

2024

JCP Benefits
Annual Enrollment | U.S.



Benefits Your Life. Your Style.

The Associate Value Proposition (AVP) puts associates at the center of everything we do. We're committed to caring for the whole person by supporting associates' mental, emotional, physical, and financial health. Our 2024 benefit offerings are designed to care for the well-being of you and your family.



Review

Take a look at the benefits details and decide which plans are the best for you.



Compare

See a side-by-side comparison of the plans on yourjcpbenefits.com.



Enroll

Choose your 2024 benefits.

Physical
Well-being

Financial
Well-being

Mental
Well-being

Work-life
Balance

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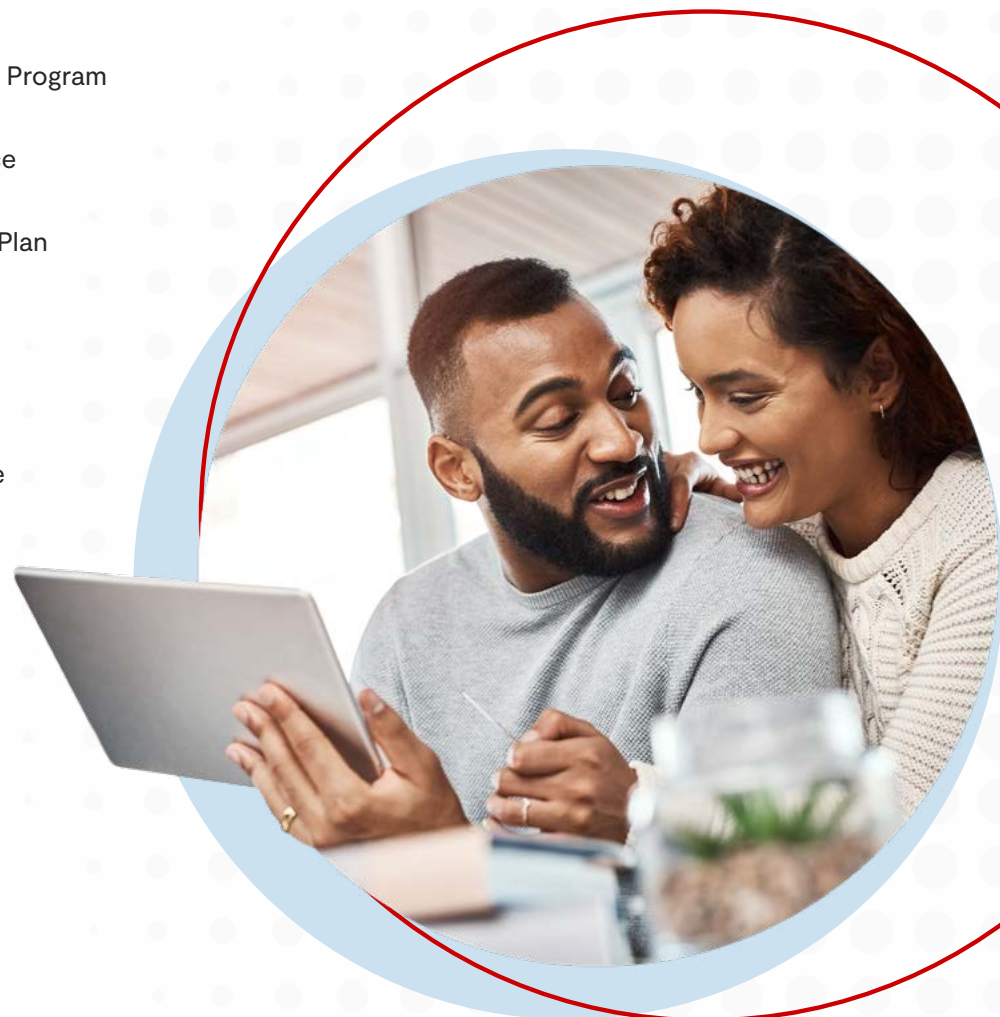
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The Basics

JCPenney offers a variety of benefits that fit your life—and tools to help you choose. Here's everything you need to know about enrollment.

Benefits Eligibility

Your benefits eligibility is based on your employment status when hired, and then on an ongoing basis measured during the annual look-back period. Look for the below symbols throughout the guide to see the benefits you're eligible for.



FULL-TIME ASSOCIATES

who work an average of 30 hours or more per week are eligible for all the health and welfare benefits listed in this guide.



PART-TIME ASSOCIATES

who average less than 30 hours per week are eligible for the following benefits: dental, vision, Term Life Insurance, AD&D Insurance, Business Travel Accident Insurance, Critical Illness Insurance, Accident Insurance, Hospital Indemnity, Legal Service Plan, Commuter Benefit, Associate Discount Program, JCPenney Perks, and the 401(k) Safe Harbor Plan. You can view your current and projected benefits eligibility at any time by clicking the Benefits Eligibility tile on the JCPenney Benefits website homepage.

New Hires

If you are hired as a full-time associate, you're eligible for the benefits available to full-time associates. You will remain eligible for full-time benefits for the remainder of the current and the following calendar year, even if your full-time status changes during that time.

If you are hired as a part-time associate, you're eligible for the benefits available to part-time associates. After your first 11 months of employment, your hours worked will be measured to determine if you will remain eligible for part-time benefits or if you are eligible for full-time benefits.

Ongoing Associates

Eligibility for part-time or full-time benefits is determined each year during the annual look-back, which calculates average hours worked during a 52-week period that ends in September or October.

If, during the annual look-back, you worked:



1,560+ hours

(average 30 or more hours per week),
you will be eligible for full-time benefits.



<1,560 hours

(average less than 30 hours per week),
you will be eligible for part-time benefits.

If you are promoted to certain Company-recognized benefits-qualifying supervisor/manager positions, you will become eligible for full-time benefits on your promotion effective date. You can find a list of benefits-qualifying positions on the JCPenney Benefits website > Benefits Library > Health & Welfare Benefits.

Dependents

You can cover the following dependents:

- Spouse, opposite and same sex domestic partner.
- Children, stepchildren and children of domestic partners under age 26.
- Incapacitated children of any age under certain plans.



