

# My LPL Benefits 2025 | Open Enrollment Is Here

## Open Enrollment Is November 1 to November 15, 2024

Review your benefit options, consider your needs for 2025, see what's changing in the LPL benefits program, then confirm your elections in ADP My Pay and Benefits by 9 p.m. local time on Friday, November 15, 2024.

LPL's commitment to providing a comprehensive and competitive total rewards package includes offering benefits that support your total wellbeing. To ensure your benefits are cost-effective, we review our programs regularly and strive to offer benefits that are meaningful, give you options and allow you to take control of your health and healthcare costs. As you prepare for Open Enrollment, review this newsletter to learn about what's new in the coming year.

## Easy Access to Benefits Information

- Find the **2025 Benefits Decision Guide** on LPL@Work for benefit program details including your 2025 health coverage costs.
- Visit **myLPLbenefits.com** to access LPL benefits information, decision support tools and resources. This site is available to you and your dependents anytime, anywhere!

Each year during Open Enrollment, you have a one-time opportunity to make changes to your benefits coverage. The elections you make during Open Enrollment are effective January 1 through December 31, 2025. Mid-year election changes are only permitted within **30 days** of experiencing a Qualified Life Event (QLE), such as marriage or birth of a child. An event submitted after 30 days will not be approved. Visit **myLPLbenefits.com** for more details about QLEs.

If you are not making any changes to your coverage, 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 to participate in the HSA and FSA each year. **Your current HSA and FSA contributions do NOT roll over.**

## Access myLPLbenefits.com for:



Detailed information on each benefit option and plan comparison tools



Directions for how to enroll online



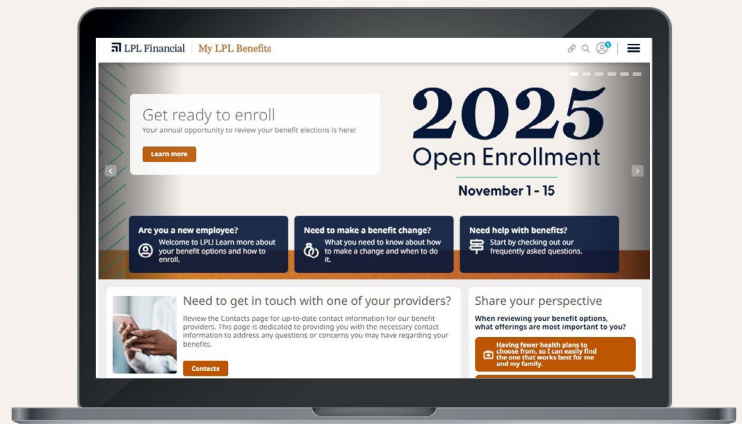
Tips for saving money



Benefit carrier/vendor contacts



Links to vendor websites and tools



# What's New for 2025

## Benefit Updates

- **Medical premiums will increase for all medical plans** across all salary bands, but LPL's salary band structure ensures increases will be proportionate to employee pay. You can find your individualized premium amount when you use our online benefits counselor, **ALEX**, and also in **ADP My Pay and Benefits** when you enroll. (Access ADP via single sign-on (SSO) on the LPL@Work home page under My Apps/Systems.)
- **Paid parental leave is enhancing!** Birthing parents can expect to take on average, 16 weeks off at 100% of pay (maternity disability + paid parental leave) while non-birthing parents can take up to 10 weeks.
- **Aetna will expand fertility coverage** to include Artificial Insemination (AI) and Intrauterine Insemination (IUI) as medical benefits. Coverage will be available with or without a medical diagnosis of infertility and without any separate limits. This change will make family-building options more accessible for our diverse and growing population. To learn more, contact Aetna Concierge at **(866) 987-0327** or visit your **Aetna member website**.
- **To better align with competitive practices and reduce costs for LPL and employees, we've made updates to our disability plans:**
  - The Base Short-Term Disability benefit period will increase from 13 to 26 weeks.
  - The Base Long-Term Disability elimination period will increase from 90 to 180 days.
  - Rates for both buy-up plans will change; however, re-enrollment is not required. Your current elections will rollover into 2025. Please check **ADP My Pay and Benefits** for new rates.

### Before You Enroll, Spend Some Time with ALEX

**ALEX** is an online benefits counselor that will explain your LPL benefit options with user-friendly language. You will be able to compare LPL's medical coverage against other options you have (e.g., your spouse or partner's employer plan or Medicare). Use the **ALEX Go** (text-based) option to access these features and make informed benefits decisions for you and your family. Download the **ALEX Go** app from the App Store or Google Play to get started today!



### Maven: Two Programs, One Goal – Supporting Your Family-Building Journey

LPL has partnered with Maven to provide employees two, free benefit programs to help support your family-building journey, with tools and resources for every step:

- 1. Maven's Wallet Financial Assistance Program** helps support the financial side of family-building with an easy-to-use expense management platform to help you understand your funding options from fertility treatments to surrogacy. Receive up to \$5,000 in reimbursement for services related to your family-building journey, including fertility treatment, preservation, qualified adoption and surrogacy expenses.
- 2. Maven's Maternity Management Program** offers comprehensive support through a virtual clinic for fertility and family-building, pregnancy, postpartum, parenting and menopause support.

