



WELCOME TO LPL!

Waddell & Reed Employees

*My*LPL Benefits



WHAT WE'LL COVER

- Who to Contact with Questions
- LPL Benefits and Your Total Wellbeing
- Online Resources and Tools
- Enrollment Checklist

Please Note: The information contained in this presentation is only a summary. For detailed, comprehensive benefit information, please visit myLPLBenefits.com.

WHO TO CONTACT

We are committed to providing you the resources you need to ease your transition to LPL's benefits

Contact		For help with
Alight Health Pro	800-513-1667 x21	Medical, Prescription, Dental & Vision plan questions <ul style="list-style-type: none">▪ Check to see if your doctor is in the plan▪ Get assistance with transition of care questions▪ Obtain coverage information▪ Get help selecting the best plan option for you and your family
Aetna Concierge	866-987-0327	Questions about the medical plan
RxBenefits	800-334-8134	Questions about the prescription plan
HR Solution Center (HRSC)	HRSC@LPL.com	Benefits questions related to your unique situation that are not answered here or elsewhere



LPL BENEFITS AND YOUR TOTAL WELLBEING

LPL BENEFITS ARE AN INVESTMENT IN YOU

We are dedicated to providing a comprehensive benefits package that supports your total wellbeing – including your physical, emotional, and financial health.

We aim to:

- Provide market-competitive benefits
- Offer cost-effective coverage for you and your family
- Provide useful plans and programs
- Offer meaningful choices
- Empower you to take control of your health and healthcare costs





BENEFIT OFFERINGS

MEDICAL BENEFITS

How LPL's plans compare to Waddell & Reed's

- LPL offers very similar medical plans: HSA High Deductible Plan, Traditional PPO, EPO Plan
- While premiums under the LPL plan are a bit higher, the LPL plans have lower deductibles and out of pocket maximums
- LPL does not impose tobacco or spousal premium surcharges
- LPL's medical plans are provided by Aetna and Kaiser (California only), while Waddell & Reed's are through CIGNA
 - An in-network provider analysis has been completed and >99% of providers used in the CIGNA plan are also part of the Aetna plan

CHOOSING THE RIGHT MEDICAL PLAN FOR YOU

Plan Features	Aetna Select EPO Cigna Efficiency Plan	Aetna CPOS II (Traditional) PPO Cigna Heritage Plan	Aetna Health Fund (HSA) PPO Cigna Savings Advantage Plan
Provides lowest risk out-of-pocket medical expenses	✓		
Offers the flexibility to choose any medical provider or facility and have it covered without a referral		✓	✓
Allows you to contribute to a Health Savings Account (HSA) that you can carry over each year and keep, even if you leave LPL			✓

ACA-mandated preventive care is covered at 100% - no deductible

PLAN COMPARISON: HSA PPO

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 Cigna.

In-Network Coverage	LPL: HSA PPO	Waddell & Reed: HSA PPO
LPL Contributions to HSA (Individual / Family)	\$500 / \$1,000	\$600 / \$1,200
Calendar Year Deductible (Individual / Family)	\$1,800 / \$3,600	\$2,000 / \$4,000
Calendar Year Out-of-Pocket Maximum (Individual / Family)	\$3,300 / \$6,500	\$6,000 / \$12,000
Coinsurance	20%	10%
Preventive Care	No charge	No charge
Primary Care (PCP) Office Visit	20%	10%
Specialist Office Visit	20%	10%
30-day Prescription Supply (Retail Pharmacy)	Generic: \$10 copay Brand: \$40 copay Non-Formulary: \$60 copay Specialty: 20%, up to \$350	Generic: 20% coinsurance Brand: 35% coinsurance Non-Formulary: 50% coinsurance Specialty: 20%
90-day Prescription Supply (Retail Fill or Mail-Order)	2x the retail copay No specialty coverage	Same coinsurance as retail

PLAN COMPARISON: TRADITIONAL PPO

aetna®

 Cigna.

