



# 2023 Total Rewards

## Your Total Rewards at a glance

### Rewarding performance is the cornerstone of our Total Rewards philosophy.

As a financial professional of Equitable Advisors, LLC or Equitable Network, LLC or a participating affiliate (the Company), you are eligible to participate in comprehensive benefit programs that represent a significant portion of your total compensation. The summary below highlights the current benefits program. **Your eligibility for the benefits described may vary based on your contract status and whether you meet the annual production credit requirements for benefits.** All benefits are subject to the provisions and terms of the plan documents.

#### Health and wellness

##### Medical

*(immediately eligible)*

You have a choice of electing coverage from a variety of plan levels, insurance carriers and price levels through the Aon Active Health Exchange. The plan levels typically include:

- **Bronze** – A basic, high-deductible health plan (HDHP) that offers access to a Health Savings Account (HSA).
- **Bronze Plus** – A buy-up from the Bronze option – a high-deductible health plan (HDHP) that offers access to an HSA.
- **Silver** – A preferred provider organization (PPO) plan.
- **Gold** – A buy-up from the Silver option – this option is also a PPO plan.
- **Platinum** – A PPO plan that covers in-network care and provides limited benefits for out-of-network care.
- **HMSA Hawaii (PPO or HMO)** – If you reside in Hawaii.
- **Triple-S (PPO)** – If you reside in Puerto Rico.

Vendors may vary by location, with the exception of Hawaii and Puerto Rico where HMSA and Triple-S, respectively, are the options available. Refer to the 2023 **Make It Yours Guide** for more information.

**Tobacco user and working spouse/eligible domestic partner surcharges also apply.**

##### Prescription drugs

*(immediately eligible)*

When you elect medical coverage, your medical insurance carrier provides your prescription drug coverage. Your plan level determines your coverage for prescription drugs and each carrier has its own rules. Coverage and cost are based on your medical option, the category of the prescription drug (e.g., generic or brand) and where you purchase the prescription drug.

##### Dental

*(immediately eligible)*

You may enroll in dental coverage without electing medical coverage. You have a choice of electing coverage from a variety of plan levels, insurance carriers and price levels through the Aon Active Health Exchange.

The plan levels include:

- **Bronze** – A basic PPO plan that covers in- and out-of-network care, but does not cover major or orthodontia expenses.
- **Silver** – A buy-up with the basic PPO plan that covers in- and out-of-network care, including coverage for major services and orthodontia expenses for children up to age 19.
- **Gold** – An enhanced PPO plan that covers in- and out-of-network care, including coverage for major services and orthodontia expenses for children and adults.
- **Platinum** – A DHMO plan that covers in-network care only, including orthodontia expenses for children and adults (not available in AK, ME, MT, ND, NH, SD, VT, WY and some other limited areas).

If you waive dental coverage, you are eligible for flex credits.\*

##### Vision

*(immediately eligible)*

You may enroll in vision coverage without electing medical coverage.

You have a choice of electing coverage from a variety of plan levels, insurance carriers and price levels through the Aon Active Corporate Health Exchange. The plan levels include:

- **Bronze** – Eye exam-only option that provides discounts for materials (i.e., lenses, frames, contacts).
- **Silver** – A PPO plan that covers in- and out-of-network care.
- **Gold** – An enhanced PPO plan that covers in- and out-of-network care.

## Health and wellness

### Employee assistance program

*(immediately eligible)*

Equitable financial professionals and their families have access to six EAP counseling sessions per issue per year, at no cost, to assist with the demands of work, life and personal issues. WorkLife referrals are also available to assist with locating local support services for childcare and parenting, adult/elder care, chronic conditions, life learning education and other convenience services.

### Expert second medical opinion

*(immediately eligible if enrolled in Aon Active Health Exchange Medical Plans)*

#### 2nd.MD

Equitable Financial Professionals and family members currently enrolled in health coverage through the Aon Active Health Exchange have access to 2nd.MD, a virtual second opinion service that gives you exclusive access to the most sought after specialists from top medical institutions. Individuals facing a challenging medical diagnosis or treatment path can secure a virtual consultation from a selection of over 700 nationally recognized, board-certified physicians, specialists and/or researchers to help evaluate and provide clarity and guidance regarding your medical situation.

