

# BENEFITS AT A GLANCE

# 2024

The value of working at LPL Financial goes far beyond what you take home in each paycheck. Our benefits program is another way that you are rewarded and represents an important investment LPL makes in your health and wellbeing.

The benefits highlighted in this brochure are available to active regular employees scheduled to work at least 30 or more hours per week.

## HEALTH

### MEDICAL

LPL offers a choice of medical plan options:

- Aetna Health Fund (HSA)
- Aetna Traditional (PPO)
- Aetna Select (EPO)
- Aetna Atrium (ACO) (Charlotte metro of NC/SC)
- Kaiser HMO (California only)

All of our medical plan options include prescription drug coverage and access to virtual health care. Choose a plan that fits your healthcare needs and budget.

### DENTAL

Two dental plan options are available through Delta Dental. Both options – Traditional Plan and Enhanced Plan – cover in-network preventive care at 100% with no deductible, and if you need restorative care, you’ll receive the highest benefit level when you use Delta Dental PPO providers. Select the Enhanced Plan for orthodontia coverage.

### VISION

Our two vision plan options through VSP provide benefits for eye exams, frames and lenses (including contact lenses). Eye exams are covered every 12 months through both plan options – the Traditional Plan and the Enhanced Plan. Choose in-network VSP providers for the higher level of benefit.

### HEALTH SAVINGS ACCOUNT (HSA)

Employees who enroll in the Aetna Health Fund (HSA) will receive LPL contributions to an HSA – \$500 for “employee only coverage” and \$1,000 when you elect “employee + one or more” coverage. Use your and LPL’s contributions to pay for eligible medical, dental and vision expenses. Any unused funds at the end of the year roll over from year to year. HSA funds can be used for eligible healthcare expenses now or in the future – even if you retire or leave the company.

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## WELLBEING

### LPL LIVE WELL PROGRAM

LPL offers a valuable benefits package that includes wellness and fitness resources and programs designed to support your overall wellbeing. These benefits are provided through Optum at no cost to employees.

### TYPE 2 DIABETES REVERSAL

LPL partners with Virta to provide a virtual clinic that uses food as medicine to reverse type 2 diabetes. Members eat their way to better health with a nutrition plan made just for them with support from medical providers, coaches and digital health tools.

### MENTAL HEALTH SUPPORT

LPL offers mental and emotional health support through Lyra at no cost to LPL employees and their families for up to 8 visits per person per year with a counselor or coach. Get help managing or coping with stress, anxiety, depression, substance abuse or relationship issues. All services are completely confidential.



## PROTECTION

### LIFE INSURANCE AND AD&D

LPL provides Basic Life and AD&D coverage for you at 1.5 times your salary (up to \$500,000). LPL pays the cost of this coverage.

### VOLUNTARY LIFE AND AD&D

You may purchase additional life and AD&D coverage for yourself, your spouse/domestic partner and your children.

### SHORT-TERM DISABILITY (STD)

LPL provides Short-Term Disability (STD) insurance coverage at no cost to you. The plan provides benefits equal to 60% of your salary (up to \$2,500 weekly) for up to 13 weeks. You may also purchase voluntary buy-up coverage that provides benefits equal to 70% of your salary.

### LONG-TERM DISABILITY (LTD)

LPL's disability program includes Long-Term Disability (LTD) insurance coverage that provides benefits after 13 weeks of an eligible disability. The Base LTD plan provides a benefit of 60% of your salary (up to \$15,000 monthly). This coverage is paid for by LPL. You may purchase voluntary buy-up coverage that provides benefits equal to 70% of your salary.



### VOLUNTARY MEDICAL PLANS

LPL's benefits program includes Critical Illness Insurance and Accident Insurance. These voluntary benefit plans are designed to provide financial protection. Critical Illness Insurance provides a benefit if you or a covered family member are diagnosed with a serious illness, such as a heart attack, cancer or stroke. Accident Insurance provides a benefit if you or a covered family member has an accident. Coverage is provided by MetLife, and you pay the full cost of coverage for the voluntary plans you select.

### AUTO & HOME INSURANCE

Group Auto & Home Insurance through MetLife is underwritten by Farmers Insurance and is available to LPL employees at a group discount. Coverage includes auto, renter's, condo, mobile home, motorcycle, home (excluding MA and FL), boat, recreational vehicle and more.

### LEGAL PLAN

When you elect this voluntary benefit, you receive access to a network of attorneys, providing unlimited telephonic advice and office consultations. The MetLife Legal Plan provides legal assistance for will preparation, trusts, real estate matters, family law matters and identity theft.

