasonable accommodation (please see “Termination of Employment After 24 Months of LTD Benefit Payments” on page 16 for more information). You will continue to be eligible for LTD benefits provided you meet all contractual provisions outlined in the plan. If you became disabled before January 1, 2011, your benefits coverage will continue at active employee rates while you receive benefits under the Long-Term Disability Plan. |
| If You Go on Leave | Your participation in the Long-Term Disability Plan will end after 12 weeks if you go on:  
- An approved, **paid** personal leave of absence; or  
- Military leave (paid or unpaid).  
For an approved leave of absence, you'll still be covered by the Long-Term Disability Plan. JPMorgan Chase will directly bill you for any required contributions on an after-tax basis. If you do not make the required contributions to continue your LTD coverage, your coverage will be canceled. However, your coverage may be automatically reinstated when you return to work. Please see the **Plan Administration** section of this Guide for more information about what happens to your benefits during an unpaid leave of absence (i.e., FMLA, Military Leave). |
| If You Work Past Age 65 | If you continue to work for JPMorgan Chase after you reach age 65, you can continue to be covered under the Long-Term Disability Plan. |
| If You Leave JPMorgan Chase | Your participation in the Long-Term Disability Plan will end on the date your employment with JPMorgan Chase terminates. If you elected to be covered by Individual Disability Insurance through the JPMorgan Chase LTD plan, you may retain it upon leaving JPMorgan Chase by continuing to pay premiums directly to the insurer. |
When Participation Ends

Your participation in the Long-Term Disability Plan will end on the earliest of the following:

- The date you fail to make required contributions for coverage (prior to becoming eligible for long-term disability benefits);
- The date your employment with JPMorgan Chase ends for any reason;
  
  **Please Note:** Coverage will continue for a benefits-eligible individual absent due to disability during the elimination period, and any premiums are waived while you’re receiving plan benefits;
- The date you no longer meet the plan’s eligibility requirements;
- The date the plan is discontinued (except for any approved disability claim originating before the plan was discontinued); or
- The date you die.

Please see “If Your Situation Changes” on page 33 for details on how coverage is affected in certain situations.
Appealing Claims

If a claim for reimbursement under the JPMorgan Chase Long-Term Disability Plan is denied, either in whole or in part, you can appeal the denial by following the appropriate procedures described in the Plan Administration section of this Guide. Please Note: JPMorgan Chase is not involved in deciding appeals for any benefit claim denied under the LTD Plan unless specifically related to eligibility. All fiduciary responsibility and decisions regarding a claim for a denied benefit under the plan rest solely with the claims administrator.
Right to Amend

JPMorgan Chase reserves the right to amend, modify (including cost of coverage), reduce or curtail benefits under, or terminate the Long-Term Disability Plan at any time for any reason by act of the Benefits Executive, other authorized officers, or the Board of Directors. In addition, the Long-Term Disability Plan does not represent a vested benefit.

JPMorgan Chase also reserves the right to amend any of the plans and policies, to change the method of providing benefits, to curtail or reduce future benefits, or to terminate at any time for any reason any or all of the plans and policies described in this Guide. Neither this Guide nor the benefits described in this Guide create a contract of employment or a guarantee of employment between JPMorgan Chase and any employee.

If you have any questions about this plan, contact the Benefits Call Center (please see page 1 for contact information).