

## US Retirement Preparation Guide for Edward Jones Associates

This guide is designed to give associates preparing for retirement information regarding Edward Jones' benefit plans and other issues or policies that affect retirees. It includes information on firm-sponsored benefit plans, limited partner capital, trust services and associate services. It also contains basic information on retirement income and benefit sources outside Edward Jones, such as Social Security and Medicare.

This guide is for informational purposes only. It is not intended, and should not be construed, as a specific recommendation or legal, tax or investment advice. It is not intended to replace information available from Social Security or Medicare, as the guide gives only high-level topics of consideration. Associates are advised to contact the Social Security Administration for complete information about monthly benefits, Medicare, and Medigap plans. Individuals should contact their own tax advisor or attorney to answer questions about their specific situation or needs before acting upon this information.

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This brochure presents a brief summary of some of the benefits provided by Edward Jones and by other entities, such as the United States Health and Human Services and Social Security departments. It is not intended as a complete list of all benefits nor a complete description of each benefit. Although every effort has been made to ensure that information in this brochure is accurate, the provisions of the legal documents that describe the plans will govern in the case of any discrepancy. Edward Jones reserves the right to make changes to benefits in the future, with or without prior notice. These policies and procedures do not create a contract of any type or nature between Edward Jones and you as an employee. There is no agreement of understanding that Edward Jones will employ you for any specific period of time.

## DETERMINING YOUR RETIREMENT DATE

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### When Should You Retire?

Following are some key dates and policies related to income and benefits that you should consider when selecting an optimal retirement date.

### Social Security

In general, if you have worked 10 years and contributed to Social Security, you may be eligible for Social Security benefits. The amount of your benefits is based on your social security wages history. You can begin to receive Social Security retirement benefits as early as age 62 but be aware that if you begin taking Social Security benefits at age 62 your benefits will be reduced because age 62 is not considered full retirement age by the Social Security Administration. Full retirement age ranges from 65 to 67 depending on the year of your birth. You can also delay receipt of your benefits beyond your full retirement age, and your benefit amount will be increased for the period of delay, but the increase stops at age 70 even if you continue to delay taking benefits. Social security benefits prior to full retirement age may be off set if you receive pay for services during retirement, such as a part-time job. In addition, a portion of social security benefits may be taxable, depending on total gross income. You should apply for Social Security benefits at least three months before you want your benefits to begin.

### Medicare

Medicare is the federal health insurance program for workers age 65 and older. If you plan to retire before age 65, you should consider obtaining interim health insurance coverage for the period until Medicare begins. Please refer to the Medical/Dental/Life Benefits section of this guide for more information.

### Edward Jones Profit Sharing & 401(k) Plan

To be eligible for the annual profit-sharing contribution you must be employed on Dec. 31 of that year and have completed 1,000 hours of service that year or retire and satisfy the Rule of 70 (minimum age of 50 at the time of retirement and your age plus your years of service must equal at least 70), become disabled, or die during the plan year and complete 1,000 hours of service during the year or the preceding year. While there is no minimum retirement age associated with our plan, it's important to note that retired associates do not receive a monthly pension or other systematic payment from the plan; however, installment payments and non-periodic payments are available. Please refer to the Retirement Income Section of this guide for more information regarding this program.

### Edward Jones Non-Qualified Deferred Compensation Program

For those select Financial Advisors participating in the Edward Jones Non-Qualified Deferred Compensation Program, it is important to fully understand how your plan details may be affected by your retirement date. Please contact the HR Profit Sharing/401(k) department for more information.

### Limited Partner Capital

No limited partner is guaranteed the opportunity to retain his or her investment in limited partner capital when he or she retires from Edward Jones. While a limited partner who retires from Edward Jones in good standing and meets certain eligibility terms may be permitted to retain his or her limited partner capital in retirement, this determination is evaluated on an individual basis and is in the Managing Partner's discretion. To learn more about retaining limited partner capital after your retirement date, please contact Partnership Accounting.

### Vacation/Bonus

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Accrued, but unused vacation will be paid to you when you retire. To be eligible to receive a bonus, you must be actively employed through the entire bonus period.

### Retirement Transition Plans

At Edward Jones, Financial Advisors can build a successful practice and deeply serve clients throughout the lifecycle of their careers. Retirement transition plans allow retiring Financial Advisors to finish their careers strong – through client transition and competitive compensation. To participate in a retirement transition plan, the Financial Advisor must be in good standing at retirement, have at least \$30 million in assets under care and have age plus tenure as an Edward Jones Financial Advisor of 70 years or greater.

Base compensation for a retirement transition plan is based on the following key factors:

- Tenure as an Edward Jones Financial Advisor;
- Age; and
- Assets under care.

Additional compensation is available for retiring Financial Advisors who share assets with multiple Financial Advisors. Each plan is individually tailored.

Please contact the Client Transition Department for more information.

## MEDICAL/DENTAL/LIFE INSURANCE AND OTHER BENEFITS

### Medical and Dental Benefits

Your Edward Jones Benefits Ending Date for Full-time BOAs and home office associates, group benefit coverage will end the last day of the pay period during which your retirement date occurs. Financial Advisors and General Partners coverage will end the last day of the month during which your retirement date occurs.

*Associates who retire before age 65:*

### Medical, Dental and Vision Plans

If you anticipate retiring before age 65, make sure you have health insurance to cover the period after your Edward Jones coverage ends but before Medicare begins. COBRA coverage from Edward Jones is one option, but you may also want to contact local health insurance companies to explore purchasing individual coverage. Since COBRA lasts a maximum of 18 months, associates who retire before age 63½ may need to bridge coverage after COBRA expires and before Medicare coverage can begin at age 65. Edward Jones offers the Long Service Plan as one method to bridge coverage, but you might also want to explore purchasing individual coverage through a local health insurance company.

### COBRA

Your Edward Jones medical, dental and vision coverage may be continued under COBRA continuation of coverage for up to 18 months after retirement, or until you enroll in Medicare or another employer's group health plan, whichever occurs first.

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COBRA coverage is the same coverage offered to active associates; however retired associates are required to pay 102 percent of the cost of the coverage. A COBRA continuation notice and enrollment form will be mailed to your home mailing address within a few weeks after employment ends. You have 60 days after receiving the notice (or, if later, after your group coverage end date) to elect COBRA coverage.

COBRA initially provides only the medical, dental, and vision benefits you had in place at the time of your retirement. You have an additional 45 days from the day you elect COBRA to make a premium payment. Premiums will accumulate during the election period retroactive to your last day of group coverage. If you elect COBRA continuation coverage and pay the premiums within the allotted period, coverage will be reinstated retroactive to the day after group coverage ended, with no lapse in coverage.

COBRA premiums are paid month-to-month, so you can drop coverage at the end of any month.

### Long Service Plan

You may be eligible for coverage under an Edward Jones medical plan (not dental or vision) after the normal COBRA maximum coverage period ends. To sign up, you will need to contact TriStar prior to the end of COBRA. For more information, contact HRHELP.

This extension of coverage is called the Long Service Plan (LSP). Effective June 1, 2015 to be eligible, you must be at least 50 years old at the time of retirement, and your age plus your years of service with Edward Jones added together must equal at least 70. You must also have participated in the COBRA plan for the full COBRA period to be eligible for the Long Service Plan. The Long Service Plan does not necessarily provide the same coverage you had while you were on COBRA, and you will pay 102 percent of the cost of the plan. Eligible associates must apply for the LSP before the end of the regular COBRA continuation period by contacting the COBRA administrator. The LSP coverage would begin the day after COBRA coverage ends.

Eligible associates can stay on the Long Service Plan until age 65, or until they become eligible for Medicare, whichever occurs first.

Spouses/domestic partners who are under age 65 at the time the associate's maximum COBRA period ends will be permitted to continue coverage on an individual basis until the earlier of: the date the spouse turns age 65; the date he/she is eligible for Medicare; or the date equal to your length of service with Edward Jones. Eligible dependent children may continue under the plan until reaching maximum age limits. If the child is disabled and covered on the plan while you were an active associate, they may continue eligibility beyond the usual age limits due to a qualifying disability, he/she may continue on the plan until age 65 or until eligible for Medicare, whichever occurs first.

### *Associates who retire after age 65:*

COBRA coverage will be offered to you, your enrolled spouse and/or your enrolled dependent children for a maximum of 18 months after retirement. COBRA coverage for you, your spouse or dependent child may end before 18 months if they become enrolled in Medicare after electing COBRA and within the 18-month period. Since Medicare becomes primary coverage once you stop working, it may not be beneficial for you to take COBRA coverage if you are enrolled in Medicare. However, you may want to consider purchasing COBRA for your spouse and/or enrolled children.

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### Health Insurance Marketplace

The Marketplace offers "one-stop shopping" to find and compare private health insurance options. In the Marketplace, you could be eligible for a new kind of tax credit that lowers your monthly premiums and cost-sharing reductions (amounts that lower your out-of-pocket costs for deductibles, coinsurance, and copayments) right away, and you can see what your premium, deductible, and out-of-pocket costs will be before you decide to enroll. Through the Marketplace you'll also learn if you qualify for free or low-cost coverage from Medicaid or the Children's Health Insurance Program (CHIP). You can access the Marketplace for your state at [www.healthcare.gov](http://www.healthcare.gov).

Coverage through the Health Insurance Marketplace may cost less than COBRA continuation coverage. Being offered COBRA continuation coverage won't limit your eligibility for coverage or for a tax credit through the Marketplace.

### Medicare

Medicare is the federal government's health insurance program for people over age 65, and eligible disabled people under 65. This section of the Guide is intended to provide general information about Medicare. For details, please contact Medicare directly at <http://medicare.gov>.

#### *Original Medicare:*

Original Medicare has three parts that apply to Edward Jones' retirees: Part A (for hospital insurance), Part B (for medical insurance) and Part D (prescription drug). Part A is provided to those who are eligible for Social Security Retirement benefits, and generally no premium is charged. Parts B and D may be purchased for a monthly premium. For most people, if you enroll in Part A coverage, you will also want to enroll in Part B and pay the monthly premium for Part B. The standard Part B premium is based on your modified gross income. Part D also requires a monthly premium. Part C, Medicare Advantage plans, discussed below, are HMO/PPO managed care plans that may also include prescription drug coverage or provide other enhancements over original Medicare.

In the Original Medicare model, you have your choice of doctors, but you may pay more than under a Medicare Advantage plan. And it would be advisable to also purchase a Medigap plan to fill the coverage gaps not covered by Original Medicare.

### Medicare Advantage:

Medicare Advantage is another option. Medicare Advantage combines Part A and B together. Part D may be purchased separately. Medicare Advantage plans are provided by Health Maintenance Organizations and Preferred Provider Organizations approved by Medicare. Generally, you must see doctors approved by the Advantage plan. However, your costs may be lower than the Original Medicare plan, and coverage may be better.

#### *Considerations if you work past age 65:*

You may continue coverage under the Edward Jones group medical plan if you work past age 65.