\* Flex credits are available if you reduce, elect to pay for on an after-tax basis or opt out of coverage in eligible plans – dental, company-paid long-term disability or company-paid basic life insurance. Flex credits are not benefits-eligible compensation. Flex credits will not increase your amount of life insurance coverage or disability coverage, nor will flex credits be benefits-eligible compensation for the 401(k) plan or any other benefit that is based on your benefits-eligible compensation.

## Spending and savings accounts

### Dependent Care Flexible Spending Account

*(immediately eligible)*

You may contribute up to \$5,000 pretax annually to the Dependent Care Flexible Spending Account (DCFSA). Use your DCFSA to pay for the care of a dependent child under age 13, or a disabled parent or spouse, so you can work.

### Health Care and Limited Use Health Care Flexible Spending Accounts

*(immediately eligible)*

You may contribute up to \$3,050 pretax annually to the Health Care Flexible Spending Account (HCFSA). Use your HCFSA to pay for eligible healthcare expenses not reimbursed by medical, dental or vision coverage incurred by you, your spouse or by anyone you claim as a dependent on your federal income tax return. If you are enrolled in a HDHP medical option, you may contribute up to \$3,050 pretax annually to the Limited Use Health Care Flexible Spending Account (LUFSA). Use your LUFSA to pay for dental and vision expenses not covered by your HDHP medical option. Once your HDHP medical option deductible is met, your LUFSA covers eligible expenses like a standard HCFSA. You are able to carry over a minimum of \$50 and a maximum of \$610 of your HCFSA or LUFSA remaining at the end of the year.

### Health Savings Account

*(immediately eligible if enrolled in HDHP Health Plans)*

You may contribute up to \$3,850 pretax annually if you have self-only coverage (\$7,750 for self and family coverage) to the Health Savings Account (HSA). Use your HSA to pay for qualified healthcare expenses for you, your spouse or tax-eligible dependents (including domestic partner), such as coinsurance and deductibles, or you can save it tax-free for future use. The balance in your HSA is yours to keep. If you do not use the full balance of your HSA each year, the remaining funds will roll over from year to year.

### Transportation Reimbursement Incentive Program (TRIP)

*(immediately eligible)*

TRIP allows you to pay for qualified parking and/or commuting costs through automatic, before- and/or after-tax paycheck deductions (subject to monthly limits). You can enjoy the convenience of transit passes mailed directly to your home and automatic payment of parking providers, where available.

## Wealth accumulation

### 401(k) participant contributions

*(immediately eligible)*

Automatic enrollment for eligible financial professionals at 5% pretax (with an annual increase of 1% per year up to 10%), unless you elect a different rate.

Up to 75% of eligible compensation on a pretax and/or Roth 401(k) basis, subject to IRS limits (up to \$22,500 in 2023; up to \$30,000 in 2023 if individual is age 50 or older as of December 31, 2023). Puerto Rico residents are not eligible to make Roth contributions.

Up to 20% of eligible compensation on an after-tax basis (up to \$10,000 per calendar year), subject to IRS limits.

Qualified distributions of Roth contributions and associated earnings are tax-free, similar to Roth IRAs. Participant contributions are 100% vested immediately.

## Wealth accumulation

### 401(k) employer contributions

*(immediately eligible)*

### Company contribution, company match and discretionary performance-based contribution

The Company contribution is as follows, subject to IRS limits:

- 2.5% of calendar year eligible compensation up to the Social Security wage base (\$160,200 in 2023) plus,
- 5% of calendar year eligible compensation in excess of the Social Security wage base, up to the qualified plan compensation limit (\$330,000 in 2023).

