

OPEN ENROLLMENT IS HERE!

2023

Learn about your options, consider your needs, see what's changing for 2023, then confirm your elections in ADP My Pay and Benefits by 9 p.m. local time on Monday, November 14, 2022.

At LPL, we are committed to providing you and your family a comprehensive and competitive total rewards package of compensation and benefit programs that support your overall health and wellbeing.

We review our benefits programs regularly – and compare them to published benchmarks – to ensure your benefits package is cost-effective, offers benefits that are meaningful, gives you the power of choice, and enables you to take control of your health and healthcare costs.

Review this newsletter to learn about what's new for 2023 and how to ensure you have the coverage you need for you and your family in the coming year.

Find the Benefits Information You Need!

- Check out our new **2023 Benefits Decision Guide** on LPL@Work for benefit program details including your health coverage costs for 2023.
- Visit our benefits site – **www.myLPLbenefits.com** – to access your LPL benefits enrollment information and resources – anytime, anywhere. It's even accessible to your dependents!

Open Enrollment is your once-a-year opportunity to make election changes for the upcoming year. The elections you make during Open Enrollment will go into effect on January 1st and will remain in effect through December 31st. Mid-year election changes are only permitted if you experience a Qualified Life Event.

If you are not making any changes to your plans, you should still log on to ADP My Pay and Benefits and confirm the accuracy of your current elections, including your life insurance beneficiary designation and covered dependent(s).

Please note that you must re-enroll in the HSA and FSA Plans each year to participate in these plans – **HSA and FSA elections and contribution amounts do NOT roll over.**

Access www.myLPLbenefits.com for:



Detailed information on each benefit option and plan comparison tools



Directions for how to enroll online



Tips for saving money



Benefit carrier/vendor contacts



Links to vendor websites and tools



WHAT'S NEW FOR 2023

HEALTHCARE

- There will be a nominal medical premium increase to the Aetna plans and the Kaiser HMO** across all salary bands. Your individualized premium amount is available when you use our online benefits counselor, **ALEX**, and also in **ADP My Pay and Benefits** when you enroll. (Access ADP via SSO from the Home page of LPL@Work under My Apps/Systems.)
- NEW Aetna Atrium (ACO) Medical Plan option** for employees in the Charlotte Metro area of NC and SC. The accountable care organization, or ACO, is offered in partnership with Atrium Health and is designed to lower costs while still delivering high-quality care. If you live in an eligible North Carolina or South Carolina county, including Anson, Cabarrus, Cleveland, Gaston, Lancaster, Lincoln, Mecklenburg, Stanly, Union and York, you can learn more about this plan in the 2023 Benefits Decision Guide on LPL@Work.
- Coming soon! Turn to Lyra Health for mental and emotional health support.** Lyra Health's virtual therapy and coaching sessions offer confidential and convenient mental and emotional support to you and your covered family members. The program covers eight sessions (virtual or in-person) to help you deal with a variety of issues, including depression, stress, anxiety, relationship challenges, and substance abuse. The program is provided at no cost to you. To get started, visit **LPL.lyrahealth.com**.
- The Virta Health program is designed to lower blood glucose levels** and features virtual guidance and tools to help participants reverse Type 2 diabetes without medication or surgery. The program will be included in our Aetna medical plans and will be available in early 2023. You can learn more at **www.myLPLbenefits.com**.

HEALTH SAVINGS ACCOUNT (HSA)

The amount you may contribute to your HSA is increasing for 2023:

- \$3,350 (employee-only)
- \$6,750 (employee + 1 or more)

If you are eligible to contribute to an HSA*, LPL will also contribute to your HSA:

- \$500 annually / \$19.23 per paycheck (employee-only)
- \$1,000 annually / \$38.46 per paycheck (employee + 1 or more)

If you will be 55 or older by December 1, 2023, you may also contribute up to an additional \$1,000 catch-up contribution.

**Note, you're only eligible to contribute to the HSA Plan if you enroll in the Aetna Health Fund (HSA) plan option, you have no other coverage for medical expenses before meeting your deductible (including your spouse's FSA), and you elect the "with HSA" option.*

FLEXIBLE SPENDING ACCOUNTS (FSAs)

The amount you may contribute to your 2023 FSAs and the amount you may roll over into 2024 is increasing:

FSA Limits	Health Care	Limited Purpose	Commuter
Contribution	\$3,050/yr	\$3,050/yr	\$300/mo
Roll-over	Up to \$610	Up to \$610	N/A

The 2023 Dependent Care FSA contribution limit remains at \$5,000/yr. Unused Dependent Care and/or Commuter FSA funds do *not* roll over.

Reminder: If you have unused 2022 Health Care (HC) or Limited Purpose (LP) FSA funds at the end of 2022, you may roll over up to \$570 into your 2023 HC or LP FSA and still contribute the amounts listed above.

Remember!

To contribute to an HSA and/or FSA, you **must actively enroll during Open Enrollment each year**. HSA and FSA elections do not carry forward from one year to the next.



YOUR 2023 ENROLLMENT CHECKLIST



Know Your Options: Review www.myLPLbenefits.com for more details on the plans and coverage options. For additional decision support and to find your 2023 health coverage costs, check out your **2023 Benefits Decision Guide** on LPL@Work.



Review Your Current Elections: Take this opportunity to review your current benefits in ADP to ensure you will have the coverage you need in 2023.



Review Dependent and Beneficiary Information: Review **all** information (including date of birth and Social Security Numbers) and confirm all is accurate and up-to-date.



Find the Best Fit: Need help determining which benefits will best fit your needs and preferences? Visit **ALEX** or contact **Alight Health Pro**.



Take Action: Log into ADP My Pay and Benefits via SSO link* from the Home page of LPL@Work (or by using your ADP username – format: *jsmith@lpl* – and the password you created during setup on www.my.adp.com) between October 28 and November 14, 2022 (by 9 p.m. local time) to review your current coverage and make your 2023 elections.



Submit Eligibility Verification: If you added your spouse/domestic partner and/or child(ren) to your benefits, be sure to upload the required documentation in ADP. (Review the [Eligible Dependents](#) section on www.myLPLbenefits.com, the Enrollment page on LPL@Work or contact HRSC.Support@lplfinancial.com for details.)



**IMPORTANT: The ADP SSO link does NOT work in Internet Explorer (IE). Please use Chrome, Edge, Firefox or Safari to log in.*

NEED HELP?



Take advantage of these useful resources as you prepare for enrollment:

- **Meet with ALEX**, your personalized online benefits counselor, who can help you select the best medical plan for your needs: www.myalex.com/lpl/2023.
- **Alight Health Pro's** benefits experts can answer questions on the plans and coverage options: www.member.alight.com, kadijah.johnson@alight.com or **1-800-513-1667 x4402**.

If you have any technical difficulties during your enrollment in ADP, contact ADP's LPL Benefits Service Center at **1.855.894.7752** or LPLFinancialServiceCenter@adp.com.

The information included in this newsletter provides a brief overview of the LPL Financial benefit changes effective January 1, 2023. You can find more detailed information on the LPL Financial benefits website, Summary Plan Descriptions and/or plan documents. If there is a discrepancy between the information provided in this newsletter and the official plan documents, the official plan documents will always govern. LPL Financial reserves the right to amend, modify or terminate the benefit plans and programs at any time and for any reason.