Most Edward Jones associates are enrolled in a high deductible health plan and make contributions to a Health Savings Account (HSA). If you are contributing to an HSA, you should know that if you are covered under any part of Medicare (even Part A, which generally doesn't require a premium), then IRS regulations prohibit you from making contributions to a Health Savings Account. If you intend to work past age 65, remain enrolled in the Edward



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Jones group medical plan, and contribute to an HSA, you should decline all Medicare until you retire. There is a “special enrollment” period for Part B if you postponed enrolling when you turn 65 because you had other coverage while working (such as group coverage through the Edward Jones medical plan). You can sign up for Part B anytime while you are covered under the other coverage, or within the 8-month period following the date your other coverage ends. If you apply for Part B during this special enrollment period, you may not have to pay a higher Part B premium. If you don’t enroll in Part B during the special enrollment period, you’ll have to wait until the next General Enrollment period, which is January 1 through March 31 of each year, with coverage effective on the following July 1. You may then have to pay a higher Part B premium because you could have had Part B and did not take it. Typically, the penalty is 10% for each year past your initial Medicare eligibility date. Similar rules apply to Part D coverage.

### *Coordination of Benefits:*

You should be aware of how Coordination of Benefits operates if you work past age 65 and are covered by both Medicare and the Edward Jones medical plan. If you elect Medicare coverage in addition to your Edward Jones plan, Medicare will always be secondary coverage as long as you work. Once you retire, then Medicare becomes primary. The Edward Jones COBRA plan (should you enroll) would be secondary. Because COBRA would be secondary to Medicare, it may not be cost effective to enroll in COBRA for very long, if at all.

If you plan to retire at age 65, you generally should apply for Medicare three months before you turn 65. You would need to call the Social Security Administration to enroll. The toll-free number is 1-800-772-1213. You may also enroll online at [www.ssa.gov/medicare](http://www.ssa.gov/medicare).

### **Medigap Plans**

Many people buy a supplemental medical plan (commonly referred to as Medigap) to help cover most expenses that Original Medicare doesn’t pay. Don’t delay in enrolling in a Medigap policy. When you first enroll in Medicare Part B at age 65 or older, you have a six-month Medigap open enrollment period. During that time your health status cannot be used as a reason to either refuse you a policy or to charge you more than other open enrollment applicants. However, the insurer may require a six-month waiting period before covering any pre-existing conditions. If you work past age 65, you should apply for a Medigap plan when your Edward Jones health plan coverage ends. Medigap plans are not available for use with Medicare Advantage plans.

In most states there are 12 standard Medigap plans offering different levels of supplemental coverage. The premiums charged for a particular Medigap plan can vary from one company to another and from one state to another.

## **OTHER BENEFITS**

### **Health Savings Account**

Your participation in the Edward Jones Health Savings Account will end upon retirement, or enrollment in any part of Medicare coverage. Health Equity will contact you to transfer your HSA account balance from individual Edward Jones HSA to an individual HSA account. You will be responsible for paying any account maintenance fees. The Edward Jones HSA Payroll Advance Account will be suspended immediately upon termination, retirement, or change of status to part time or on call status.

### **Short-term Disability (HQ and BOAs) or Income Continuation (FAs)**

Your short-term disability or income continuation eligibility and benefits will end at the end of the pay period or end

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of the month. Conversion is not offered for short-term disability or income continuation.

### Long-term Disability

Long-term disability eligibility and benefits will end at the end of the pay period or end of the month unless you were deemed disabled by the short-term disability vendor and satisfied the long-term disability waiting period prior to your full-time position termination. Conversion is not offered for long-term disability.

If approved for LTD benefits, they will end on the earliest of the following dates:

- you reach the maximum LTD benefit period
- you no longer meet the definition of disability
- you have a condition in which certain limitations apply (see the Limited LTD Disability Benefits section in the Summary Plan Description for more information on these limitations)
- you are no longer in a certified period of disability (see the above Factors that Can Affect LTD Disability Benefits section in the Summary Plan Description for more information) you fail to comply with any requirements of the LTD Plan, or you die.

### Basic Life Insurance

When group coverage ends, you may convert to an individual life insurance policy. The insurance company will mail you a conversion information packet with instructions on how to convert your basic life coverage. You must mail or fax the conversion form within 31 days from the group coverage termination date or 15 days from the date on the notice from MetLife, whichever is later. Under no circumstances, however, will continuation of coverage be available beyond 91 days from the group coverage termination date. The amount you elect cannot exceed the amount for which you were enrolled when your coverage was reduced or terminated. Your premiums will be based on the insurer's rates for the policy, your age, your risk class, and the amount of coverage.

### Supplemental Life Insurance

When group coverage ends, you may convert to an individual life insurance policy. The insurance company will be provided with your information and will mail you a conversion information packet with instructions on how to convert your supplemental life coverage. You must mail or fax the conversion form within 31 days from the group coverage termination date or 15 days from the date on the notice from MetLife, whichever is later. Under no circumstances, however, will continuation of coverage be available beyond 91 days from the group coverage termination date. The amount you elect cannot exceed the amount for which you were enrolled when your coverage was reduced or terminated. Your premiums will be based on the insurer's rates for the policy, your age, your risk class, and the amount of coverage.

### Dependent Life Insurance

When group coverage ends, you may convert to an individual life insurance policy, provided your dependent was enrolled in the plan for at least five years before your group coverage ends. The insurance company will be provided with your information and will mail you a conversion information packet with instructions on how to convert the dependent life insurance coverage. Your dependent (or a parent or guardian of a minor or disabled dependent) must mail or fax the conversion form within 31 days from the group coverage termination date or 15 days from the date on the notice from MetLife, whichever is later. Under no circumstances, however, will continuation of coverage be available beyond 91 days from the group coverage termination date.

The amount your dependent elects cannot exceed the amount he or she was enrolled under the Plan prior to the group coverage end date.



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**Basic and Supplemental Accidental Death and Dismemberment Insurance (AD&D)** Conversion is not offered for basic or supplemental accidental death and dismemberment insurance.

### Employee Assistance Plan (EAP)

All Edward Jones associates and their dependents are eligible to access the Headspace app until the last day of the month following the last day of employment or 7 days, whichever is greater.

To extend eligibility for services on the Headspace app, individuals who will lose EAP coverage based on a COBRA-qualifying event (including associates/dependents impacted by the associate's termination and dependents impacted by an associate death, divorce, or legal separation) are eligible to elect EAP coverage and register on the Headspace platform. Eligible individuals will receive notification from Tri-Star of the opportunity to elect EAP coverage through COBRA if seeking to extend eligibility. If these eligible individuals elect EAP coverage through COBRA, they will have the opportunity to invite 5 Dependents as "Loved Ones" to access the services on the Headspace app.

For EAP services accessed by phone, Edward Jones associates and their dependents remain eligible for 90 days regardless of if they elect EAP coverage through COBRA and can extend their eligibility beyond 90 days if they elect EAP coverage through COBRA. Associates can find 24/7 support via Headspace at 855-420-0734

## RETIREMENT INCOME

Retirement income can come from a variety of sources, including qualified retirement accounts, Social Security, and individual savings. From a financial standpoint, these sources of income will determine your retirement lifestyle, so it's important to consider all possible consequences before you take any distributions (e.g., tax liability, early withdrawal penalties, payment frequency, etc.).

### Edward Jones Profit Sharing & 401(k) Plan

One of the major concerns of retiring associates is what to do with the money that has accumulated in their Edward Jones retirement plan. Assets in this plan, along with other qualified retirement accounts may be used to supplement your Social Security payments during retirement. The plan does not have a minimum retirement age, nor does it limit associates to a fixed monthly pension when they retire. Instead, associates receive the full balance in their account and can elect payment according to one of the three options described below. It's important to carefully weigh each option before deciding.

On the next page is a chart outlining the distribution options when you retire. The first two options allow your assets to continue growing tax deferred. Because your earnings are not taxed until you withdraw them (and eligible earnings on Roth accounts are not taxable on withdrawal), they can compound tax-free and thereby increase the growth potential of your account. Furthermore, by leaving the money in a tax-deferred account, you avoid any income taxes that you would owe on withdrawals from the account. Finally, if you are under age 59-1/2 and you elect to have the money paid to you, a 10 percent early withdrawal penalty may be imposed. There are exceptions to the 10% penalty tax, including payments made after you separate from service if you will be at least age 55 in the year of separation. In addition, after-tax contributions and Roth contributions may not be subject to the penalty tax. The combination of taxes and penalties can greatly reduce the value of your retirement assets, as demonstrated by the following example.

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	Lump Sum Distribution	Rollover
Balance at retirement 10% IRS early withdrawal penalty	\$100,000-\$10,000*	\$100,000
28% federal Income tax	-\$28,000**	\$100,000
Amount remaining	\$62,000	\$100,000

\*Assuming no exception applies.

\*\* Assuming the entire distribution is taxable

The above example does not take into account local and state taxes. However, it clearly demonstrates that taxes and penalties can significantly reduce the value of your assets, and, in turn, your income during retirement.

*What are your options regarding your retirement plan assets?*

Leave the money where it is	Rollover the assets	Take a lump sum distribution
Any associate with a minimum \$1,000 may leave the money in The Plan. If you decide at a later date to withdraw the money, contact Empower at 1- 877-EDJ-401k (877-335-4015) or go online to <a href="http://www.edj401k.com">www.edj401k.com</a> and print the forms yourself.	You may choose to roll the money over into an Individual Retirement (IRA); provided that any amounts in a designated Roth account may only be rolled over to a Roth IRA or a designated Roth account in an employer plan. Simply designate the rollover option(s) on the forms you receive and provide us with your IRA account information. Or, if you are moving to another employer, contact them to determine whether they accept rollovers into their plan.	You may elect to have the full amount paid directly to you. Please note that if you don't rollover the money to another qualified plan or IRA, you'll be taxed on the entire pre-tax amount paid to you. In addition, you may be required to pay a 10 percent early withdrawal penalty if you're under the age of 59 ½ or have not separated from service in the year you turn 55 or later.
<b>ADVANTAGES</b> <ul style="list-style-type: none"> <li>Earnings continue to grow tax-deferred</li> <li>Assets remain in current investment</li> <li>No taxes or penalties incurred</li> </ul>	<b>ADVANTAGES</b> <ul style="list-style-type: none"> <li>Earnings continue to grow tax-deferred</li> <li>Generally, no taxes or penalties incurred</li> <li>Potential for greater investment flexibility</li> <li>Ability to take systematic distributions</li> </ul>	<b>ADVANTAGES</b> <ul style="list-style-type: none"> <li>Instant access to funds</li> <li>Converts balance to after-tax dollars</li> </ul>
<b>LIMITATIONS</b> <ul style="list-style-type: none"> <li>Must select from investment options offered in the plan.</li> </ul> <p>Must start taking required minimum at age 70 ½ (including Roth 401(k))</p>	<b>LIMITATIONS</b> <ul style="list-style-type: none"> <li>Rollovers are subject to a \$10 distribution fee.</li> <li>Must start taking required minimum distributions at age 72 or age as determined by regulations and plan</li> </ul>	<b>LIMITATIONS</b> <ul style="list-style-type: none"> <li>Federal tax withholding investment options of 20 percent required on taxable portion at time of distribution</li> <li>A 10 percent early</li> </ul>

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	document (other than from a Roth IRA) Non-direct rollovers must be completed within 60 days.	withdrawal penalty may apply <ul style="list-style-type: none"> <li>Earnings will be taxed as incurred; they no longer grow tax-deferred</li> </ul>
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In Addition to the above, you may elect to received installment payments for periodic payments; payment spread over a period of at least 10 year may not be rolled over are not subject to the 20% withholding that applies to eligible rollover distributions.

