

Morgan Stanley

A HEALTHY FUTURE

# Selecting Your 2022 Benefits

Within 31 Days of Your Start Date  
or Benefits Eligibility



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## A Healthy Future

# Selecting Your 2022 Benefits

### Within 31 Days of Your Start Date or Benefits Eligibility

Each year you have the chance to review your Morgan Stanley benefits and enroll for the upcoming year. In 2022, the Firm will continue to offer comprehensive and competitive benefits programs to help keep you and your family healthy and protected, including health care and mental wellbeing resources, life and accident insurances, legal protection and more.

### Optimize your benefits to ensure a healthy future.



Decide which [health care plans](#) are best for you. Having comprehensive coverage – including access to top-quality primary care through our partner [One Medical](#) – is critical, especially as we continue to navigate an everchanging pandemic.



Check out the other programs the Firm offers such as the [legal plan](#) and [supplemental health care insurances](#) that can help offset the financial burden of an accident, illness or injury. And if you're planning on having a baby or inpatient surgery in 2022, we have programs to help.



Take advantage of no-cost Firm programs, resources and tools at any time – [expert medical second opinions](#) for your extended family, confidential [mental health benefits](#), [family support programs](#) and [flu shots](#), among others.



**Find suggestions throughout this guide to protect your most valuable asset – your health.**



## About This Guide

Summarized in this guide are Morgan Stanley's US benefits as of January 1, 2022. For more detailed information, consult the *Health Benefits & Insurance Summary Plan Description (SPD)*, which will be released in the coming weeks: On the [My Benefits site](#), search for **SPDs**.

US benefits-eligible employees may participate in the programs in this guide. If you have questions about eligibility, see the *Health Benefits & Insurance SPD* or call one of the Firm's Benefits Advocates:

**877-MSHR-411 (674-7411)**

[Web chat](#)

8 am to 7 pm ET, M-F

# Enroll in Your 2022 Benefits

Make your elections within 31 days of your start date or benefits eligibility. See a complete list of your options on the next page – and costs on the page after that.



## Enroll Online

- Set up your Benefits Center account: Go to [ms.com/benefits](https://ms.com/benefits) and create your username and password.  
**Note:** You will use those credentials to log on to the site only when you are **not** on the Morgan Stanley network.
- Once you have an account and can access the Morgan Stanley network, simply type [benefits/](#) in your MS browser and enter your Firm computer username and password.

**Tip:** Enroll using the Alight app, which you can download to any mobile device from your favorite app store.

If you or your spouse/partner have questions about which programs may be right for you, speak with a Morgan Stanley **Benefits Advocate**, 8 am to 7 pm ET, M-F.

- **Employees:** 877-MSHR-411 (674-7411) | [Web chat](#) from the Morgan Stanley network
- **Spouse or partner:** 800-555-7187



## Who You May Cover

You may enroll yourself and your eligible dependents, including children up to age 26, in the in the following coverage categories:

- Yourself Only
- Yourself + Spouse or Domestic Partner
- Yourself + Children
- Yourself + Family (Spouse/Partner and Children)

**Note:** You may also cover your parents and parents-in-law only in the legal plan.



## Dependent Verification

To cover a dependent, you must verify they meet the eligibility requirements for dependent coverage. After enrolling, you will receive a letter from HR Services requesting supporting documentation verifying the relationship of your dependent – such as a marriage or birth certificate.

# Your Menu of Morgan Stanley Benefits

Elect These Benefits Only Within 31 Days of Your Start Date or Benefits Eligibility		Firm-Provided Benefits at No Cost to You (No Enrollment Required)		Elect These Benefits at Any Time	
Medical and Prescription Drugs	Medical Options A, B or C by Cigna or UnitedHealthcare <sup>1</sup> Prescription drug program administered by Express Scripts	Primary Care Benefit	Employees and dependents in the Medical Plan through Cigna or UHC receive free membership to One Medical, a national concierge practice that offers in-person and virtual medical care for adults and children <sup>3</sup>	401(k) Retirement Savings Plan	Morgan Stanley
Dental	Options A by Delta Dental or MetLife; Option B by MetLife <sup>2</sup>			Commuter Benefits	Administered by HealthEquity (formerly known as WageWorks)
Vision	VSP Options A or B	Mental Health Benefit	You, your spouse/partner and children up to age 26 each have 16 sessions with a therapist or coach per year Administered by Lyra Health <sup>4</sup>	Health Savings Account	Medical Plan Option C only Administered by Your Spending Account
Flexible Spending Accounts	<ul style="list-style-type: none"><li>•Health Care (Medical Plan Option A or B, or no coverage)</li><li>•Limited Purpose Health Care (Medical Plan Option C only)</li><li>•Dependent Day Care</li></ul> Administered by UHC or Your Spending Account				
Supplemental Life and Accidental Death & Dismemberment Insurances	Administered by MetLife	Medical Second Opinion Service	Available to you, your spouse/partner, dependents, adult children, grandchildren, parents, parents-in-law, grandparents and grandparents-in-law Administered by 2nd.MD		
Long-Term Disability Insurance	Administered by MetLife	Basic Life Insurance	Administered by MetLife		
Corporate Excess Disability Insurance	Insured by Lloyd's of London	Basic Accidental Death & Dismemberment Insurance	Administered by MetLife		
Legal	Administered by MetLife Legal Plans	Business Travel Accident Insurance	Administered by Cigna		
Accident, Critical Illness and Hospital Insurances	Administered by Aflac	Short-Term Disability Insurance	Administered by MetLife		

**Note:** You may change coverage during the year within 31 days of a qualifying life event (for example, marriage, divorce, birth or adoption).

<sup>1</sup> Employees in **California** may also choose to enroll in Medical Plan coverage through Kaiser. Employees in **Hawaii** may choose only from Kaiser or HMSA options. Certain US benefits-eligible international employees and US expatriates may elect **Cigna Global Health Medical Plan**.

<sup>2</sup> Certain US benefits-eligible international employees and US expatriates may elect **Cigna Global Dental Plan**.

<sup>3</sup> Medical services received through One Medical are subject to regular plan design (deductible, coinsurance, etc.). Most virtual care is available at no cost.

<sup>4</sup> After you have used your 16 free visits, employees enrolled in Cigna and UnitedHealthcare may continue to see their same mental health provider on an in-network basis, with employee cost share.