In-Network Coverage	LPL: Traditional PPO	Waddell & Reed: PPO
LPL Contributions to HSA (Individual / Family)	N/A	N/A
Calendar Year Deductible (Individual / Family)	\$1,000 / \$3,000	\$750 / \$1,500
Calendar Year Out-of-Pocket Maximum (Individual / Family)	\$3,250 / \$9,750	\$5,600 / \$13,000
Coinsurance	20%	20%
Preventive Care	No charge	No charge
Primary Care (PCP) Office Visit	\$30 copay	\$25 copay
Specialist Office Visit	\$45 copay	\$40 copay
30-day Prescription Supply (Retail Pharmacy)	Generic: \$10 copay Brand: \$40 copay Non-Formulary: \$60 copay Specialty: 20%, up to \$350	Generic: \$15 copay Brand: 35% up to \$75 Non-Formulary: 50% up to \$250 Specialty: 20% up to \$100
90-day Prescription Supply (Retail Fill or Mail-Order)	2x the retail copay No specialty coverage	Various limits apply

PLAN COMPARISON: NETWORK ONLY

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In-Network Coverage	LPL: Select EPO (network only)	Waddell & Reed: Efficiency Plan (network only)
LPL Contributions to HSA (Individual / Family)	N/A	N/A
Calendar Year Deductible (Individual / Family)	\$500 / \$1,500	\$600 / \$1,200
Calendar Year Out-of-Pocket Maximum (Individual / Family)	\$2,100 / \$6,400	\$4,500 / \$9,000
Coinsurance	20%	20%
Preventive Care	No charge	No charge
Primary Care (PCP) Office Visit	\$25 copay	\$25 copay
Specialist Office Visit	\$35 copay	\$50 copay
30-day Prescription Supply (Retail Pharmacy)	Generic: \$10 copay Brand: \$40 copay Non-Formulary: \$60 copay Specialty: 20%, up to \$350	Generic: \$15 copay Brand: 35% up to \$75 Non-Formulary: 50% Specialty: 20% up to \$250
90-day Prescription Supply (Retail Fill or Mail-Order)	2x the retail copay No specialty coverage	Various limits apply

EMPLOYEE PREMIUMS FOR MEDICAL COVERAGE




LPL's medical premium salary bands are identical to Waddell & Reed's

LPL salary bands	Waddell & Reed salary bands
Less than \$60,000	Less than \$60,000
\$60,000 to \$120,000	\$60,000 to \$120,000
Over \$120,000	Over \$120,000



- LPL salary bands include commissions, but not bonuses
- LPL does not impose tobacco or spousal premium surcharges

PLAN COMPARISON: DENTAL

	 DELTA DENTAL®	 DELTA DENTAL®	 DELTA DENTAL®
In-Network Coverage	Traditional PPO Dental Plan	Enhanced PPO Dental Plan	Waddell & Reed: Dental Plan
Deductibles (Individual / Family)	\$75 / \$225	\$50 / \$150	\$50 / \$150
Annual maximum benefit	\$1,500	\$2,500	\$2,000
Services <ul style="list-style-type: none"> ▪ Preventive ▪ Restorative, Periodontics and Endodontics ▪ Oral Surgery ▪ Crowns & Bridges and Prosthetics 	<ul style="list-style-type: none"> ▪ You pay \$0 ▪ You pay 10% ▪ You pay 10% ▪ You pay 40% 	<ul style="list-style-type: none"> ▪ You pay \$0 ▪ You pay 10% ▪ You pay 10% ▪ You pay 40% 	<ul style="list-style-type: none"> ▪ You pay \$0 ▪ You pay 20% ▪ You pay 20% ▪ You pay 50%
Orthodontia (adults and children)	Not covered	The plan pays 50% up to \$2,000 lifetime maximum	The plan pays 50% up to \$2,000 lifetime maximum
All Plans: With the exception of Preventive Care, coinsurance amounts apply once the annual deductible has been met.			

