



JCPenney Benefits
2025 Benefits Guide | **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 2025 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 2025 benefits.

Physical
Well-being

Financial
Well-being

Mental
Well-being

Work-life
Balance

What's Inside



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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, stepchildren, and children of domestic partner 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

The benefits you selected during Annual Enrollment are effective on January 1, 2025.

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 JCPenney 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, you can 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 for benefits are paid 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, 2025, 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 2025 benefit options so you can make the right choices for you and your family.

Health



Medical

You have four medical plans to choose from. All four plans are administered by Aetna and 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 coinsurance/copay. See how the plans compare.

	PPO	HSA Plus	HSA Basic	Value Medical
Health Savings Account (HSA)	⊗	✓	✓	⊗
Company contributions to HSA	N/A	✓	⊗	N/A
Deductibles	\$	\$\$	\$\$\$	\$\$\$\$
What you pay for care	Copays for some care/ deductible + coinsurance for other care	Deductible + coinsurance	Deductible + coinsurance	Copays for some care/ deductible + coinsurance for other care
Premiums	\$\$\$\$	\$\$\$	\$\$	\$



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.

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 yourjcpbenefits.com.

What You Pay for In-Network Care

	PPO	HSA Plus	HSA Basic	Value Medical
Annual Deductible (Amounts you pay toward the deductible count toward your out-of-pocket maximum.)				
You Only	\$1,000	\$1,650	\$2,500	\$5,000
You + Spouse, Children or Family	\$2,000	\$3,300 ¹	\$5,000 ¹	\$10,000
Annual Out-of-Pocket Maximum² (This is the most you will have to pay out of pocket for the year.)				
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 copay	30% after deductible	30% after deductible	\$30 copay
Office Visit - Specialist	\$50 copay	30% after deductible	30% after deductible	\$50 copay
Urgent Care⁴	\$50 copay	30% after deductible	30% after deductible	\$50 copay
Emergency Room	\$200 copay	30% after deductible	30% after deductible	\$200 copay
Lab Work⁶ (Non-preventive)	20% after deductible	30% after deductible	30% after deductible	30% after deductible
Other Care	20% after deductible ⁶	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 Coinsurance 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.

⁶ A \$1,300 copay will apply to in-patient care.

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 coinsurance 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.

ID Cards

If you enroll in a medical plan or dental plan, you will receive new ID cards that include your medical, prescription, and dental plan information. You can also download an ID card at [aetna.com](https://www.aetna.com) or through the Aetna HealthSM app available [Apple AppStore](#) or [Google Play](#).

24-Hour Nurse Line

All medical plans include access to the Aetna 24-Hour Nurse Line. You can speak to a registered nurse for quick answers:

- Get help with deciding whether to go to an urgent care, the ER, or wait to see your doctor
- Ask questions about symptoms and medications
- Learn about medical tests and procedures
- Get tips to prepare for a doctor's visit

You and your covered dependents can call as many times as you need at no charge.

Virtual Care

All medical plans include convenient, low-cost virtual care services. CVS Virtual Care will replace MDLIVE as the telehealth provider. Virtual care provides access to quality primary care, 24/7 on-demand non-urgent care, and mental health service by phone or video. You can see a doctor or behavioral health specialist in the comfort of your own home.

Virtual care doctors can treat conditions such as allergies, asthma, the flu, infections, anxiety or depression. They can also prescribe medication when appropriate. CVS Health providers can also help coordinate your care with your primary doctor and the CVS Health Dashboard provides a view of your records that you can share with your provider with a single touch.

	PPO	HSA Plus*	HSA Basic*	Value Medical
On-demand Care	\$25 copay	Up to \$55 before deductible, \$25 after deductible	Up to \$55 before deductible, \$25 after deductible	\$25 copay
Primary Care – Initial Visit	\$25 copay	Up to \$144 before deductible, \$25 after deductible	\$144 before deductible, \$25 after deductible	\$25 copay
Primary Care – Follow-up Visit	\$25 copay	Up to \$99 before deductible, \$25 after deductible	Up to \$99 before deductible, \$25 after deductible	\$25 copay
Mental Health – Initial Psychiatrist Evaluation	\$25 copay	Up to \$215 before deductible, \$25 after deductible	Up to \$215 before deductible, \$25 after deductible	\$25 copay
Mental Health – Psychiatrist Visit	\$25 copay	Up to \$99 before deductible, \$25 after deductible	Up to \$99 before deductible, \$25 after deductible	\$25 copay
Mental Health – Therapist/ Psychologist Visit	\$25 copay	Up to \$85 before deductible, \$25 after deductible	Up to \$85 before deductible, \$25 after deductible	\$25 copay

* These are cost estimates as of October 1, 2024, which may change over time. Check with your provider for the amount due before meeting the deductible.

Pre-register with CVS Health 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 need to provide some basic information and your medical ID number. You will also receive a Welcome Kit with a blood pressure and heart rate monitor at no extra cost. Click [here](#) to learn more.