Verify Your Dependents

If you enroll dependents in the medical and/or dental plans, you are required to provide documents verifying their eligibility. The JCPenney Benefits Center will send you a dependent verification notice that outlines the steps you need to take to establish your dependents' eligibility for coverage. Coverage for your dependents is contingent on you successfully completing the process within the required timeframe. You may be required to reverify your dependents in future years.

Enrolling



When

Your enrollment period is based on your specific situation.

NEWLY HIRED ASSOCIATES

You must enroll within your first 30 days of employment to have coverage for the remainder of the year.

ONGOING ASSOCIATES

Annual Enrollment is October 11–31, 2023. **If you do not take action, your 2023 coverage will continue to 2024, except for contributions to the Health Savins Account (HSA) and Flexible Spending Accounts (FSAs).**

IF YOU'VE HAD A RECENT CHANGE IN YOUR BENEFITS ELIGIBILITY

You must enroll by the deadline listed on your JCPenney Benefits Center enrollment letter.



How

There are three ways you can enroll:



AT WORK

Associate Kiosk > My Benefits > JCPenney Benefits



AT HOME

jcpassociates.com > Associate Kiosk@Home > My Benefits > JCPenney Benefits



ON THE GO

Download the Aight Mobile app via this QR code, then enter JC Penney and log in



If you have questions, call the JCPenney Benefits Center at **1-888-890-8900**, Monday–Friday, 8 a.m.–8 p.m. Central time.

Paying for Coverage

Some benefits are provided to you at no cost, while others are paid in part or in full by you.

If you elect medical, dental, or vision if you choose to contribute to a Health Savings Account (HSA) or Flexible Spending Account (FSA), your deductions and contributions are taken out of your pay on a before-tax basis, which lowers your taxable income. All other deductions to pay for benefits are taken on an after-tax basis.

Annual Earnings for Benefits

Your annual earnings for benefits (AEB) is used to determine your medical premiums as well as benefits for Life Insurance, Long-Term Disability, AD&D Insurance and Business Travel Accident.

If you are a new hire, your AEB is calculated based on your current annualized base pay, rounded up to the next \$1,000. In following years, your AEB is the greater of:



CURRENT ANNUALIZED PAY +
BONUS PAID CALENDAR
YEAR-TO-DATE

OR



GROSS WAGES FOR THE PRIOR
CALENDAR YEAR ROUNDED
UP TO THE NEXT \$1,000

Earnings used to calculate AEB are obtained annually, immediately prior to Annual Enrollment.

Making Changes

The benefits you elect during enrollment are in effect through Dec. 31, 2024, so choose your coverage carefully.

You can only make changes outside of enrollment if you have a qualified status change. Examples include:



MARRIAGE



DIVORCE



BIRTH



ADOPTION



LOSS OF OTHER
COVERAGE



A MOVE

In most cases, you must make changes within 60 days of the event or wait until the next Annual Enrollment or qualified status change. Report changes to the JCPenney Benefits Center online, via the Alight Mobile app, or by phone.

Learn all about your 2024 benefit options so you can make the right choices for you and your family.

Health



Medical

You have four medical plans to choose from, and all four plans cover the same treatments and medications.

The plans cover in-network preventive care at 100%, such as annual wellness exams, routine immunizations and health screenings based on age and gender. For a full list of covered preventive care services, see the Preventive Care Guidelines on the JCPenney Benefits website > Medical Tools.

However, there are important differences between the plans, including premiums, deductibles and co-insurance/co-pays. See how the plans compare.



Do the Math!

When you enroll for benefits, be sure to use the **Compare Medical Plans** tool on yourjcpbenefits.com to see a side-by-side comparison of how the plans work. Then choose the best plan for you, your family and your lifestyle.

	PPO 1000	HSA 1600	HSA 2500	Value Medical
Health Savings Account (HSA)	⊗	✓	✓	⊗
Company contributions to HSA	N/A	✓	⊗	N/A
Deductibles	\$	\$\$	\$\$\$	\$\$\$\$
What you pay for care	Co-pays for some care/ deductible + co-insurance for other care	Deductible + co-insurance	Deductible + co-insurance	Co-pays for some care/ deductible + co-insurance for other care
Premiums	\$\$\$\$	\$\$\$	\$\$	\$

New Hires

If you enroll for medical coverage within 30 days of hire, your coverage will be effective on your hire date, but your premiums will not begin until your 31st day of employment. Within a few days of your enrollment, the carrier will be notified, and providers will be able to verify your coverage. Generally, you will receive a medical ID card within two weeks of enrolling. You can also print an ID card from your carrier's website.

To view in-network providers prior to enrolling, see the Find a Provider instructions on the **JCPenney Benefits website > 2024 Benefits Info**.

What You Pay for In-Network Care

	PPO 1000	HSA 1600	HSA 2500	Value Medical
Annual Deductible (Amounts you pay toward the deductible count toward your out-of-pocket maximum.)				
You Only	\$1,000	\$1,600	\$2,500	\$5,000
You + Spouse, Children or Family	\$2,000	\$3,200 ¹	\$5,000 ¹	\$10,000
Annual Out-of-Pocket Maximum² (Amounts paid count toward the out-of-pocket maximum)				
You Only	\$3,500	\$6,500	\$7,500	\$8,150
You + Spouse, Children or Family	\$7,000	\$13,000	\$15,000	\$16,300 ³
What You Pay				
Preventive Care (Includes preventive lab work)	\$0, no deductible	\$0, no deductible	\$0, no deductible	\$0, no deductible
Office Visit - PCP	\$30 co-pay	30% after deductible	30% after deductible	\$30 co-pay
Office Visit - Specialist	\$50 co-pay	30% after deductible	30% after deductible	\$50 co-pay
Urgent Care⁴	\$50 co-pay	30% after deductible	30% after deductible	\$50 co-pay
Emergency Room⁵	\$200 co-pay	30% after deductible	30% after deductible	30% after deductible
Lab Work⁶ (Non-preventive)	20% after deductible	30% after deductible	30% after deductible	30% after deductible
Other Care⁷	20% after deductible	30% after deductible	30% after deductible	30% after deductible

¹ There is no individual deductible when you cover a dependent. The deductible may be met by one or more family members.

