

Disability Benefits - 2023

Disability Benefits

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This section of the Summary Plan Description (or "SPD") summarizes the major features of the disability benefits program offered through the Edward D. Jones & Co. Employee Health & Welfare Program (the "Plan"). For more information about disability benefits, please consult the "Claim, Appeal, and Legal Information" section.

This SPD is effective January 1, 2023. This SPD, and other various other documents (such as relevant Plan documents, insurance policies, certificates of coverage, and other benefit summaries) currently in effect taken together are the "Plan documents". Your rights are governed by the terms of the Plan documents. Any questions concerning the Plan shall be determined in accordance with the terms of the relevant Plan documents.

The Plan Administrator retains the authority to resolve any conflict or inconsistency between the SPD and any other Plan document. No person, other than the Plan Administrator or their authorized delegate, has the authority to make any representation which contradicts the Plan documents.

Disability Benefits Highlights

The Edward Jones Disability Program provides short-term and long-term disability benefits if you suffer from an illness or injury that keeps you from working for an extended period of time and if the disability is certified by the applicable claims administrator or insurance company.

Your disability benefits are as follows:

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If you are a Home Office Associate or Branch Office Administrator ("BOA"):	If you are a Financial Advisor, including a Service Partner ("SP")	If you are a Home Office General Partner ("GP"):
<ul style="list-style-type: none"> You are eligible for Short-Term Disability (STD) Plan the first of the month following six months of employment. You will begin receiving STD benefits on the eighth calendar day of your disability or at the end of the period for which you are paid vacation, personal, or sick days during that disability, whichever is later. Edward Jones automatically enrolls you in the STD Plan and pays the cost of the coverage. STD benefit maximum duration is 180 calendar days. If your disability lasts more than 180 days, the Long-Term Disability (LTD) Plan may provide a monthly benefit. Edward Jones automatically enrolls you in the LTD Plan and pays the cost of the coverage. 	<ul style="list-style-type: none"> You are not eligible for the STD Plan. Instead you are eligible for <i>income continuation, which is a payroll practice administered by Edward Jones</i>. Eligibility for income continuation coverage begins the first day of the month following one month of employment. If your claim is approved by the disability administrator, the maximum duration of income continuation is up to 90 calendar days in a 12-month period for that illness or injury. <i>For more information on income continuation, see www.edwardjonesbenefits.com.</i> If your disability last more than 90 days, the Long-Term Disability (LTD) Plan may provide a monthly benefit (if you are enrolled in LTD). 	<ul style="list-style-type: none"> You are not eligible for the STD Plan or income continuation. If your disability last more than 365 days, the Long-Term Disability (LTD) Plan may provide a monthly benefit (if you are enrolled in LTD).

The STD and LTD Plans are part of an integrated, managed approach to disability benefits that enables the firm to provide a transition from STD to LTD benefits, plus early intervention and rehabilitation programs to help you recover and return to work as soon as possible.

The following chart gives you an overview of the benefits available to you through the STD and LTD Plans and how the benefits are paid. The benefit amount and duration are determined as of the date you become disabled.

Position	STD Benefits	LTD Benefits
Home Office Associates, and BOAs	<ul style="list-style-type: none"> 75% of salary for the first 90 days starting from the date of disability (after the use of sick, personal or vacation days paid at 100% in lieu of STD benefits) 60% of salary for the 91st through 180th day. paid by Edward Jones on your regular pay cycle once your claim has been approved. 	Monthly benefit will equal: <ul style="list-style-type: none"> 60% of average monthly earnings \$7,500 monthly maximum benefit Paid by the LTD insurance company on a monthly basis once your claim has been approved
Financial Advisors until the one year anniversary date of the FA's start date (or upon transfer to FA status from another role, whichever is later)	Income Continuation Coverage is provided in lieu of STD (See www.edwardjonesbenefits.com)	New FAs are automatically covered in the firm-paid LTD benefit program until the one year anniversary of your hire date in the FA role. Monthly LTD benefit will equal: <ul style="list-style-type: none"> 60% of average monthly earnings \$7,500 monthly maximum benefit Paid by the LTD insurance company on a monthly basis
FAs, including SPs, more than one year since FA start date or transfer date	Income Continuation Coverage is provided in lieu of STD (See www.edwardjonesbenefits.com)	LTD is an optional benefit. If enrolled, the monthly LTD benefit will equal: <ul style="list-style-type: none"> 60% of average monthly earnings to a maximum of \$15,000 monthly benefit Paid by the LTD insurance company on a monthly basis

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Position	STD Benefits	LTD Benefits
Home Office GPs	You are not eligible for the STD benefit or income continuation.	LTD is an optional benefit. If enrolled, the monthly LTD benefit will equal: <ul style="list-style-type: none"> \$15,000 monthly benefit Paid by the LTD insurance company on a monthly basis

The firm pays the cost of your STD (or pays the cost of Income Continuation coverage, if eligible). Also, the firm pays 100% of premium cost of the LTD Plan, if you are a Home Office Associate, BOA, or a new FA with less than one year of service. Benefit payments from the LTD Plan attributable to the premiums paid entirely by the firm will be subject to any applicable federal, state and local taxes.

Financial Advisors ("FAs"), including SPs, are eligible for *income continuation* rather than STD coverage. For more information about income continuation, see www.edwardjonesbenefits.com.

If you are an FA, on the one year anniversary date of your start date (or transfer to FA status), the firm will cease paying for your LTD premiums, and your continued participation in the LTD Plan becomes optional. If you elect to continue participating in the LTD Plan, your premiums will be deducted from your paycheck. Because LTD coverage for FAs (after their one year anniversary date), SPs, and GPs is purchased with after-tax dollars, the benefits you receive for disabilities that begin while covered under the optional plan will not be taxed. Taxation for the duration of LTD benefits paid is based on the individual's position as of the date of disability.

