Working at Schwab has its rewards.

Benefits and beyond—what it means for you.
We’ll help you build your career—and a healthier, more secure future.

Schwab’s comprehensive benefits package gives you the choices and support you need to enhance your personal and professional life. We start with excellent medical, dental, vision, and 401(k) plans.
Great benefits are just the beginning.

Schwab goes beyond traditional benefit plans. We empower you with the education, tools, support, and services to manage your health and well-being. Then beyond that, we offer one-on-one financial guidance to help you understand your overall financial picture and design a custom plan that fits your personal and professional goals.

Learn how working at Schwab benefits you.

Care for your health—with medical, dental, and vision coverage
Stay healthy—with wellness programs and support
Build a healthy financial future—with 401(k) and financial health
Support a healthy outlook—with vacation and paid time off
Protect your future—with life insurance, disability, and additional benefits
Learn more about Schwab’s benefits—with an at-a-glance guide to our plans

This brochure describes many of the features of Schwab’s employee benefit plans in general terms. The specific terms and conditions of these benefits are governed by legal plan documents, insurance contracts, and service agreements. In the event of a conflict or ambiguity regarding the information represented in this brochure, the plan documents, contracts, and agreements will govern. Schwab reserves the right to amend, terminate, suspend, or withdraw the benefits, in whole or in part, at any time.
You know your health needs better than anyone. So we encourage you to take charge of and manage your own health and well-being. To do that, we provide comprehensive health plans, health resources, and wellness programs that empower you to make informed decisions and support your overall health.
Medical, dental, and vision coverage

Health plans

Schwab pays 75% of the total cost of coverage for health benefits and, once hired, your benefits are effective the first of the month following your hire date. See costs for coverage.

**Medical**

Schwab offers comprehensive medical coverage through UnitedHealthcare (UHC) and Kaiser Permanente (for California and Colorado residents only). Our medical plan is designed to help drive healthy behavior, increase awareness of health costs, and give you more control over your health decisions. You'll also receive recommended preventive services—such as annual physicals, screenings, and immunizations—at no cost to you when you use in-network providers. View plan details.

**Health Savings Account (HSA)**

Schwab’s medical plan includes a linked Health Savings Account (HSA)\(^1\)\(^2\) to help you plan and save for health expenses. Depending on the date you enroll, Schwab contributes up to $500 for employee-only coverage and up to $1,000 for employee + 1 and family coverage to your HSA. You can also make pre-tax contributions to your HSA during the year.

The money in your HSA rolls over from year to year, and you can invest your balance in select investment funds, giving you the ability to grow your account balance for health expenses well into retirement. Even if you leave Schwab, you take your HSA with you. Watch the Schwab HSA video.

**Dependent Care Flexible Spending Account (FSA)**

Because child-care expenses can add up quickly, we offer a dependent care FSA to help your dollars go further. Schwab contributes to your dependent care FSA to help you pay for eligible elderly and child-care expenses. Eligible, full-time employees receive $100 per dependent, up to $200 each month; and part-time employees receive $50 per dependent, up to $100 each month.

**Dental**

You can choose from several dental plans and coverage amounts to fit your needs. All dental plans provide coverage for diagnostic and preventive dental services, such as exams, cleanings, and X-rays, plus coverage for basic and major dental services. View plan options and details.

**Vision**

Regular visits to eye-care professionals can help detect common problems and even help prevent some diseases. Schwab’s vision plan includes annual wellness eye exams at no cost to you and discounts on frames and lenses through Vision Service Plan (VSP). View plan details.

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1You must be HSA eligible, as defined by the IRS, to make or receive contributions to an HSA.
2HSA contributions and earnings are subject to state tax withholding in Alabama, California, and New Jersey.
We believe your health is your most important asset. We provide a variety of activities and wellness programs to encourage and support your overall good health. You even have the added support of your peers to keep you positive, motivated, and moving forward.
**Schwab Everyday Wellness**
Schwab’s wellness program includes a free health assessment and screening. This gives you an accurate picture of your overall health and helps you clearly identify your wellness goals. You’ll then have access to health resources to develop a plan to achieve your goals. Participation in the program is voluntary, but if you participate, you can earn a **healthy reward** that’s deposited into your HSA.