² There is no out-of-pocket maximum for out-of-network providers, which means there is no cap on the amount you pay if you receive services from an out-of-network provider.

³ Once an individual has expenses equal to the "You Only" out-of-pocket maximum, future expenses for that individual will be paid 100% by the plan.

⁴ Once an individual has expenses equal to the "You Only" out-of-pocket maximum, future expenses for that individual will be paid 100% by the plan.

⁵ A \$250-per-person surcharge will apply, in addition to any deductible and co-insurance, on the sixth and all subsequent visits to the ER.

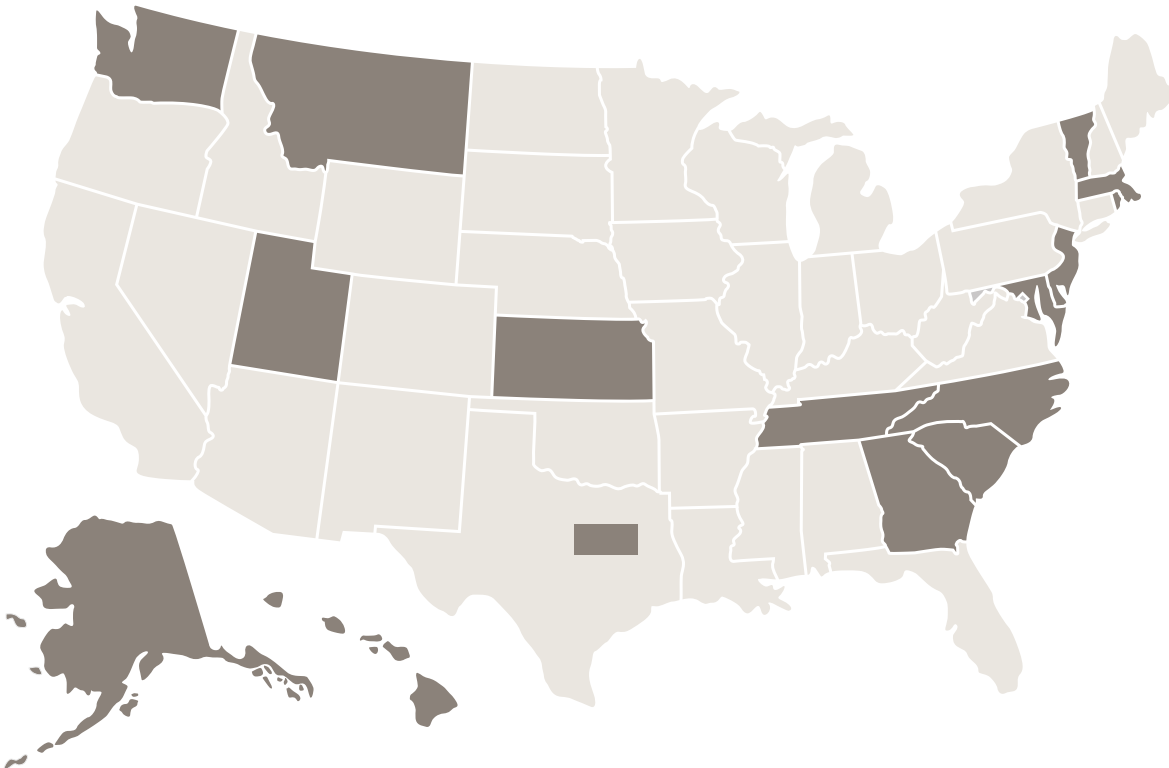
⁶ Co-insurance is 50% if non-preventive lab work is performed at facilities other than independent labs such as LabCorp or Quest Diagnostics. Lab work performed in emergency rooms or urgent care centers is covered at the in-network level.

⁷ Out-of-network dialysis treatment is not covered; you pay 100% of the cost, and the amount does not apply to your deductible or out-of-pocket maximum.

Medical Carriers

The medical plans are administered by Blue Cross and Blue Shield of Texas (BCBSTX) and Cigna.

Your carrier is determined by your home location and is automatically assigned when you enroll. The carriers' network of doctors and hospitals will vary, but the benefits and premiums are the same for both.



BCBSTX

Alabama, Arizona, Arkansas, California, Colorado, Connecticut, the District of Columbia, Florida, Idaho, Illinois, Indiana, Iowa, Kentucky, Louisiana, Maine, Michigan, Minnesota, Mississippi, Missouri, Nebraska, Nevada, New Hampshire, New Mexico, New York, North Dakota, Ohio, Oklahoma, Oregon, Pennsylvania, South Dakota, Texas (except in the greater Dallas/Fort Worth area¹), Virginia, West Virginia, Wisconsin or Wyoming.

CIGNA

Alaska, the greater Dallas/Fort Worth Texas area¹, Delaware, Georgia, Hawaii, Kansas, Maryland, Massachusetts, Montana, New Jersey, North Carolina, Rhode Island, South Carolina, Tennessee, Utah, Vermont or Washington.

If You Move During the Year

If a mid-year move or transfer causes your medical carrier to change (for example, you move from California to Georgia), your claims data, including the amount you have paid toward your deductible and out-of-pocket maximum will automatically transfer to the new carrier.

¹ A list of counties included in Cigna's greater Dallas/Fort Worth coverage area can be found on the JCPenney Benefits website.

More Details About Medical Coverage

LAB WORK

Ask your physician to send non-preventive lab work to independent facilities such as LabCorp or Quest Diagnostics to avoid paying a higher co-insurance amount (50%) after you meet your deductible. If there are no LabCorp or Quest Diagnostics facilities in your area, call the customer service number on the back of your medical ID card for assistance finding another independent lab.

TELEHEALTH SERVICES

All medical plans include convenient, low-cost telehealth services through MDLIVE. Telehealth provides 24/7 access to quality, non-urgent care by phone or video. You can see a doctor or behavioral health specialist without leaving the comfort of your own home.

Telehealth doctors can treat conditions such as allergies, asthma, the flu, infections, nausea, anxiety or depression, and prescribe medication when appropriate.

Preregister so you're ready when you need care. You may set up an account anytime online or by phone. There's no charge to register; you'll just need to provide some basic information and your medical ID number.