Short Term Disability (STD)

Overview

For Home Office Associates and BOAs, the STD Plan will provide a continuing income benefit equal to a specified percentage of your salary for up to 180 days if you become disabled due to a non-work related illness or injury. MetLife is the claims administrator for the STD Plan. The STD Plan is provided at no cost to you.

Upon receiving MetLife's approval of your claim, Edward Jones pays the STD benefit via the Edward Jones payroll system. Federal, state, and Social Security taxes will be withheld from your STD benefits, as well as all benefit program premiums (such as medical, dental, vision, etc.). Contributions towards the Edward Jones Profit Sharing 401(k) program are not deducted from your STD benefits.

STD Terms to Know

Below is a non-exhaustive list of terms that you may need to know to understand your STD benefits. Please see the relevant Plan documents for a full list of defined terms.

Elimination Period. The period of time beginning on the first day of a continuous period of disability and represents the number of days before any benefit is payable to you.

For STD, the benefits will be paid after you have been disabled for seven calendar days or the end of the period for which you are paid vacation, personal, or sick days, whichever is later. See below for the definition of disabled.

During the elimination period, you may choose to use your accrued sick days. Accrued sick days are those sick days that you earned and hadn't used prior to the calendar year during which your disability began. In addition, you have the option to use the current year's sick days, personal day, and/or vacation days to substitute for disability pay. If selected, once you've used accrued and optional sick or vacation days, the remainder of the approved disability period, if any, will be paid at the STD benefit level stated in the Salary section below. The maximum STD period is 180 days, including the elimination period. Any sick or vacation days over the seven-day elimination period will count toward the maximum STD benefit period. In other words, sick or vacation days are paid in lieu of STD, and the use of sick or vacation days does not extend your STD benefit period.

Salary. STD benefits are 75% of your salary for the first 90 days. Benefits reduce to 60% of your salary for the second 90 days. For purposes of calculating the amount of benefits under the STD Plan, your salary is your weekly regular salary at the time your total disability begins. It does not include:

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- overtime
- bonus
- amounts paid under an individual contract of employment
- distributions from the firm's profit-sharing plan, or
- other amounts included on your W-2 form, such as moving expenses or life insurance premiums.

Salary includes any elective pre-tax contributions you make to the Health Savings Account, Health Care FSA, Dependent Care FSA or a qualified retirement plan, or any elective pre-tax contributions you make to pay your portion of medical, dental or other insured benefits.

Disability (or Disabled). For STD, the term "disability" or "disabled" means that due to sickness or as a direct result of accidental injury you are unable to perform one or more of the essential duties of your occupation during the elimination period. Following the elimination period, you are considered disabled if you earn less than 80% of your pre-disability earnings and are unable to perform one or more of the essential duties of your own occupation for any employer in your local economy.

In addition, to be considered disabled for the STD Plan, you must:

- be receiving appropriate care and treatment from a doctor whose medical training and clinical specialty are appropriate to treat your disabling condition;
- be compliant with your doctor's treatment requirements; and
- provide required medical certification of your disability as required by MetLife or Edward Jones.

If your job requires a license of any kind, you are not considered disabled solely because of loss of the license.

The STD Plan does not cover disabilities resulting from all conditions. Please refer to the below *Exclusions and Limits* section for more information.

Treatment. This includes, but is not limited to, medical examinations, tests, attendance or observation; and use of drugs, medicines, medical services, supplies or equipment.

Applying for STD Benefits

If you are, or you expect to be out of work for more than seven (7) consecutive days because of an illness or injury, contact your claims administrator, MetLife, as soon as possible to file a claim.

MetLife is the claims administrator for the STD benefit program. MetLife will evaluate your disability claim. During this process, a representative may contact, with your authorization:

- your doctor to find out more about your illness or injury, or
- Edward Jones to find out more about the requirements of your job.

If appropriate, MetLife representative will certify the length of time you'll be away from work.

To make sure you, Edward Jones, and your doctor are aware of its decision, MetLife will:

- notify you by mail regarding the certified length of your disability, or the reason for denial;
- inform Edward Jones so the firm knows when you're expected to return to work; and
- check in with you and your doctor periodically to see if you're progressing according to schedule and, if necessary, to adjust your return-to-work date.

MetLife must certify your disability before you're eligible to begin receiving benefits. If you are a BOA or Home Office Associate, once your disability is certified, STD benefits are approved and retroactive to the eighth day of absence. If you are an FA, MetLife will inform Edward Jones of the approval or denial for income continuation benefits.

If you are still disabled when STD benefits or income continuation benefits end, MetLife will automatically manage the transition of your leave to LTD benefits (if you are enrolled).

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Separate STD Disabilities

If you receive STD benefits for a disability and later have a subsequent disability, your disability periods are considered to be separate disabilities only if your subsequent disability is due to:

- a separate and unrelated illness or injury; or
- the same or related disability and you have returned to work full-time for more than 30 consecutive calendar days.

Recurring STD Disabilities

In some cases, you may have an illness or injury that is recurring or happens repeatedly. If this occurs, your disability periods are combined and treated as one disability if your recurring disability is due to:

- the same or related illness or injury; and
- you return to work full-time for 30 calendar days or fewer between disabilities.