### Social Security

Anyone who is eligible for Social Security can begin receiving benefits at age 62, but full retirement benefits are not available until you reach what the Social Security Administration considers full retirement age, which ranges from 65 to 67, depending on your birth year. You can visit the Social Security Administration Web site ([www.ssa.gov](http://www.ssa.gov)) to request statements or use online benefit calculations to help estimate your earnings in retirement. These calculators allow you to run through a variety of scenarios to help estimate the amount of your benefits and to determine when you should apply. You can also contact Social Security directly at 1-800-772-1213 to arrange for a phone interview or an interview in your local Social Security office. When applying for benefits you will need your:

- Social Security number
- Birth certificate
- W-2 forms or self-employment tax return(s) for previous year
- Military discharge papers (if applicable)
- Spouse's birth certificate and Social Security number if he or she is also applying
- Children's birth certificates and Social Security numbers if they're applying for children's benefits
- U.S. citizenship or lawful alien status documentation if you (or a spouse or child applying for benefits) were not born in the U.S.
- If desired, Edward Jones account number so your benefits can be directly deposited into your account.

You may also apply for Social Security benefits online.

### Personal Savings and Investments

Your personal savings and investments make up the third piece of your retirement income puzzle. They may include assets you hold in an Edward Jones account, mutual fund accounts established through after-tax (investment plan) payroll deductions and other assorted investments. Since these assets will be used to supplement the retirement income provided by Social Security and your qualified retirement accounts, it's important to consider decisions about these assets carefully. For more information on the various investment services offered to qualified Edward Jones' retirees, please see the Associate Investment Services section.

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### Edward Jones Non-Qualified Deferred Compensation Program

For those select Financial Advisors participating in the Edward Jones Non-Qualified Deferred Compensation Program, it is important to fully understand how your plan details may be affected by your retirement date. Please contact the HR Profit Sharing department for more information.

## LIMITED PARTNER CAPITAL

### Retirement

No limited partner of The Jones Financial Companies, L.L.L.P. (the "Partnership"), is guaranteed the opportunity to retain his or her investment in limited partner capital when they retire from Edward Jones. While a limited partner who retires from Edward Jones in good standing and meets certain eligibility guidelines may be permitted to retain their limited partner capital in retirement, this determination is evaluated on an individual basis and is in the Managing Partner's discretion.

The eligibility guidelines, which are not exclusive and may be modified, interpreted, implemented, and rescinded in the Managing Partner's discretion without notice and on an individual basis, include the following:

- Retiree's age plus years of service to Edward Jones must equal or exceed 70 years at the time of retirement from Edward Jones;
- Retiree may choose to work after retirement and may pursue broad activities while retaining their investment in limited partner capital so long as those activities do not negatively impact the firm. Activities which negatively impact the firm include: directly competing with the firm's business, competing for the firm's talent or clients, disparaging the firm, its current or former partners, or its employees, and engaging in any other activity that negatively impacts the firm's business or business strategy. Additional information may be found on [Post-Separation Activities Which Could Impact Your LP Capital Investment](#). Limited partners who do not have access to JonesLink, should contact the Partnership Accounting Service Team at 314-515- 2000, extension 2-3754, to obtain this information;
- Must be in good standing with the firm; and
- Retiree must annually provide Edward Jones, confirmation of the retiree's continued compliance with the eligibility terms and any additional information deemed necessary related to the retention of the investment of limited partner capital.

We encourage current and former associates to proactively contact Partnership Accounting for guidance prior to accepting a role to understand if that role would impact the ability to retain their limited partner capital.

If the Managing Partner determines that a limited partner is eligible to retain his or her limited partner capital in retirement, the limited partner will receive a confirmation letter. The Managing Partner's determination a limited partner is eligible to retain their limited partnership capital in retirement is revocable at any time, including, without limitation, upon the Managing Partner becoming aware the

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limited partner no longer meets the eligibility terms.

### **Liquidations**

If a limited partner terminates his or her employment with Edward Jones and is not eligible to retain his or her limited partner capital, he or she does not need to request a liquidation of limited partner capital. The Partnership will automatically initiate this process.

Limited partners who wish to voluntarily liquidate their investments in limited partner capital must submit the "LP Liquidation Request Form" to the Partnership Accounting Service Team. This form can be found at [Limited Partnership \(LP\): Request a Voluntary Liquidation \(sharepoint.com\)](#). For those limited partners who do not have access to JonesLink, contact the Partnership Accounting Service Team at 314-515-2000, extension 2-3754, to obtain a copy of this form.

The Twenty-Second Amended and Restated Agreement of Registered Limited Liability Limited Partnership, dated as of August 15, 2023, as amended from time to time (the "Partnership Agreement"), governs the liquidation process for limited partner capital. Refer to the Partnership Agreement for specific terms. As a general matter, under the terms of the Partnership Agreement, limited partners who terminate their employment with Edward Jones are to be repaid their limited partner capital in three equal annual installments beginning no earlier than 90 days after the date of their terminations from Edward Jones.

The liquidation payment for a limited partner withdrawing from the Partnership will equal the sum of the following: Limited partner capital, plus undistributed limited partner earnings (if any), and less outstanding bank loan principal and interest, state composite tax withholding, U.S. federal tax withholding (applicable to U.S. non-residents only), and any outstanding amounts due to Edward Jones.

### **General Information**

Information on limited partner capital can be found at [Limited Partnership Information Main Page \(sharepoint.com\)](#).

### **ASSOCIATE INVESTMENT SERVICES**

Associates who retire in good standing with the firm may continue to receive associate trade and fee privileges for the remainder of their lives. To be eligible, an associate must be at least age 50 when employment terminates and age plus years of service with the firm must equal at least 70.

Discounted services include:

## US Retirement Preparation Guide for Edward Jones Associates

- IRA fees – Normal IRA fees will be waived for retirees
- Securities trades – Retirees pay the same discounted commission rate charged to active associates
- Mutual funds – Retirees may purchase certain mutual funds at net asset value

## ESTATE PLANNING

### Account Registration

Anytime you experience a life-changing event (including retirement), it's appropriate to make an inventory of your assets and important legal documents. Far too often, individuals don't pay close enough attention to how accounts and assets are registered or titled. If they aren't titled appropriately, your assets may not end up where you want them in the event of your death or incapacity. Are your assets held in your single name? Are they jointly titled with another family member or spouse? Do they have a beneficiary designation? These are just a few examples of the questions you should consider in order to determine whether or not your accounts are titled appropriately.

### Beneficiary Designation

Tax-deferred plans, such as 401(k)s and IRAs allow you to designate individuals or trusts to receive the assets of an account without court involvement. Some plans have "default" beneficiaries to whom assets pass if you do not make a designation, and some plans default to your probate estate. It's important to review beneficiary designations to ensure that they are correct and make sense in light of your goals and your estate planning wishes.

Active associates may view their current group life insurance beneficiary designation(s) by using:

- Financial Advisors and BOAs: Working at Jones > Personal and Job Information > Benefit Enrollment > Beneficiary Editor.
- Home Office Associates: Jones Associate Connection > Benefit Enrollment > Beneficiary Editor.

If you have named an individual beneficiary, that person's name can be viewed and/or changed, subject to the applicable plan's requirements. If you've assigned life insurance benefits to a trust, you may obtain the assignment details from the HR/Benefits Department.

### Wills

A Will is a legal document in which you dispose of personal and real property that is held in your single name and that does not have a beneficiary designation. Through a Will, you nominate individual(s) to take charge of your assets, pay final expenses, file your final tax returns, and distribute your remaining property. A Will is where you may name individuals to care for your minor children or dependents (if applicable). You should consult with a qualified estate planning attorney who is licensed to practice law in your state of residence to review, revise or draft your Will.



## US Retirement Preparation Guide for Edward Jones Associates

### Trusts

A trust is a legal entity created by a grantor for the benefit of designated beneficiaries under state law. The trustee is in charge of the assets registered to the trust as a fiduciary responsibility to manage the property for the trust beneficiary(ies).

Two common types of trusts are testamentary trusts and revocable living trusts. You can create a testamentary trust through your Will. Often, assets must pass through probate before your testamentary trust is funded. You may create and fund a revocable living trust during your lifetime. Your trustee will use and distribute assets registered to your revocable living trust at the time of your death pursuant to the instructions contained in your trust document. Assets registered to a revocable living trust do not pass-through probate at the time of the grantor's death. You should consult with a qualified estate planning attorney who is licensed to practice law in your state of residence to determine whether you may want to revise or draft a trust. Additional information about trusts can be found on the Trust Services & Estate Planning JonesLink homepage.

### Durable Powers of Attorney

A durable power of attorney is a written instrument in which a person appoints an agent to act on his or her behalf to make financial and health care decisions. A durable power of attorney specifies exactly what the agent is authorized to do, and it may give the agent broad or very limited powers. A person can choose to give his or her agent the authority to act immediately or at some time in the future, such as when the grantor of the power becomes incapacitated. The powers granted under a durable power of attorney can last for a limited period of time or until the grantor of the power dies. Although your agent is bound to act in your best interest, you never should grant authority to someone that you don't completely trust. You should consult with a qualified estate planning attorney to determine what kind of durable power of attorney may be appropriate for your specific needs. An agent under a durable power of attorney may be given broad or limited power to act on your behalf. Although your agent is bound to act in your best interest, you should never grant authority to someone that you don't completely trust. You should consult with a qualified estate planning attorney to determine what kind of durable power of attorney may be appropriate for your specific needs.

### Health Care Directives/Living Wills

These documents reflect your desires regarding the medical treatments you wish to receive in the event of an illness or injury. These documents also may allow you to appoint a surrogate to make decisions for you if you are unable to do so. A living will direct the administration or withholding of life-sustaining medical treatment, food, and hydration in the event of a terminal illness or injury.

### Transfer on Death

Transfer on Death (TOD) or Pay on Death (POD) is an account registration that means that the account belongs to one or more person during lifetime and transfers or pays to designated beneficiaries after the death of the account owner(s). Assets passing through a TOD or POD designation do not pass-through probate. This type of registration is available for single and joint Edward Jones accounts in all states except for Louisiana.

## US Retirement Preparation Guide for Edward Jones Associates

### Edward Jones Trust Company

Edward Jones Trust Company offers a variety of financial management services. Our trust services can help preserve the family legacy, manage everyday financial needs, develop sustainable distribution strategies, handle personal monthly expenses, administer the terms of a trust or an investment policy, and more. For more information about our fees and typical account sizes, please contact Edward Jones Trust Company at x5-3051 or reference the Edward Jones Trust Company JonesLink homepage.

### Local Attorney

It's very important to seek assistance from a qualified estate planning attorney when developing your estate plan. Most financial advisors can give you the names of local attorneys who deal primarily in estate planning. Your estate plan may direct how you and your family are taken care of for many years, so it's very important that it is prepared correctly and meets your needs.

### Triggers for an Estate Plan Review

Even if you already have an estate plan, regular reviews are important. It's recommended that you have your estate planning documents reviewed every three to five years. Following is a list of other events that should trigger a review of your estate plan.