Wellness

Take charge of your health with Aetna Health Your Way™, which is included with all JCPenney medical plans. Health Your Way™ provides a full suite of digital tools and allows you to choose which healthy activities fit your needs, including:

- Taking a health assessment
- Engaging with digital coaching
- Tracking your fitness with the Aetna app or online
- Receiving reminders for important screenings

Some activities even include additional incentives for participation. Log on to the [Aetna member site](#) and select “Well-being Resources” to learn more.

Employee Assistance Program (EAP)



Aetna's Resources for Living (RFL) is our new EAP partner. All associates and their household members can access RFL through single sign on via the **Aetna member site**, visiting **resourcesforliving.com** (username: JCPenney, password: EAP).

Mental Well-being

You can receive up to six counseling sessions per issue per year. The sessions are a free and confidential services, and are available face to face, online with televideo, or by phone. Licensed counselors can help with issues such as:

- Mental health concerns
- Emotional difficulties
- Domestic abuse
- Substance abuse
- Financial worries
- Grief and loss
- Relationship support
- Self-esteem and personal development
- Stress management
- Work-life balance



In-the-Moment Support

When you need in-the-moment emotional well-being support, Resources for Living counselors are here to help 24/7. You can call **1-833-718-0295**.



Accessing Care

Visit **resourcesforliving.com** to find a counselor. You can also:

- View provider options – images, bios, specialties, and more
- Compare details – ethnicity, gender, language, and more
- See which providers are accepting new patients
- Find options to schedule your first appointment online
- Get started quickly without any added steps or calls

Mind Companion

Build your mental well-being resilience with Mind Companion, a confidential digital self-guided program with sessions that include videos, exercises, and other resources. Mind Companion can help with stress and anxiety, depression, relationship issues, work-life balance, and much more. It even allows you to track your mood and progress over time. Watch the **demonstration video** to see Mind Companion in action.

Worklife Assistance

Resources for Living also provides a wide variety of work-life support, with some services at no cost. A few of the services include:

- Daily life assistance – resources for child, elder, or pet care, and household services
- Legal support – wills and estate planning, family, civil, criminal and real estate
- Financial services – budgeting, mortgages, college funding, and issues
- Identity theft services – fraud resolution and credit restoration coaching

All associates will also have access LifeMart, a discount program for deals for gyms, weight loss programs, meal delivery services, sleep health products, tax preparation, legal and financial consultations.



Child Care Support

Work-life specialists are available 24/7 to help take the frustration out of finding childcare with referrals for childcare centers, back-up care, summer camps, special needs care, and much more. You will also have access to online articles and videos for support with parenting, education, and child development.

Prescription Drugs

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

Aetna'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 Plus and HSA Basic 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 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 Plus or HSA Basic	PPO 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, preferred⁵	30% after deductible (\$500 max.)	30% (\$500 max.)
Specialty, non-preferred⁵	40% after deductible (\$1,000 max.)	40% (\$1,000 max.)

Home Delivery Mail Order (90-day supply)

	HSA Plus or HSA Basic	PPO 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 Aetna for details.

² Certain preventive medications are covered at 100%. Contact Aetna 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 copay based on the level of manufacturer assistance. Contact CVS Specialty Pharmacy if you have questions about your specialty drug costs.

⁵ If you take a specialty medication that is on the PrudentRx drug list, you will have a \$0 copay in the PPO and Value Medical plans. In the HSA Basic and HSA Plus, a \$0 copay will apply after the deductible.

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 Aetna'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 or other Aetna in-network 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.

RxSavingsPlus

All JCPenney associates, whether you enroll in a medical plan or not, can take advantage of RxSavingsPlus®, which provides an average savings of up to 80% on generics and up to 40% on brand-name drugs at more than 65,000 participating CVS network pharmacies nationwide. Associates not enrolled in a medical plan can also save up to 15% off health services or screenings at CVS MinuteClinic®. Scan the QR code or click **here** to learn more.



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 Applications

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 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
Virtual Dental Care	✓	✓	✓ Assessment Only
Learn more	Dental video	Dental video	DMO video

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 yourjcpbenefits.com > Helpful Tools > Find a Provider.

Watch the [DMO vs. PPO video](#) to learn more about the difference between these two plans.

ID Cards

If you enroll in a medical plan or are a new dental enrollee, you will receive an ID card. If you are continuing your existing dental coverage, you will not receive a new ID card. You may request a card by calling Aetna Member Services.