ID CARDS

If you enroll in the BCBSTX medical plan, you will receive new medical and prescription ID cards only if you are a new medical plan enrollee or changed plans from last year. If you enroll in the Cigna medical plan, to obtain an ID card, you will need to register at mycigna.com to download a card. Cigna will not mail ID cards to homes.

If you need medical services but do not have your ID card, contact your carrier to verify coverage and download a card from the carrier's website. You may also use your carrier's app to display your ID card.

EMPLOYEE ASSISTANCE PROGRAM (EAP)

All medical plans include EAP coverage, which provides free, confidential assistance from licensed counselors to address a variety of issues such as:

- Mental health problems
- Domestic abuse
- Financial worries
- Emotional difficulties
- Substance abuse

You and your covered dependents can receive up to six free visits per issue, per year. Experienced counselors are available 24 hours a day, seven days a week.

Prescription Drugs

All four medical plan options include prescription drug coverage administered by CVS Caremark.

CVS Caremark's network of pharmacies includes CVS Pharmacy as well as hundreds of non-CVS locations such as Costco, Sam's Club, Target, Walgreens, Walmart and most major grocery chain pharmacies.

Under the HSA 1600 and HSA 2500 medical plans, you pay the full cost of all non-preventive prescriptions until you meet your deductible. Then the plan begins paying a portion of the costs.

Under the PPO 1000 and Value Medical plans, the plan pays a portion of your prescription drug costs whether you have met the medical deductible or not.

What You Pay¹

Network Pharmacies (up to a 30-day supply)

	HSA 1600 or HSA 2500	PPO 1000 or Value Medical
Preventive	\$0² or 10% , no deductible (\$5 min. ³ /\$25 max.)	10% (\$5 min. ³ /\$25 max.)
Generic	20% after deductible (\$10 min. ³ /\$100 max.)	20% (\$10 min. ³ /\$100 max.)
Preferred	30% after deductible (\$25 min. ³ /\$100 max.)	30% (\$25 min. ³ /\$100 max.)
Non-preferred	40% after deductible (\$50 min. ³ /\$200 max.)	40% (\$50 min. ³ /\$200 max.)
Specialty, preferred⁴	30% after deductible (\$500 max.)	30% (\$500 max.)
Specialty, non-preferred⁴	40% after deductible (\$1,000 max.)	40% (\$1,000 max.)

Home Delivery Mail Order (90-day supply)

	HSA 1600 or HSA 2500	PPO 1000 or Value Medical
Preventive	\$0² or 10% , no deductible (\$10 min. ³ /\$50 max.)	10% (\$10 min. ³ /\$50 max.)
Generic	20% after deductible (\$25 min. ³ /\$200 max.)	20% (\$25 min. ³ /\$200 max.)
Preferred	30% after deductible (\$50 min. ³ /\$200 max.)	30% (\$50 min. ³ /\$200 max.)
Non-preferred	40% after deductible (\$100 min. ³ /\$400 max.)	40% (\$100 min. ³ /\$400 max.)

1 Certain prescription drugs are not covered under the Prescription Drug Program. The list of excluded drugs may change from time to time. Contact CVS Caremark for details.

2 Certain preventive medications are covered at 100%. Contact CVS Caremark for details.

3 Or actual cost, whichever is less.

4 If your specialty medication has a manufacturer financial assistance program, the assistance does not apply to your deductible or out-of-pocket maximum. Certain specialty medications have a different monthly co-pay based on the level of manufacturer assistance. Contact CVS Specialty Pharmacy if you have questions about your specialty drug costs.

PREVENTIVE DRUGS

Certain preventive drugs are available at low or no cost to you and are not subject to the medical plan deductible.

Preventive drugs are available to treat serious health conditions such as asthma, chronic obstructive pulmonary disease (COPD), coronary artery disease (CAD), congestive heart failure (CHF) and diabetes. Other preventive drugs include prenatal vitamins, smoking cessation drugs, immunizations, contraceptives and more.

Visit the JCPenney Benefits website for a list of covered preventive drugs.



CHECK DRUG COSTS

Use CVS Caremark's online Check Drug Cost tool to see your costs and coverage based on the JCPenney medical plan you elect. The tool also shows lower cost generic or preferred alternatives when available. Links to the tool are available on the JCPenney Benefits website.

MAINTENANCE DRUGS FILL OPTIONS

If you take maintenance drugs (like those used to treat chronic conditions such as high blood pressure or high cholesterol) on a regular basis, be sure to have your physician write a 90-day prescription instead of a 30-day prescription. You can:



HAVE YOUR MEDICATION DELIVERED straight to your door by using CVS Caremark's convenient mail order service



PICK UP YOUR PRESCRIPTIONS at any CVS Pharmacy

If you choose to fill your maintenance drug prescriptions at a pharmacy other than CVS Pharmacy or CVS Caremark mail order service, you will pay a \$15 surcharge in addition to the cost of your prescription. The surcharge applies after two non-CVS fills, and does not apply to your deductible or out-of-pocket maximum. CVS Caremark will notify you if your prescription drugs are subject to the surcharge.

Medical Coverage Through the Marketplace

Part-time associates don't have access to JCPenney medical coverage.

Instead, you may purchase medical coverage through state or federal Marketplaces. Marketplaces are designed to help you find medical coverage that meets your needs and fits your budget. And, depending on your income and number of dependents, you may be eligible for a tax credit that lowers your monthly premium.

GET MARKETPLACE INFORMATION

 **VISIT**
[Healthcare.gov](https://www.healthcare.gov)

 **CALL**
the Marketplace at **1-800-318-2596**

Important Note!

Tax subsidies for Marketplace coverage are only available to those who are not eligible for qualified employer-sponsored medical coverage. In other words, full-time associates who are eligible for JCPenney medical coverage are not eligible for a tax subsidy for coverage through the Marketplace.

MARKETPLACE APPLICATION

If you decide to complete an application for medical coverage in the Marketplace, you will be asked to provide information about health coverage offered by your employer. Complete your application using the information below.

