

BENEFITS AT A GLANCE

2022

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.

MEDICAL – Provided by Aetna or Kaiser (CA Only)

LPL offers a choice of four different medical plans, depending on your location. All plans include in-network ACA mandated preventive care covered at 100% with no deductible, as well as coverage for physician visits, in- and out-patient services, hospital stays, and mental health visits. Prescription drug coverage for the Aetna plan options is provided through RxBenefits/Express Scripts and through Kaiser Permanente for the Kaiser HMO plan.

Eligibility

New LPL employees have 30 days to enroll, and benefits become effective on the 1st of the month following date of hire. If you elect coverage for dependent(s), documentation of their eligibility will need to be uploaded into ADP within 30 days of your benefits effective date. Election changes may be initiated in ADP each fall during Open Enrollment or when a Qualified Life Event occurs.

	Aetna Health Fund (HSA) PPO	Aetna CPOS II (Traditional) PPO	Aetna (Select) EPO	Kaiser HMO (For California residents only)
Network	<ul style="list-style-type: none"> Offer a network of providers who have agreed to discount their fees for services. When you choose in-network providers, you will receive a higher level of benefit with a lower out-of-pocket cost 		<ul style="list-style-type: none"> Offer in-network benefits only, unless a qualified emergency Require that you designate a primary care physician (PCP) who will manage your care and refer you to a specialist when needed 	
Description	<ul style="list-style-type: none"> All services except ACA preventive care are subject to the annual deductible May be paired with an HSA, which allows you to set aside pre-tax dollars to pay for qualified healthcare expenses LPL contributes to employee HSA: \$500 individual / \$1,000 family 	<ul style="list-style-type: none"> Copays for office visits, urgent care, and prescriptions Services not covered by a copay are subject to the annual deductible 		<ul style="list-style-type: none"> Copays for office visits, urgent care, and prescriptions Most services are covered at 100% after your copay
Annual deductible (in-network)	\$1,800 individual \$3,600 family	\$1,000 individual \$3,000 family	\$500 individual \$1,500 family	N/A
Annual out-of-pocket maximum (in-network)	\$3,300 individual \$6,500 family	\$3,250 individual \$9,750 family	\$2,100 individual \$6,400 family	\$1,500 individual \$4,500 family

2022 LPL BENEFITS AT A GLANCE

DENTAL – Provided by Delta Dental

LPL offers two dental PPO plans through Delta Dental – the Traditional Plan and the Enhanced Plan. Both plans cover preventive care at 100% and offer the highest benefit level when you visit an in-network dental provider.

	Traditional Plan	Enhanced Plan
Annual deductible (in-network)	\$75 individual / \$225 family	\$50 individual / \$150 family
Annual maximum benefit (in-network)	\$1,500 per person	\$2,500 per person
Orthodontia	Not covered	Pays 50% up to a \$2,000 lifetime maximum

VISION – Provided by VSP Vision

LPL offers two vision plans administered through VSP – the Traditional Plan and the Enhanced Plan. For both plans, exams are covered every 12 months with a \$20 copay.

- Traditional Plan – Frames and lenses are covered every 24 months, up to \$150 allowance
- Enhanced Plan – Frames and lenses are covered every 12 months, up to \$200 allowance

In addition to the vision plan benefits provided through your benefits program, VSP offers a number of non-covered services at a discount.

TAX SAVINGS & SPENDING ACCOUNTS – Provided by PayFlex and TRI-AD

LPL offers several accounts that help you save money by paying for eligible health care, dependent care, and commuter expenses with tax-free dollars.

	Health Savings Account (HSA)	Flexible Spending Accounts (FSAs)			
		Health Care FSA	Limited Purpose FSA	Dependent Care FSA	Commuter FSA
2022 Contribution Limits	\$3,150 for individual coverage and \$6,300 for family coverage* This is in addition to what LPL annually contributes to your HSA (\$500 for individual coverage / \$1,000 for family coverage)	\$2,750 per year Note: You may not elect the Health Care FSA if you enroll in the Aetna Health Fund (HSA) PPO	\$2,750 per year	\$5,000 per household (\$2,500 if married and filing separate tax returns)	\$270 per month

*If you will be age 55 or older by December 1, 2022, you may contribute an additional \$1,000 “catch-up contribution” in 2022.