1. A change in your personal situation (i.e., marriage, divorce, death of a family member).
2. Any event that changes your financial situation, such as retirement.
3. A tax law change. It is important to make sure your documents still meet your objectives, and they take full advantage of current tax laws.
4. A change in your state of residence. It may not be necessary to redraft your documents in this case, but they should be reviewed

## FREQUENTLY ASKED QUESTIONS

**Q:** How do I notify the firm that I am retiring?

**A:** Headquarters and Branch associates should give their leader at least 30 days advance notice so there is a sufficient time to hire a replacement. When the actual retirement date arrives, the leader will complete a termination notice using the following method.

**BOA retirement:** The BOA should provide their retirement notification to HR via [WEB5169990](#). The FA can access the termination form via JonesLink > Working at Jones > My Team > Employment Events > Procedures > Termination.

**Headquarter Associate Retirement:** The HQ associate should provide their retirement notification to HR via [WEB5169990](#) (US). The associate's leader can access the termination form via Jones Associate Connection > My Team > Employment Events > Procedures-Associate > Termination.

**FA Retirement:** The FA's Area Leader should be notified as soon as the FA begins contemplating retirement. The Area Leader has responsibility to transition the business to a successor FA. Upon the actual retirement date, the Area Leader will complete a termination form indicating that the FA has retired.

In all cases, the information in the termination form is automatically fed to the Payroll system, HR Records, Benefits and Partner departments. The Benefits department will notify the insurance carriers of the coverage end date, and a COBRA notice is automatically generated.

## US Retirement Preparation Guide for Edward Jones Associates

For those financial advisors interested in a Retirement Transition Plan, they should contact the Client Transition Department.

### Medical

Q: Does Edward Jones offer a Medicare supplement plan for retirees over age 65?

A: Although the firm does not have a supplement plan for associates over age 65, COBRA continuation of medical and dental coverage is offered at retirement for those whose coverage ends. Under COBRA, the associate and eligible family members generally may continue coverage for up to 18 months after retirement by paying 102 percent of the cost of the coverage.

### Life and Disability Insurance

Q: Can my life insurance be converted to an individual policy?

A: Yes. Conversion is offered on supplemental life, basic life, and dependent life coverage. Conversion rates are based on the applicant's age, and each policy has age and coverage limits. Conversion is not available for basic or supplemental AD&D or long-term disability.

### Limited Partner Capital

Q: When a limited partner retires, what action is required regarding his or her limited partner capital?

A: No action on the part of the limited partner is necessary at the time of retirement. No limited partner is guaranteed an opportunity to retain his or her limited partner capital when he or she retires from Edward Jones. While a limited partner who retires from Edward Jones in good standing and meets certain eligibility requirements may be permitted to retain his or her limited partner capital in retirement, this determination is evaluated on an individual basis and is in the Managing Partner's discretion. Refer to page 13 for a discussion of the eligibility requirements.

Q: Can a retired limited partner work outside of Edward Jones and continue to keep his or her limited partner capital?

Retiree is allowed to choose to work after retirement and may pursue broad activities while retaining their investment in limited partner capital so long as those activities do not negatively impact the firm. Activities which negatively impact the firm include directly competing with the firm's business, competing for the firm's talent or clients, disparaging the firm, its current or former partners, or its employees, and engaging in any other activity negatively impacting the firm's business or business strategy. The terms in this paragraph shall apply unless prohibited by applicable state law. Additional information may be found at [Post Separation Activities Which Could Impact Your LP Capital Investment](#)

### Profit Sharing

Q: How soon must I take a distribution from the Edward Jones retirement plan once I retire?

A: Any associate who is under age 72 and has an account balance of at least \$1,000, can elect to leave the money in the plan.

Q: Once I elect a distribution, how long will it take to receive the money?

A: Empower Retirement processes distributions every business day of the year.

Q: Will I receive a monthly pension when I retire?

## US Retirement Preparation Guide for Edward Jones Associates

A: No. However, the Edward Jones plan does provide for installment or non-periodic payments, or associates receive the entire balance of their account and can elect a rollover or lump sum distribution. See the Profit-sharing Plan section for more details.

## US Retirement Preparation Guide for Edward Jones Associates

### Retiring from Edward Jones Timeline – Home Office Associates

#### Thinking of Retirement (5 - 1 Years Prior to Retirement)

<b>Contact Financial Advisor</b>	To review your accounts and plan financially for retirement.
<b>Contact the Retirement Consultation Group</b>	To learn about the possible benefits, you can receive at retirement and what it takes to be a qualified retiree from Edward Jones.
<b>Explore your Medical Coverage Options</b>	If you are not eligible for Medicare at retirement, you may want to get an estimate for the cost of COBRA or a private insurance plan.
<b>Review your Life Insurance</b>	Conversion for the group policy life insurance can be costly. You may want to review your coverage to ensure it meets your needs.

#### Retirement on the Horizon (1 Year - 90 Days Prior to Retirement Complete Action Item)

<b>Contact Financial Advisor</b>	To review your accounts and plan financially for retirement. Review extended trading privileges especially NAV for mutual funds.
<b>Contact the Retirement Consultation Group</b>	To go over the benefits you can expect and will receive at retirement.
<b>Select Retirement Date</b>	Determine your retirement date.

#### Pre-Retirement (90 - 30 Days Prior to Retirement Complete Action Item)

<b>Contact Social Security Administration</b>	If planning on receiving Social Security benefits at retirement, contact the SSA for an estimate of benefits.
<b>Contact Financial Advisor</b>	To review your accounts and plan financially for retirement.
<b>Contact the Retirement Consultation Group</b>	For your questions on retiring from the firm and the benefits you can expect at retirement.
<b>Apply for Medicare (if eligible)</b>	If you will be receiving Medicare at retirement, it is recommended to contact Medicare 3 months prior to your medical benefits ending.
<b>Research Medical Coverage</b>	If not eligible for Medicare, you may want to research your different medical coverage options. For example, COBRA, Health Insurance Marketplace, private insurance companies, etc.

## US Retirement Preparation Guide for Edward Jones Associates

<b>Apply for Social Security Benefits (if receiving at retirement)</b>	If you want to receive Social Security benefits at retirement, it is recommended to contact the SSA 90 days prior to benefits beginning.
<b>Notify Leader</b>	At least 30 days' notice is preferred, but no less than 2 weeks.
<b>Submit Retirement Notification</b>	Provide notification to HR via <a href="#">WEB5169990</a> (US) at least 2 weeks prior to your retirement date.
<b>Update Contact Information on Vender Sites</b>	Log on to Jones Associate Connection and select the different vendors. Update email address to home email address and create username and password for each one so you are able to access it once retired.

### Retirement

<b>Retire from the firm</b>	Congratulations on retiring from Edward Jones!
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### Post Retirement

#### 1 - 60 Days After Retirement

<b>Benefits End Date</b>	Coverage will end on the last day of the pay period in which you retire.
<b>Review COBRA Paperwork</b>	Within 7 to 10 business days from when benefits end, Tri-Star will mail enrollment paperwork to continue coverage through COBRA. *Time sensitive to enroll in COBRA.
<b>Review Life Insurance Conversion Forms</b>	Within 7 to 10 business days from when benefits end, MetLife will mail conversion paperwork to convert your Basic, Supplemental, and Dependent Life Insurance. *Time sensitive to be eligible to convert.
<b>Review H.S.A. Account</b>	Within 7 to 10 business days from when benefits end, Health Equity will mail a letter explaining your H.S.A with them.
<b>Review 401(k)/Profit Sharing Options</b>	As soon as Empower receives your date of retirement, a letter will be mailed to you explaining your options with your balance in the 401(k)/Profit Sharing Plan.
<b>Review Limited Partner Options</b>	Once you retire, Partnership Accounting will send you information letting you know if you are able to retain your investment in limited partner capital post-retirement.



## US Retirement Preparation Guide for Edward Jones Associates

### Annually During Retirement

<b>Review Limited Partner Verification</b>	Partnership Accounting will periodically verify information to confirm your continued eligibility to retain your investment in limited partner capital.
<b>Meet with Financial Advisor</b>	
<b>Review Income Sources</b>	
<b>Review Estimated Expenses</b>	
<b>Review Will &amp; Living Will</b>	
<b>Review Power of Attorney</b>	
<b>Review Health Care Directives</b>	
<b>Review Trusts</b>	
<b>Review Beneficiaries</b>	Including on insurance policies and retirement accounts/plans.
<b>Review Social Security</b>	
<b>Review Other Assets</b>	

## US Retirement Preparation Guide for Edward Jones Associates

### Retiring from Edward Jones: What to Consider – Home Office Associates

This information is provided to help answer general questions about what happens when you retire from Edward Jones. Review the information that applies to your specific situation as some sections may not apply to you.

#### Notify Leader

You will want to notify your Leader as early as possible once you determine that you will be retiring. The firm requests an associate to provide at least a 2-week notice when announcing their retirement in order to retire in good standing with Edward Jones. At least 30 days' notice is preferred, but no less than 2 weeks.

#### Notify HR

You will need to provide your retirement notification to HR via [WEB5169990](mailto:WEB5169990) at least 2-weeks prior to your retirement date, but no more than 30 days in advance. In order to retire in good standing, you must submit notification 2 weeks prior to your retirement date.

#### Address Change

If you are retiring and will be relocating, enter your new address into Jones Associate Connection before the last day of work. If your address changes after employment ends, you can email your change of address (please include your P/J#, previous address and signature) to [HRRecords@edwardjones.com](mailto:HRRecords@edwardjones.com).

#### Benefits End Date

For Home Office Associates, coverage for most plans will end on the last day of the pay period for which you paid a premium.

#### Social Security

The age when full Social Security benefits begin ranges from 65 to 67, depending on your date of birth. You can begin receiving reduced benefits as early as age 62. You can also delay benefits until age 70. Every individual's situation is different and can vary on when it is best to begin taking Social Security.

You become eligible for Social Security based on your wages and work history. You can learn more about your estimated earnings and when to apply by contacting the Social Security Administration.

- **Website:** [www.SSA.gov](http://www.SSA.gov) Use a calculator to estimate your retirement earnings and learn more about how to apply and complete your application online.
- **Phone:** 1-800-772-1213 Arrange for a telephone interview and complete your application for benefits.
- **In Person:** [www.socialsecurity.gov/locator](http://www.socialsecurity.gov/locator) Visit your local office for an in-person consultation and apply for benefits.

If you want to begin receiving social security benefits at retirement, then you may want to contact the Social Security Administration Office at least 90 days before you want the benefits to begin.

## US Retirement Preparation Guide for Edward Jones Associates

### Edward Jones Medical Plan

If you are a full-time associate, your Edward Jones medical plan coverage ends on the last day of the pay period in which you retire.

You may want to consider your source of healthcare coverage before selecting a retirement date.

### Options if retire before age 65:

- **COBRA:** You can continue your medical, dental and vision coverage under COBRA for up to 18 months after retirement at any age. You'll pay 102 percent of the premium cost to continue your medical and dental coverage under COBRA.

Tri-Star Systems will mail a COBRA continuation letter to your home within the first few weeks after you retire. You may select continuation coverage only for the benefits you had in place the day before your employment ended. You have 60 days to elect COBRA continuation coverage, and an additional 45 days to make a payment. Premiums will accumulate during this period retroactive to your last day of group coverage. If you elect COBRA continuation coverage and pay the premiums within the allotted period, coverage will be reinstated retroactive to the date after group coverage ended, with no lapse in coverage.