The table below illustrates how a separate versus a recurring disability is determined:

Reason for Disability	Number of Days the Associate Returned to Work	Separate Disability	Recurring Disability
Different condition than the original disability	1+ days	✓	
Same or related condition as the original disability	1-30 days		✓
Same or related condition as the original disability	31+	✓	

Returning to Work from STD

When it is time for you to return to work, your doctor must provide a release to return to work note to the Benefits Department that states the date you are eligible to return to work. The note must also include any physical limitations that may prevent you from fully performing the regular duties of your job.

Income Which Will Reduce Your STD Disability Benefit

STD benefits are reduced by any other benefits or income you receive from another source (or because of certain laws), including:

- Salary and Commissions
- Benefits you receive or are eligible to receive from:
 - any government compulsory benefit plan or program (such as state disability or state unemployment benefits);
 - the Social Security Act, excluding any amounts for which your dependents may qualify because of your disability;
 - any workers' compensation or occupational disease act or law; or
 - recoveries from subrogation applies when the plan has paid benefits on your behalf for a sickness or injury for which a third party is alleged to be responsible.

See the *Claim, Appeal, and Legal Information* section of the SPD for further details on subrogation rights.

If your STD benefits are reduced to zero because of income from other sources, the period during which benefits would have been paid will still count toward your maximum benefit period.

You are responsible for applying for any other benefits, such as Social Security and/or State Disability programs, for which you are eligible. Unless you can provide proof that your application was denied, STD payments will be offset as though you did apply for the other benefits and are receiving them. Also, you are required to appeal any denials from these sources to the fullest extent permitted by law.

Benefits will not be reduced by income you received from a military or government pension, veteran's benefits, individual disability insurance, mortgage disability insurance, group credit insurance, or another employer's retirement plan before your date of disability.

Note: If your claim is overpaid, it is your responsibility to reimburse Edward Jones for any overpayment. Until arrangements are made to repay an overpayment, any benefits or compensation that become payable to you may be reduced to recover the overpayment.

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When STD Benefits End

To receive STD benefits, you must submit a claim that is approved by MetLife, the claims administrator. By approving your claim, MetLife determines the start of a certified period of disability. Your STD benefits will end on the 180th consecutive day of your total disability or, if earlier, the date:

- you are no longer disabled;
- you are no longer under the care of a licensed physician (other than yourself, if you are a physician);
- you start regular work at a reasonable occupation as determined by your claims administrator, MetLife;
- you refuse to be examined by an independent physician, as requested;
- a required independent medical exam report fails to confirm your disability;
- your disability cannot be confirmed because MetLife has not received a required independent medical exam report. (If, when received, the report confirms your disability, MetLife will certify the period of disability retroactive to the date it ended);
- you refuse to follow your treatment plan;
- you retire, or end your employment;
- you refuse an accommodation by your employer that would allow you to return to work; or
- you die.

Long Term Disability (LTD) Benefits

Overview

LTD is fully insured by MetLife. Benefit payments are calculated on a monthly basis and paid by MetLife. The LTD Plan is provided at no cost to BOAs, Home Office Associates, and new FAs with less than one year of service of FA status. LTD is an optional benefit for SPs, GPs, and FAs with more than one year of service of FA status.

LTD Terms to Know

Below is a non-exhaustive list of terms that you may need to know to understand your LTD benefits. Please see the relevant Plan documents for a full list of defined terms.

Disability. For LTD, disability varies by position, but in general means that due to sickness or as a direct result of accidental injury you are unable to perform one or more of the essential duties of your occupation during the elimination period. Following the elimination period you are considered disabled if you earn less than 80% of your Indexed Pre-disability Earnings and are unable to perform one or more of the essential duties of your occupation for any employer in the national economy during the two years after the elimination period. After that, you are considered disabled if you earn less than 80% of your Indexed Pre-disability Earnings in any occupation.

Your disability may result from any illness or injury. Your Disability must result from:

- accidental bodily injury;
- sickness;
- Mental Illness;
- Substance Abuse; or
- pregnancy.

For disability caused by accidental bodily injury, the disability must manifest itself within 90 days of the accident and must have resulted solely from such injury, independent of any other cause. Failure to pass a physical examination required to maintain a license to perform the duties of your occupation, alone, does not mean that you are Disabled.

Also, to be considered disabled for LTD, you must:

1. be receiving appropriate care and treatment from a doctor whose medical training and clinical specialty are appropriate to treat your disabling condition;
2. be compliant with your doctor's treatment requirements; and
3. provide required medical certification of your disability as required.

If your job requires a license of any kind, you are not considered disabled solely because of loss of the license.

Pre-disability Earnings. Pre-disability earnings vary based on the participant's relationship to the firm:

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Home Office GPs: Pre-disability earnings means the earnings from self-employment as calculated from the Employer for the calendar year immediately prior to Your last day of active work before Your Partnership's K-1 return which You were earning from the Employer for the calendar year immediately prior to Your last day of active work before Your Disability began. Also included are any elective contributions You make through a salary reduction agreement with the Employer.

If you are Disabled and have received a monthly benefit for 12 months, your Pre-disability Earnings will be adjusted for the purposes of determining if you remain Disabled, and for calculating the Return to Work Incentive, if any. Your Pre-disability Earnings will be adjusted as follows:

1. for the initial adjustment, an amount equal to the product of your Pre-disability Earnings times 7% will be added.
2. Annually thereafter, an amount as set forth above will be added based on the calculation of your adjusted Pre-disability Earnings from the prior year.
 - a. However, if you are an hourly paid employee, Pre-disability Earnings means the product of:
 - i. the average number of hours you worked per month, not including overtime, over the most recent 12 month period immediately prior to the last day you were actively at work before you became Disabled, multiplied by:
 - ii. Your hourly wage in effect on the last day you were actively at work before you became Disabled.
 - b. However, if you are an hourly paid employee, Pre-disability Earnings means the product of:
 - i. the average number of hours you worked per month, not including overtime, over the most recent 12 month period immediately prior to the last day you were actively at work before you became Disabled, multiplied by:
 - ii. Your hourly wage in effect on the last day you were actively at work before you became Disabled.