Up to \$550 of unused Health Care or Limited Purpose FSA funds are permitted to roll over from 2022 to 2023, but unused Dependent Care FSA funds will not be permitted to roll over into 2023.

2022 LPL BENEFITS AT A GLANCE

EMPLOYEE ASSISTANCE PROGRAM – Provided by Lincoln Financial

LPL offers, at no cost to you and your family members, a confidential Employee Assistance Program (EAP) through Lincoln Financial. Initial assessment and up to five face-to-face counseling sessions are free per incident (unlimited incidents). Assistance is available for life changes, stress management, financial concerns and legal advice.

LIFE, AD&D & DISABILITY INSURANCE – Provided by Lincoln Financial

- Basic (LPL-paid) Life and AD&D - 1.5 times your salary* up to \$500,000
- Voluntary Life and AD&D – Additional coverage available for purchase
 - Employee – Increments of \$10,000 up to \$650,000
 - Spouse/Domestic Partner – Increments of \$10,000 up to \$250,000**
 - Child(ren) - \$2,000, \$5,000 or \$10,000 coverage levels (after child is 6 months)
- Base (LPL-paid) Short-Term Disability – 60% of your salary, up to a weekly maximum of \$2,500
- Buy-Up Short-Term Disability – 70% of your salary up to a weekly maximum benefit of \$3,000
- Base (LPL-paid) Long-Term Disability – 60% of your salary, up to a monthly maximum of \$15,000
- Buy-Up Long-Term Disability – 70% of your salary up to a monthly maximum benefit of \$20,000

*Includes commissions, but not overtime or bonuses

**Not to exceed 100% of employee coverage

401(k) PLAN – Provided by Empower

You can plan for retirement by saving pre-tax dollars with the LPL Financial Profit Sharing 401(k) Plan. You will automatically be enrolled in the plan at 3% of your eligible earnings unless you select another percentage. LPL will match \$0.75 per \$1.00, on the first 8% of eligible pay you contribute. Matching begins after six months of service and employees are vested after three years of service (30% at year 1, 60% at year 2 and 100% at year 3).

In addition to the pre-tax contributions, you may also make Roth and additional After-tax contributions to your 401(k). Roth contributions are made on an after-tax basis. Note: Roth contributions are eligible for the match, but match contributions will be deposited into your pre-tax account.

Voluntary Benefits

We offer the following voluntary benefits that you can purchase through convenient payroll deductions:

- Critical Illness Insurance
- Accident Insurance
- Legal Plan
- Discounted Auto/Home Insurance
- Pet Insurance



2022 LPL BENEFITS AT A GLANCE

ADDITIONAL NO-COST BENEFITS

We also offer these additional benefits at no cost to you. Some services can vary depending on your location.

- Paid time off (PTO) and volunteer time off (VTO)
- 10 Paid Holidays
- LPL LiveWell Program
- Paid Parental Benefits
- Employee Stock Purchase Plan (ESPP): 15% discount
- Adoption Assistance (after 1 year of service)
- Tuition Assistance (after six months of service)
- Employee Discounts: including access to www.ticketsatwork.com and discounts on computer hardware/software, wireless phones and service, gym memberships, and more!



VISIT WWW.MYLPLBENEFITS.COM

LPL provides quick, easy support to help you understand your benefits, compare your options, find answers to benefit questions and save money! myLPLbenefits.com is your online resource for both enrollment and benefit support all year round. Use the website to gain a better understanding of your options, and use the tools and resources to help you make the best choices for yourself and your family. myLPLbenefits.com is mobile-friendly and easy to navigate so you can access benefit information anytime, anywhere.

On the site, you'll find:



Detailed information on each benefit option and plan comparison tools



Directions for how to enroll online



Tips for saving money and using your benefits



Benefit carrier/vendor contacts



Links to vendor websites and tools

Important Note: The material in this brochure is for informational purposes only and is neither an offer of coverage or medical or legal advice. It contains only a partial description of plan or program benefits and does not constitute a contract. In case of conflict between plan documents and this information, the plan documents will always govern. 10/2021