New Hires

If you enroll for dental coverage within 30 days of hire, your coverage will begin on your hire date, but your premiums will not be 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, sealants, etc.)	\$0, no deductible	\$0, no deductible	\$0
Basic care (fillings, extractions, etc.)	20%	20%	\$0
Major care (bridgework, crowns, implants, etc.)	10% in-network no coverage out-of-network	50%	50% implant not covered, implant restoration only
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 copay	\$20 copay (\$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 copay	Amount over \$50	
Lens enhancements			
Scratch-resistant coating	\$0	Not covered	
Polycarbonate lens benefits—child	\$0	Not covered	
Polycarbonate lens benefits—adult	\$35 copay	Not covered	
Tints	\$15 copay	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 (HFSA) and Dependent Care (DFSA) 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 Plus or HSA Basic medical plans ¹	Associates in the PPO plan, Value Medical plan or who waive medical coverage	All associates
How much can I contribute?	\$4,300 for You Only coverage or \$8,550 if you cover one or more dependents (including any contribution from JCPenney). You can contribute an additional \$1,000 if you're 55+ in 2025. If you're in the HSA Plus 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.	\$3,200	\$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, copays, and coinsurance for you, your spouse and your tax dependents	Qualified medical, prescription, dental, and vision deductibles, copays, and coinsurance 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, 2025	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, 2026, to submit claims for expenses you incurred before Dec. 31, 2025. ⁴	No. You will lose any remaining balance at the end of the year. You have until June 30, 2026, to submit claims for expenses you incurred before Dec. 31, 2025. ⁴
Learn more	HSA video	Healthcare FSA video	Dependent Care FSA video

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. Evidence of Insurability (EOI) is required if you add new coverage or increase current coverage.



Part-time associates

You may purchase Supplemental Life Insurance coverage. Evidence of Insurability (EOI) is required if you add new coverage or increase current coverage.

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–\$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, up to \$300,000	\$25,000 per child
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

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	<p>Salaried</p> <ul style="list-style-type: none"> • Weeks 2–8: 100% • Weeks 9–26: 70% <p>Full-Time Hourly</p> <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 have MTO hours in your bank, you must use them during the 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](https://www.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 are injured 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 diagnosis.	The amount of your benefit is determined by the type of injury.	The plan pays a \$500 admission benefit as well as hospital confinement stay benefits. There is no elimination period so you can start receiving benefits right away for an covered hospitalization.
Can I take it with me if I leave JCPenney?	Yes, with certain stipulations	In certain circumstances	Yes
Learn more	Critical Illness video	Accident Illness video	Hospital Indemnity video

¹ Age restrictions may apply.

The Cigna plans will pay a \$50 Wellness Incentive benefit to each covered person on each plan who completes a preventive care visit, health screening, or wellness treatment. Click [here](#) for more details.

JCPenney is committed to helping you save money now and for your future so you're prepared for whatever life sends your way.

Money



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 \$23,500 (\$31,000 if age 50 or older, and \$34,750 if age 60–63.)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% 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 2025 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.

Understanding Your Finances

You can find valuable tools and resources to help you save, get out of debt, and improve your retirement strategy at JCPenney Benefits > Savings & Retirement.

Financial Education Center

The financial education center has educational videos and calculators to help guide you through your financial journey. You may also take a few minutes to answer some questions about your current lifestyle and financial goals to get links to other important information and resources that best fit your needs.

Financial Basics

Understanding the amount of debt that is okay to have, the importance of your credit score, and the importance of having an emergency savings. Utilize the calculator provided to see how you can budget to save more.

Beginning Your Plan

Find out if Roth 401(k) contributions or before-tax contributions best meet your needs. Consider the tax advantages of both, and which may provide you with the most income at retirement.

Meeting Your Goals

Create a plan for college savings, buying a home/car or investing for retirement to help you get and stay on track.

Getting to Retirement

Knowing what to do when you reach retirement is just as important as saving for retirement. We are here to help you understand estate planning, social security, and Medicare.

Financial News

It's important to keep up with what's changing in the financial industry to understand if it could impact your savings plans.

Videos

Here, you will find other helpful videos about everyday finances, learning to save, health care, retirement planning, preparing for the unexpected, and retiree wealth.



Alight Financial Services

Alight Financial Advisors provides advisory services to participants to help you save and live in retirement using the proprietary technology of Edelman Financial Engines®

These services include:

Retirement Evaluation highlights areas where your current savings and investment strategy could be improved and provides the opportunity to receive additional help based on your specific needs

Online Advice provides specific, personalized savings and investment advice to help you reach your retirement goals. You receive recommendations on which investments to buy or sell and simulate how your portfolios might perform under a wide variety of economic scenarios.

Professional Management program offers personalized, professional, and ongoing portfolio management. Ongoing maintenance fees may apply.

To access all information, go to:

JCPWeb > Associate Kiosk > My Benefits > JCPenney Benefits > Savings & Retirement.

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, Fitness Protection Plans,² 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.

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 & Prescription Drugs	Aetna	aetna.com 1-800-811-5671 Aetna Choice POS II 📱
Virtual Care	CVS Virtual Care	aetna.com for SSO access or cvs.com/virtual-care/jcpenney 1-800-811-5671 📱
Employee Assistance Program	Aetna Resources for Living	resourcesforliving.com Username: JCPenney Password: EAP 1-833-718-0295, TTY711 📱

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, 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.