- 3 Employer Name:** Penney OpCo., LLC.
- 4 Employer Identification Number (EIN):** 85-3718114
- 5 Employer Address:** 6501 Legacy Dr, Suite B-100
- 6 Employer Phone Number:** 1-888-890-8900
- 7 City:** Plano
- 8 State:** TX
- 9 Zip Code:** 75024
- 10 Who can we contact about employee health coverage at this job?:**
JCPenney Benefits Center
- 11 Phone Number (if different from above):**
- 12 Email Address:** Not Available
- 13 Is the employee currently eligible for coverage offered by this employer, or will the employee be eligible in the next three months?:** No
- 14 Does the employer offer a health plan that meets minimum minimum value standard?:** No

Dental



You have three dental plan options, all administered by Aetna.

Here's a breakdown of how the plans compare.

	Dental Basic	Dental Plus	DMO
Coverage for major services	⊗ Preventive and basic services only	✓	✓
Orthodontia coverage	⊗	✓	✓
Access to any dentist	✓	✓	⊗ Access to only Aetna's DMO network
Available everywhere	✓	✓	⊗ Only available in certain locations

Providers

With the **Dental Basic and Dental Plus plans**, you can see any dentist you choose; however, in-network dentists have agreed to provide services at discounted rates. Out-of-network benefits are based on reasonable and customary (R&C) limits. You will be responsible for any charges over that amount. These charges won't apply to your deductible.

With the **DMO plan**, you must use an Aetna DMO provider. To find a provider, go to [aetna.com](https://www.aetna.com) > Individuals > Find a Doctor > Not a member yet > Dentists. From the Select a Plan list, choose **DMO/DNO**.

ID Cards

ID cards are not provided. Your Social Security number is used to confirm dental coverage with Aetna.

New Hires

If you enroll for dental coverage within 30 days of hire, your coverage will be effective on your hire date, but your premiums will not begin until your 31st day of employment. Once enrolled, Aetna will be notified, and providers will be able to verify your coverage.

What You Pay

	Dental Basic	Dental Plus	DMO
Annual Deductible (The amount you must pay before the plan begins paying benefits for non-preventive care.)			
You Only	\$50	\$50	\$0
You + Spouse, Children or Family	\$150	\$150	\$0
Covered Services (The amount you pay after you meet the deductible, except as noted.)			
Preventive care (exams, cleanings, X-rays, etc.)	\$0, no deductible	\$0, no deductible	\$0
Basic care (fillings, extractions, sealants, etc.)	20%	20%	\$0
Major care (bridgework, crowns, implants, etc.)	10% in-network no coverage out-of-network	50%	50%
Orthodontia	N/A	50%, no deductible	50%
Benefit Maximums (The most the plan will pay in benefits per person.)			
Annual maximum	\$1,000	\$2,000	No maximum
Orthodontia lifetime maximum	N/A	\$2,000	Limited to one complete course of treatment per lifetime

Vision



The Vision Plan is administered by VSP and includes eye exams, frames, lenses and contacts every 12 months.

You'll save money if you go to a network provider. Use your JCPenney associate discount along with your VSP benefits at JCPenney Optical to save even more.

What You Pay	In-Network	Out-of-Network	JCPenney Optical
Eye exams	\$20 co-pay	\$20 co-pay (\$45 allowance)	Amount over \$55
Lenses			Amount over \$200 for materials (lenses and frames or contacts) after a 20% discount ¹
Single vision	\$0	Amount over \$30	
Lined bifocal	\$0	Amount over \$50	
Lined trifocal	\$0	Amount over \$65	
Standard progressives	\$0	Amount over \$50	
Premium/custom progressives	\$50 co-pay	Amount over \$50	
Lens enhancements			
Scratch-resistant coating	\$0	Not covered	
Polycarbonate lens benefits—child	\$0	Not covered	
Polycarbonate lens benefits—adult	\$35 co-pay	Not covered	
Tints	\$15 co-pay	Not covered	
Frames	Amount over \$140; 20% off overage	Amount over \$70	
Contacts (in lieu of glasses)			
Contact lenses	Amount over \$100	Amount over \$85	
Contact lens fit & follow-up	\$0	Not covered	
Laser surgery	15% off retail price or 5% off promotional price	Not covered	N/A

¹ Associate discount is determined by type of payment provided at point-of-sale.

Accounts

When it comes to saving money on healthcare and dependent care expenses, a Health Savings Account (HSA), Healthcare Flexible Spending Account (FSA) and Dependent Care FSA are some of the best deals around because of their tax advantages.

All three accounts, administered by HealthEquity, help you save money for eligible expenses and lower your taxable income through before-tax contributions. Compare the accounts on the following page.

HSA Quick Facts

Your HSA offers triple tax savings, allowing you to save on taxes three ways.



Before-tax contributions

Any money you contribute lowers your federal taxable income.



Tax-free growth

The money in your account earns interest, and the investment earnings are tax-free, too.



Tax-free withdrawals

HSA money you use to pay for eligible expenses is withdrawn tax-free.



Note!

When your HSA balance exceeds \$1,000, you can invest some or all of that amount in a variety of mutual funds (not FDIC-insured).

HSA contributions are taxed by California and New Jersey. HSA earnings are taxed by New Hampshire and Tennessee. Withdrawals for non-eligible expenses are subject to a tax penalty.

	HSA	Healthcare FSA	Dependent Care FSA
Who is eligible?	Associates in the HSA 1600 or HSA 2500 medical plans ¹	Associates in the PPO 1000 plan, Value Medical plan or who waive medical coverage	All associates
How much can I contribute?	\$4,150 for You Only coverage or \$8,300 if you cover one or more dependents (including any contribution from JCPenney). You can contribute an additional \$1,000 if you're 55+ in 2024. If you're in the HSA 1600 medical plan, ² JCPenney will contribute \$500 for You Only coverage, \$750 for You + Spouse or Child(ren) coverage or \$1,000 for You + Family coverage.	\$3,050	\$5,000 (\$2,500 if married and filing taxes separately)
When can I change my contributions?	Anytime	During Annual Enrollment or after a qualified status change	During Annual Enrollment or after a qualified status change
What can I use the money for?	Qualified medical, prescription, dental and vision deductibles, co-pays and co-insurance for you, your spouse and your tax dependents	Qualified medical, prescription, dental and vision deductibles, co-pays and co-insurance for you, your spouse and your tax dependents	Eligible day care such as licensed day care centers, family or adult day care facilities, babysitters and day camps for your children under age 13 and your disabled dependents of any age
How do I use it?	Use your HSA debit card or reimburse yourself through the HealthEquity website.	Use your FSA debit card, pay providers online or reimburse yourself through funds transfer. ³	Use your FSA debit card, pay providers online or reimburse yourself through funds transfer.
When are funds available?	As your account balance allows. Your and JCPenney's contributions are deposited each pay period.	Total annual election available Jan. 1, 2024	As your account balance allows
Do unused funds roll over to the next plan year?	Yes. The funds are yours even if you leave the Company.	No. You will lose any remaining balance at the end of the year. You have until June 30, 2025, to submit claims for expenses you incurred before Dec. 31, 2024. ⁴	No. You will lose any remaining balance at the end of the year. You have until June 30, 2025, to submit claims for expenses you incurred before Dec. 31, 2024. ⁴
Learn more	<u>HSA video</u>	<u>Healthcare FSA video</u>	<u>Dependent Care FSA video</u>