### Company match:

- Once enrolled in the 401(k) Plan, the Company will automatically match your pretax contributions and your Roth 401(k) contributions to the plan (combined) up to 3% of your eligible compensation on a dollar-for-dollar basis.

### Discretionary performance-based contribution:

- The discretionary performance-based contribution is tied to performance measurement, as defined by the Company. The Company may make annual contributions to participant's accounts up to 4% of a participant's calendar year eligible compensation, regardless of the participant's contribution. Employer contributions are 100% vested after 3 years of vesting service.

### Employee stock purchase plan company-matching contribution

*(immediately eligible)*

### The Equitable Holdings, Inc. Stock Purchase Plan

Eligible financial professionals will receive employer-matching contributions of 10% on the first \$10,000 of participant contributions, up to a maximum of \$1,000 per calendar year. Employer-matching contributions will be used to purchase additional shares for the participant.

## Financial protection

### Disability plans

*(short-term disability plans – immediately eligible)*

### Short-term disability (STD) plan

If you are unable to work because of sickness or injury and you are certified for STD benefits by the plan, after a 30-day elimination period (or 7-day for disability resulting in hospitalization), the plan provides you with benefits for additional weeks you are certified disabled. The plan provides 1 week at 100% of your weekly eligible compensation for each completed year of service, and 60% of your weekly eligible compensation for each additional week of disability, for a maximum of 22 total weeks of benefits. Your monthly STD plan benefit payment will not be offset by the benefits-eligible first year or renewal commissions you are paid in that month.

*(long-term disability plans – generally, immediately eligible, however, certain financed FPs become eligible on January 1 following the FP's contract date)*

### Long-term disability (LTD) plan

If you remain disabled and unable to work beyond 22 weeks of certified STD, and you are certified for LTD benefits by the plan, the plan pays the applicable percentage of your monthly eligible compensation that you elected up to a maximum monthly benefit of \$25,000 (or up to \$1,500 for financed financial professionals). Your long-term disability benefits are offset by first-year commissions, renewal commissions, service fees and certain other items, such as Social Security disability income. Eligible compensation is your Average Base Benefits Rate, which is generally the average of all benefits-eligible compensation that was paid to you over the past 3 calendar years, as determined by the Company. The Company pays the full cost of coverage of 50% replacement of eligible compensation for financial professionals and retail sales managers. Alternatively, you may elect to pay on an after-tax basis for either 50% replacement of eligible compensation coverage or 60% replacement of eligible compensation coverage. If you elect to pay for coverage yourself on an after-tax basis, you will receive a flex credit equal to the Company's cost to provide the 50% level of coverage. Retail sales managers and experienced financial professionals will have immediate eligibility for long-term disability coverage, and financial professionals will be eligible on the January 1 following the date of their contracts.

*(SLTD disability plans – generally, immediately eligible, however, certain financed FPs become eligible on January 1 following the FP's contract date)*

### Supplemental long-term disability (SLTD) plan

LTD coverage replaces part of your earnings that are not currently benefits-eligible (non-proprietary compensation and commissions).

If you qualify for SLTD coverage, you may elect to insure up to 60% of your eligible monthly income under the plan, from a minimum monthly benefit of \$500 up to a maximum monthly benefit of \$7,500, in increments of \$100. No Evidence of Insurability (EOI) will be required if you are enrolling for the first time or increasing your coverage during an open enrollment period.

### Life insurance program

*(immediately eligible)*

### Basic group life insurance

Company-paid basic group life insurance and accidental death and dismemberment (AD&D) coverage based on 1x eligible compensation up to \$700,000. If you reduce coverage below 1x eligible compensation (subject to minimum coverage of the lower of \$50,000 or your eligible compensation), you are eligible for flex credits.

### Optional term life insurance

Can purchase 1x-4x eligible compensation up to \$1,000,000. Participant pays premiums after tax through payroll deductions.

### Group universal life insurance

Can purchase 1x-8x eligible compensation up to \$2,000,000. Participant pays premiums after tax through payroll deductions.

