

*charles*  
SCHWAB

The benefits  
of working  
at Schwab.



**Benefits@Schwab**  
For Today and Tomorrow

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

*Own your tomorrow.*

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## The benefits of working at Schwab:

A competitive and flexible Total Rewards package designed to empower you for today and tomorrow.

At Charles Schwab, we're united in a shared belief that what we do improves people's lives. Our employees put our clients first every day to help them achieve a better tomorrow. We want to do the same for you. That's why our Total Rewards package goes beyond traditional compensation and benefit plans. We offer a competitive and flexible package designed to empower you, when you work at Schwab, to make the most of your life at work and at home—today and in the future. The package includes:

### Total pay.

Compensation you receive today.

### Financial future.

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

### Health and wellness.

Benefits and wellness programs to support your overall well-being.

### Career growth.

Support to help you grow in your career at Schwab.

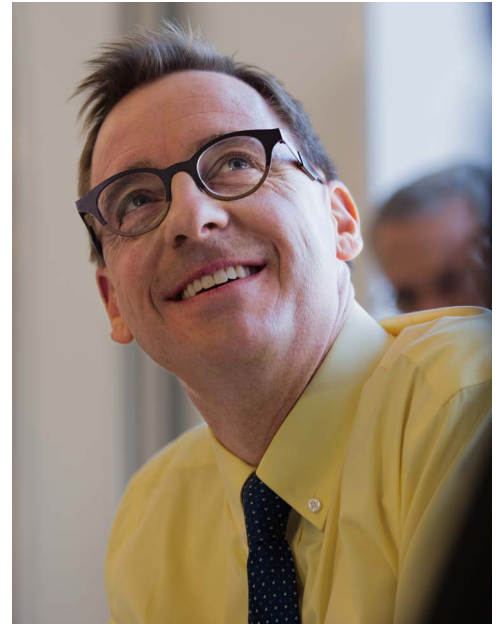
### Work and life.

Programs to help balance work, life, and leisure.

# Total pay.

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

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



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



## Hear from a Schwab employee!

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

## Financial future.

Our employees work every day as a champion for our clients' financial goals. We want to do the same for them by striving to offer benefits, resources, and tools to help them achieve a strong financial future.

- **401(k) plan**—Schwab's 401(k) plan makes saving for retirement easy. You're eligible to participate beginning on your start date or are automatically enrolled in the Plan 45 days after hire. Schwab will make a \$250 contribution when you first contribute each year, plus \$1 for every \$1 you contribute up to 5% of your eligible earnings each pay period. You're immediately 100% vested in Schwab's company matching contributions. You have a wide range of investment options that you can manage on your own or with the help of managed advice.
- **Employee Stock Purchase Plan**—You can become an owner of the company by contributing 1%-10% of your eligible compensation to the Plan to buy Schwab common stock at a 15% discount.
- **Employee Branch & Advice services**—Wealth management isn't just for our retail clients. All employees are entitled to no-cost financial planning sessions specific to their needs. Consultations can include:
  - Retirement planning
  - Investment advice
  - Debt management
  - Education planning
  - Estate planning
  - Budgeting
- **Financial protection**—Schwab provides company-paid Short-Term Disability and Basic Life Insurance. You can also enroll in optional Long-Term Disability, Supplemental Life Insurance, and Accidental Death and Dismemberment (AD&D) coverage so you have a financial safety net that provides for today's needs and protects your financial future. Disability coverage provides income when you're unable to work due to injury, illness, or pregnancy. Life and AD&D coverage provides additional financial protection to you or your beneficiaries in the event of a serious accident or death.

## Health and wellness.

When you have your health, you can enjoy life and all it has to offer. That's why Schwab offers a range of health and wellness benefits to help employees be their healthiest and manage their costs.

- **Health care**—Schwab offers medical, dental, and vision benefits that provide comprehensive coverage for you and your family members. The options available depend on where you live. All the plans provide 100% paid preventive care to help you stay healthy and identify health risks before they become bigger issues, as well as other benefits if you need additional care.
- **Tax-advantaged HSA**—Our medical plans come with a Health Savings Account (HSA) to help you save for future eligible health care expenses. You can contribute pre-tax dollars to pay for expenses during the year, or save the funds to use in coming years—even in retirement. Schwab contributes to your HSA, too—up to \$1,850 depending on your coverage level, income, and Everyday Wellness participation. Money in your HSA rolls over from year to year, and you can invest and grow your balance.
- **Voluntary benefits**—You can add even more protection for your and your family's financial future by enrolling in Voluntary Benefits: Critical illness, Accident insurance, and Hospital indemnity insurance. You can choose to purchase voluntary benefits coverage for yourself and your spouse, child, or family.
- **Wellness**—Schwab's Everyday Wellness program is based on the principle that when employees are at their best, they are better at work, at home, and in the community. Our commitment to employee wellness provides ongoing opportunities to raise health awareness and allows you to earn up to \$550 in Wellness Rewards for participating in Everyday Wellness programs.

Schwab provides additional wellness resources through the Wellness Champion Network, a network of Schwab employees who help create and support wellness efforts tailored to the needs and interests of employees at the local level.

### Hear from a Schwab employee about the HSA!

“ I didn't realize that as my HSA grew, I could invest it and then use it to pay for medical expenses when I retire without having to pay taxes. ”

### Hear from a Schwab employee about the health screening benefit!

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



## Career growth.

Your professional goals for tomorrow are based on the investment you make in your career today. Schwab offers valuable programs and support to help you succeed.