# The Cost of Your Morgan Stanley Benefits

## Morgan Stanley and employees share the cost of quality health care

### Our Philosophy

Morgan Stanley contributes to the cost of employees' health care premiums based on 10 pay bands – employees who make less receive higher Firm contributions.

Your premiums will be deducted from your pay (twice monthly).

Medical, dental and vision premiums deducted before-tax.

**View 2022 Employee  
Contribution Rates**

### Benefits Eligible Earnings (BEE)

Used to determine your:

- Medical premiums
- Long-term disability premiums
- Eligibility for an individual disability policy
- Maximum coverage amount for the following insurances:
  - Long-term disability
  - Supplemental life
  - Supplemental accidental death & dismemberment
  - Business travel accident

### How BEE Is Calculated

Generally, your BEE is the higher of either:

- Current base pay; or
- Prior year W-2 earnings (base salary, bonus, incentive comp, etc.)



## Medical

The Firm offers a choice of three Medical Plan options administered by **Cigna** and **UnitedHealthcare** for you and your dependents:

- **Options A and B – PPOs**
- **Option C – High-Deductible (also known as a Consumer-Driven) Health Plan**

Your 2022 paycheck contributions will be the same if you elect either Cigna or UnitedHealthcare, but certain states may have a [preferred administrator](#). That means Cigna or UnitedHealthcare has negotiated greater discounts on average with its providers, which may reduce your out-of-pocket expenses for in-network medical services.

- If you live in **California**, you may also elect medical coverage options through [Kaiser](#).
- If you live in **Hawaii**, you may elect medical coverage through [Kaiser or HMSA](#) only (Cigna and UHC are not available in your state).

### Cigna and UnitedHealthcare Plan Options

- Generally, cover the same medical services, prescription drugs and health programs – though the provider network will vary by administrator
- Include free in-network preventive care, such as annual exams and age-appropriate screenings
- Offer 20% coinsurance (the amount you pay for in-network services after you meet your annual deductible; the Plan pays the remaining 80%)
- Provide protection from high medical costs above the out-of-pocket maximum
- Cover in- and out-of-network services – though your costs will be lower if you use in-network providers

Whether you choose Option A, B or C, the same provider networks apply:

- Cigna – Cigna Open Access Plus Plan Network
- UnitedHealthcare – UHC Choice Plus Network

To view plan features and determine which option may be right for you, refer to the medical plans comparison charts on pages 12 and 13.



## A Healthy Future

The Firm offers these additional resources to all employees and their families, even if you don't participate in Morgan Stanley's medical plan. All are available at no cost to you.

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### Medical Second Opinions

866-841-2575

If you or a family member have a new or existing medical condition, you have access to expert specialist physicians from leading medical institutions who will provide clarity and information so you can make informed medical decisions.

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### Benefits Advocates

Employees: 877-MSHR-411

Family: 800-555-7187

If you need help selecting your 2022 benefits, finding in-network providers, resolving claims and billing issues and more, Benefits Advocates are available to you and your extended family.

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### Hospital Partnerships (New York Metro Area)

The Firm partners with leading hospitals to ensure employees and their extended families receive priority access and the best experience when seeking care. [Learn more >](#)



## Medical continued

### Specialized Medical Programs, Support and Resources

The Firm's Medical Plan through Cigna and UnitedHealthcare includes programs and resources to help you manage medical conditions so you can focus on living healthy and protected. [Learn more](#) about these programs.

- The **cancer program** provides the best medical care and personal and financial support. Enroll within 30 days of diagnosis and the Firm will cover the cost of all eligible cancer-related medical services provided by in-network doctors and facilities, once you've hit your deductible. Also see: [Memorial Sloan Kettering Guided Cancer Treatment Program](#)
- The **fertility solutions and healthy babies programs** include reproductive support, collection and freezing of eggs and sperm, and maternity support for expecting mothers.
- **Diabetes management and support** through [Livongo](#) helps you better manage your type 1 and type 2 diabetes and make living with diabetes easier and healthier.
- The **orthopedic health solutions program** (previously "spine and joint") connects you with the best practitioners and top-ranked facilities. Also see: [Hospital for Special Surgery](#) and [ColumbiaDoctors](#)
- **Bariatric surgery centers of excellence** offer personalized guidance throughout your health journey.
- **Substance and alcohol abuse support** covers in-network care at centers of excellence at 100% so you receive the highest quality care and can reach a successful outcome.
- **Applied behavior analysis (ABA) therapy for children with autism and other special needs** helps locate providers, identify treatment options and coordinate care. Also see: [Resources for children with special needs](#).
- **Chronic condition management** for asthma, diabetes, heart disease and other conditions helps you effectively manage your health.
- **24/7 virtual care through One Medical** ensures a medical expert is only a phone call or text message away.



### What You Need to Know about Preventive Care

- Preventive care is free: When you stay in-network, the medical plan pays 100% for [annual exams and certain screenings](#).
- Preventive care isn't limited to medical care – it also includes dental cleanings and vision exams. Schedule your missed exams and cleanings as soon as possible to start 2022 off on the right foot.
- Not sure which preventive care services or cancer screenings you need? Speak with a One Medical physician at no cost to determine what's best for you and your family.
- You may use sick days for preventive care visits. Speak with your manager about any concerns balancing work and time off for care.
- Everyone age 6 months and older should get a flu shot. Do your part to help keep your family and community safe and prevent a "twindemic" by getting a [free flu shot](#).