**Guidance and Support**
Our employee “Wellness Champions” support your wellness efforts and interests by organizing on-site seminars and events to enhance your healthy journey. Many events are free, but some fees may apply. Schwab also offers discounts on programs and resources that encourage your progress toward better health, including health club and fitness equipment discounts and on-site workspace ergonomic evaluations.
Charles Schwab founded our company on the belief that everyone deserves the help they need to reach their financial goals. We’re committed to providing you with the same opportunity—with the financial options, guidance, and tools to help you make smart choices for a lifetime of financial health and success.
401(k) Plan
It’s never too late (or too early) to save for retirement, and with Schwab’s 401(k) plan, it’s easy. Make pre-tax contributions, Roth contributions, or a combination of both, and choose from an array of investments. And when you contribute to your 401(k), Schwab does too.

Schwab will contribute $2 for every $1 you contribute, up to the first $250, plus $1 for each $1 you contribute, up to 5% of your eligible compensation (Schwab’s matching contribution is awarded annually, subject to company performance).

Retirement plan guidance is available online and by phone for employees to help you select and manage your investments to match your goals.

Bonus Plan
A majority of Schwab employees participate in the Corporate Bonus Plan. Awards are discretionary and based on individual performance.

Equity Awards Program
Schwab grants stock options and/or restricted stock units as a long-term incentive to select key performers.

Employee Stock Purchase Plan (ESPP)
Our employees are invested in Schwab’s success—literally. Through our Employee Stock Purchase Plan, you can contribute 1% to 10% of your eligible compensation to buy Schwab common stock at a 15% discount from the fair market price.

Schwab Employee Services
Need help reaching your financial goals? Then Schwab is the place to work. We’re committed to providing you and your family with the most useful and ethical financial advice available. This includes complimentary consultations and financial workshops, trading discounts, lower minimums for managed portfolios, plus ongoing one-on-one support to help you create a plan and put it into action.
Schwab Brokerage Discounts
As a Schwab employee, you qualify for special employee discounts.

- 20% off all fees and commissions, including 20% off trade commissions: $7.16 per trade (normally $8.95 for clients).
- 20% off managed account fees and a six-month fee rebate when you open a managed account.
- Reduced account minimums for managed portfolios; as low as $25,000 (normally $100,000 and above for clients).

Employee Education Reimbursement
Achieving career goals can go a long way toward helping you reach your financial goals, and Schwab is committed to providing you with the career help you need. We reimburse expenses for qualifying business-related education and training, including classes, workshops, seminars, and professional certifications. We even provide reimbursement for college undergraduate and graduate programs.

In a calendar year, Schwab reimburses up to:

- $3,500 for qualified and approved external training, workshops, seminars, professional certification, and undergraduate course work.
- $5,250 for qualified and approved graduate and postgraduate studies.

401(k) and financial health
Schwab believes that having personal time is vital to maintaining top performance on the job. We offer generous time off, along with time off for all major holidays, to help you enjoy time for yourself and with your family. We also offer paid volunteer time—because a healthy work-life balance includes giving back to the community.
Holiday, Vacation, and Sick Time
As a regular full-time employee you receive 8 paid holidays during the year, plus up to 2 floating holidays to be used anytime during the calendar year. Regular full-time employees also accrue 8 or 10 hours of paid vacation each month. Accruals are based on job level and your accrual may increase for years of service and level in the company. Regular full-time employees accrue 6.66 hours of paid sick time each month, up to 80 hours of sick time each year. Unused sick time carries over from year to year with no maximum accrual limit.

Time to Share
To help employees in our company who may experience serious illness or injury, you can donate your unused sick time and vacation time to help ensure that your colleagues get the time off they need.

Time to Volunteer
We don’t just work and live in our communities, we’re involved in them too. Schwab supports year-round volunteer efforts by offering you up to 8 hours of paid volunteer time off that can be used to volunteer at eligible nonprofit organizations, especially those dedicated to financial education and well-being. We also sponsor an annual Volunteer Week during which employees join forces to give back to our communities by leading and participating in numerous volunteer projects across the nation.

