



TotalValue
Plan it. Own it. Achieve it.

The Benefits
of Working at
Schwab

A package designed to empower your health, wealth,
career, and life.

charles
SCHWAB

Own your tomorrow.

The Benefits of Working at Schwab:

A package designed to empower your health, wealth, career, and life

At Charles Schwab, we're united in a shared belief that what we do improves people's lives. We want to do the same for our employees. That's why our package goes beyond pay and traditional benefit plans. We offer a total package designed to empower you, when you work at Schwab, to make the most of your life at work and at home – today and in the future. The package includes:

What's inside...

Total Pay	1
Financial Future	2
Health and Wellness	3
Career Growth	4
Work and Life	5

Total Pay

Compensation you receive today

Financial Future

Programs to help you invest for the future and benefits that protect your income

Health and Wellness

Benefits and wellness programs to support your overall well-being

Career Growth

Support to help you grow in your career at Schwab

Work and Life

Programs to help balance work, life and leisure

Total Pay

Your total pay at Schwab is a combination of the compensation you receive today and your financial future. Total pay includes base wage, incentives, stock awards, and benefits that provide financial protection.

- **Base Wage** – Your base wage is the foundation of your total pay, and it's based on position, skills, experience, and performance. Base wage decisions are performance-based and relative to external and internal ranges.
- **Incentives** – You're also eligible for performance-based incentive pay.
 - **Corporate Bonus Plan:** Unlike many companies, at Schwab, all employees working 20 hours or more per week are eligible to share in the company's success. The Plan provides an annual discretionary award based on individual and company performance.
 - **Individual Performance Awards:** If you are in a revenue-generating position, you're rewarded based on your results.
- **Key Contributor Stock Awards** – Depending on your position, you may be eligible for Schwab's Key Contributor Program, which provides stock awards to high-performing employees.



“

Hear from a Schwab employee! *“Having my contributions recognized makes me feel a real connection between the work I do and how it helps drive the client experience and Schwab’s performance.”*

”

Financial Future

At Schwab, we believe that everyone deserves help reaching their financial goals, which is why we offer benefits and support that provide for your financial future.



- **401(k) Plan** – Schwab’s 401(k) plan makes saving for retirement easy. You are eligible to participate beginning on your start date or are automatically enrolled in the plan 45 days after hire. Schwab will make a \$250 contribution when you first contribute, plus \$1 for every \$1 you contribute up to 5% of your eligible earnings each pay period. You are immediately 100% vested in Schwab’s company matching contributions. You have a wide range of investment options that you can manage on your own or with the help of managed advice.
- **Employee Stock Purchase Plan** – You can become an owner of the company by contributing 1%-10% of your eligible compensation to the Plan to buy Schwab common stock at a 15% discount.
- **Employee Branch & Advice Services** – Wealth Management isn’t just for our retail clients. All employees are entitled to no cost Financial Planning sessions specific to their needs. Consultations can include:
 - Retirement Planning
 - Mortgage Planning
 - Education Planning
 - Debt Management
 - Investment Advice
 - Estate PlanningThe discussion can also include employee-specific advice, like benefit maximization and overconcentration in company stock.
- **Financial Protection** – Schwab provides short-term and long-term disability, life insurance, and accidental death and dismemberment (AD&D) coverage so you have a financial safety net that provides for today’s needs and protects your financial future. Disability coverage provides income when you’re unable to work due to injury, illness, or pregnancy. Life and AD&D coverage provides additional financial protection to you or your beneficiaries in the event of a serious accident or death.



Hear from a Schwab employee! *“I love the fact that as a Schwab employee, I can take advantage of the same great services our clients have at no cost. My Employee Branch consultant helped me assess my current financial situation and develop a personalized plan to meet my goals.”*



Health and Wellness

Health **is** wealth. Your health is the foundation for what you love to do at work, at home, and everywhere in between. That's why Schwab provides a range of health and wellness benefits to help you be the healthiest version of yourself, and manage your costs.

- **Health care** – Schwab offers medical, dental, and vision benefits that provide comprehensive coverage for you and your family members. The options available depend on where you live. All the plans provide 100% paid preventive care to help you stay healthy and identify health risks before they become bigger issues, as well as other benefits if you need additional care.
- **Tax-advantaged account** – The medical plan comes with a Health Savings Account (HSA) to help you save for future eligible health care expenses. You can contribute pre-tax dollars to pay for expenses during the year or save and use in coming years – even in retirement. Schwab contributes to your HSA, too – up to \$1,300 depending on your coverage level and income. Money in your HSA rolls over from year to year, and you can invest and grow your balance.
- **Wellness** – Schwab's Everyday Wellness program is based on the principle that when employees are at their best, they are better at work, at home and in the community. Our commitment to employee wellness provides ongoing opportunities to raise health awareness and to earn up to \$550 in wellness rewards for participating in Everyday Wellness programs.