## Compare Medical Plan Options A, B and C

Cigna and UnitedHealthcare

	OPTION A	OPTION B	OPTION C
<b>Paycheck contributions</b>	Highest	Moderate	Lowest
<b>Medical deductible</b>	Lowest <ul style="list-style-type: none"> <li>• Individual: \$600</li> <li>• Family: \$1,250</li> </ul>	Moderate <ul style="list-style-type: none"> <li>• Individual: \$1,200</li> <li>• Family: \$2,500</li> </ul>	Highest (medical + Rx drug) <sup>1</sup> <ul style="list-style-type: none"> <li>• Individual: \$2,300</li> <li>• Family: \$4,600</li> </ul>
<b>Prescription drug deductible</b>	Lowest <ul style="list-style-type: none"> <li>• Individual: \$50</li> <li>• Family: \$150</li> </ul>	Lowest Same as Option A	
<b>Coinsurance</b>	You pay 20% after deductible and the Plan pays 80%	You pay 20% after deductible and the Plan pays 80%	You pay 20% after deductible and the Plan pays 80%
<b>Medical out-of-pocket maximum</b>	Lowest <ul style="list-style-type: none"> <li>• Individual: \$2,000</li> <li>• Family: \$5,000</li> </ul>	Moderate <ul style="list-style-type: none"> <li>• Individual: \$3,000</li> <li>• Family: \$7,500</li> </ul>	Highest (medical + Rx drug) <ul style="list-style-type: none"> <li>• Individual: \$5,500</li> <li>• Family: \$11,000</li> </ul>
<b>Prescription drug: out-of-pocket maximum</b>	Lowest <ul style="list-style-type: none"> <li>• Individual: \$2,450</li> <li>• Family: \$6,125</li> </ul>	Lowest Same as Option A	
<b>Tax-advantaged accounts</b>	Choose to contribute to a <a href="#">Health Care FSA</a> to pay for eligible medical, prescription drug, dental or vision costs		Choose to contribute to a: <a href="#">HSA</a> , a triple tax-advantaged account, to pay for eligible medical, prescription drug, dental or vision costs (no use-it-or-lose-it); and/or <a href="#">Limited Purpose FSA</a> to pay for eligible dental or vision costs only

<sup>1</sup> Important: *Option C's deductible* works differently for preventive and non-preventive prescription drugs and family coverage.



# Which Medical Plan Option Is Right for You?

Cigna and UnitedHealthcare

Consider the following when selecting the best coverage option for your 2022 needs.

	OPTION A	OPTION B	OPTION C
HEALTH CARE NEEDS	You're a high user of health care services, have a <b>chronic condition</b> or special needs, or take high-cost prescription drugs. Or, you anticipate <b>major medical needs next year</b> , such as surgery.	You use a moderate amount of health care services throughout the year, such as a few doctor visits and a few prescriptions.	You're a low user of health care and don't anticipate needing care beyond preventive services.
COSTS	You prefer to pay more in paycheck contributions and less when you need care. You also prefer having separate medical and prescription drug deductibles and individual and family deductibles.	You prefer to pay less in paycheck contributions, but also worry about Option C's potentially high out-of-pocket costs. You also prefer having separate medical and prescription drug deductibles and individual and family deductibles.	You prefer to pay less in paycheck contributions and more when you need care. You're comfortable with <b>combined medical and prescription drug deductibles</b> and the <b>true family deductible</b> .
PREFERENCES	You're comfortable paying more for coverage you may not use. Or, you plan to use one or more <b>out-of-network providers</b> .	You anticipate some minor services next year, but do not expect any significant health care needs.	You are comfortable taking a more active role in your care such as researching costs before receiving care.
TAX SAVINGS AND INVESTMENT OPTIONS	You're comfortable with the <a href="#">Health Care FSA</a> and are not looking for additional tax savings or investment options.	You're comfortable with the <a href="#">Health Care FSA</a> and are not looking for additional tax savings or investment options. You have enough cash-on-hand to cover a higher annual deductible and out-of-pocket maximum (compared to Option A), in case of a high-cost injury or illness.	You're looking for additional ways to save money for the short- or long-term (including retirement) or to invest and want to take advantage of the tax benefits of the <a href="#">HSA</a> . You have enough cash-on-hand to cover the full out-of-pocket maximum, in case of a high-cost injury or illness. Or, you plan to contribute to your HSA to cover such costs.



## One Medical Exceptional Primary Care

One Medical's concierge primary and preventive care will be available to employees, spouses/partners and children enrolled in the Firm's medical plan through Cigna or UHC.

### Patient-first philosophy will meet your health care needs

- Same- or next-day in-person or video appointments – that start on time
- Preventive care, acute care, cancer screenings and chronic condition management
- Use as your primary care doctor, for urgent care or as your local clinic
- Drop-in lab work and immunizations

### Tech-forward approach gives you 24/7 access to care from any mobile device

- Video chats with the virtual medical team at no cost, to avoid unnecessary trips to the ER or urgent care
- Easy appointment booking and prescription drug renewals
- Experts to help navigate the health care maze
- Reminders about lab work, vaccines, cancer screenings and more

#### Your go-to for COVID-19 support

- Testing – PCR and rapid antigen
- Vaccines
- Symptom triage – in-person or virtual 24/7

### Membership is free

The Firm will cover the cost of your One Medical membership. In-office services are subject to medical plan deductibles and coinsurance. Virtual care is free.

### 100+ offices across the US

Atlanta	Phoenix
Austin	Portland
Boston	Raleigh-Durham
Chicago	San Diego
Los Angeles	San Francisco Bay Area
New York	Seattle
Orange County	Washington DC Area

### More locations coming in 2022

Columbus	Houston
Dallas-Ft. Worth	Miami

### Work in New York City or Westchester, NY?

For a full range of health care services, visit a Morgan Stanley onsite health center, which One Medical will manage starting in early 2022. [Learn more](#)

### Full-service pediatric care

Well-child visits	Sleep and potty-training guidance
Newborn-to-teen health	Lactation and bottle-feeding support
School, camp and sports forms	Rashes and skin issues
Routine vaccinations	Minor injuries
Colds and flus	Behavioral issues
Earaches	Concussions
Fevers and illnesses	Chronic conditions
Allergies and asthma	Growth and nutrition



## Prescription Drug

### Express Scripts

If you elect Cigna or UnitedHealthcare for your medical coverage, Express Scripts is your prescription drug provider. Express Scripts offers access to discounts for medication costs at 60,000 pharmacies for your extended family and friends who don't have insurance – and for human medications used to treat pets. They also have a cost management program that allows you to split the cost of home-delivery medications over three months. [Learn more](#)

### Capsule

Get free same-day delivery using Capsule Pharmacy. You can order prescription drugs – including 90-day maintenance medications – and can enjoy a 10% discount on over-the-counter medications. Capsule currently services select major cities and their suburbs, with plans to grow nationally. [Learn more](#)

### Maintenance Medications

Under the Firm's prescription drug plan, long-term maintenance medications are required to be filled in a three-month supply. Maintenance medications are those that you take regularly – so filling them in a higher quantity will lower your out-of-pocket costs. You can save an average of 28% off a three-month supply compared to a one-month supply received at your local pharmacy.