BOAs, Home Office Associates, and FAs with less than 1 year of tenure: Pre-disability Earnings means the base rate of pay you were earning from the employer as of your last day of active work before your Disability began including any elective pre-tax contributions you make through a salary reduction agreement with the employer. If you are Disabled and have received a monthly benefit for 12 months, Your Pre-disability Earnings will be adjusted only for the purposes of determining if you remain Disabled, as defined, and for calculating the Return to Work Incentive, if any. We will adjust your Pre-disability Earnings as follows:

1. for the initial adjustment, an amount equal to the product of your Pre-disability Earnings times 7% will be added.
2. Annually thereafter, an amount will be added, as set forth above, based on the calculation of your adjusted Pre-disability Earnings from the prior year.

For FAs, including SPs: Pre-disability Earnings means the average salary, commissions, fees, and bonuses (including incentive bonuses) you were earning from the employer for the 24-month period immediately prior to the last day of active work before your Disability began. Also included are any elective pre-tax contributions you make through a salary reduction agreement with the employer. If you are Disabled and have received a monthly benefit for 12 months, your Pre-disability Earnings will be adjusted only for the purposes of determining if you remain Disabled. Your Pre-disability Earnings will be adjusted as follows:

1. for the initial adjustment, an amount equal to the product of your Pre-disability Earnings times 7% will be added.
2. Annually thereafter, an amount as set forth above will be added, based on the calculation of your adjusted Pre-disability Earnings from the prior year.

Elimination Period. This is a period at the beginning of a continuous period of disability that represents the number of days before any benefit is payable. For LTD, the elimination period is:

- 180 days for branch office administrators and home office associates;
- 90 calendar days for FAs, including SPs; or
- 365 days for Home Office GPs.

Indexed Pre-disability Earnings. This means your pre-disability earnings adjusted annually by adding the lesser of:

1. 10%; or
2. the percentage change in the Consumer Price Index.

Medical Care. Medical Care is received when a Physician or other health care provider:

1. is consulted or gives medical advice; or
2. recommends, prescribes or provides Treatment.

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Mental Illness. A Mental Illness is a mental disorder as listed in the current version of the Diagnostic and Statistical Manual of Mental Disorders, published by the American Psychiatric Association. A Mental Illness may be caused by biological factors or result in physical symptoms or manifestations. For the purpose of The Policy, Mental Illness does not include the following mental disorders outlined in the Diagnostic and Statistical Manual of Mental Disorders:

- Mental Retardation;
- Pervasive Developmental Disorders;
- Motor Skills Disorder;
- Substance-Related Disorders;
- Delirium, Dementia, and Amnesic and Other Cognitive Disorders; or
- Narcolepsy and Sleep Disorders related to a General Medical Condition.

Monthly Loss Income. This is used when calculating a minimum monthly LTD benefit should you participate in a partial return to work or approved rehabilitation program. Monthly loss income is equal to your pre-disability earnings minus your current monthly earnings.

Other Income Benefits. The amount of any benefit for loss of income, provided to you, as a result of the period of disability for which you are claiming LTD benefits. This includes any such earnings benefits for which you are eligible or that are paid to you, or to a third party on your behalf, pursuant to any:

- temporary, permanent disability, or impairment benefits under a Workers' Compensation Law, the Jones Act, occupational disease law, similar law or substitutes or exchanges for such benefits;
- governmental law or program that provides disability or unemployment benefits as a result of your job with your employer;
- plan or arrangement of coverage, whether insured or not, which is received from your employer as a result of employment by or association with your employer or which is the result of membership in or association with any group, association, union or other organization;
- individual insurance policy where the premium is wholly or partially paid by Edward Jones;
- disability benefits under:
 - the United States Social Security Act or alternative plan offered by a state or municipal government;
 - the Railroad Retirement Act;
 - the Canada Pension Plan, the Canada Old Age Security Act, the Quebec Pension Plan or any provincial pension or disability plan; or
 - similar plan or act that you are eligible to receive because of your disability; or
- disability benefit from the Department of Veterans Affairs, or any other foreign or domestic governmental agency:
 - that begins after you become disabled; or
 - that you were receiving before becoming disabled, but only as to the amount of any increase in the benefit attributed to your disability.

Other Income Benefits also means any payments that are made to you, or to a third party on your behalf, pursuant to any:

- disability benefit under your employer's retirement plan*;
- temporary, permanent disability or impairment benefits under a Workers' Compensation Law, the Jones Act, occupational disease law, similar law or substitutes or exchanges for such benefits;
- portion of a settlement or judgment, minus associated costs, of a lawsuit that represents or compensates for your loss of earnings;
- retirement benefit from a retirement plan that is wholly or partially funded by employer contributions, unless:
 - you were receiving it prior to becoming disabled; or
 - you immediately transfer the payment to another plan qualified by the United States Internal Revenue Service for the funding of a future retirement;
 (Other Income Benefits will not include the portion, if any, of such retirement benefit that was funded by Your after-tax contributions.); or
- retirement benefits under:
 - the United States Social Security Act or alternative plan offered by a state or municipal government;
 - the Railroad Retirement Act;
 - the Canada Pension Plan, the Canada Old Age Security Act, the Quebec Pension Plan or any provincial pension or disability plan; or
 - any similar plan or act that you receive because of your retirement, unless you were receiving them prior to becoming disabled.