If you have questions about COBRA or do not receive your COBRA enrollment packet within 7-10 days of your retirement you may contact: Tri-Star Systems, 14323 South Outer 40 Road, Suite 200 S, Chesterfield, MO, 63017, OR by phone at 1-800-727-0182, option #2.

- **Long Service Plan:** Edward Jones' associates may be eligible for coverage under an Edward Jones medical plan (not dental or vision) after the normal COBRA maximum coverage period ends until you reach the age of 65. This extension of coverage is called the Long Service Plan (LSP).

To be eligible, you must satisfy the "Rule of 70". The rule states that you must be at least 50 years old at time of retirement, and your age plus your years of service with Edward Jones added together must equal at least 70 when your group medical coverage ends, this is before COBRA begins. You must also have participated in the COBRA plan for the full COBRA period (18 months) to be eligible for the LSP. You'll pay 102 percent of the premium cost to continue your medical coverage (but not dental and vision) under the LSP.

Tri-Star Systems will notify you once your COBRA coverage is coming to end to see if you would like to continue on the Long Service Plan.

Coverage for associates under the LSP ends when the former associate turns age 65 or becomes eligible for Medicare, whichever occurs first. At that time, spouses and eligible dependents will be permitted to continue coverage on an individual basis until they turn age 65 or until eligible for Medicare, whichever occurs first.

## US Retirement Preparation Guide for Edward Jones Associates

**\*Rule of 70:** The rule states that you must be at least 50 years old at time of retirement, and your age plus your years of service with Edward Jones added together must equal at least 70.

- **Health Insurance Marketplace or Individual Policy:** If you do not want to participate (or are not eligible) in COBRA or the Long Service Plan, then you can contact the Health Insurance Marketplace at 1-800-318-2596 or [healthcare.gov](https://healthcare.gov) to find a plan through them. In addition to the Health Insurance Marketplace, you may want to check out individual policies offered by insurance companies. You can call individual insurers and visit their websites. One aggregator of individual policies is [ehealthinsurance.com](https://ehealthinsurance.com).

### Options if retire at or after age 65:

- **Medicare:** To begin the enrollment process with Medicare, you can contact the Social Security Administration Office. To avoid a gap in coverage, you may want to start the application process three months prior to your Group Medical Coverage end date.

To enroll in Medicare through the Social Security Office, you can do one of the following:

- Apply online at [www.socialsecurity.gov](https://www.socialsecurity.gov)
- Visit your local Social Security office
- Call Social Security at **1-800-772-1213**

### Health Savings Account

Participation in the Edward Jones HSA will end on the date your employment with Edward Jones ends. At retirement Health Equity will contact you to transfer your HSA account balance to an individual HSA account. You will be responsible for paying any account maintenance fees if it remains at Health Equity. You also have the option to open an individual HSA at another bank and make a direct rollover of your balance with no immediate tax consequences. If you complete an indirect rollover, you must transfer your balance within 60 days to avoid, any tax consequences. The Edward Jones medical plan is a high deductible health plan, which allows you to contribute to an HSA. If you continue Edward Jones medical coverage under COBRA, you can continue contributing to an HSA account directly through Health Equity. Once you are no longer enrolled in a High Deductible Health Plan, you must stop contributing to an HSA. If you switch out of an HSA-eligible medical plan and continue contributing to an HSA, you will be subject to an excise tax. If you have any questions, you should consult your tax advisor.

You can use your HSA to pay premiums for coverage through COBRA, the Edward Jones LSP, or Medicare. You also can use it to pay other qualified out-of-pocket medical costs.

If you have an outstanding HSA payroll advance, you will be required to repay Edward Jones the balance due. Edward Jones will withhold the balance owed from your paychecks and/or will notify you by mail of any outstanding balance. If you fail to repay the balance, Edward Jones will be required to report the outstanding amount to the IRS. This will result in a tax liability at the federal level and for most states, the state level and your personnel record will be marked as ineligible for rehire.

## US Retirement Preparation Guide for Edward Jones Associates

### Health Care and Dependent Care Flexible Spending Accounts

You may elect to continue your health care flexible spending account contribution on an after-tax basis under COBRA. Claims incurred prior to termination of employment are eligible for reimbursement. Eligible claims must be submitted before March 31 of the year following employment termination. Continuation is not offered for dependent care reimbursement accounts. Reimbursement claim forms can be found on [www.myhealthequity.com](http://www.myhealthequity.com). Inquiries regarding your current account balance or outstanding reimbursement claims can be directed to Health Equity at 1- 844-281-0433.

### Basic Life, Supplemental Life, Spouse Life and Child Life Insurance

Conversion to an individual whole life insurance policy is available for these plans. Approximately two weeks after your group coverage ends (retire), you will receive information about conversion directly from MetLife. Conversion is offered without evidence of insurability and conversion rates for an individual policy are based on age and level of coverage. Notice of a request for the rate quote must be made within 31 days from the date of group coverage termination or 15 days from the date on the notice from MetLife, whichever is later. The request for a rate quote will not be accepted if received by MetLife after 91 days from the date group coverage ends.

### Short Term Disability and Long-Term Disability

Short term disability and long-term disability insurance coverage ends at the end of the pay period. Conversion to an individual policy is not offered for long-term disability insurance. Short term disability benefits are pay practices so benefits cannot be extended or converted.

### Basic Accidental Death & Dismemberment and Supplemental Accidental Death & Dismemberment

Coverage ends the earliest of the following:

- 1) the last day of the pay period,
- 2) the last day of the pay period during which you are no longer in a class eligible for coverage, or the policy no longer insures your class,
- 3) the last day of the pay period during which the premium payment is due but not paid.

Conversion is not offered.

### Edward Jones Profit Sharing & 401(k) Plan

Once you retire from Edward Jones, you are entitled to the full balance of your account. Empower will mail you a letter at retirement letting you know what your options are for your balance. However, generally you have the following options regarding your retirement plan assets:

- Leave the money in the plan
  - Any associate can elect to leave the money in the plan as long as the balance is over \$1,000.
- Rollover the assets
  - You may choose to roll the money over into an Individual Retirement Account (IRA).
- Take a lump sum distribution
  - You may elect to have the full amount paid directly to you. Please note that if you do not rollover the money to another qualified plan or an IRA, you will be taxed on the entire pre-tax amount paid to you. Federal tax withholding of 20% is required on the

## US Retirement Preparation Guide for Edward Jones Associates

taxable portion at the time of the distribution.

- Installment payments or periodic payments
  - Payments spread over a period of at least 10 years may not be rolled over and are not subject to the 20% withholding that applies to eligible rollovers.

If you decide to take a distribution or rollover the balance, you may go online to [www.edj401k.com](http://www.edj401k.com) or contact Empower at **877-EDJ-401K** (877-335-4015). Please note that all distributions are completed in cash, no shares will be transferred.

### Limited Partner Capital

No limited partner is guaranteed the opportunity to retain his or her investment in limited partner capital when he or she retires from Edward Jones. While a limited partner who retires from Edward Jones in good standing and meets certain eligibility terms may be permitted to retain their limited partner capital in retirement, this determination is evaluated on an individual basis and is in the Managing Partner's discretion. To learn more about retaining limited partner capital after retirement, see [Limited Partnership \(LP\) : Retire or Separate from the Firm](#).

For additional information, contact the Partnership Accounting Service Team at **314-515- 2000, ext. 2-3754**.

### Bonuses

To be eligible to receive a bonus, you must be actively employed through the entire bonus period. However, you do not have to be here when the bonus pays out if you retire under the rule of 70.

### Vacation, Sick and Personal Days

You will be compensated for all accrued, but unused vacation and personal day(s) upon retirement. If you have been paid for more vacation than you have accrued as of your retirement date, you will be required to reimburse the firm. Unused sick days are forfeited upon retirement.

### Employee Assistance Program

All Edward Jones associates and their dependents are eligible to access the Headspace app until the last day of the month following the last day of employment or 7 days, whichever is greater.

To extend eligibility for services on the Headspace app, individuals who will lose EAP coverage based on a COBRA-qualifying event (including associates/dependents impacted by the associate's termination and dependents impacted by an associate death, divorce, or legal separation) are eligible to elect EAP coverage and register on the Headspace platform. Eligible individuals will receive notification from Tri-Star of the opportunity to elect EAP coverage through COBRA if seeking to extend eligibility. If these eligible individuals elect EAP coverage through COBRA, they will have the opportunity to invite 5 dependents as "Loved Ones" to access the services on the Headspace app.

For EAP services accessed by phone, Edward Jones associates and their dependents remain eligible for 90 days regardless of if they elect EAP coverage through COBRA and can extend their eligibility



## US Retirement Preparation Guide for Edward Jones Associates

beyond 90 days if they elect EAP coverage through COBRA. Associates can find 24/7 support via Headspace at 855-420-0734.

### Extended Trading Privileges

Associates who retire in good standing with the firm may continue to receive associate trade and fee privileges for the life of the account. To be eligible, an associate must be at least age 50 when employment terminates and age plus years of service with the firm must equal at least 70.

- Discounted services include:
  - IRA fees – Normal IRA fees will be waived for retirees
  - Money Market – Minimum balance requirement is waived for Edward Jones' retirees
  - Securities trades – Retirees pay the same discounted commission rate charged to active associates
  - Mutual Funds – Retirees may purchase certain mutual funds at net asset value.
- Discounted services no longer included:
  - Securities trades – Retirees do NOT qualify for commission free day
  - Unit Investment Trust trades – Retirees do NOT qualify for a commission discount on UIT's

### Update Usernames, Emails and Passwords

Prior to your retirement date, you may want to log on to their various websites that we have our benefits through and set up usernames and passwords so you can log on from home once you retire. You may also want to update the email to reflect your home email, so you can get information sent there instead of your work email. To access the various websites, you can log on to Jones Associate Connection and select Benefits. The following will be available to select and log on to:

- Empower
- Anthem
- Express Scripts
- Health Equity

### Planning Your Estate:

#### Account Registration

Look at all your accounts to make sure they're titled as you want them to be. Your assets may transfer more smoothly if your accounts are titled jointly with another family member or if you have registered them to transfer or pay a specific person or trust upon your death.

#### Beneficiary Designation

Review your beneficiary designations for all your accounts and benefits. For many plans, designating specific people or trusts to receive your account upon your death can allow your assets to transfer without court involvement.

To review your life and accident insurance beneficiaries:

- Home-office associates: Jones Associate Connection > Benefit Enrollment > Beneficiary Editor.

## US Retirement Preparation Guide for Edward Jones Associates

To review your retirement plan beneficiaries:

- Home-office associates: Jones Associate Connection > Benefits, 401(k) > Empower or [www.edj401k.com](http://www.edj401k.com).

### Wills, Trusts, and Durable Powers of Attorney

A will is a legal document that guides how your assets are distributed after your death. A trust also can help manage and control the distribution of your assets while you're living and after your death. A durable power of attorney allows you to appoint someone to make legal and health care decisions for you if you become incapacitated. You may want to talk with an estate planning attorney about creating these documents.

### Health Care Directives and Living Wills

These documents allow you to appoint a person to carry out your wishes regarding medical treatments if you are unable to make your own decisions. They are legal documents that you can create with the assistance of an attorney.