Schwab provides additional wellness resources through the Wellness Champion Network, a network made up of Schwab employees who help create and support wellness efforts tailored to the needs and interests of employees at the local levels. Other resources available include LifeCare's work/life services, such as 24/7 access to counseling, education, funeral planning, and referral services to help you prepare for major life events.

- **Employee Assistance Program (EAP)** – The EAP helps with life's challenges by offering you and your family confidential, 24/7 support to deal with stress, depression, relationships, chemical dependency, mental illness, or other issues.

“

Hear from a Schwab employee about the health screening benefit! *“I want to thank you as you literally saved my life, I think. They said it was sure good I had that screening when I did and that I came in. I really appreciate all the help, and hoping you can help me with all of this now going forward!”*

”

“

Hear from a Schwab employee about the HSA! *“I didn't realize that as my HSA grew, I could invest it and then use it to pay for medical expenses when I retire without having to pay taxes.”*

”

Career Growth

Your professional goals for tomorrow are built on the foundation of contributions you make toward your career today. At Schwab, we offer programs to help you grow, develop, and advance your career.



- **Education Reimbursement** – To help you continue to grow and advance your career, Schwab encourages you to pursue business-related education and training and reimburses expenses for qualifying programs based on approval and funding in your organization.
- **Mentoring** – Schwab provides an informal mentoring program to help you get access to on-the-job training and support. You own and manage your career at Schwab with support from your manager and colleagues. By investing in your development, informal mentoring helps you grow in your career at Schwab.

“

Hear from a Schwab employee about on-the-job training! *“If you have an interest in another department, you can actually say, ‘What do they do over there?’ Your manager will actually set you up to spend a week or two with that department. You can be hands on and learn directly with that department. You get to come back and decide whether you like it or not. There’s a lot of nurturing around that discussion, from beginning to end.”*

”

Work and Life

Your quality of life matters. Balancing work, family, and leisure time can be a challenge. Schwab helps you strike the right balance by providing time off and resources when you need them – so you can focus on what really matters.

- **Time Off** – Personal time away from work is vital to maintaining top performance on the job. Your vacation time begins accruing from the first of the month following your start date and carries over each year, to a maximum of 200 hours. Vacation accrual rates increase based on years of service. You also receive eight paid holidays plus two floating holidays and sick time.
- **Sabbatical Leave** – Schwab believes that extended continuous time off offers long-term employees' valuable time to refresh and recharge that a regular vacation may not provide. To support this belief, Schwab offers a 28-day paid sabbatical that you are eligible for after five years of employment, and every five years thereafter.
- **Bright Horizons Family and Personal Support Services** – Schwab offers services through Bright Horizons such as reliable, cost-effective back-up child, adult, and elder care; no cost educational advice for students who are preparing for college; free parental guidance and support for children who are experiencing challenges at school and/or home and need extra help; and access to a free, comprehensive database of caregivers, pet sitters, housekeepers, and more!
- **Paid Parental Leave** – The birth or adoption of a child is an important event in a family's life. To support this event, Schwab provides eligible employees with six weeks of paid parental leave for the care and well-being of their newborn or newly adopted child.
- **Adoption Reimbursement** – To help you with the expenses and other fees associated with adopting a child, Schwab reimburses up to \$2,000 per adopted child under 18 years of age.
- **Community Involvement** – Schwab strives to be part of our communities, and we want you to be involved, too. That's why we offer paid volunteer time and sponsor an annual Schwab Volunteer Week. Through the Employee Matching Gifts program, Schwab will match up to \$1,000 each year of your charitable contributions to eligible nonprofit organizations.
- **Dependent Care Flexible Spending Account** – The Dependent Care FSA can help you save money on child care or adult dependent care expenses using pre-tax money. Plus, Schwab will contribute up to \$200 per month to eligible employees' Dependent Care FSAs, based on salary and number of eligible dependents.
- **Commuter Tax Savings Program** – Schwab offers the Commuter Tax Savings Program to help you save on commuting costs. Eligible monthly parking, public transportation, and vanpool costs can be paid out of your paycheck with pre-tax dollars.





Hear from a Schwab employee about the Legal Plan! *“Using the Legal Plan, I was able to get a Living Trust set up at no additional cost. The attorney we used was very knowledgeable and was able to create something specific to my family’s situation. It is a relief to know that if something happens, our children will be protected.”*



- **Legal Plan** – Schwab’s Hyatt Legal Plans through MetLaw provide affordable legal help to your entire family. We offer legal plan options that cover you, your spouse, dependents, and your parents or parent in-laws for many common legal issues.
- **Employee Discount Program** – LifeCare helps you save on everyday items through the Employee Discount Program on items such as:
 - Car rental services
 - Ski tickets
 - Sporting events
 - Gym memberships, diet plans, exercise equipment
 - City attractions
 - Movie ticket packages
 - Child daycare
 - Tutoring
 - Research and referral services

Schwab offers other discounts to help you save, too:

- Schwab Bank and Brokerage products
- Verizon, Sprint, and AT&T plans
- Apple products
- Auto and home insurance
- Pet insurance

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.