## Family support benefits

### Adoption

*(eligible after completing 1 year of service)*

### Adoption assistance reimbursement

This program provides up to a \$10,000 reimbursement for legal expenses when a parent assumes legal responsibility and custody of a newly adopted child. Review the adoption policy for additional details.

### Bright Horizons

*(immediately eligible)*

### Back-up care for children and adult dependents

Bright Horizons back-up care supports financial professionals and their families during planned and unplanned events through a national network of quality child care centers and trained in-home care professionals. The Bright Horizons back-up care advantage program offers you back-up care where and when you need it. The Company offers all eligible financial professionals 20 Bright Horizons back-up care visits during a calendar year. This program can be used for the care of children at any age, spouses and elder family members. The infant transition program extends the original 20 back-up care visits with an additional 10 back-up care visits during the first year after birth or adoption.

### Dependent tutoring services

*(immediately eligible)*

### Virtual tutoring

Trade in your unused back-up care visits for up to 4 hours of on-demand virtual tutoring for your dependents aged 5-18 years old.

### Homework help

Dependents can submit homework questions and writing assignments in a web-based platform for 24/7 tutoring assistance.

### Family support

*(eligible after completing 1 year of service and subject to meeting FMLA requirements)*

### Paid caregiver leave

Effective January 1, 2022, 20th edition financial professionals and retail sales managers approved for FMLA to care for eligible family members with serious health conditions will be able to receive 10 days of paid caregiver leave per year. Please see the FMLA policy for additional details.

### Preparing dependent for college

*(immediately eligible)*

### College coach

Gain free access to a team of former senior-level college admissions and financial aid counselors who offer impartial guidance to prepare you and your dependents for the college admissions process. The College Coach online portal provides a range of resources, including live events and on-demand webinars, expert advice on college lists and admissions essays and online tools targeted to the student's academic level.

## Additional benefits

### Access to added benefits

*(immediately eligible)*

### Access to insurance benefits for FPs to purchase.

- Group auto insurance
- Group homeowner's insurance
- Group legal services
- Identity theft protection
- Pet insurance

Participant pays premiums after tax through payroll deductions.

### AYCO support

*(immediately eligible)*

### Survivor support – financial counseling services

The AYCO Company's Survivor Support – financial counseling service provides specific, personalized answers that you or your spouse may need to deal with after the loss of a loved one.

### Perks at work

*(immediately eligible)*

### Corporate discount program

Eligible financial professionals and their families have access to private shopping events and exclusive discounts on hundreds of brand name products and services.

## Equitable Foundation

### Cultural opportunities

*(immediately eligible)*

### Equitable Foundation

Supports cultural institutions in New York City, Jersey City, Syracuse and Charlotte – communities with large numbers of FPs. Special offers, such as discounts, are available at some local institutions.

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### Matching gifts

*(eligible after completing  
6 months of service)*

### Equitable Foundation funds

Equitable Foundation funds are directed to organizations that FPs support. Eligible donations of \$50 or more are matched up to \$2,000 per year, per individual. Contributions may be divided among eligible organizations or given to a single organization.

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### Scholarship opportunities

*(immediately eligible)*

### Equitable Family Scholarship

Up to 20 \$5,000 scholarships are awarded to children who are legal dependents of eligible financial professionals. Students apply for this scholarship when they are in their senior year of high school.

The information provided in this chart is a summary of the Company's employee benefit plans and certain other programs maintained for company personnel. More information can be found in the summary plan descriptions, and full details are contained in the legal documents governing each plan. If there is any discrepancy or conflict between the plan documents and the information presented here, the plan documents will govern. The Company always reserves the unrestricted right to modify, amend or terminate the plans at any time and for any reason in whole or in part. Accordingly and without limitation, nothing in this chart should be construed as, and participation in the plans should not be considered, a promise or guarantee of future benefits or of any level or amount of benefits. In addition, nothing in this chart nor participation in the plans is an employment contract or an offer, promise or guarantee of employment or contract for any duration.

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