### Edward Jones Trust Company

Edward Jones Trust Company offers a variety of financial management services. Our trust services can help preserve the family legacy, manage everyday financial needs, develop sustainable distribution strategies, handle personal monthly expenses, administer the terms of a trust or an investment policy, and more. For information about our fees and typical account sizes, please contact Edward Jones Trust Company at **314-515-3051** or [www.edwardjones.com/trustco](http://www.edwardjones.com/trustco).

## US Retirement Preparation Guide for Edward Jones Associates

### Retiring from Edward Jones Timeline – Branch Office Administrator

#### Thinking of Retirement (5 - 1 Years Prior to Retirement)

<b>Contact Financial Advisor</b>	To review your accounts and plan financially for retirement.
<b>Contact the Retirement Consultation Group</b>	To learn about the possible benefits, you can receive at retirement and what it takes to be a qualified retiree from Edward Jones.
<b>Explore your Medical Coverage Options</b>	If you are not eligible for Medicare at retirement, you may want to get an estimate for the cost of COBRA or a private insurance plan.
<b>Review your Life Insurance</b>	Conversion for the group policy life insurance can be costly. You may want to review your coverage to ensure it meets your needs.

#### Retirement on the Horizon (1 Year - 90 Days Prior to Retirement)

<b>Contact Financial Advisor</b>	To review your accounts and plan financially for retirement. Review extended trading privileges especially NAV for mutual funds.
<b>Contact the Retirement Consultation Group</b>	To go over the benefits you can expect and will receive at retirement.
<b>Select Retirement Date</b>	Determine your retirement date.

#### Pre-Retirement (90 - 30 Days Prior to Retirement)

<b>Benefits End Date</b>	Coverage will end on the last day of the pay period in which you retire.
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## US Retirement Preparation Guide for Edward Jones Associates

<b>Review COBRA Paperwork</b>	Within 7 to 10 business days from when benefits end, Tri-Star will mail enrollment paperwork to continue coverage through COBRA. *Time sensitive to enroll in COBRA.
<b>Review Life Insurance Conversion Forms</b>	Within 7 to 10 business days from when benefits end, MetLife will mail conversion paperwork to convert your Basic, Supplemental, and Dependent Life Insurance. *Time sensitive to be eligible to convert.
<b>Review H.S.A. Account</b>	Within 7 to 10 business days from when benefits end, Health Equity will mail a letter explaining your H.S.A with them.
<b>Review 401(k)/Profit Sharing Options</b>	As soon as Empower received your date of retirement, a letter will be mailed to you explaining your options with your balance in the 401(k)/Profit Sharing Plan.

### Annually During Retirement

<b>Review Limited Partner Verification</b>	Partnership Accounting will send you information that must be returned in order to retain your investment in limited partner capital post-retirement.
<b>Meet with Financial Advisor</b>	
<b>Review Income Sources</b>	
<b>Review Estimated Expenses</b>	
<b>Review Will &amp; Living Will</b>	
<b>Review Power of Attorney</b>	
<b>Review Health Care Directives</b>	
<b>Review Trusts</b>	
<b>Review Beneficiaries</b>	Including on insurance policies and retirement accounts/plans.

## US Retirement Preparation Guide for Edward Jones Associates

<b>Review Social Security</b>	
<b>Review Other Assets</b>	

### Retiring from Edward Jones: What to Consider – Branch Office Administrator

This information is provided to help answer general questions about what happens when you retire from Edward Jones. Review the information that applies to your specific situation as some sections may not apply to you.

#### Contact Your Financial Advisor

You will want to notify your Financial Advisor as early as possible once you determine that you will be retiring. The firm requests an associate to provide at least a 2-week notice when announcing their retirement in order to retire in good standing with Edward Jones. At least 30 days' notice is preferred, but no less than 2 weeks.

#### Notify HR

You will need to provide your retirement notification to HR via [WEB5169990](mailto:WEB5169990) at least 2 weeks prior to your retirement date, but no more than 30 days in advance. In order to retire in good standing, you must submit notification 2 weeks prior to your retirement date.

#### Address Change

If you are retiring and will be relocating, enter your new address into Jones Associate Connection before the last day of work. If your address changes after employment ends, you can email your change of address (please include your P/J#, previous address and signature) to [HRRecords@edwardjones.com](mailto:HRRecords@edwardjones.com).

#### Benefits End Date

For Branch Office Administrators, coverage for most plans will end on the last day of the pay period for which you paid a premium.

#### Social Security

The age when full Social Security benefits begin ranges from 65 to 67, depending on your date of birth. You can begin receiving reduced benefits as early as age 62. You can also delay benefits until

## US Retirement Preparation Guide for Edward Jones Associates

age 70. Every individual's situation is different and can vary on when it is best to begin taking Social Security.

You become eligible for Social Security based on your wages and work history. You can learn more about your estimated earnings and when to apply by contacting the Social Security Administration.

- **Website:** <http://www.SSA.gov> Use a calculator to estimate your retirement earnings and learn more about how to apply and complete your application online.
- **Phone:** 1-800-772-1213 Arrange for a telephone interview and complete your application for benefits.
- **In Person:** <http://www.socialsecurity.gov/locator> Visit your local office for an in-person consultation and apply for benefits.

If you want to begin receiving social security benefits at retirement, then you may want to contact the Social Security Administration Office at least 90 days before you want the benefits to begin.

### Edward Jones Medical Plan

If you are a full-time associate, your Edward Jones medical plan coverage ends on the last day of the pay period in which you retire.

You may want to consider your source of healthcare coverage before selecting a retirement date.

### Options if retire before age 65:

- **COBRA:** You can continue your medical, dental and vision coverage under COBRA for up to 18 months after retirement at any age. You'll pay 102 percent of the premium cost to continue your medical and dental coverage under COBRA.

Tri-Star Systems will mail a COBRA continuation letter to your home within the first few weeks after you retire. You may select continuation coverage only for the benefits you had in place the day before your employment ended. You have 60 days to elect COBRA continuation coverage, and an additional 45 days to make a payment. Premiums will accumulate during this period retroactive to your last day of group coverage. If you elect COBRA continuation coverage and pay the premiums within the allotted period, coverage will be reinstated retroactive to the date after group coverage ended, with no lapse in coverage.

If you have questions about COBRA or do not receive your COBRA enrollment packet within 7-10 days of your retirement you may contact: Tri-Star Systems, 14323 South Outer 40 Road, Suite 200 S, Chesterfield, MO, 63017, OR by phone at 1-800-727-0182, option #2.

- **Long Service Plan:** Edward Jones' associates may be eligible for coverage under an Edward Jones medical plan (not dental or vision) after the normal COBRA maximum coverage period ends until you reach the age of 65. This extension of coverage is called the Long Service Plan (LSP).

To be eligible, you must satisfy the "Rule of 70\*". The rule states that you must be at least 50

## US Retirement Preparation Guide for Edward Jones Associates

years old at time of retirement, and your age plus your years of service with Edward Jones added together must equal at least 70 when your group medical coverage ends, this is before COBRA begins. You must also have participated in the COBRA plan for the full COBRA period (18 months) to be eligible for the LSP. You'll pay 102 percent of the premium cost to continue your medical coverage (but not dental and vision) under the LSP.

Tri-Star Systems will notify you once your COBRA coverage is coming to end to see if you would like to continue on the Long Service Plan.

Coverage for associates under the LSP ends when the former associate turns age 65 or becomes eligible for Medicare, whichever occurs first. At that time, spouses and eligible dependents will be permitted to continue coverage on an individual basis until they turn age 65 or until eligible for Medicare, whichever occurs first.

**\*Rule of 70:** The rule states that you must be at least 50 years old, and your age plus your years of service with Edward Jones added together must equal at least 70.

- **Health Insurance Marketplace or Individual Policy:** If you do not want to participate (or are not eligible) in COBRA or the Long Service Plan, then you can contact the Health Insurance Marketplace at 1-800-318-2596 or [healthcare.gov](https://healthcare.gov) to find a plan through them. In addition to the Health Insurance Marketplace, you may want to check out individual policies offered by insurance companies. You can call individual insurers and visit their websites. One aggregator of individual policies is [ehealthinsurance.com](https://ehealthinsurance.com).

### Options if retire at or after age 65:

- **Medicare:** To begin the enrollment process with Medicare, you can contact the Social Security Administration Office. To avoid a gap in coverage, you may want to start the application process three months prior to your Group Medical Coverage end date.

To enroll in Medicare through the Social Security Office, you can do one of the following:

- Apply online at [www.socialsecurity.gov](https://www.socialsecurity.gov)
- Visit your local Social Security office
- Call Social Security at 1-800-772-1213

### Health Savings Account

Participation in the Edward Jones HSA will end on the date your employment with Edward Jones ends. At retirement Health Equity will contact you to transfer your HSA account balance to an individual HSA account. You will be responsible for paying any account maintenance fees if it remains at Health Equity. You also have the option to open an individual HSA at another bank and transfer your balance. If the transfer occurs within 60 days, there is no tax consequence. The Edward Jones medical plan is a High Deductible Health Plan, which allows you to contribute to an HSA. If you continue Edward Jones medical coverage under COBRA, you can continue contributing to an HSA account directly through Health Equity. Once you are no longer enrolled in a High Deductible Health Plan, you must stop contributing to an HSA. If you switch out of an HSA-eligible medical plan and continue contributing



## US Retirement Preparation Guide for Edward Jones Associates

to an HSA, you will be subject to an excise tax. If you have any questions, you should consult your tax advisor.

You can use your HSA to pay premiums for coverage through COBRA, the Edward Jones LSP, or Medicare. You also can use it to pay other out-of-pocket medical costs.

If you have an outstanding HSA payroll advance, you will be required to repay Edward Jones the balance due. Edward Jones will withhold the balance owed from your paychecks and/or will notify you by mail of any outstanding balance. If you fail to repay the balance, Edward Jones will be required to report the outstanding amount to the IRS. This will result in a tax liability at the federal level and for most states, the state level and your personnel record will be marked as ineligible for rehire.

### Health Care and Dependent Care Flexible Spending Accounts

You may elect to continue your health care flexible spending account contribution on an after-tax basis under COBRA. Claims incurred prior to termination of employment are eligible for reimbursement. Eligible claims must be submitted before March 31 of the year following employment termination. Continuation is not offered for dependent care reimbursement accounts. Reimbursement claim forms can be found on [www.myhealteqity.com](http://www.myhealteqity.com). Inquiries regarding your current account balance or outstanding reimbursement claims can be directed to Health Equity at 844-281-0433

### Basic Life, Supplemental Life, Spouse Life and Child Life Insurance

Conversion to an individual whole life insurance policy is available for these plans. Approximately 7-10 business days after your group coverage ends, you will receive information about conversion directly from MetLife. Conversion is offered without evidence of insurability and conversion rates for an individual policy are based on age and level of coverage. Notice of a request for the rate quote must be made within 31 days from the date of group coverage termination or 15 days from the date on the notice from MetLife, whichever is later. The request for a rate quote will not be accepted if received by MetLife after 91 days from the date group coverage ends.

### Short Term Disability and Long-Term Disability

Short term disability and long-term disability insurance coverage ends at the end of the pay period. Conversion to an individual policy is not offered for long-term disability insurance. Short term disability benefits are pay practices so benefits cannot be extended or converted.