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* Other income benefits will not include the portion, if any, of such retirement benefit that was funded by your after-tax contributions.

Pre-Existing Condition. Pre-existing Condition means:

- any accidental bodily injury, sickness, mental illness, pregnancy, or episode of Substance Abuse; or
- any manifestations, symptoms, findings, or aggravations related to or resulting from such accidental bodily injury, sickness, mental illness, pregnancy, or Substance Abuse for which you received Medical Care during the 90 day(s) period that ends the day before:
 - your effective date of coverage; or
 - the effective date of a Change in Coverage.

Pre-Existing Conditions Limitation: The LTD Plan does not pay or increase benefits for any Disability resulting from a Pre-Existing Condition, unless the disability occurs after you have not received Medical Care for the condition for 90 consecutive days while insured under the LTD Plan; or you have been continuously insured under the LTD Plan for 365 consecutive days. A Pre-Existing Condition means:

- any accidental bodily injury, sickness, Mental Illness, pregnancy, or episode of Substance Abuse; or
- any manifestations, symptoms, findings, or aggravations related to or resulting from the accidental bodily injury, sickness, Mental Illness, pregnancy, or Substance Abuse for which you received medical care during the 90 day(s) period that ends the day before:
 - your effective date of coverage; or
 - the effective date of a change in coverage.

Physician means a person who is:

1. a doctor of medicine, osteopathy, psychology or other legally qualified practitioner of a healing art that we recognize or are required by law to recognize;
2. licensed to practice in the jurisdiction where care is being given;
3. practicing within the scope of that license; and
4. not related to you by blood or marriage.

Regular Care of a Physician. This means that you are being treated by a physician whose medical training and clinical experience are suitable to treat your disabling condition and whose treatment is:

- consistent with the diagnosis of the disabling condition;
- according to guidelines established by medical, research, and rehabilitative organizations;
- administered as often as needed to achieve the maximum medical improvement; and
- the physician is not related to you by blood or marriage.

Rehabilitation. A process of working with you in order to plan, adapt, and put into use options and services to meet your return to work needs. A rehabilitation program may include, when determined to be appropriate, any necessary and feasible:

- vocational testing;
- vocational training;
- alternative treatment plans such as:
 - support groups;
 - physical therapy;
 - occupational therapy; or
 - speech therapy;
- work-place modification to the extent not otherwise provided;
- job placement;
- transitional work; and
- similar services.

Salary.

Salaried Home Office Associates: Your salary for the purpose of determining Long Term Disability benefits is the average of your base monthly salary and bonuses based on the most recent annual calculation prior to your last day of work before becoming disabled. However, if you have less than one year of service with Edward Jones, your salary is equal to your monthly base salary (excluding bonus or other compensation) as of your last day at work before becoming disabled.

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FAs, including SPs, Salaried FA Interns, and Salaried Trainees: Your average monthly salary includes salary or SP base payment, commissions and incentive bonuses paid during the 24-month period immediately before your disability began. It does not include any other compensation. If you were a new FA during any part of the 24-month period before your disability began, your salary includes new FA monthly salary, new account bonuses, commissions, milestone bonuses, and incentive bonuses paid during the 24-month period before your disability began.

Home Office GPs: Your average monthly earnings include the monthly earnings from self-employment as figured from the partnership's K-1 return for the calendar year just prior to the date your disability began. If you were not a Principal during the year for which the most recent K-1 was filed, your current monthly earnings from self-employment will be considered.

Salary includes any elective pre-tax contributions you make to the Health Savings Account, Health Care FSA (or Reimbursement Account), Dependent Care FSA (or Reimbursement Account) or a qualified retirement plan, or any elective pre-tax contributions you make to pay your portion of medical, dental or other insured benefits.

Treatment. This includes, but is not limited to:

- medical examinations, tests, attendance, or observation; and
- use of drugs, medicines, medical services, supplies or equipment.

Substance Abuse means the pattern of pathological use of alcohol or other psychoactive drugs and substances characterized by:

- impairments in social and/or occupational functioning;
- debilitating physical condition;
- inability to abstain from or reduce consumption of the substance; or
- the need for daily substance use to maintain adequate functioning.

Substance includes alcohol and drugs but excludes tobacco and caffeine.

Applying for LTD Benefits

If you are still disabled when your STD or income continuation benefits end, MetLife will coordinate transitioning your case to MetLife so that your situation can be evaluated for eligibility for LTD benefits. If additional forms must be completed, MetLife will send the forms to you and/or your physician.

If you are not eligible for STD benefits and you are or expect to be out of work for more than:

- 180 consecutive days (BOAs or Home Office Associates)
- 90 days (FAs, including SPs)
- 365 days (Home Office GPs)

because of an illness or injury, you must contact MetLife as soon as possible to file a LTD claim. You may initiate the LTD claim process by calling MetLife at 800-538-0134.

MetLife will evaluate your LTD claim. During this process, a representative may contact, with your authorization:

- your doctor to find out more about your illness or injury, or
- Edward Jones to find out more about the requirements of your job.

The representative will certify the length of time you'll be away from work.

To make sure you, Edward Jones, and your doctor are aware of the claim approval or denial decision, MetLife will:

- notify you by mail regarding the certified length of your disability, or the reason for denial
- inform Edward Jones so the firm knows when you're expected to return to work, and
- check in with you and your doctor periodically to see if you're progressing according to schedule and, if necessary, to adjust your return-to-work date.