1 See the medical plan SPD for additional HSA requirements.

2 Contributions are pro-rated for new hires and are paid on a per-pay-period basis.

3 Save your receipts because you may need to verify your expenses.

4 Associates who terminate have 90 days from date of termination to submit claims. You can only be reimbursed for claims incurred up to the day your coverage ends.

No one can predict the future, but you can plan for it. That's why JCPenney offers you benefits to help protect your income and give you peace of mind.

Protection



Life and AD&D Insurance

Life and Accidental Death & Dismemberment (AD&D) Insurance is provided through New York Life Group Benefit Solutions.

Life Insurance pays a benefit if you or a covered family member dies. It is paid to your beneficiary if you die or to you if a dependent dies. AD&D Insurance offers protection if you're seriously injured or die as a result of a covered accident. The benefit is paid to you if you're injured or to your beneficiary if you die.

Basic Life Insurance

JCPenney automatically provides full-time associates with Basic Life Insurance equal to one times their annual earnings for benefits (AEB) at no cost.

Additional Life and AD&D Insurance

You can buy additional Life Insurance coverage for yourself and/or your family at your own expense.



Full-time associates

You may purchase Supplemental Life Insurance coverage. For 2024 Annual Enrollment only, you can increase your coverage by one unit, up to one times your annual pay, without evidence of Insurability (EOI).



Part-time associates

You may purchase Term Life Insurance coverage. For 2024 Annual Enrollment only, you can increase your coverage by one unit, up to one times your annual pay, without evidence of Insurability (EOI).

You may also purchase AD&D Insurance. The amount of your benefit depends on your level of coverage and type of loss.



Additional Benefits

When you purchase Supplemental or Term Life Insurance, you also get access to educational resources and discounts to help you with money management, identity theft, will preparation, travel assistance, wellness programs and more.

Additional Life and AD&D Insurance Coverage Options	You Only	Spouse	Child(ren)
Supplemental Life Insurance (full-time associates)	1x–8x your AEB, up to \$5 million (\$10,000 minimum)	\$10,000–\$250,000 (cannot be more than your total Basic + Supplemental coverage)	<ul style="list-style-type: none"> • \$10,000 per child • \$15,000 per child • \$20,000 per child
Term Life Insurance (part-time associates)	\$10,000–\$150,000 in \$10,000 increments	\$5,000–\$30,000 in \$5,000 increments (cannot be more than your coverage)	<ul style="list-style-type: none"> • \$2,500 per child • \$5,000 per child • \$10,000 per child
AD&D Insurance (full-time associates)	1x–8x your AEB, up to \$1 million (\$10,000 minimum)	Same as your coverage amount, from \$10,000–\$300,000	\$25,000 per child/covered loss
AD&D Insurance (part-time associates)	\$10,000–\$150,000 in \$10,000 increments	Same as your coverage amount, up to \$30,000	\$5,000 per child/covered loss

Evidence of insurability (EOI) and carrier approval is required for coverage increases.

Business Travel Accident (BTA)



JCPenney automatically provides you with BTA Insurance—at no cost to you—that pays a benefit if you're injured while traveling on business.

Disability

JCPenney offers disability coverage, to protect your income if you are unable to work because of an illness or injury.

Short-Term Disability (STD), administered by Sedgwick, and Basic Long-Term Disability (LTD), administered by New York Life, are automatically provided at no cost to you. You can choose to purchase Supplemental LTD Insurance with after-tax dollars for additional protection. Evidence of insurability (EOI) may be required.

	STD	Basic LTD	Supplemental LTD
Waiting period	7 days¹	180 days	180 days
Benefit provided	Salaried <ul style="list-style-type: none"> • Weeks 2–8: 100% • Weeks 9–26: 70% Full-Time Hourly <ul style="list-style-type: none"> • Weeks 2–8: 80% • Weeks 9–26: 60% 	50% of monthly AEB, up to \$5,000 monthly	60% of monthly AEB, up to \$15,000 monthly
Maximum benefit duration	26 weeks	Until you are able to return to work or reach the maximum benefit period	Until you are able to return to work or reach the maximum benefit period
Are benefits taxable?	Yes	Yes	Generally, no

¹ If you are eligible for Part-Time Plus or Full-Time Hourly time off benefits, you must use time off during the STD waiting period.

Legal Service Plan

MetLife Legal Plans provides a wide range of legal advice and fully covered legal services for you and your eligible dependents through a network of more than 12,000 attorneys. Get help with wills and estate planning, real estate matters, tax audits, mortgage document preparation assistance and more.

For more information, go to the Other Benefits page on the JCPenney Benefits website, view the [Top 5 Reasons to Enroll video](#), or visit legalplans.com.

Critical Illness, Accident, and Hospital Indemnity Insurance¹

These benefits, administered by Cigna, offer an extra layer of protection for you and your family. The payment these benefits provides is in addition to any other insurance you may have and is yours to spend as you wish—to help cover bills or for everyday living expenses.