Time to Grow
After five years, eligible employees can apply for a 28-day paid sabbatical, which can be used for relaxing and pursuing personal or professional development, such as community service, education, or reflecting on their career and life.
Protect your future

As a regular Schwab employee, you can take advantage of a variety of life and accident insurance policies to provide income for you and your eligible dependents in the event of a serious injury or death. You also qualify for group discounts on auto, home, and pet insurance policies.

**Life Insurance and Disability**
To help protect yourself and those you love, Schwab provides basic life insurance, including AD&D, at no cost. Basic life insurance pays up to two times your base salary. You can also purchase additional coverage, for you or a dependent, at a reduced rate. We also offer two disability plan options at a reduced cost to you, to help protect your income in case you are unable to work due to an injury or illness.

**Group Legal**
Schwab’s Hyatt Legal Plan through MetLaw provides an “attorney on retainer” who can offer legal advice, document review and preparation, and representation in court—all for a low monthly cost.

**Employee Discounts**
As a Schwab employee you receive special discounts for:
- Adult care/caregiving and child daycare
- Entertainment and travel
- Shopping and retail
- Mobile phones and services
- Professional services
- Gym memberships
- And more

In addition to competitive benefits, Schwab offers a highly collaborative and supportive work environment for smart people who have a passion for helping others shape their financial futures.

If that sounds like you, and you want to learn more about working for Schwab, visit aboutschwab.com/careers or call 1-800-725-3535 today.
Medical plan details

Deductibles, coinsurance, and out-of-pocket maximums.

Kaiser does not offer out-of-network coverage, except for emergency care.

<table>
<thead>
<tr>
<th></th>
<th>EMPLOYEE</th>
<th>EMPLOYEE + 1 OR FAMILY</th>
</tr>
</thead>
<tbody>
<tr>
<td>DEDUCTIBLE</td>
<td></td>
<td></td>
</tr>
<tr>
<td>In-network</td>
<td>$1,250</td>
<td>$2,500</td>
</tr>
<tr>
<td>Out-of-network</td>
<td>$2,500</td>
<td>$5,000</td>
</tr>
<tr>
<td>COINSURANCE¹</td>
<td></td>
<td></td>
</tr>
<tr>
<td>In-network</td>
<td>15%</td>
<td>15%</td>
</tr>
<tr>
<td>Out-of-network</td>
<td>40%</td>
<td>40%</td>
</tr>
<tr>
<td>PRESCRIPTION DRUGS</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Generic and preferred</td>
<td>15%</td>
<td>15%</td>
</tr>
<tr>
<td>Non-preferred</td>
<td>25%</td>
<td>25%</td>
</tr>
<tr>
<td>OUT-OF-POCKET MAXIMUM</td>
<td></td>
<td></td>
</tr>
<tr>
<td>In-network</td>
<td>$2,900</td>
<td>$5,800</td>
</tr>
<tr>
<td>Out-of-network</td>
<td>$5,000</td>
<td>$12,500</td>
</tr>
</tbody>
</table>

¹Coinsurance is for medical and behavioral health services after deductible is met, unless otherwise noted.
# Dental plan comparison

<table>
<thead>
<tr>
<th></th>
<th>DELTA DENTAL CORE</th>
<th>DELTA DENTAL PLUS¹</th>
<th>AETNA DMO</th>
<th>CIGNA DMO</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Annual Deductible</strong></td>
<td>$25/person in-network provider; $75/person non-network provider</td>
<td>$25/person in-network provider; $75/person non-network provider</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td><strong>Annual Benefit</strong></td>
<td>Up to $1,500/person</td>
<td>Up to $2,500/person</td>
<td>No maximum</td>
<td>No maximum</td>
</tr>
<tr>
<td><strong>Diagnostic and Preventive Care</strong></td>
<td>Plan pays 80% of eligible expenses² (no deductible)</td>
<td>Plan pays 100% of eligible expenses² (no deductible)</td>
<td>Plan pays 100% of eligible expenses²</td>
<td>Plan pays 100% of most eligible expenses; some co-pays apply³</td>
</tr>
<tr>
<td><strong>Basic Services</strong></td>
<td>Plan pays 80% of eligible expenses² (subject to deductible)</td>
<td>Plan pays 100% of eligible expenses² (subject to deductible)</td>
<td>Plan pays 100% for most services</td>
<td>Plan pays 75%–100% for many services, some co-pays apply³</td>
</tr>
<tr>
<td><strong>Major Services</strong></td>
<td>Plan pays 50% of eligible expenses² (subject to deductible)</td>
<td>Plan pays 60% of eligible expenses² (subject to deductible)</td>
<td>Plan pays 60% of eligible expenses (implants not covered)</td>
<td>Plan pays about 65% of many eligible expenses, some co-pays apply² (implants not covered)</td>
</tr>
<tr>
<td><strong>Orthodontia</strong></td>
<td>No coverage</td>
<td>Plan pays 60% of covered charges up to a lifetime maximum benefit of $2,000 (no deductible)</td>
<td>Patient pays first 50% of a negotiated case fee with a DMO contract provider⁴ (no deductible, no maximum)</td>
<td>Patient pays $2,755 for child to age 19 and $3,355 for adult⁵</td>
</tr>
</tbody>
</table>