If you are prescribed a maintenance medication (such as those for high blood pressure, high cholesterol or birth control), you must get a 90-day supply from one of the pharmacies in the Express Scripts maintenance medication network, including home delivery, CVS or Capsule Pharmacy (if available in your area). If after three fills at a retail pharmacy you do not enroll in Express Scripts Smart90, you will have to pay 100% of the cost of the medication starting with the fourth refill. If you are prescribed a maintenance medication, Express Scripts will notify you.

### Save Time and Money

- Set up auto refills on the Express Scripts website or with Capsule Pharmacy to ensure you always have your medication on hand.
- Take advantage of no-cost medications to support your health and wellbeing, including HIV preventive medications, generic statins, certain tobacco cessation drugs, insulin and injectable diabetic drugs.



## Medication Management by Lyra

The Firm is pleased to partner with Lyra to continue to offer you a comprehensive mental health care benefits. To enhance our offerings, we are introducing Lyra's medication management service.

Meet with mental health physicians who can prescribe evidence-based medications, track symptoms and side effects.

Lyra offers high-quality treatment from providers in 50+ specialty areas to help you get the care you need if you're facing issues such as depression and anxiety.

Discover Lyra's clinically proven approach using a combination of video therapy sessions with personalized, between-session provider support and digital activities to help people make faster progress in improving their mental health.

Additionally, the Firm is excited to offer you continued care after your 16 free sessions with a Lyra provider on a cost-share basis (standard in-network deductibles and coinsurance apply)

*Note: Medication management is available only to employees and dependents enrolled in the Firm's medical plan through Cigna or UnitedHealthcare. Employees, their spouses/partners and children under the age of 26 who do not participate in the Firm's Medical Plan or who are enrolled through Kaiser or HMSA will continue to be eligible for 16 free sessions with Lyra mental health therapists or coaches, per person, per year*



## How Your Prescription Drug Coverage Works

All options generally cover the same prescription drugs, and coinsurance amounts are the same. The major difference is the deductible amount you must pay before coinsurance begins. The table below shows how your prescription drug coverage works.

### FIRST, YOU MUST PAY YOUR DEDUCTIBLE...

#### IF YOU ENROLL IN MEDICAL PLAN OPTION A OR B

	<b>IN-STORE</b> up to 30-day supply	<b>HOME DELIVERY</b> up to 90-day supply
<b>Annual deductible (Prescription drug only)</b>	Individual: \$50 Family: \$150	None, skip to coinsurance

#### IF YOU ENROLL IN MEDICAL PLAN OPTION C

<b>ANNUAL DEDUCTIBLE (Medical and prescription drug combined)</b>	Individual: \$2,300 Family: \$4,600 <i>(Deductible does not apply to preventive medications)</i>
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### THEN, YOU PAY COINSURANCE (ALL MEDICAL PLAN OPTIONS)...

	<b>IN-STORE</b> up to 30-day supply	<b>HOME DELIVERY</b> up to 90-day supply
<b>Generic drugs</b>	You pay \$10 copay	You pay \$20 copay
<b>Preferred brand-name drugs</b>	You pay 30% coinsurance \$25 min, \$75 max	You pay 30% coinsurance \$65 min, \$150 max
<b>Non-preferred brand-name drugs</b>	You pay 40% coinsurance \$50 min, \$150 max for non-specialty drugs; \$200 max for specialty drugs	You pay 40% coinsurance \$125 min, \$300 max for non-specialty drugs; \$400 max for specialty drugs



## Dental

The Firm offers a choice of two dental plan options:

- **Option A** through Metlife or Delta Dental
- **Option B** through MetLife

**Note:** MetLife Option A and Delta Dental offer similar services, with different providers in each administrator's network. Additionally, Delta Dental offers greater discounts through select out-of-network providers.

### All Options

- Provide diagnostic and preventive care at no cost to you when you use in-network providers.
- Cover preventive, diagnostic, basic and restorative services.
- Include varying levels of in-network orthodontia coverage. (**Note:** MetLife Option B does not cover out-of-network orthodontia services.)

### Dental Networks

- MetLife offers a nationwide network of Preferred Dental Providers (PDPs); out-of-network coverage also available.
- With Delta Dental, you have the option of using in-network providers, Premier Network providers and out-of-network providers:
  - PPO In-Network Providers. The cost of services has been negotiated and is generally the lowest.
  - Premier Network provider service fees may be lower than out-of-network providers.
  - Out-of-Network includes non-PPO providers.



## A Healthy Future

- **Receive in-network preventive care at no cost to you**, which generally includes routine oral exams, x-rays, cleanings, sealants and fluoride treatments.
- If you put off dental cleanings and check-ups during the pandemic, call your dentist to see if you should schedule an appointment.



## Compare the Dental Options

### OPTION A: METLIFE OR DELTA DENTAL

### OPTION B: METLIFE

In-Network	Out-of-Network	In-Network	Out-of-Network
<b>Individual Deductible</b>			
No annual deductible	\$50	No annual deductible	\$100
<b>Family Deductible</b>			
No annual deductible	\$150	No annual deductible	\$300
<b>Diagnostic and Preventive Care (deductible waived for out-of-network services)</b>			
100%	80% of R&C 85% of allowed amount for Delta Premier	100%	50% of R&C
<b>Restorative Services</b>			
80% of discounted fee	75% of R&C, after annual deductible	80% of discounted fee	40% of R&C, after annual deductible
<b>Orthodontics</b>			
50% of discounted fee, \$3,000 lifetime benefit maximum per person (children to age 26 and adults)	50% of R&C OR allowed amount (Delta Premier), \$3,000 lifetime benefit maximum per person (children to age 26 and adults)	50% of discounted fee, \$2,000 lifetime benefit maximum per child (children only to age 19)	Not covered
<b>Annual Benefit Maximum Per Person</b>			
\$3,000	\$2,000	\$2,000	\$1,000



### WHICH DENTAL OPTION SHOULD I CHOOSE IF...

#### I plan to have a lot of dental work?

Option A offers a higher annual maximum than Option B:

- Option A: \$3,000 in-network and \$2,000 out-of-network
- Option B: \$2,000 in-network and \$1,000 out-of-network

#### I have cleanings and check-ups only?

All options cover diagnostic and preventive care at 100% when using in-network providers – but Option B will cost less out of your paycheck than Option A

#### I or a family member needs braces?

All options cover braces so it depends on the age of the covered dependent:

- Option A covers braces for adults and children up to age 26
- Option B (in-network only) covers braces for children up to age 19



## Vision

The Firm offers a choice of two vision plan options through VSP: A and B. Both options offer a range of services and supplies from your provider of choice, including eye exams, eyeglass lenses, frames, contact lenses and laser surgery. Many services are 100% covered after a copay when you use an in-network provider. Plus, take advantage of discounts at Costco, Cohen's Fashion Optical and other retailers.