### Basic Accidental Death & Dismemberment and Supplemental Accidental Death & Dismemberment

Coverage ends on the earliest of the following:

- 1) the last day of the pay period,
- 2) the last day of the pay period during which you are no longer in a class eligible for coverage, or the policy no longer insures your class,
- 3) the last day of the pay period during which the premium payment is due but not paid

Conversion is not offered.

## US Retirement Preparation Guide for Edward Jones Associates

### Edward Jones Profit Sharing & 401(k) Plan

Once you retire from Edward Jones, you are entitled to the full balance of your account. Empower will mail you a letter at retirement letting you know what your options are for your balance. However, generally, you have the following options regarding your retirement plan assets:

- Leave the money in the plan
  - Any associate can elect to leave the money in the plan as long as the balance is over \$1,000.
- Rollover the assets
- You may choose to roll the money over into an Individual Retirement Account (IRA); provided that any amounts in a designated Roth account may only be rolled over to a Roth IRA.
- Take a lump sum distribution
  - You may elect to have the full amount paid directly to you. Please note that if you do not rollover the money to another qualified plan or an IRA, you will be taxed on the entire pre-tax amount paid to you. Federal tax withholding of 20% is required on the taxable portion at the time of the distribution.
- Installment payments or periodic payments
  - Payments spread over a period of at least 10 years may not be rolled over and are not subject to the 20% withholding that applies to eligible rollovers.

If you decide to take a distribution or rollover the balance, you may go online at <http://www.edj401k.com> or to contact Empower at **877-EDJ-401K** (877-335-4015). Please note that all distributions are completed in cash, no shares will be transferred.

### Limited Partner Capital

No limited partner is guaranteed the opportunity to retain his or her limited partner capital when he or she retires from Edward Jones. While a limited partner who retires from Edward Jones in good standing and meets certain eligibility terms may be permitted to retain his or her limited partner capital in retirement, this determination is evaluated on an individual basis and is in the Managing Partner's discretion. For a discussion of the eligibility requirements for retaining limited partner capital, refer to page 13. To learn more about retaining limited partner capital after retirement, see [Limited Partnership \(LP\) : Retire or Separate from the Firm](#).

For additional information, contact the Partnership Accounting Service Team at **314-515- 2000, ext. 2-3754**.

### Bonuses

To be eligible to receive a bonus, you must be actively employed through the entire bonus period. However, you do not have to be here when the bonus pays out if you retire under the rule of 70.

### Vacation, Sick and Personal Days

You will be compensated for all accrued, but unused vacation and personal day(s) upon retirement. If you have been paid for more vacation than you have accrued as of your retirement date, you will be required to reimburse the firm. Unused sick days are forfeited upon retirement.

## US Retirement Preparation Guide for Edward Jones Associates

### Employee Assistance Program

All Edward Jones associates and their dependents are eligible to access the Headspace app until the last day of the month following the last day of employment or 7 days, whichever is greater.

To extend eligibility for services on the Headspace app, individuals who will lose EAP coverage based on a COBRA-qualifying event (including associates/dependents impacted by the associate's termination and dependents impacted by an associate death, divorce, or legal separation) are eligible to elect EAP coverage and register on the Headspace platform. Eligible individuals will receive notification from Tri-Star of the opportunity to elect EAP coverage through COBRA if seeking to extend eligibility. If these eligible individuals elect EAP coverage through COBRA, they will have the opportunity to invite 5 dependents as "Loved Ones" to access the services on the Headspace app.

For EAP services accessed by phone, Edward Jones associates and their dependents remain eligible for 90 days regardless of if they elect EAP coverage through COBRA and can extend their eligibility beyond 90 days if they elect EAP coverage through COBRA. Associates can find 24/7 support via Headspace at 855-420-0734.

### Extended Trading Privileges

Associates who retire in good standing with the firm may continue to receive associate trade and fee privileges for the life of the account. To be eligible, an associate must be at least age 50 when employment terminates and age plus years of service with the firm must equal at least 70.

- Discounted services include:
  - IRA fees – Normal IRA fees will be waived for retirees
  - Money Market – Minimum balance requirement is waived for Edward Jones' retirees
  - Securities trades – Retirees pay the same discounted commission rate charged to active associates
  - Mutual Funds – Retirees may purchase certain mutual funds at net asset value.
- Discounted services no longer included:
  - Securities trades – Retirees do NOT qualify for commission free day
  - Unit Investment Trust trades – Retirees do NOT qualify for a commission discount on UIT's

### Update Usernames, Emails and Passwords

Prior to your retirement date, you may want to log on to their various websites that we have our benefits through and set up usernames and passwords, so you can log on from home once you retire. You may also want to update the email to reflect your home email, so you can get information sent there instead of your work email. To access the various websites, you can log on to Personal & Job information on JonesLink and select Benefits. The following will be available to select and log on to:

- Empower
- Anthem
- Express Scripts
- Health Equity

### Planning Your Estate:

## US Retirement Preparation Guide for Edward Jones Associates

### Account Registration

Look at all your accounts to make sure they're titled as you want them to be. Your assets may transfer more smoothly if your accounts are titled jointly with another family member or if you have registered them to transfer or pay a specific person or trust upon your death.

### Beneficiary Designation

Review your beneficiary designations for all your accounts and benefits. For many plans, designating specific people or trusts to receive your account upon your death can allow your assets to transfer without court involvement.

To review your life and accident insurance beneficiaries:

- Branch office associates: Working at Jones > Personal and Job Information > Benefit Enrollment > Beneficiary Editor.

To review your retirement plan beneficiaries:

- Branch office associates: Working at Jones > Personal and Job Information > Benefits, 401(k) > Empower or [www.edj401k.com](http://www.edj401k.com).

### Wills, Trusts, and Durable Powers of Attorney

A will is a legal document that guides how your assets are distributed after your death. A trust also can help manage and control the distribution of your assets while you're living and after your death. A durable power of attorney allows you to appoint someone to make legal and health care decisions for you if you become incapacitated. You may want to talk with an estate planning attorney about creating these documents.

### Health Care Directives and Living Wills

These documents allow you to appoint a person to carry out your wishes regarding medical treatments if you are unable to make your own decisions. They are legal documents that you can create with the assistance of an attorney.

### Edward Jones Trust Company

Edward Jones Trust Company offers a variety of financial management services. Our trust services can help preserve the family legacy, manage everyday financial needs, develop sustainable distribution strategies, handle personal monthly expenses, administer the terms of a trust or an investment policy, and more. For information about our fees and typical account sizes, please contact Edward Jones Trust Company at 314-515-3051 or [www.edwardjones.com/trustco](http://www.edwardjones.com/trustco).

## US Retirement Preparation Guide for Edward Jones Associates

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## US Retirement Preparation Guide for Edward Jones Associates

### Retiring from Edward Jones: What to Consider – Financial Advisor

This information is provided to help answer general questions about what happens when you retire from Edward Jones. Review the information that applies to your specific situation as some sections may not apply to you.

#### Contact Your Regional Leader and Area Leader

You will want to notify your Regional Leader as well as your Area Leader to discuss your potential retirement. Once you notify them, you will want to contact the Client Transition Department on [WEB097082](#).

#### Retirement Transition Plans

Financial Advisors should review the timing requirements for participation in their retirement transition plans. Such plans are designed to ensure a smooth transition for the branch teams, their clients, the incoming financial advisors, and the veteran retiring advisors. To participate in a retirement transition plan, the Financial Advisor must be in good standing at retirement, have at least \$30 million in assets under care and have age plus tenure as an Edward Jones Financial Advisor of 70 years or greater. For additional information regarding your retirement transition plan, please contact your Design Specialist in the Client Transition Department. Please refer to [WEB097082](#) to identify your Design Specialist and their contact information.

#### Address Change

If you are retiring and will be relocating, enter your new address into Jones Associate Connection before the last day of work. If your address changes after employment ends, you can email your change of address (please include your P/J#, previous address and signature) to [HRRecords@edwardjones.com](mailto:HRRecords@edwardjones.com).

#### Benefits End Date

For Financial Advisors, coverage for most plans will end on the last day of the month in which you retire. Short term disability and income continuation benefits end on the last day that you are an active, full-time associate.

#### Social Security

The age when full Social Security benefits begin ranges from 65 to 67, depending on your date of birth. You can begin receiving reduced benefits as early as age 62. You can also delay benefits until age 70. Every individual's situation is different and can vary on when it is best to begin taking Social Security.

You become eligible for Social Security based on your wages and work history. You can learn more about your estimated earnings and when to apply by contacting the Social Security Administration.

- **Website:** <http://www.SSA.gov> Use a calculator to estimate your retirement earnings and learn more about how to apply and complete your application online.
- **Phone: 1-800-772-1213** Arrange for a telephone interview and complete your application for benefits.

## US Retirement Preparation Guide for Edward Jones Associates

- **In Person:** <http://www.socialsecurity.gov/locator> Visit your local office for an in-person consultation and apply for benefits.

If you want to begin receiving social security benefits at retirement, then you may want to contact the Social Security Administration Office at least 90 days before you want the benefits to begin.

### Edward Jones Medical Plan

If you are a full-time associate, your Edward Jones medical plan coverage ends on the last day of the pay period in which you retire. You may want to consider your source of healthcare coverage before selecting a retirement date.

### Options if retire before age 65:

- **COBRA:** You can continue your medical, dental and vision coverage under COBRA for up to 18 months after retirement at any age. You'll pay 102 percent of the premium cost to continue your medical and dental coverage under COBRA.

Tri-Star Systems will mail a COBRA continuation letter to your home within the first few weeks after you retire. You may select continuation coverage only for the benefits you had in place the day before your employment ended. You have 60 days to elect COBRA continuation coverage, and an additional 45 days to make a payment. Premiums will accumulate during this period retroactive to your last day of group coverage. If you elect COBRA continuation coverage and pay the premiums within the allotted period, coverage will be reinstated retroactive to the date after group coverage ended, with no lapse in coverage.

If you have questions about COBRA or do not receive your COBRA enrollment packet within 7-10 days of your retirement you may contact: Tri-Star Systems, 14323 South Outer 40 Road, Suite 200 S, Chesterfield, MO, 63017, OR by phone at 1-800-727-0182, option #2.

- **Long Service Plan:** Edward Jones associates may be eligible for coverage under an Edward Jones medical plan (not dental or vision) after the normal COBRA maximum coverage period ends until you reach the age of 65 or you become eligible for Medicare, whichever occurs first. This extension of coverage is called the Long Service Plan (LSP).

To be eligible, you must satisfy the "Rule of 70\*". The rule states that you must be at least 50 years old at time of retirement, and your age plus your years of service with Edward Jones added together must equal at least 70 when your group medical coverage ends, this is before COBRA begins. You must also have participated in the COBRA plan for the full COBRA period (18 months) to be eligible for the LSP. You'll pay 102 percent of the premium cost to continue your medical coverage (but not dental and vision) under the LSP.

Tri-Star Systems will notify you once your COBRA coverage is coming to end to see if you would like to continue on the Long Service Plan.

Coverage for associates under the LSP ends when the former associate turns age 65 or becomes eligible for Medicare, whichever occurs first. At that time, spouses and eligible dependents will be



## US Retirement Preparation Guide for Edward Jones Associates

permitted to continue coverage on an individual basis until they turn age 65 or until eligible for Medicare, whichever occurs first.

**\*Rule of 70:** The rule states that you must be at least 50 years old, and your age plus your years of service with Edward Jones added together must equal at least 70.