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



### **Hear from a Schwab employee about job shadowing!**

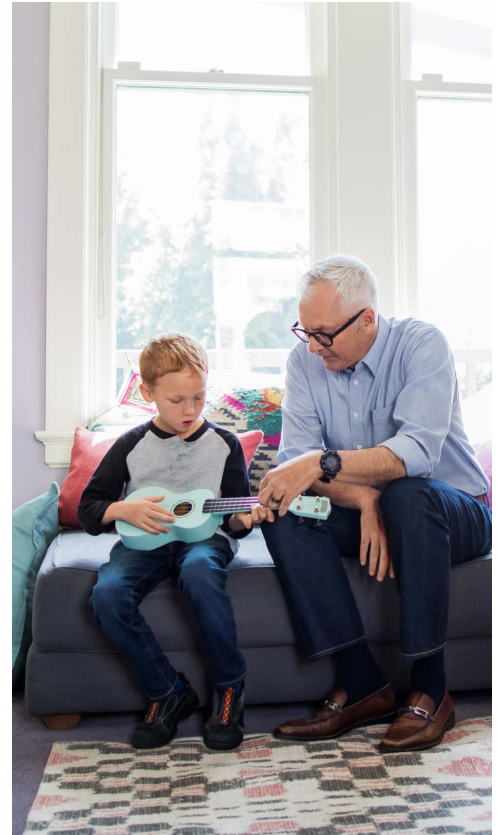
If you have an interest in another department, you can actually say, ‘What do they do over there?’ Your manager will actually set you up to spend a week or two with that department. You can be hands-on and learn directly with that department. You get to come back and decide whether you like it or not.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



# Work and life.

We know your and your family's well-being is paramount. That's why we focus on providing benefits that matter most to you if you become an employee. It's one way we can help you and your family navigate life's everyday challenges.

- **Time Off**—Personal time away from work is vital to maintaining top performance on the job. Your vacation time begins accruing from the first of the month following your start date and carries over each year, to a maximum of 200 hours. Vacation accrual rates increase based on years of service. You also receive eight paid holidays plus two floating holidays and sick time.
- **Sabbatical leave**—Schwab believes that extended continuous time off offers long-term employees valuable time to refresh and recharge that a regular vacation may not provide. To support this belief, Schwab offers a 28-day paid sabbatical that you are eligible for after five years of employment, and every five years thereafter.
- **Bright Horizons family and personal support services**—Schwab offers services through Bright Horizons such as reliable, cost-effective back-up child, adult, and elder care; free personalized support throughout the elder caregiving journey; no-cost educational advice for students who are preparing for college; free parental guidance and support for children who are experiencing challenges at school and/or home and need extra help; and access to a free, comprehensive database of caregivers, pet sitters, housekeepers, and more!
- **Paid parental leave**—The birth or adoption of a child is an important event in a family's life. To support this event, Schwab provides eligible employees with six weeks of paid parental leave for the care and well-being of their newborn or newly adopted child.
- **Adoption reimbursement**—To help you with the expenses and other fees associated with adopting a child, Schwab reimburses up to \$2,000 per adopted child under 18 years of age.
- **Community involvement**—Schwab strives to be part of our communities, and we want you to be involved, too. That's why we offer paid volunteer time and sponsor an annual Schwab Volunteer Week. Through the Employee Matching Gifts program, Schwab also matches up to \$1,000 per year of your charitable contributions to eligible nonprofit organizations.



## Hear from a Schwab employee about using the legal plan!

Using the legal plan, I was able to get a living trust set up at no additional cost. The attorney we used was very knowledgeable and was able to create something specific to my family's situation. It is a relief to know that if something happens, our children will be protected.

- **Dependent Care Flexible Spending Account**—The Dependent Care FSA can help you save money on child care or adult dependent care expenses using pre-tax money. Plus, Schwab will contribute up to \$200 per month to eligible employees' Dependent Care FSAs, based on salary and number of eligible dependents.
- **Commuter Tax Savings Program**—Schwab offers the Commuter Tax Savings Program to help you save on commuting costs. Eligible monthly parking, public transportation, and vanpool costs can be paid out of your paycheck with pre-tax dollars.
- **Legal Plan**—Schwab's Hyatt Legal Plans through MetLaw provide affordable legal help to your entire family. We offer legal plan options that cover you, your spouse, dependents, and your parents or parents in-law for many common legal issues.
- **Employee Discount Program**—LifeCare's Employee Discount Program helps you save on everyday items, such as:
  - Car purchases and car rental services
  - Ski tickets
  - Sporting events
  - Gym memberships, diet plans, exercise equipment
  - City attractions
  - Movie ticket packagesSchwab offers other discounts to help you save, too:
  - Schwab Bank and Brokerage products
  - Verizon, Sprint, and AT&T plans
  - Apple products
  - Auto and home insurance
  - Pet insurance
- **Workplace Accessibility**—Schwab supports the inclusion and enablement of all employees, including employees with disabilities, to access the physical workplace. This includes access to digital tools, information, the necessary communications to effectively perform their work, engage with co-workers, and contribute to success of their teams and organization.

This brochure describes many of the features of Schwab's employee benefit plans in general terms. The specific terms and conditions of these benefits are governed by legal plan documents, insurance contracts, and service agreements. In the event of a conflict or ambiguity regarding the information represented in this brochure, the plan documents, contracts, and agreements will govern. Schwab reserves the right to amend, terminate, suspend, or withdraw the benefits, in whole or in part, at any time.