Option B offers standard coverage, while Option A is a buy-up option with increased frequency and allowances for frames and contact lenses, as well as increased out-of-network coverage.

### Compare the Vision Options

	OPTION A		OPTION B	
Service	In-network	Out-of-network	In-network	Out-of-network
<b>Exam</b>	100%, after \$20 copay	Up to \$50 reimbursement, after \$20 copay	100%, after \$20 copay	Up to \$40 reimbursement, after \$20 copay
<b>Eyeglass Lenses (Once Every Calendar Year)</b>				
<b>Single</b>	100%, after \$20 copay	Up to \$50 reimbursement, after \$20 copay	100%, after \$20 copay	Up to \$40 reimbursement, after \$20 copay
<b>Frames<sup>1</sup></b>				
<b>Includes the frame of your choice</b>	Up to \$250 every calendar year, after \$20 copay (total for both lenses and frames); 20% discount on cost exceeding \$250	Up to \$70 reimbursement, every calendar year after \$20 copay	Up to \$150 every other calendar year, after \$20 copay (total for both lenses and frames); 20% discount on cost exceeding \$150	Up to \$60 reimbursement every other calendar year, after \$20 copay
<b>Contact Lenses (Once Every Calendar Year Instead of Eyeglass Lenses and Frames)</b>				
<b>Laser Vision Correction Surgery</b>				
10% to 25% discount off the cost of the surgery when you use an in-network provider. The maximum you'll pay – per eye – is: PRK: \$1,500 • LASIK: \$1,800 • Custom LASIK: \$2,300				



- How often you prefer to change your eyeglass frames or contacts can determine which vision plan option is right for you:

#### Prescription glasses frequency

- Option A – Every year
- Option B – Every 2 years

#### Contact lenses allowance

- Option A – \$250
- Option B – \$150

- If you put off getting an annual vision exam during the pandemic, schedule one now. A comprehensive eye exam reveals a lot about your overall health, including whether you may have diabetes, heart disease, certain tumors and cancers and more.
- Receive a free annual vision exam if you participate in the Firm's medical plan options through Cigna and UHC.
- Use VSP network providers and stretch your vision care dollars.



# Flexible Spending Accounts

Flexible Spending Accounts (FSAs) allow you to reduce your taxable income and save money by setting aside before-tax dollars to pay for eligible health care and dependent day care expenses. Depending on your tax bracket, you can save 25% to 40%. The Firm offers three types of FSAs.

## Health Care FSA

Medical Plan Options A or B

Pay for deductibles, copays and coinsurance for eligible medical, dental, vision and prescription drug expenses and more. You can participate in a Health Care FSA if you are enrolled in the Firm's Medical Plan Options A or B (or Kaiser, HMSA or Cigna Global) or waive coverage. You can contribute between \$100 and \$2,850, the 2022 annual IRS maximum. [Learn more >](#)

### FSA Debit Card and Online Submissions

- You'll be issued an FSA debit card that you may use to pay for qualifying health care expenses or products with their FSA dollars. Your FSA debit card works just like any debit or credit card.
- Submit out-of-network you can submit claims online

## Limited Purpose FSA

Medical Plan Option C

Pay for deductibles, copays and coinsurance for eligible **dental and vision expenses only** (not medical). If you are enrolled in the Firm's Medical Plan Option C, you can contribute between \$100 and \$2,850, the 2022 annual IRS maximum, to this type of FSA. [Learn more >](#)

## Dependent Day Care FSA

All Medical Plan Options or No Coverage

Pay for eligible dependent care and elder care expenses that allow you and your spouse to work or attend school full-time. Expenses will also qualify if you work and your spouse is mentally or physically incapable of self-care. Eligible expenses include payments to a babysitter or companion in or outside your home for children age 13 and under, or qualifying dependents who are disabled or elderly and incapable of self-care.

You can contribute between \$100 and \$5,000 annually to the Dependent Day Care FSA if you are single or married and file a joint tax return, if applicable. (Lower limits may apply in certain circumstances.) If you are married and file separate tax returns, you may contribute between \$100 and \$2,500 annually.

**Note:** Any unused balance at the end of the year will be forfeited. [Learn more >](#)



## Health Savings Account

If you enroll in Medical Plan Option C, you may contribute to a Health Savings Account (HSA) to pay for eligible medical expenses incurred now or in the future.

HSAs have triple-tax advantages:

- Contribute before-tax dollars
- Earn tax-free interest and earnings by investing unused funds
- Pay no taxes when you withdraw funds for eligible health care expenses

Unused HSA funds carry over from year to year and are yours to keep if you leave the Firm. HSAs are administered by Your Spending Account (YSA) with UMB Bank.

For 2022, the maximum amount that can be contributed to an HSA is \$3,650 for single coverage and \$7,300 for family coverage. If you are age 55 or older, you are eligible to make an additional catch-up contribution of \$1,000 each year until you become eligible for Medicare. [Learn more >](#)

### FSA and HSA 2022 IRS Contribution Limits

	Health Care FSA	Dependent Care FSA	Limited Purpose FSA	HSA
<b>2022 Annual Maximum</b>	\$2,850	\$5,000	\$2,850	Individual: \$3,650 Family: \$7,300
<b>Additional Catch-Up Contribution</b>	No	No	No	\$1,000 if age 55+
<b>Carryover*</b>	Yes, up to \$570	No	No	Yes



### More About HSAs

- **Save for medical expenses that occur today or tomorrow.** Contribute to an HSA and use your savings for eligible medical expenses in 2022 and beyond, including when you retire.
- **Change your HSA contributions at any time.** You can make before-tax contributions through your paycheck or contribute on an after-tax basis by check or online personal bank account.
- **Save your health care receipts** in an electronic “shoebox” so you can easily reimburse yourself when you want – now or in the future.