- **Health Insurance Marketplace or Individual Policy:** If you do not want to participate (or are not eligible) in COBRA or the Long Service Plan, then you can contact the Health Insurance Marketplace at 1-800-318-2596 or [healthcare.gov](https://healthcare.gov) to find a plan through them. In addition to the Health Insurance Marketplace, you may want to check out individual policies offered by insurance companies. You can call individual insurers and visit their websites. One aggregator of individual policies is [ehealthinsurance.com](https://ehealthinsurance.com).

### Options if retire at or after age 65:

- **Medicare:** To begin the enrollment process with Medicare, you can contact the Social Security Administration Office. To avoid a gap in coverage, you may want to start the application process three months prior to your Group Medical Coverage end date.

To enroll in Medicare through the Social Security Office, you can do one of the following:

- Apply online at [www.socialsecurity.gov](https://www.socialsecurity.gov)
- Visit your local Social Security office
- Call Social Security at 1-800-772-1213

### Health Savings Account

Participation in the Edward Jones HSA will end on the date your employment with Edward Jones ends. At retirement Health Equity will contact you to transfer your HSA account balance to an individual HSA account. You will be responsible for paying any account maintenance fees if it remains at Health Equity. You also have the option to open an individual HSA at another bank and transfer your balance. If the transfer occurs within 60 days, there is no tax consequence. The Edward Jones medical plan is a High Deductible Health Plan, which allows you to contribute to an HSA. If you continue Edward Jones medical coverage under COBRA, you can continue contributing to an HSA account directly through Health Equity. Once you are no longer enrolled in a High Deductible Health Plan, you must stop contributing to an HSA. If you switch out of an HSA-eligible medical plan and continue contributing to an HSA, you will be subject to an excise tax. If you have any questions, you should consult your tax advisor.

You can use your HSA to pay premiums for coverage through COBRA, the Edward Jones LSP, or Medicare. You also can use it to pay other out-of-pocket medical costs.

If you have an outstanding HSA payroll advance, you will be required to repay Edward Jones the balance due. Edward Jones will withhold the balance owed from your paychecks and/or will notify you by mail of any outstanding balance. If you fail to repay the balance, Edward Jones will be required to report the outstanding amount to the IRS. This will result in a tax liability at the federal level and for most states, the state level and your personnel record will be marked as ineligible for rehire.

## US Retirement Preparation Guide for Edward Jones Associates

### Health Care and Dependent Care Flexible Spending Accounts

You may elect to continue your health care flexible spending account contribution on an after-tax basis under COBRA. Claims incurred prior to termination of employment are eligible for reimbursement. Eligible claims must be submitted before March 31 of the year following employment termination. Continuation is not offered for dependent care reimbursement accounts. Reimbursement claim forms can be found on [www.myhealthequity.com](http://www.myhealthequity.com). Inquiries regarding your current account balance or outstanding reimbursement claims can be directed to Health Equity at 1-844-281-0433.

### Basic Life, Supplemental Life, Spouse Life and Child Life Insurance

Conversion to an individual whole life insurance policy is available for these plans. Approximately 7 to 10 business days after your group coverage ends, you will receive information about conversion directly from MetLife. Conversion is offered without evidence of insurability and conversion rates for an individual policy are based on age and level of coverage. Notice of a request for the rate quote must be made within 31 days from the date of group coverage termination or 15 days from the date on the notice from MetLife, whichever is later. The request for a rate quote will not be accepted if received by MetLife after 91 days from the date group coverage ends.

### Short Term Disability, Income Continuation, and Long-Term Disability

Short term disability, income continuation, and long-term disability insurance eligibility ends at the end of month. Conversion to an individual policy is not offered for long-term disability insurance. Short term disability and income continuation benefits cannot be extended or converted.

### Basic Accidental Death & Dismemberment and Supplemental Accidental Death & Dismemberment

Coverage ends on the day you retire from Edward Jones. Conversion is not offered.

### Edward Jones Profit Sharing & 401(k) Plan

Once you retire from Edward Jones, you are entitled to the full balance of your account. Empower will mail you a letter at retirement letting you know what your options are for your balance. However, generally you have the following options regarding your retirement plan assets:

- Leave the money in the plan
  - Any associate can elect to leave the money in the plan as long as the balance is over \$1,000.
- Rollover the assets
  - You may choose to roll the money over into an Individual Retirement Account (IRA); provided that any amounts in a designated Roth account may only be rolled over to a Roth IRA.
- Take a lump sum distribution
  - You may elect to have the full amount paid directly to you. Please note that if you do not rollover the money to another qualified plan or an IRA, you will be taxed on the entire pre-tax amount paid to you. Federal tax withholding of 20% is required on the taxable portion at the time of the distribution.
- Installment payments or periodic payments

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- Payments spread over a period of at least 10 years may not be rolled over and are not subject to the 20% withholding that applies to eligible rollovers.

If you decide to take a distribution or rollover the balance, you may go online at [www.edj401k.com](http://www.edj401k.com) or to contact Empower at **877-EDJ-401K** (877-335-4015). Please note that all distributions are completed in cash, no shares will be transferred.

### Limited Partner Capital

No limited partner is guaranteed the opportunity to retain his or her investment in limited partner capital when he or she retires from Edward Jones. While a limited partner who retires from Edward Jones in good standing and meets certain eligibility terms may be permitted to retain his or her limited partner capital in retirement, this determination is evaluated on an individual basis and is in the Managing Partner's discretion. For a discussion of the eligibility requirements for retaining limited partner capital, refer to page 13. To learn more about retaining limited partner capital after retirement, see [Limited Partnership \(LP\) : Retire or Separate from the Firm](#)

For additional information, contact the Partnership Accounting Service Team at **314-515- 2000, ext. 2-3754**.

### Employee Assistance Program

All Edward Jones associates and their dependents are eligible to access the Headspace app until the last day of the month following the last day of employment or 7 days, whichever is greater.

To extend eligibility for services on the Headspace app, individuals who will lose EAP coverage based on a COBRA-qualifying event (including associates/dependents impacted by the associate's termination and dependents impacted by an associate death, divorce, or legal separation) are eligible to elect EAP coverage and register on the Headspace platform. Eligible individuals will receive notification from Tri-Star of the opportunity to elect EAP coverage through COBRA if seeking to extend eligibility. If these eligible individuals elect EAP coverage through COBRA, they will have the opportunity to invite 5 dependents as "Loved Ones" to access the services on the Headspace app.

For EAP services accessed by phone, Edward Jones associates and their dependents remain eligible for 90 days regardless of if they elect EAP coverage through COBRA and can extend their eligibility beyond 90 days if they elect EAP coverage through COBRA. Associates can find 24/7 support via Headspace at 855-420-0734.

### Extended Trading Privileges

Associates who retire in good standing with the firm may continue to receive associate trade and fee privileges for the life of the account. To be eligible, an associate must be at least age 50 when employment terminates and age plus years of service with the firm must equal at least 70.

- Discounted services include:
  - IRA fees – Normal IRA fees will be waived for retirees

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- Money Market – Minimum balance requirement is waived for Edward Jones' retirees
- Securities trades – Retirees pay the same discounted commission rate charged to active associates
- Mutual Funds – Retirees may purchase certain mutual funds at net asset value.
- Discounted services no longer included:
  - Securities trades – Retirees do NOT qualify for commission free day
  - Unit Investment Trust trades – Retirees do NOT qualify for a commission discount on UIT's

### Update Usernames, Emails and Passwords

Prior to your retirement date, you may want to log on to their various websites that we have our benefits through and set up usernames and passwords so you can log on from home once you retire. You may also want to update the email to reflect your home email, so you can get information sent there instead of your work email. To access the various websites, you can log on to your Personal & Job information on JonesLink and select Benefits. The following will be available to select and log on to:

- Empower
- Anthem
- Express Scripts
- Health Equity

### Planning Your Estate:

#### Account Registration

Look at all your accounts to make sure they're titled as you want them to be. Your assets may transfer more smoothly if your accounts are titled jointly with another family member or if you have registered them to transfer or pay a specific person or trust upon your death.

#### Beneficiary Designation

Review your beneficiary designations for all your accounts and benefits. For many plans, designating specific people or trusts to receive your account upon your death can allow your assets to transfer without court involvement.

To review your life and accident insurance beneficiaries:

- Working at Jones > Personal and Job Information >Benefit Enrollment  
> Beneficiary Editor.

To review your retirement plan beneficiaries:

- Working at Jones > Personal and Job Information > Benefits, 401(k) > Empower or [www.edj401k.com](http://www.edj401k.com).

### Wills, Trusts, and Durable Powers of Attorney

## US Retirement Preparation Guide for Edward Jones Associates

A will is a legal document that guides how your assets are distributed after your death. A trust also can help manage and control the distribution of your assets while you're living and after your death. A durable power of attorney allows you to appoint someone to make legal and health care decisions for you if you become incapacitated. You may want to talk with an estate planning attorney about creating these documents.

### Health Care Directives and Living Wills

These documents allow you to appoint a person to carry out your wishes regarding medical treatments if you are unable to make your own decisions. They are legal documents that you can create with the assistance of an attorney.

### Edward Jones Trust Company

Edward Jones Trust Company offers a variety of financial management services. Our trust services can help preserve the family legacy, manage everyday financial needs, develop sustainable distribution strategies, handle personal monthly expenses, administer the terms of a trust or an investment policy, and more. For information about our fees and typical account sizes, please contact Edward Jones Trust Company at **314-515-3051** or [www.edwardjones.com/trustco](http://www.edwardjones.com/trustco).

### PLANNING TOOL

As part of the Profit Sharing/401(k) plan services, the Empower [www.edj401k.com](http://www.edj401k.com) website offers an easy- to-use tool called the Retirement Income Calculator to help you estimate your income and expenses in retirement. Log onto the [www.edj401k.com](http://www.edj401k.com) website, to use the calculator.

## Retirement Preparation Guide for Edward Jones Associates

### RESOURCES & CONTACT INFORMATION

Resource	Website/Email	Phone
<b>Retirement Consultation Group</b>	Retirement-Consultation-Group@edwardjones.com	2-7526 (2-PLAN) or 1-800-441-2222, Ext. 2-7526
<b>HQ Investment Services</b>		5-3109 or 314-515-3109
<b>Edward Jones Partnership Accounting</b>	SVC-SRC-PARTNERSHIP ACCOUNTING@edwardjones.com	2-3754 or 314-515-2000, Ext. 2-3754
<b>Edward Jones Trust Company</b>	www.edwardjones.com/trustco	5-3051 or 314-515-3051
<b>Edward Jones Profit Sharing/401(k) Department</b>	profshare@edwardjones.com	5-9601 or 314-515-9601
<b>Empower Retirement</b>	<a href="http://www.edk401k.com">www.edk401k.com</a>	1-877-EDJ-401K (877-335-4015)
<b>Social Security Administration</b>	www.ssa.gov	1-800-772-1213
<b>Medicare</b>	www.medicare.gov	1-800-633-4227
<b>AARP</b>	www.aarp.org	1-866-270-8022
<b>Anthem Blue Cross Blue Shield</b>	www.anthem.com	1-800-359-0640
<b>Express Scripts</b>	www.express-scripts.com	1-866-677-8637
<b>Health Equity</b>	<a href="http://www.myhealthequity.com">www.myhealthequity.com</a>	1-844-281-0433