PLAN COMPARISON: VISON

			
In-Network Coverage	Traditional Vision Plan	Enhanced Vision Plan	Waddell & Reed: Vision Plan
Exam (once every 12 months)	\$20 copay	\$20 Copay	\$35 copay
Lenses	Once every 24 months	Once every 12 months	Once every 12 months
Frames	Once every 24 months <ul style="list-style-type: none"> \$150 allowance for a selection of frames \$70 allowance for Costco/Walmart frames 	Once every 12 months <ul style="list-style-type: none"> \$200 allowance for a selection of frames \$110 allowance for Costco/Walmart frames 	Once every 12 months <ul style="list-style-type: none"> \$200 allowance for frames
Contact lenses (instead of glasses)	Once every 24 months <ul style="list-style-type: none"> \$150 allowance 	Once every 12 months <ul style="list-style-type: none"> \$200 allowance 	Once every 12 months <ul style="list-style-type: none"> \$200 allowance

TAX-SAVINGS ACCOUNTS – HEALTH SAVINGS ACCOUNT (HSA)

With an HSA, you will have:

- A tax-advantaged savings account that can be used to pay for eligible medical expenses as well as deductibles, co-insurance, prescriptions, vision expenses, and dental care
- Potential to build more savings through investing – you can choose from a variety of self-directed investment options
- Unused funds that will roll over year to year
- An account to help you save for retirement



You are only eligible for an HSA if you enroll in the Aetna Health Fund (HSA) PPO Medical Plan.

TAX-SAVINGS ACCOUNTS – HEALTH SAVINGS ACCOUNT (HSA)

2021 Annual HSA Contribution Limits¹

LPL contributions

- **Employee only:** \$500 (\$19.23/paycheck)
- **Employee + dependent(s):** \$1,000 (\$38.46/paycheck)

You may contribute up to

- **Employee only:** \$3,100
- **Employee + dependent(s):** \$6,200

Note: If you are age 55 or older in 2021, you may contribute an additional \$1,000 in catch-up contributions.

These are annual IRS limits that include ALL contributions made to ALL HSA plans in the same calendar year. Please review your YTD contributions to the Waddell & Reed plan to determine how much you can contribute to LPL's plan before making your election.

TAX-SAVINGS ACCOUNTS – FLEXIBLE SPENDING ACCOUNTS (FSA'S)

FSA Contribution Limits

Health Care (HC)	Limited Purpose (LP)	Dependent Care (DC)	Commuter
\$2,750 per year	\$2,750 per year	\$5,000 per household	\$270 per month
You may not elect the Health Care FSA if you enroll in the Aetna Health Fund HDHP	For OOP dental & vision expenses if contributing the IRS maximum to HSA	\$2,500 if married and filing separate tax returns	

Note: Unused funds in your 2021 FSAs may be rolled over for use in 2022

These are annual IRS limits. Please review your YTD contributions to the Waddell & Reed plans to determine how much you can contribute to LPL's plans before making your elections.

LPL FINANCIAL LLC PROFIT SHARING 401(K) PLAN

The LPL Financial LLC Profit Sharing 401(k) Plan is a convenient and reliable way to build income for your retirement.

Plan Highlights

- Enrollment is automatic at 3% pre-tax contributions
- Your 8% contribution with LPL's 6% match results in a 14% 401k contribution
- Self-Directed Brokerage coming to the plan in 2021
- 401(k) loan options available
- Roth 401(k) offering. This option permits employees to defer a portion of their current eligible compensation for their retirement on an after-tax basis (up to IRS limits, determined annually)

401(K) COMPARISON

LPL matches employee contributions at 75% up to 8% of pay.

Waddell & Reed matches 100% on the first 3%, 50% on the next 2%.