If your claim is approved, the LTD Plan will provide a monthly benefit equal to 60% of your salary up to \$7,500 a month (gross amount before offsets) for Home Office Associates, BOAs, and new FAs with less than one year of FA status. The maximum benefit is \$15,000 a month for GPs, SPs, and FAs with more than one year of FA status.

The table below shows the maximum benefit periods based on your age when you become disabled. As long as you continue to be totally disabled you will receive a minimum of 18 monthly payments regardless of your age when disabled.

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If you become disabled at age:	Your benefits will continue:
62 and younger	To normal retirement age* or 48 months, whichever is greater
63	To normal retirement age* or 42 months, whichever is greater
64	36 months
65	30 months
66	27 months
67	24 months
68	21 months
69 and older	18 months

*Normal retirement age refers to the Social Security full retirement age as stated in the 1983 revision of the Social Security Act. It is determined as follows:

Year of Birth	Normal Retirement Age
1937 or earlier	65
1938	65 + 2 months
1939	65 + 4 months
1940	65 + 6 months
1941	65 + 8 months
1942	65 + 10 months
1943 – 1954	66
1955	66 + 2 months
1956	66 + 4 months
1957	66 + 6 months
1958	66 + 8 months
1959	66 + 10 months
1960 and later	67

Periodically, you will be asked to provide proof of your continued disability, or to receive medical examinations or treatment from a doctor - either your personal doctor or a doctor chosen by the MetLife. If you choose not to comply with these requests, your benefits may be terminated.

Limited LTD Disability Benefits

Mental Illness and Substance Abuse Benefits: If you are disabled because of:

- Mental Illness that results from any cause;
 - any condition that may result from Mental Illness;
 - alcoholism which is under treatment; or
 - the non-medical use of narcotics, sedatives, stimulants, hallucinogens, or any other such substance;
- then, subject to all other provisions of the Long Term Disability insurance policy, benefits will be payable:
- for as long as you are confined in a hospital or other place licensed to provide medical care for the disabling condition; or
 - if not confined, or after you are discharged and still disabled, for a total of 24 month(s) for all such disabilities during your lifetime.

The maximum duration of benefits will be limited (as explained below) if you are disabled because of:

- Mental Illness that results from any cause;
- any condition that may result from Mental Illness;
- alcoholism which is under treatment; or
- the non-medical use of narcotics, sedatives, stimulants, hallucinogens, or any other such substance.

Benefits will be payable:

- for as long as you are confined in a hospital or other place licensed to provide medical care for the disabling condition; or
- if not confined, or after you are discharged and still disabled, for a total of 24 month(s) for all such disabilities during your lifetime.

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If you are disabled due to Mental Illness, your disability benefits arising from the Mental Illness will be limited to a lifetime maximum period equal to 24 months of benefit payments or will end at the maximum benefit period age stated above, whichever is earlier. If you are confined in a hospital or mental health facility at the end of the period shown above, benefits will continue to be paid until the end of your confinement. MetLife will determine if your disability is the result of a Mental Illness.

Factors that Can Affect LTD Disability Benefits

Certified Periods of Disability

To receive LTD benefits, you must submit a claim that is approved by MetLife, the claims administrator. By approving your claim, MetLife determines the start of a certified period of Disability. A certified period of Disability will end when one of the following events occurs:

- you are no longer Disabled (see above *LTD Terms to Know* section for definition);
- you are no longer under the regular care of a Physician;
- you return to regular work at Edward Jones (if Edward Jones can accommodate your Disability restrictions) or with another employer, and you earn more than 80% of your Pre-disability Earnings;
- you refuse to be examined by an independent Physician, as requested by MetLife or Edward Jones;
- a required independent medical exam report fails to confirm your Disability;
- your Disability cannot be confirmed because MetLife has not received a required independent medical exam report (if, when received, the report confirms your disability, MetLife will certify the period of Disability retroactive to the date it ended);
- you fail to provide proof that you are unable to do any work that pays more than 80% of your adjusted Pre-disability Earnings;
- you refuse to follow your Physician's treatment plan;
- you refuse an accommodation by your employer that would allow you to return to work; or
- you die.

When Benefits End

Benefit payments will stop on the earliest of:

- the date you are no longer Disabled;
- the date you fail to furnish proof of loss;
- the date you are no longer under the regular care of a Physician;
- the date you refuse our request that you submit to an examination by a Physician or other qualified medical professional;
- the date of your death (see "*LTD Survivors Benefit*" below);
- the date you refuse to receive recommended treatment that is generally acknowledged by Physicians to cure, correct or limit the disabling condition;
- the last day benefits are payable according to the Maximum Duration of Benefits Table;
- the date your current monthly earnings exceed 80% of your Indexed Pre-disability Earnings if you are receiving benefits for being Disabled from your occupation;
- the date no further benefits are payable under the limits of benefit duration; or
- the date you refuse to participate in a rehabilitation program, or refuse to cooperate with or try:
 - modifications made to the work site or job process to accommodate your identified medical limitations to enable you to perform the essential duties of your occupation;
 - adaptive equipment or devices designed to accommodate your identified medical limitations to enable you to perform the essential duties of your occupation;
 - modifications made to the work site or job process to accommodate your identified medical limitations to enable you to perform the essential duties of any occupation, if you were receiving benefits for being Disabled from any occupation; or
 - adaptive equipment or devices designed to accommodate your identified medical limitations to enable you to perform the essential duties of any occupation, if you were receiving benefits for being Disabled from any occupation; provided a qualified physician or other qualified medical professional agrees that such modifications, rehabilitation program or adaptive equipment accommodate your medical limitation.