Maven is available to employees and spouses or domestic partners enrolled in an LPL medical plan. Visit [mavenclinic.com/join/takecare](https://mavenclinic.com/join/takecare) and LPL@Work to learn more about Maven.



## Savings and Spending Accounts

### Health Savings Account (HSA)

The amount you may contribute to your Inspira (formerly PayFlex) HSA is increasing for 2025 as follows:

- \$3,800 (employee only)
- \$7,550 (employee + 1 or more)

If you are eligible to contribute to an HSA\*, LPL will contribute the following to your Inspira (formerly PayFlex) HSA:

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

**If you will be age 55 or older by December 1, 2025, you are permitted to make catch-up contributions of an additional \$1,000 a year.**

*\*Note: You're only eligible to contribute to the Inspira HSA if you enroll in the Aetna Health Fund (HSA) plan, you have no other coverage for medical expenses before meeting your deductible (including your spouse's FSA) and you elect the "with HSA" option. Neither you nor LPL can contribute to an HSA if you're enrolled as a dependent on a spouse's (or parent's) non-High Deductible Health Plan (HDHP), your spouse is enrolled in a Health Care (HC) FSA or you are enrolled in Medicare or TRICARE.*

#### 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. If you take no action during Open Enrollment, your medical plan election will roll over, but your HSA and/or FSA election will not. You must re-enroll every year to participate.**

If you aren't eligible for an HSA, you can still enroll in the Aetna Health Fund "WITHOUT HSA" medical option and contribute to a Health Care FSA.

### Flexible Spending Accounts (FSAs)

The amount you may contribute to your FSAs in 2025 and the annual amount you may roll over into 2026 are increasing as follows:

FSA Limits	Health Care	Limited Purpose	Commuter
Contribution	\$3,300/year	\$3,300/year	\$325/month
Roll-over	Up to \$660	Up to \$660	N/A

The 2025 Dependent Care FSA contribution limit remains at \$5,000/year. Unused DCFSA and/or Commuter FSA funds do not roll over.

**Reminder:** If you have unused 2024 Health Care (HC) or Limited Purpose (LP) FSA funds at the end of 2024, you may roll over up to \$640 into your 2025 HC or LP FSA and still contribute the amounts shown above.





## Your 2025 Enrollment Checklist

- ✓ **Consider Your Options:** Visit [myLPLbenefits.com](https://myLPLbenefits.com) to review plan details, coverage options and decision support tools and resources. Additional resources, including 2025 health coverage costs, can be found in the **2025 Benefits Decision Guide** on LPL@Work.
- ✓ **Find the Best Fit:** Need help choosing benefits to meet your needs and preferences? Visit **ALEX** or contact **Alight Health Pro Connection**.
- ✓ **Take Action before November 15:** Log into ADP My Pay and Benefits via the SSO link\* on the LPL@Work home page under My Apps/Systems (or by using your ADP username – format: jsmith@lplp – and the password you created during setup on [my.adp.com](https://my.adp.com)) between November 1 and November 15, 2024 (by 9 p.m. local time) to review your current coverage and make your 2025 elections.
  - **Review Dependent and Beneficiary Information:** Confirm or update information, including dates of birth and Social Security numbers, for your dependents and your Life Insurance beneficiaries.
- ✓ **Submit Eligibility Verification:** If you add your spouse/domestic partner and/or child(ren) to your benefits, be sure to upload the required documentation in ADP My Pay and Benefits. Review the **Eligible Dependents** section on [myLPLbenefits.com](https://myLPLbenefits.com), the Enrollment page on LPL@Work or contact [HRSC.Support@lplfinancial.com](mailto:HRSC.Support@lplfinancial.com) for details.

*\*IMPORTANT: ADP My Pay and Benefits is NOT compatible with Internet Explorer (IE). Please use Chrome, Edge, Firefox or Safari to make your election changes.*



### 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 plans to best meet your needs: [start.myalex.com/lpl](https://start.myalex.com/lpl).
- **Alight Health Pro's** benefits experts can answer questions on plans and coverage options: [member.alight.com](https://member.alight.com), [kadijah.johnson@alight.com](mailto:kadijah.johnson@alight.com) or **(800) 513-1667 (x4402)**.

If you have any technical difficulties during your enrollment in ADP My Pay and Benefits, contact ADP's LPL Benefits Service Center at **(855) 894-7752** or [LPLFinancialServiceCenter@adp.com](mailto:LPLFinancialServiceCenter@adp.com).

*The information in this newsletter provides a brief overview of LPL benefit changes effective January 1, 2025. You can find more detailed information, including Summary Plan Descriptions and plan documents, on LPL@Work. 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 reserves the right to amend, modify or terminate the benefit plans and programs at any time and for any reason.*