## Life Insurance

Life insurance helps safeguard you and your family against the unexpected. The Firm's life insurance plans are administered by MetLife.

- **Basic Employee Life Insurance:** The Firm provides you with \$50,000 of Basic Life Insurance at no cost.
- **Supplemental Life Insurance:** You pay the full cost of Supplemental Life Insurance on an after-tax basis. You may purchase Supplemental Life Insurance coverage, in varying amounts:
  - Yourself: Up to 10 times your Benefits Eligible Earnings subject to a maximum of \$5 million
  - Your spouse/partner: Up to the lesser of the Employee Supplemental Life elected for yourself or \$250,000; you may cover your spouse/partner only if you elect Supplemental Life coverage for yourself
  - Your children: Up to \$20,000 per child, in increments of \$5,000; you are not required to elect Supplemental Life coverage for yourself to elect Child Life

### Evidence of Insurability (EOI)

If proof of good health or EOI is required when electing (or changing) Life Insurance coverage, you will be directed to complete an online form. For additional information, see the *Health Benefits and Insurance SPD*.

When EOI Is Required	Employee	Spouse/Partner	Child
<b>New Hire or Newly Benefits Eligible</b>	If electing over \$1 million (if eligible)	If electing over \$30,000	No EOI required
<b>Annual Enrollment or Qualified Life Event (any amount)</b>	<ul style="list-style-type: none"><li>• If previously eligible, but enrolling for the first time</li><li>• If increasing more than one level of coverage</li></ul>	<ul style="list-style-type: none"><li>• If previously eligible but enrolling for the first time</li><li>• If increasing more than one level of coverage or over \$30,000</li></ul>	No EOI required



Did you know? Supplemental Life Insurance includes [free will preparation](#).





## Accidental Death and Dismemberment Insurance

The Firm's Accidental Death and Dismemberment (AD&D) Insurance offers financial protection if you or a covered family member dies or loses a limb. The Plans are administered by MetLife.

### Basic Employee Accident Insurances

At no cost to you, the Firm provides:

- **Basic AD&D Insurance** – \$50,000
- **Business Travel Accident Insurance** – Generally, 5 times your Benefits Eligible Earnings, with a \$100,000 minimum and \$3 million maximum.

### Supplemental AD&D Coverage

You pay the full cost of Supplemental AD&D Insurance on an after-tax basis. You may purchase this coverage in varying amounts:

- **Yourself:** In set increments, up to 10 times your Benefits Eligible Earnings, subject to a maximum of \$5 million. The amount you elect for yourself in addition to your basic coverage is your "Principal Sum."
- **Your eligible dependents:** The coverage amount will be a percentage of your Principal Sum:
  - Your spouse/partner: 100% of your elected Principal Sum, up to \$1 million
  - Your children: 25% of your elected Principal Sum for each dependent child, up to \$250,000
  - Your family: 75% of your elected Principal Sum for your spouse/partner, up to \$750,000 and 25% of your elected Principal Sum for each dependent child, up to \$250,000





## Disability Coverage

Disability coverage protects your income if you are unable to work due to an illness or injury.

### Short-Term Disability

The Firm provides Short-Term Disability (STD) coverage at no cost to you. STD pays salary continuation benefits for up to 180 days after you are disabled (as determined by MetLife) for eight or more consecutive calendar days.

### Long-Term Disability

After you have been disabled (as determined by MetLife) for 180 days or more, Long-Term Disability (LTD) coverage provides a monthly income of up to 60% of your Benefits Eligible Earnings (in effect at the time you first go on disability), up to a maximum of \$25,000 per month. You pay the full cost of LTD and your contributions are deducted from your pay on an after-tax basis.



**Long-term disability coverage is must-have protection like car, homeowner, renter and health insurance. If you're unable to work due to illness or injury, the Firm covers your salary for 180 days.**

**To protect yourself beyond that, you will be automatically enrolled in LTD coverage each year unless you opt out of coverage.**



### Additional Disability Coverages

- **Corporate Excess Disability Insurance:** This individual policy, insured by Lloyd's of London, pays the elected benefit amount in the event you become permanently and totally disabled. The amount of coverage you may buy and your payout options are based on your Benefits Eligible Earnings and offset by any other disability policies you may have.
- **Individual Disability Insurance:** Based on your eligible pay, you may have the option to buy individual disability coverage at discounted rates through Unum. If you are eligible to participate in this program, you will be contacted in the spring.



## Legal

The Legal Plan, administered by MetLife Legal Plans, provides affordable legal assistance and easy access to a local network of experienced attorneys.

The plan covers attorneys' fees for a wide range of personal legal matters, including consumer protection and court appearances, debt matters, defense of civil lawsuits, document preparation, name changes, immigration, family law, real estate matters, traffic matters, wills and estate planning.

The plan will cover up to 20 hours of reproductive law assistance relating to and including surrogacy, egg donation, sperm donation, gamete donation, embryo donation and embryo adoption.

Coverage also will include up to a total of four hours of attorney services each year for the following non-covered matters: divorce, DUI, plaintiff property damage, habeas corpus, custody establishment and support order modification. See [full list of covered services](#).

Generally, attorneys' fees for covered services are covered at 100% in-network. Out-of-network attorneys' fees are reimbursed based on the Out-of-Network Fee Reimbursement Schedule.

### Two coverage options

- **Option A** covers you, your spouse/partner and children – plus up to four sets of your parents and parents-in-law.
- **Option B** covers only you, your spouse/partner and children.



## Supplemental Health Care Insurances

The Firm offers these income-protection benefits if you get sick or injured or plan to have a baby or surgery. For those “what if” moments, you may purchase voluntary group benefits at discounted rates to cover you in the event of an accident, serious illness or hospitalization. Administered by Aflac, these programs (enroll for each separately) pay lump-sum benefits directly to you to use as you wish. [Learn more >](#)

### ACCIDENT

Use cash benefits to cover the costs associated with unexpected accidents.

#### Amount You'll Receive

Varies by type of accident

### CRITICAL ILLNESS

This coverage pays a lump sum if you are diagnosed with a covered critical illness, such as cancer or a stroke.

#### Amount You'll Receive

Four coverage level option: \$10k, \$20k, \$30k or \$40k in total of coverage

### HOSPITAL INDEMNITY

Receive benefits if you or a covered dependent is hospitalized due to a covered accident, illness, planned procedure or pregnancy.