	Critical Illness Insurance	Accident Insurance	Hospital Indemnity Insurance
What is it?	Pays a lump-sum benefit directly to you if you or a covered family member is diagnosed with a covered critical illness, such as cancer, heart attack or stroke	Pays a cash benefit directly to you when you get hurt and require medical services due to a covered off-the-job accident	Pays you and your covered dependents a benefit when you are admitted to a hospital for an overnight stay
How much does it pay?	You can choose from \$5,000 to \$50,000 in coverage. Benefits are paid for the illnesses based on occurrence.	The amount of your benefit is determined by the type of injury.	The plan pays \$500 daily for hospital confinements with a 10-day annual maximum benefit.
Can I take it with me if I leave JCPenney?	Yes, with certain stipulations	In certain circumstances	No
Learn more	Critical Illness video	Accident Illness video	Hospital Indemnity video

¹ Age restrictions may apply.

Associate Discount Program¹



You and your eligible dependents receive discounts on JCPenney merchandise and services.

While there may be some restrictions, generally your associate discount benefits may be combined or “stacked” with other JCPenney sales and promotions.

You can begin saving right away. You’ll receive an associate discount card during your new hire orientation. You may also request additional cards for eligible dependents up to age 19 (or 24 if a college student). Here is what the program offers based on your form of payment:

	Merchandise	Services	Other
JCPenney credit card JCPenney Mastercard JCPenney gift card Cash or personal check	25% discount	20% discount	10% discount
Debit card Credit card (not listed above) PayPal	20% discount	15% discount	5% discount

“OTHER” INCLUDES:

- TVs
- Electronics including laptops and Smart Home electronics
- Discovery Kids
- Smart watches and Fitbit trackers
- Pre-owned watches
- Fitness equipment
- Snacks and beverages

¹ Discounts are not allowed on the following: gift cards; shipping and handling; optometrist exams; furniture, TV and Fitness Protection Plans; delivery fees and service fees; certain items that have proceeds sent to charity; and window measure and install.

JCPenney Perks



You and your family members have thousands of national and local discounts at your fingertips.

Discounts are available for a range of items such as:



TRAVEL



GYMS



EVENT TICKETS



RESTAURANTS



CELL PHONES



FLOWERS



VEHICLES



SOFTWARE

The program is free and easy to use. Here's how:

- 1 CREATE AN ACCOUNT** at jcpenney.perkspot.com using your personal or work email address.
- 2 CHOOSE** the product categories that interest you.
- 3 OPT IN OR OUT** of weekly emails about featured discounts.

Discounts are added and changed frequently. "Perk Alerts" change daily.

Adoption Assistance



Qualified adoption expenses may be reimbursed tax-free, up to \$5,000 per covered adoption. The IRS defines qualified adoption expenses as those that are reasonable, necessary and directly related to the adoption of an eligible child.

Commuter Benefit



JCPenney offers the Commuter Benefit to make riding a train, bus, ferry or van pool to work more affordable. The cost of these commuting options is deducted from your paycheck each month before tax, so you see savings in the form of reduced tax withholdings. To learn more about this benefit or to enroll, go to the JCPenney Benefits website > Other Benefits.

401(k) Safe Harbor Plan

You are eligible on your first day of employment if you are at least 21 years of age.

Enrolling in the 401(k) is a separate process; it is not part of the annual benefits enrollment process. Enroll or make changes anytime by logging in to the JCPenney Benefits website and selecting the Start Saving link.

Your Contributions

You can contribute from 1%–50% of eligible pay, up to the IRS annual limit of \$22,500 (\$30,000 if age 50 or older).¹ There are three ways you can contribute.

	Before-Tax	Roth	After-Tax
Contributions	Before-tax	After-tax	After-tax
Qualified withdrawals	Taxable	Tax-free	Tax-free
Earnings	Taxable	Tax-free	Taxable

Company Match Contributions

JCPenney matches your retirement savings dollar-for-dollar, up to 5 percent of your pay. The Company match is contributed to your account each pay period, so the money is put to work right away.

You become eligible to receive the Company match when you:

- Have completed 12 months of service
- Have worked 1,000 hours or more during a 12-month period

¹ Contribution limits shown are for projected 2023 limits and are subject to change by the IRS.

² See the Investing Your Savings section in the 401(k) SPD for additional details.

Investment Options

A wide range of investment options² are available to fit many investment styles.

- You can choose your own mix of investments, with each fund having its own investment objective and risk level.
- You can invest in a target date fund, based on the date you expect to retire. The mix automatically rebalances to become more conservative as your retirement date nears.
- The self-directed brokerage account lets you choose and manage your own investments.

Rolling Money Over

You may be able to transfer (roll over) some or all of your distribution from a previous employer's plan to the JCPenney 401(k) Safe Harbor Plan. To request a rollover form, go to the Retirement Tools page on the JCPenney Benefits website or contact the Benefits Center.



Vesting

You are immediately vested (the money is yours to keep) in your own contributions as well as Company match contributions as soon as they are deposited.

Work/life balance is important. That is why we give you access to the resources you need to take care of the whole you.

Time Off



My Time Off

JCPenney offers you paid time off benefits called My Time Off (MTO). MTO can be used for vacation, personal or sick days.

Your MTO is based on JCPenney’s fiscal year calendar, which usually runs from February to January. The exact start and end dates of the calendar may change from year to year. To learn more about the fiscal year for 2024, refer to your JCPenney fiscal calendar for precise dates.

Eligibility

The amount of time you receive depends on your employment status or average hours worked as determined during specific measurement periods.

Incidental Time Off

Part-Time Incidental Time Off provides paid time off for jury/witness duty and voting time.

Full-Time Incidental Time Off also covers emergency, bereavement/funeral leave and paid holidays.

Learn more in the Incidental Time-Off policies, located on the JCPenney Benefits website > **Benefits Library**.

	Ineligible (<30 hours/week & <1 years of service)	Part-Time (<30 hours/week & 1+ years of service)	Full-Time Hourly (30–34 hours/week)	Full-Time Salaried (35+ hours/week)
Incidental Time Off, Part-Time (jury/witness duty)	❌	✅		✅
Incidental Time Off, Full-Time (paid holidays, bereavement leave, other)			✅	✅
MTO, Part-Time (deposited each pay period)		✅		
MTO, Full-Time Hourly (deposited each pay period)			✅	
Flexible MTO, Full-Time Salaried (refer to the Flexible MTO Policy)				✅

Time Off Benefits

The chart below shows annual Time Off equivalent in weeks. You will accrue Time Off hours in each of the 26 bi-weekly pay periods based on the number of hours you work.