Your service with Waddell & Reed will be recognized for match vesting

401(K) COMPARISON

Example: An employee making \$60,000 a year and contributing 8% of their gross salary.

LPL 401(K) PLAN

Employee Contributes: **\$4,800**

Company Match ($\$4,800 \times 75\%$): **\$3,600**

Total 401(k) Contributions
\$8,400

WADDELL & REED 401(K) PLAN

Employee Contributes: **\$4,800**

Company Match ($\$60,000 \times 4\%$): **\$2,400**

Total 401(k) Contributions
\$7,200

In this example **LPL will be contributing \$1,200 more**
than Waddell & Reed

ADDITIONAL BENEFITS

Life Insurance

- Both LPL & Waddell & Reed offer Basic life and AD&D insurance, with options for voluntary supplemental coverage

Disability Insurance

- Both LPL & Waddell & Reed offer Short and Long-term disability benefits
 - LPL offers basic employer-paid plans and employee buy-up options

Voluntary Benefits

- Similar to Waddell & Reed, LPL offers: EAP, Telemedicine, Pre-tax Transit, Legal Plan/ID Theft Protection, Accident Insurance and Critical Illness Insurance
- LPL also offers:** Employee Stock Purchase Plan (ESPP), Second Medical Opinion Service, Adoption Assistance, Home & Auto Insurance, Pet Insurance, and Health Care Advocacy Services



YOUR YEAR-ROUND WELLBEING SUPPORT

More programs to help managed your total wellbeing!

Wellbeing support, such as the LPL Live Well program, which includes:

- Health challenges
- Wellness podcasts
- Activity trackers, including step trackers
- Rewards for completing healthy activities

Employee Assistance Program (EAP)

- Get 24/7 confidential support for work/life concerns
- Also includes educational content and tools



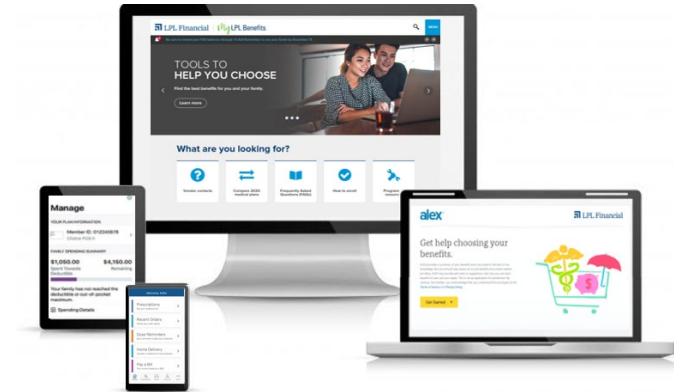
To learn more, visit myLPLbenefits.com and navigate to **Health > Wellbeing**.



ONLINE RESOURCES AND TOOLS

ONLINE/MOBILE RESOURCES

- Meet with ALEX - myalex.com/lpl/2021
- Use Alight Health Pro - member.alight.com
- Review the benefits website - myLPLbenefits.com
 - Easy to use and available to your dependents
 - Visit any time and throughout the year for the latest information on benefits updates
 - Access from any mobile device for on-the-go benefits information anywhere and any time you need
- Use websites and apps to get on-the-go access for your medical, prescription, vision, dental, and HSA/FSA benefits, as well as other resources like the EAP, Best Doctors and Teladoc



AVAILABLE PROVIDER APPS:





MAKING YOUR ELECTIONS

YOUR ENROLLMENT CHECKLIST

- ✓ **Know Your Options:** Review myLPLbenefits.com for more details on your available plans and coverage options
- ✓ **Find the Best Fit:** Need help determining which benefits will best fit your needs and preferences? Visit ALEX for customized benefit recommendations or contact Alight Health Pro for personalized guidance and support
- ✓ **Take Action:** You will need to enroll **within 30 days of the close of the acquisition.** Additional enrollment instructions will be provided soon.



THANK YOU!