#### Amount You'll Receive

\$1,500 per hospital admission + \$200 per day (\$400 if ICU or \$300 if intermediate intensive care step-down unit)

**Did You Know:** Accident and critical insurance coverage includes a wellness benefits for \$75, an increase from \$50. Preventive care is considered a wellness service and is eligible for reimbursement.



## Secure a Healthy Future

You're eligible for a **free will** if you enroll in Supplemental Life Insurance. Or, if you'd like additional legal services, elect the Legal Plan.

## Save on Supplemental Insurance

Receive a discounted rate when you become certified as a non-tobacco user or enroll in a tobacco cessation program to quit smoking.



**Tip:** Are you or your dependent planning surgery or giving birth in 2022? Hospital Indemnity Insurance through Aflac provides a cash benefit that you may use however you wish.

**Tip:** To help prepare for baby's arrival, review the [Parental Leave Checklist](#).



## Ready to Enroll?

- Set up your Benefits Center account: Go to [ms.com/benefits](https://ms.com/benefits) and create your username and password. **Note:** Use those credentials to log on to the site only when you are **not** on the Morgan Stanley network.
- Once you have an account, simply type [benefits/](#) in your MS browser and enter your Firm computer username and password.

**Tip:** Enroll using the Alight app, which you can download to any mobile device from your favorite app store.

## Have Questions About Your Benefits?

For help selecting your benefits, you or your spouse/partner may speak with a Benefits Advocate  
8 am to 7 pm ET, M-F:

Employees  
877-MSHR-411 (674-7411)  
[Web chat](#) from the MS network

Spouse or Partner  
800-555-7187

## What Happens If You Don't Enroll

If you don't enroll in (or waive) benefits during the enrollment window, you will automatically be enrolled in these two Morgan Stanley coverages for yourself only:

- **Medical Plan Option B** with your state's preferred provider; and
- **Long-Term Disability** (*Note: If you do not actively elect "No Coverage" each year, you will be automatically enrolled in Long-Term Disability coverage*)

You will **not** have dental, vision, spending or savings accounts, supplemental life, accident or health care benefits, or legal coverage.

Enroll in your 2022 Morgan Stanley benefits and the Morgan Stanley 401(k) Plan on the Benefit Center website to ensure you have the coverage you need.



Unless you have a qualifying life event (marriage or divorce, birth or adoption of a child, etc.), your next chance to change your benefits will be benefits enrollment in the fall of 2022 for coverage in 2023. The full list of qualifying life events is included in the [Health and Insurance Benefits Summary Plan Description](#).

# Enroll in These Programs at Any Time

Type **youdecide/** in your Morgan Stanley browser



## Commuter Benefit

The Commuter Benefits Program is administered by HealthEquity (formerly known as WageWorks) and allows you to set aside before-tax dollars to pay for the cost of commuting. You can pay for both transit and parking expenses, saving you 25% to 40% on the cost of your commute to work. Whether you drive, use park and ride or take the subway, train, ferry, bus or vanpool, automatic payroll deductions make it easy to save big.

**Note:** It can take up to a month to start paycheck deductions for commuter expenses, so plan accordingly.

### 2022 IRS Limits

- Parking: \$280 max per month
- Transit: \$280 max per month

You may participate in either or both the parking and transit features up to the current combined monthly maximum of \$560.

Tip: To restart or change your commuter benefit elections, you have several options. Note: The deadline to change or cancel commuter orders is the 10th of the month. New York metro employees: Long Island Rail Road and Metro-North passes must make elections by the 4th of the month.

Call HealthEquity's customer service 24/7 at 877-924-3967



## Voluntary Insurances

The Firm is pleased to offer employees these group insurance options, which may save you money compared to your current coverage. To learn more or request a quote, visit the You Decide site.

Auto • Homeowner • Renter • Identify Theft • Umbrella • Pet

# 5 Important Health Care Programs for You and Your Family

In addition to comprehensive and competitive health care benefits, the Firm offers these resources to save you time and money. All are available at no cost to employees – and do not require that you be enrolled in the Firm's Medical Plan.



## MENTAL HEALTH BENEFIT BY LYRA 844-926-2648

Support when you or your dependents are feeling challenged by life's stresses

### How Lyra Can Help

16 free,\* confidential sessions each year, per person with a therapist or coach who can help if you:

- Are stressed, anxious, depressed or having problems sleeping
- Are feeling nervous about resuming activities during the pandemic
- Have relationship or family issues
- Frequently feel lonely, hopeless or angry
- Are struggling with alcohol or substance use
- Take or want to explore mental health medications as part of your treatment\*
- Think you need mental or emotional support and don't know where to start

### Your Options

- Individual, couples and family counseling
- Virtual and in-person sessions
- Online self-led wellness tools
- Onsite counseling for employees in NYC

### WHO MAY USE

Employee, Partner, Children up to Age 26

\* Continuing beyond 16 sessions and medication management is through the medical plan (Cigna or UHC) at in-network rates



## HEADSPACE Type **headspace/** in your Morgan Stanley browser

Headspace, the meditation app, makes mindfulness simple and can help you stress less, move more and sleep soundly:

- Reduce stress to feel less overwhelmed
- Boost compassion and resilience
- Reduce negative emotions to help you navigate through tough moments

### WHO MAY USE

Employees must open account and then may share credentials with their dependents



## MEDICAL SECOND OPINIONS 866-841-2575

Consult with an expert, board-certified physician when you:

- Are unsure about a diagnosis or surgery
- Have been prescribed a new medication
- Feel your treatment plan isn't working
- Want to learn more about your condition

### WHO MAY USE

Employee, Dependents, Children of All Ages, Grandchildren, Parents, Grandparents, In-Laws



## BENEFITS ADVOCATES Employees: 877-MSHR-411 Family: 800-555-7187

This health care concierge service will:

- Help you select your benefits
- Find in-network doctors; make appointments
- Guide you through complicated health issues
- Connect you with Firm resources
- Resolve claims and billing issues
- Assist family members

### WHO MAY USE

Employee, Dependents, Adult Children, Parents, Grandparents



## HOSPITAL PARTNERSHIPS (New York Metro)

The Firm partners with leading hospitals to ensure the best experience when seeking care:

- **Hospital for Special Surgery** – Orthopedic and rheumatologic care, sports injuries
- **Memorial Sloan Kettering Direct** – Cancer treatment
- **NY-Presbyterian Hospital** – Emergency response in Manhattan and physician referrals
- **ColumbiaDoctors Orthopedics** – Onsite physical therapy in NYC and Westchester

### WHO MAY USE

Employee, Dependents, Extended Family

# How Morgan Stanley Benefits Protect You and Your Family during COVID-19



## HEALTH

All employees are required to complete VaccineCheck. The Firm encourages all employees to get the [COVID vaccine](#)

The medical plan covers **FDA-approved COVID-19 testing** at 100%\*

In addition to COVID-19 vaccinations and boosters, be sure to get a free annual [flu shot](#) – and learn about other important [preventive care](#) by age



## FAMILY

### Children

When your sitter falls through or your child's school is closed, the Firm subsidizes center and in-home [child care](#)

[Tutors](#) can help your student in 300+ subjects

Expert guidance from [College Coach](#): from paying for college to prepping for entrance exams to applying – They'll even review your child's application

Resources for [children with special needs](#)

See Bright Horizon's full menu of caregiving and educational services

### Adults

Caring for an adult loved one? Here are two programs to help:

- [Backup in-home care](#)
- [Elder care planning](#)



## FINANCES AND LEGAL

Plan for your retirement and maximize your [401K](#) strategies and the company match

For free [will preparation](#) elect supplemental life coverage or the legal plan

Now is the perfect time to ensure your [beneficiaries](#) are current

Consult, at no cost, with an **attorney, financial counselor, CPA or fraud resolution specialist** [More](#)

**Insurances** – Discounts on home, renter, auto, identity theft, umbrella and pet coverage. Type 'youdecide' in your Morgan Stanley browser and select **Voluntary Benefits**

[Student loan refinancing](#) – Preferred rate for you, your family and friends



## WELLNESS

Our mental wellbeing is equally important as our physical health:

- **Mental health benefit** by Lyra includes confidential therapy for you and your family at no cost, as well as medication management
- Sign up for [Headspace](#) for free. Start exploring 1000+ hours of mindfulness, fitness and sleep solutions
- Additional [mental health resources](#) and programs

**Gym memberships** starting at [\\$25 a month](#) and other [fitness discounts](#)

Did you know the medical plan includes free [health coaching](#) for help with nutrition, exercise, sleep, stress, stopping smoking, etc.\*\*

The [Mindfulness Club](#) hosts weekly virtual meditation sessions

\* Per US guidelines, free COVID-19 testing is covered through January 2022.

\*\* The health programs and health coaching are available only to employees and their dependents enrolled in the Firm's Medical Plan through Cigna or UnitedHealthcare.



## Deals and Discounts

TYPE IN MS BROWSER  
**discounts**

Or, see **Life Resources**  
on [MS Today](#)

The fun stuff. You and family have access to cultural institutions, travel perks and discounts from leading retailers. It's good to be part of Morgan Stanley.

### Cell Phone Plans

AT&T, Sprint, T-Mobile,  
Verizon Wireless

### High-Speed Internet, Cable and Phone

Verizon Fios

### Computers, Electronics and Software

Apple, Dell, Lenovo,  
Microsoft Office, More

### School and Home-Office Supplies and Equipment

Staples

### Headphones and Earbuds

Jabra, Master & Dynamic

### Health and Wellness

Save on products to make  
these times safer and easier from  
the Firm's Multicultural Innovation  
Lab companies: Hurdle, Mighty  
Well, myLabBox, SoHookd

### Entertainment

Movies, Theater, Sports,  
Bowling, Comedy Clubs,  
Theme Parks, More

### Museums and More

Discounted or free admission  
for you and your guests at 50+  
organizations in the US and UK  
(museums, zoos, aquariums,  
orchestras, etc.)

### Publications

The Economist

### Clothing

Men's Warehouse, Hickey  
Freeman, Of Mercer, Samuel  
Hubbard Shoes, Hugo Boss,  
Theory

### Morgan Stanley Logo Apparel and Merchandise

### Automobiles

Chrysler, Ford, GM, Mercedes-  
Benz, Nissan-Infiniti, More

### Rental Cars

Avis, Budget, Enterprise, Hertz,  
National, Thrifty, Zipcar

### Leisure Travel

Hotels, Flights, Cruises, Disney,  
Vegas, Away Luggage, More

### Morgan Stanley Classifieds

### Interior Design

Decorilla

### Resources for Urban-to- Suburban Moves

Suburban Jungle

### Stationery

Crane & Co., Simply to Impress

### Videography

UrLife Media

### PerksAtWork.com

For big or small purchases, enjoy  
discounts from 30,000+ vendors and  
earn WOW loyalty points to use on  
future purchases. Invite family and  
friends to save, too.

Electronics • Home • Auto  
Food Flowers • Travel  
Apparel • More

Popular vendors: Best Buy, Brooks  
Brothers, Costco, Fitbit, GE appliances,  
Home Depot, Macy's, Nordstrom,  
Patagonia, Restaurant.com, Samsung,  
SeaWorld, Teleflora, TrueCar, Walmart,  
Zales, among many others

### Reserved Living & Giving

Employees may join the complimentary  
recognition program for the Firm's top  
clients, which includes lifestyle content  
and discounts from 60+ premium  
partners. [Learn More](#)



Any inconsistency between this communication and the terms of an official plan document will be governed by the official plan document.

Morgan Stanley and its benefit plans are not responsible for any data errors or processing delays. The plan administrator may correct any errors at any time. The information contained in this document is general in nature, is not individual tax advice and may not be used to avoid any tax or tax penalty.

Tax laws are complex and may change, and their application may vary based on the circumstances. Morgan Stanley and its benefit plans do not provide tax or legal advice. You are responsible for consulting your own advisors.

The plan administrator may require you to verify your and your dependents' data. Providing false or misleading information may lead to legal or disciplinary action by Morgan Stanley, including employment termination and cancellation of executive compensation. This statement does not guarantee coverage; the plan administrators have ultimate authority for determining eligibility. Check your confirmations and statements to ensure that your elections are correctly reflected. Morgan Stanley's benefit plans may be amended or discontinued at any time, including to curtail benefits for some or all covered individuals.