¹The Delta Dental Plus Plan has a two-year lock-in period.
²Subject to usual, customary, and reasonable limits if not using a Delta dentist.
³Refer to CIGNA Dental Care schedule for patient charges for specific co-payments.
⁴Does not apply to work in progress.
⁵Plan covers orthodontia in progress on a pro-rated or other basis. Contact Member Services for details.
## Vision plan

<table>
<thead>
<tr>
<th>FREQUENCY</th>
<th>CO-PAY</th>
<th>COVERAGE</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>WellVision Exam</strong></td>
<td><strong>12 months after last exam</strong></td>
<td>None</td>
</tr>
<tr>
<td><strong>Contact Lens Exam</strong></td>
<td><strong>12 months after last exam</strong></td>
<td>None</td>
</tr>
<tr>
<td><strong>Prescription Lenses</strong></td>
<td><strong>12 months after last lens purchase</strong></td>
<td><strong>$20 (lens and frame)</strong></td>
</tr>
<tr>
<td><strong>Frames</strong></td>
<td><strong>24 months after last frame purchase</strong></td>
<td><strong>$20 (lens and frame)</strong></td>
</tr>
<tr>
<td><strong>Contacts Instead of glasses</strong></td>
<td><strong>12 months after last eyewear purchase</strong></td>
<td>None</td>
</tr>
<tr>
<td><strong>Laser Corrective Surgery</strong></td>
<td>N/A</td>
<td>N/A</td>
</tr>
</tbody>
</table>

### Additional Vision Discounts

- Receive 30% off glasses and sunglasses, including lens options, when purchased from your VSP doctor on the same day as your WellVision exam.
- Receive 20% off glasses and sunglasses, including lens options from any VSP doctor within 12 months of your last WellVision exam.
- If you’ve had laser corrective surgery, you can use your $150 frame allowance for non-prescription sunglasses from any VSP doctor.
Costs of coverage

Schwab pays approximately 75% of the total cost of coverage for health benefits and, once hired, your benefits are effective the first of the month following your hire date.

| SCHWAB EMPLOYEE COSTS OF COVERAGE (AMOUNTS ARE DEDUCTED PER PAY PERIOD) |
|-----------------------------|----------------|----------------|----------------|
| PLAN                        | EMPLOYEE       | EMPLOYEE + 1   | FAMILY         |
| MEDICAL                     |                |                |                |
| UHC + HSA                   | $43.00         | $109.00        | $165.00        |
| Kaiser + HSA (CA and CO residents only) | $43.00         | $109.00        | $165.00        |
| DENTAL                      |                |                |                |
| Delta Dental Core           | $6.00          | $13.00         | $21.00         |
| Delta Dental Plus           | $13.00         | $31.00         | $50.00         |
| Aetna/Cigna DMO             | $3.50          | $4.50          | $7.00          |
| VISION                      |                |                |                |
| Vision Service Plan (VSP)   | $2.00          | $3.00          | $4.00          |
| GROUP LEGAL                 |                |                |                |
| Hyatt Legal Plan (MetLaw)   | $8.25          | $8.25          | $8.25          |

PLEASE NOTE: The costs for coverage listed above are deducted from each semi-monthly paycheck. These costs are not related to out-of-pocket expenses associated with your health plan costs, such as deductibles, coinsurance, or out-of-pocket maximums.