Years of Employment	Part-Time	Full-Time Hourly ¹	Full-Time Salaried
Less than 1 year	N/A	2.6 weeks	Refer to the Flexible MTO Policy for time off benefit details.
1 year to less than 5 years	1 week	3.6 weeks	
5 years to less than 15 years	1 week	4.8 weeks	
15 years to less than 25 years	1 week	5.8 weeks	
25+ years	1 week	6.8 weeks	

¹ Time off must be used during the STD waiting period.

Time Off Benefits Eligibility

FULL-TIME HOURLY NEW HIRES

If you're hired as an hourly associate into a full-time position, you are immediately eligible to accrue MTO as of your date of hire.

PART-TIME NEW HIRES

If you're hired as an hourly associate into a part-time position, you are eligible to accrue MTO after one year of service.

SALARIED NEW HIRES

If you are hired as a salaried associate, or promoted into a salaried position, you are immediately eligible to participate in the Flexible My Time Off (MTO) plan. You will remain eligible for Flex MTO benefits as long as you remain a salaried associate.¹

¹ Refer to the Flexible MTO Policy for more information on Flexible MTO.

² A list of benefits-qualifying positions can be found on the JCPenney Benefits website > Benefits Library.

IF YOU RECEIVE A PROMOTION

If you are promoted from a part-time position to a benefits-qualifying² full-time hourly position, you are eligible for full-time MTO accruals in the pay period following the effective date of your promotion.

Unused Hours

What happens to your unused hours at the end of the year depends on the state in which you live.

If you live in California, Colorado, Montana or Nebraska:

You have a rolling bank of time off hours that cap, but do not expire.

- **CALIFORNIA:** Your cap is 1.5 times your annual time off weeks.
- **COLORADO:** Your cap is your annual time off accrual rate.
- **MONTANA AND NEBRASKA:** Your cap is your annual time off weeks plus one average week.

If you live in states other than California, Colorado, Montana or Nebraska:

- **HOURLY ASSOCIATES:** You can roll over up to one average week of unused MTO hours for use in the following year.
- **SALARIED ASSOCIATES:** You will forfeit any unused MTO hours at the end of the fiscal year. The following fiscal year will start with a zero balance. MTO hours are earned each month to use in the current fiscal year.

Leave of Absence

You can take unpaid time off from work for personal reasons, called a leave of absence. You can request a leave of absence if you meet state, Family and Medical Leave Act (FMLA) or military leave requirements and JCPenney leave of absence policy requirements. To take a leave of absence, notify your unit leader and call the JCPenney Absence Management Center at **1-877-527-0722**.

Paid Parental Leave (PPL)

You will receive two average weeks of paid time off following the birth, adoption or foster placement of your child.

To check eligibility requirements and additional information, see the Paid Parental Leave Policy, located in the Benefits Library on the JCPenney Benefits website. To request PPL, notify your unit leader and call the JCPenney Absence Management Center at **1-877-527-0722**.

Get quick and easy access to all your benefit vendors. For general benefit questions, such as eligibility or enrollment, call the JCPenney Benefits Center at 1-888-890-8900 Monday–Friday, 8 a.m.–8 p.m. Central time to speak with a benefits specialist.




Contacts

	Vendor	Contact
Medical	Blue Cross and Blue Shield of Texas	bcbstx.com 1-877-218-7787 BCBSTX 📱
	Cigna	my.cigna.com 1-855-218-6102 myCigna 📱
Prescription Drugs	CVS Caremark	caremark.com 1-844-233-2185 Specialty pharmacy: 1-800-447-4791 CVS Caremark 📱
Telehealth	MDLIVE	BCBSTX members: mdlive.com/bcbstx 1-888-680-8646 Cigna members: mdliveforcigna.com 1-888-726-3171 MDLIVE 📱
Employee Assistance Program	Magellan or Cigna	BCBSTX members: magellanascend.com 1-800-588-8419 Cigna members and associates not enrolled in medical: my.cigna.com 1-855-218-6102

JCPenney Benefits Website



The JCPenney Benefits website makes it easy to find the benefits information and resources you need. You can enroll in your benefits, manage your 401(k) and access plan information and vendor websites.

-  **AT WORK:** Associate Kiosk > My Benefits > JCPenney Benefits
-  **AT HOME OR ON A MOBILE DEVICE:**
jcpassociates.com > Associate Kiosk@Home > My Benefits > JCPenney Benefits
-  **ASSOCIATES ON A LEAVE OF ABSENCE OR COBRA:** jcpbenefits.com

Download the Alight Mobile app to access your benefits information and resources on the go.



	Vendor	Contact
Dental	Aetna	aetna.com 1-800-811-5671
Vision	VSP	jcp.vspforme.com 1-800-877-7195
Accounts	HealthEquity	my.healthequity.com 1-866-346-5800
Commuter Benefit	HealthEquity	commuter.healthequity.com 1-855-339-3583
Life and AD&D Insurance	New York Life Group Benefit Solutions	myNYLGBS.com Claims: 1-800-362-4462 Life insurance customer service: 1-800-238-2125
Short-Term Disability, Leave of Absence and Paid Parental Leave	JCPenney Absence Management Center	1-877-527-0722
Long-Term Disability	New York Life Group Benefit Solutions	myNYLGBS.com 1-800-362-4462
Critical Illness, Accident and Hospital Indemnity Insurance	Cigna	supphealthclaims.com 1-800-754-3207
Legal Service Plan	MetLife Legal Plans	legalplans.com 1-800-821-6400
401(k) Safe Harbor Plan	JCPenney Benefits Center	1-888-890-8900

This Benefits Guide provides general information about the benefit plans and programs available to JCPenney associates. For full details, exclusions and disclosures, please consult the specific plan document, insurance policies, certificate and/or outlines of coverage. In the event of any conflict between this guide and any Summary Plan Description (SPD), the SPD will prevail. Further, this guide is not intended as a contract of employment or a guarantee of current or future benefits or employment. JCPenney reserves the right to amend or terminate any plans. Detailed plan information is provided in your SPDs. To view detailed plan information, log in to the JCPenney Benefits website and click the Benefits Library tile.