Income Which Will Reduce Your LTD Disability Benefit

Benefit payments from the LTD Plan will be reduced by any income or benefit you receive from another source because of your Disability (or because of certain laws), including:

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- Salary, SP base payments, fees, and commissions (however your LTD benefit will not be reduced by service fees, also referred to as trailers);
- Benefits paid, payable, or for which there is a right under:
 - the Social Security Act, excluding any amounts for which your dependents may qualify because of your Disability,
 - any no-fault insurance payments,
 - Railroad Retirement,
 - Pension or disability plan of any other nation or political subdivision,
 - any workers' compensation or occupational disease act or law, or any other law that provides compensation for an occupational injury or sickness (for LTD only), or
 - any public employee disability, retirement, or state unemployment benefit law;
- Benefits paid under any:
 - group insurance plan provided by or through your employer,
 - formal sick leave plan provided by your employer, or
 - retirement plan provided by your employer;
- Retirement benefits paid under the Social Security Act, excluding any amounts for which your dependents may qualify because of your retirement and excluding Social Security cost-of-living increases;
- Retirement benefits paid under any Edward Jones pension plan, except for amounts attributable to your contributions;
- Any government compulsory benefit plan or program (such as state disability benefits); and
- Other income benefits. If you are paid other income benefits in a lump sum or settlement, you must provide proof satisfactory of: 1) the amount attributed to loss of income; and 2) the period of time covered by the lump sum or settlement. The lump sum or settlement will be prorated over this period of time. If you cannot or do not provide this information, the entire sum will be assumed to be for loss of income, and the time period to be 24 month(s). A retroactive allocation of any retroactive Other Income Benefit may be made. A retroactive allocation may result in an overpayment of your claim. The amount of any increase in Other Income Benefits will not be included as Other Income Benefits if such increase: a) takes effect after the date benefits become payable under the Plan; and b) is a general increase which applies to all persons who are entitled to such benefits.

You are responsible for applying for any other benefits, such as Social Security disability, for which you are eligible. Unless you can provide proof that your application was denied, LTD payments will be offset as though you did apply for the other benefits and are receiving them. Also, you are required to appeal any denials from these sources to the fullest extent permitted by law. MetLife will assist you in applying for Social Security benefits.

Benefits will not be reduced by income you received from a military or government pension, veteran's benefits, individual disability insurance, mortgage disability insurance, group credit insurance, or another employer's retirement plan before your date of disability. In the event a veteran's benefit is increased based on the disabling event, the LTD Plan will offset any increase to the benefit.

Note: If your claim is overpaid, it is your responsibility to reimburse MetLife for any overpayment. Until arrangements are made to repay an overpayment, any benefits that become payable may be reduced to recover the overpayment.

LTD Work Incentive Benefit

To encourage associates to return to work as quickly as medically appropriate, a work incentive benefit is included in the LTD Plan.

Who is eligible for the Work Incentive Benefit:

- BOAs
- Home Office Associates
- New FAs (with less than one year of FA status)

If you are able to work on a reduced schedule and still meet the definition of disabled during the first 12 months after your LTD benefit effective date, or the date you return to work on a reduced schedule, whichever comes first, your LTD benefit will be adjusted so that when it is combined with your current monthly earnings and Other Income Benefits, you would receive a maximum of 100% of your pre-disability income. However, if your current monthly earnings alone exceed 80% of your pre-disability earnings, your LTD benefits will terminate.

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After 12 months following your LTD benefit effective date or the date you return to work on your reduced schedule, whichever comes first, the receipt of LTD benefits will depend upon your current monthly earnings if you are still working part time. If your current monthly earnings alone exceed 80% of your pre-disability earnings, your LTD benefits will terminate.

- *Example 1:* your pre-disability earnings were \$10,000 per month. You are working a reduced schedule and otherwise are eligible for LTD benefits. Your current monthly earnings are \$8,500. In this example you would not receive any LTD benefits because your current monthly earnings are more than 80% of your pre-disability earnings.
- *Example 2:* your pre-disability earnings were \$10,000 per month. You are working a reduced schedule and otherwise are eligible for LTD benefits. Your current monthly earnings are \$5,000. You would receive a LTD monthly benefit of \$3,000 to bring you up to the LTD benefit of 80% of your pre-disability monthly earnings.

Other Income Benefits, as described in the prior section titled, "*Income Which Will Reduce Your LTD Benefit*" will continue to apply during a Work Incentive Benefit situation.

Determining Minimum Monthly LTD Benefit

If your total income from the above sources (including Other Income Benefits) is less than your benefit payment, the LTD Plan will pay the difference. If you remain disabled, but your total income from other sources (including Other Income Benefits) exceeds your disability benefit amount, the minimum benefit applies. The total minimum benefit amount you receive each month will be the greater of

- \$100; or
- 15% of the benefit based on your monthly income loss before the deduction of Other Income Benefits.

Note: If LTD benefits were previously overpaid the minimum benefit may be applied to the overpayment. In all cases, benefits are prorated for any period less than one month.

Recurring Disabilities

In some cases, you may have an illness or injury that is recurring or happens repeatedly. Periods of recovery during the elimination period will not interrupt the elimination period, if the number of days you return to work as an active employee are less than one-half ($\frac{1}{2}$) the number of days of your elimination period. Any day within such period of recovery, will not count toward the elimination period.

After the elimination period, if you return to work as an active employee and then become disabled and such disability is:

- due to the same cause; or
- due to a related cause; and
- within 6 month(s) of the return to work;

the period of disability prior to your return to work and the recurrent disability will be considered one period of disability, provided the LTD Plan remains in force. If you return to work as an active employee for 6 month(s) or more, any recurrence of a disability will be treated as a new disability. The new disability is subject to a new elimination period and a new maximum duration of benefits.