### EMERGENCY RELIEF FUND

Employees can receive up to \$2,000 to help pay for expenses associated with damage to, or complete loss of, their residence due to a disaster (e.g., earthquake, fire, hurricane) or the death of an employee or immediate family member (spouse, domestic partner, child) that causes a financial hardship.

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## TAX-ADVANTAGED ACCOUNTS

### FLEXIBLE SPENDING ACCOUNTS (FSAs)

LPL offers several accounts that help you save money to pay for eligible health care, dependent care and commuter expenses with tax-free dollars. We offer four Flexible Spending Accounts: Health Care (HC) FSA, Limited Purpose (LP) FSA, Dependent Care FSA and Commuter FSA.



## FINANCIAL WELLNESS

### 401(K) PLAN

After six months as an LPL employee, LPL will match \$0.75 for every \$1.00 you contribute to the 401(k) Plan (up to the first 8% of eligible pay). The matching contributions become fully vested over a three-year period of service. Once you become fully vested, the full account value – including LPL's matching contributions and their earnings – belong to you.

### EMPLOYEE STOCK PURCHASE PLAN (ESPP)

Eligible employees have an opportunity to purchase company shares, building an ownership stake in LPL Financial. The plan allows you to:

- Purchase shares at a 15% discount with no commission fees
- Contribute up to \$300 per pay period
- Decrease or stop contributions at anytime



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## PERK PROGRAMS

### HEALTHCARE NAVIGATION

Health benefits can be confusing. Alight's personal Health Pro can simplify your healthcare experience and help you take control of healthcare costs. The service is provided at no cost to employees.

### EMPLOYEE DISCOUNTS

LPL employees have access to [www.ticketsatwork.com](http://www.ticketsatwork.com) and a variety of discounts on computer hardware/software, wireless phones and service, gym memberships and more.

### FAMILY-BUILDING PROGRAMS

LPL is pleased to help our employees grow their families and get personalized support with parenting and managing a pregnancy.

- Maven Wallet (Financial Assistance)
- Maven Maternity Management

### TUITION ASSISTANCE

Employees may receive reimbursement for the cost of eligible courses (up to \$5,250 pre-tax). You are eligible for this benefit after six months of service.

### MY LPL REWARDS

LPL employees can recognize, thank, celebrate and nominate teammates for demonstrating behaviors that bring LPL's mission and values to life. Employees can earn points that can be redeemed for gift cards, merchandise, travel and so much more.

### PET INSURANCE

MetLife's PetFirst program provides benefits for veterinary care for your cats and dogs. You pay for this benefit through payroll deduction. You can use any veterinarian worldwide, and after you meet the plan's deductible, you will be reimbursed up to 90% for your pet's treatment when you submit a claim form and receipt. The annual maximum benefit is \$7,500.

### PURPOSE@LPL

At LPL, we provide many ways for our employees to make an impact in their community with company-wide service days, the LPL Care Fund and a Matching Gift program.

### NATIONAL MERIT SCHOLARSHIP PROGRAM

This program benefits college-bound children of LPL employees and financial advisors by awarding six \$1,000 scholarships each year.





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## TIME OFF

### PAID TIME OFF (PTO)

PTO may be used for vacation, sick leave, or time off for personal reasons. Non-exempt employees accrue PTO based on your years of continuous service and can accrue up to 1.5 times your annual accrual each year:

Years of Service	Annual Accrual	Maximum Accrual
Up to 3 years	16 days	24 days
After 3 full years	21 days	31.5 days
After 10 full years	26 days	39 days

### ROUTINE TIME OFF (RTO)

Exempt employees do not accrue PTO and instead may take time off on a paid basis as needed, subject to the RTO policy.

### VOLUNTEER TIME OFF (VTO)

When you give your time for an eligible volunteer or community service activity, you can earn up to 16 hours of paid volunteer time off (VTO) per calendar year.

### PAID-PARENTAL LEAVE

LPL provides Paid-Parental Leave for all new parents. Eligible new mothers receive full pay during the first six weeks of disability leave following delivery. All new parents receive full pay during the first six weeks of leave for bonding with a new child through birth, adoption or commissioning a surrogacy.

### HOLIDAYS

The LPL holiday schedule follows the holiday schedule for the New York Stock Exchange (NYSE). All employees and interns are eligible for 10 company-paid holidays:

- New Year's Day
- Martin Luther King, Jr.'s Birthday
- President's Day
- Good Friday
- Memorial Day
- Juneteenth
- Independence Day
- Labor Day
- Thanksgiving Day
- Christmas Day

You may take off your birthday (or a day within 10 business days before or after your birthday) with pay and also a floating holiday so that you can choose a day to celebrate something that's important to you.

