



2021 Total Rewards

Your Total Rewards at a glance

Rewarding performance is the cornerstone of our Total Rewards philosophy.

At Equitable, our investment in you goes beyond your paycheck. Inspired by our mission and in service of our Business Principles, we strive to reward your passion, high standards and teamwork with compensation and benefits options that help you face the future with strength, courage and wisdom.

Your Total Rewards at Equitable includes access to comprehensive benefits programs and the opportunity to share in company results through equity. Our benefits portfolio allows you to elect the right coverage for your health needs, build wealth as you look toward a promising financial future and provide protection for you and your family for the unexpected events that might occur along the way.

Bonus

Cash bonus opportunity
(immediately eligible)

Short-term incentive compensation (STIC)

The STIC program rewards employees for individual performance and the Company's achievement of company goals.

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 2021 **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 from 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.*

Health and wellness

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.

Counseling and referral

(immediately eligible)

Employee assistance program

Confidential program that can help you and your family balance the demands of work, life and personal issues. Professional counselors are available 24 hours a day, 7 days a week.

Expert second medical opinion

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

2nd.MD

Equitable employees 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

Health Care and Dependent Care Flexible Spending Accounts

(immediately eligible)

You may contribute up to \$2,750 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. 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 Savings Account

(immediately eligible if enrolled in HDHP Health Plans)

You may contribute up to \$3,600 pretax annually if you have self-only coverage (\$7,200 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 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 employees 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 \$19,500 in 2021; up to \$26,000 in 2021 if individual is age 50 or older as of December 31, 2021). 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.

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 (\$142,800 in 2021) plus,
- 5% of calendar year eligible compensation in excess of the Social Security wage base, up to the qualified plan compensation limit (\$290,000 in 2021).

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 the Company's performance. 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.

Wealth accumulation

Employee stock purchase plan company-matching contribution

(immediately eligible)

The Equitable Holdings, Inc. Stock Purchase Plan

Eligible employees will receive employer-matching contributions equal to up to 15% of their contributions to the Plan, up to a maximum of \$3,750 per calendar year. Employer-matching contributions will be used to purchase additional shares for the participant.

Financial protection

Disability plans

(immediately eligible)

Short-term disability (STD) plans

Company-provided benefit: 1 week of 100% of eligible compensation for the first 6 weeks of approved disability and an additional week at 100% of weekly eligible compensation for every year of service in excess of 6 years, then 60% of weekly eligible compensation for each week beyond, for up to a total of 26 weeks.

Long-term disability (LTD) plan

If you remain disabled and unable to work beyond 26 weeks of certified short-term disability (STD), and you are certified for long-term disability (LTD) benefits by the plan, the plan pays the applicable percentage of your monthly eligible compensation that you elected up to a \$25,000 monthly maximum benefit, subject to certain offsets, such as Social Security disability income. Eligible compensation is your average base benefit rate, which generally is your current base salary plus the applicable short-term incentive compensation amount, as determined by the Company. Unless you elect otherwise, the Company pays the full cost of coverage of 50% replacement of eligible compensation for eligible employees. 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.

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.

Additional benefits

Benefits for new parents

(eligible after completing

1 year of service)

Paid parental leave

Paid parental leave will provide up to a maximum of 16 consecutive weeks of paid time off for primary parents, and up to a maximum of 4 consecutive weeks of paid time off for co-parents/non-primary parents at 100% of the eligible employee's bi-weekly base pay to be taken by the eligible parent, regardless of gender, as a result of a childbirth or an adoption of a child under the age of 18. Paid parental leave is concurrent with leave taken under FMLA and for birth mothers taking primary parent paid parental leave, it will run concurrently with approved disability for recovery following childbirth.

See the employee handbook for eligibility requirements.

Adoption assistance reimbursement

This program provides up to a \$3,000 reimbursement for legal expenses when a parent assumes legal responsibility and custody of a newly adopted child. See program details of the Company's adoption policy in the employee handbook for eligibility requirements.

Access to added benefits

(immediately eligible)

Access to insurance benefits for employees to purchase.

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

Participant pays premiums after tax through payroll deductions.

Educational Assistance Program

(eligible after completing

6 months of service)

Tuition reimbursement

Full-time employees are eligible if they have 6 months service with satisfactory performance. The program reimburses 80% of eligible tuition and fees, up to \$5,250 per calendar year. Manager approval is necessary. Grade standards must be met. Participant pays premiums after tax through payroll deductions.

Additional benefits

Personal discounts

(immediately eligible)

Discounts through a number of nationwide retailers

Retailers include:

- American Airlines
- Dell

- The Company Store
- AT&T
- Lexmark
- Verizon

Perks at work

(immediately eligible)

Corporate discount program

Employees qualify for group rates and discounts generally not available to individual consumers.

Bright Horizons

(immediately eligible)

Back-up care for children and adult dependents

Bright Horizons back-up care supports employees 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 employees 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 (childcare center or in-home) during the first year after birth (or adoption).

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.

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 employees. Special offers, such as discounts, are available at institutions including:

- American Museum of Natural History
- Museum of Modern Art
- New York Botanical Garden
- Lincoln Center for the Performing Arts
- Liberty Science Center
- Discovery Place
- Syracuse Stage
- North Carolina Zoo Society

Matching gifts

(eligible after completing 6 months of service)

Equitable Foundation funds

Equitable Foundation funds are directed to organizations that employees 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.

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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