Separate Disabilities

If you receive LTD benefits for a disability and later have a subsequent disability, your disability periods are considered to be separate disabilities only if your subsequent disability is due to:

- a separate and unrelated illness or injury; or
- the same or related disability, and you have returned to work full-time for more than six months.

LTD Return to Work Program

Your LTD Plan is designed to provide incentives for returning to work, either full time or part time, while still receiving a LTD benefit. This is called the Return to Work program. In addition to financial incentives there may be personal benefits resulting from returning to work, such as the personal satisfaction of being self-sufficient and productive once again. If MetLife determines that you are capable, but you don't participate in the Return to Work program, your LTD benefits may cease.

All LTD Plan participants are eligible to participate in the Return to Work program, which aims to identify the necessary training and therapy that can help you return to work. These programs may include, but are not limited to:

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- on-site job analysis;
- job modification or accommodation;
- training to improve job-seeking skills;
- vocational assessment;
- short-term skills enhancement;
- vocational training; or
- restorative therapies to improve functional capacity to return to work.

LTD Family Care Incentive

If you work as part of a rehabilitation program while you are disabled, the LTD Plan will give you a deduction allowance for monthly expenses you incur for each eligible family member for the first 12 months of your disability. You may request a copy of the underlying group LTD Certificate of Insurance from the Edward Jones HR benefits department for details about the incentive.

Before Coming Back to Work

When it is time for you to return to work, your doctor must provide authorization to the Benefits Department that states the date you are eligible to return to work. The information must also include any physical limitations that may prevent you from fully performing the regular duties of your job.

When LTD Benefits End

If your disability is the result of a condition other than those listed under the definition of *Disability (or Disabled)* in the above LTD *Terms to Know* section your LTD benefits will end on the earliest of the following dates:
the date you are no longer under the regular care of a Physician

- the date you refuse our request that you submit to an examination by a Physician or other qualified medical professional
- the date you refuse to receive recommended treatment that is generally acknowledged by Physicians to cure, correct or limit the disabling condition;
- the date your current monthly earnings exceed 80% of your Indexed Pre-disability Earnings if you are receiving benefits for being Disabled from your occupation;
- the date no further benefits are payable under any provision in the LTD policy that limits benefit duration; or
- the date you refuse to participate in a rehabilitation program, or refuse to cooperate with or try:
 - modifications made to the work site or job process to accommodate your identified medical limitations to enable you to perform the essential duties of your occupation;
 - adaptive equipment or devices designed to accommodate your identified medical limitations to enable you to perform the essential duties of your occupation;
 - modifications made to the work site or job process to accommodate your identified medical limitations to enable you to perform the essential duties of any occupation, if you were receiving benefits for being Disabled from any occupation, provided a qualified Physician or other qualified medical professional agrees that such modifications would allow you to perform the essential functions of any occupation; or
 - adaptive equipment or devices designed to accommodate your identified medical limitations to enable you to perform the essential duties of any occupation, if you were receiving benefits for being Disabled from any occupation;
 - rehabilitation program or adaptive equipment accommodate your medical limitation;
- you fail to comply with any requirements of the LTD Plan; or
- you die.

LTD Survivor's Income Benefit

If you die while you are receiving LTD benefits a monthly survivor's benefit will be paid in the following order:

- your surviving spouse, ("spouse" will include your Edward Jones-recognized domestic partner, provided you have executed a Domestic Partner Declaration Form, establishing that you and your partner are domestic partners for purposes of this LTD Plan);
- you or your domestic partner's dependent child(ren) (children who are primarily dependent on you or your domestic partner for support and maintenance and live with you or your domestic partner in a regular parent-child relationship), including legally adopted children under age 23; or
- your estate.

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The survivor's income benefit will provide a monthly payment equal to the amount you were entitled to receive for the month prior to your death. If you die during the first month that benefits are payable, your survivor will be paid an amount equivalent to the benefit you would have been eligible for the month you died. Payments will begin after MetLife receives proof of your death and will continue for 3 months.

Exclusions and Limits

Disability benefits also are not paid for any period of disability that you are not under the regular care of a licensed physician. In addition, the Edward Jones STD and LTD Plans do not pay disability benefits for illnesses or injuries that are caused by or contributed to by:

- war or act of war (declared or not);
- your commission of or attempt to commit a felony;
- an elective surgical procedure;
- events that occur while you are incarcerated;
- your being engaged in an illegal occupation; or
- an intentionally self-inflicted injury, suicide or attempted suicide, while sane.

If you are receiving or are eligible for benefits for a disability under a prior disability plan that:

- was sponsored by your employer; and
- was terminated before the effective date of the current policy that funds your LTD benefits.

For More Information

For more information regarding eligibility, converting coverage, administrative information about the STD and LTD Plans, claims and appeals process and your rights as a participant in the Edward Jones Health and Welfare Program, please see the *Eligibility and Electing Benefits*, *Leaving the Plan*, and the *Claim, Appeal and Legal Information* sections respectively in this SPD. All LTD benefits are subject to the terms and conditions of the underlying insurance policy that funds the LTD benefits (the "Policy").

The LTD benefits are underwritten by the MetLife. Complete details of exclusions, limitations, reduction of benefits and other terms, are in the Certificate of Insurance, which you may receive a copy upon request to the Edward Jones HR Benefits Department. Such terms and conditions are incorporated into this document by reference. ***If there is any conflict between this document and the Policy, the Policy shall control.***