

Morgan Stanley

A HEALTHY FUTURE

# Selecting Your Morgan Stanley Benefits for 2022

January 3 to 14

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## What We'll Cover Today

### 2022 BENEFITS



Find out how your benefits can help ensure you and your family have **healthy future**

#### Enroll January 3 to 14

Set up your Benefit Center account at [ms.com/benefits](https://ms.com/benefits).

**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 MS network, simply type [benefits/](#) in your MS browser and enter your Firm computer username and password.

**Tip:** Also enroll using the Alight app

### SUPPORT



#### Benefits Advocates

Personalized help during enrollment and year round

#### Employees

877-674-7411 | [Web chat](#)

#### Spouses/Partners

800-555-7187

#### Hours

8 am to 7 pm ET, M-F

### MORE RESOURCES



#### My Benefits Website

[mybenefits.ms.com](https://mybenefits.ms.com)

Explore your options before enrolling from the office, home or cell

- Enrollment [Checklist](#) and [Guide](#)
- [Webinars](#) with Express Scripts and One Medical

#### Use Throughout the Year

- COVID-19 resources
- Programs you may enroll in any time
- Deals and discounts

## A Healthy Future

# Benefits Enrollment 2022

January 3 to 14, 2022

In January, you'll elect Morgan Stanley's benefits for the first time. We encourage you to learn about our comprehensive portfolio of benefits, evaluate your health needs and select the benefits that are best for you and your family.

To support the transition to Morgan Stanley benefits, **the Firm will waive Eaton Vance's contributions in January for medical, dental and vision coverages.**

Here are some key programs you and your dependents may use starting in January.

We're excited to announce our new partner [One Medical](#), a concierge primary care practice that offers high-quality care for adults and children at 100+ US locations and virtually. Foundational to good health is a primary care doctor who delivers preventive care, promotes healthy lifestyle choices, treats common conditions and makes specialist referrals, when needed. Many employees postponed care during COVID-19, don't have a regular doctor, or need a cost-effective, easy way to get answers to urgent medical issues. One Medical's services include physicals, cancer screenings, sick visits, labs and chronic illness management, as well as messaging with your provider and 24/7 telemedicine.

Our mental health is equally important. Starting in 2022, you and your dependents may continue with your [Lyra](#) therapist beyond the initial 16 free sessions, on a reduced, cost-sharing basis. Also, you will be able to meet with Lyra physicians who can prescribe mental health medications.

We continue to review our benefits to ensure they meet the needs of our diverse workforce. We're expanding our [family-building benefit](#), giving you up to \$75,000 to defray the cost of fertility services, adoption and surrogacy. We're also improving [gender-affirming services](#) through our medical plan to better support employees and their dependents who are transgender, nonbinary or intersex.

## Your Menu of Morgan Stanley Benefits

### Elect Only During Enrollment: Jan. 3 to 14

Your cost deducted from each paycheck

#### Health Care

- Medical and Prescription Drug
- Dental
- Vision

**Contribution  
Rates for 2022**

#### Spending and Savings Accounts

- Health Care Flexible Spending Account (FSA)
- Limited Purpose FSA
- Health Savings Account (HSA)
- Dependent Care FSA

#### Insurance

- Employee Supplemental Life
- Spouse/Domestic Life
- Child Life
- Supplemental Accidental Death & Dismemberment
- Long-Term Disability
- Legal
- Hospital Indemnity, Accident, Critical Illness

### Firm-Provided

No cost to you – no enrollment required

#### Supplemental Programs

- Mental Health Benefit  
*You, Your Partner, Children to Age 26*
- Medical Second Opinions  
*You, Your Partner, Children and Grandchildren of All Ages, Parents, Grandparents and Parents- and Grandparents-in-Law*

#### Employee Insurance

- Basic Life | \$50,000
- Basic Accidental Death & Dismemberment | \$50,000
- Business Travel Accident | 5 x Benefit Eligible Earnings, up to \$3 million
- Short-Term Disability | 180 days of salary continuance

#### Q: What happens if I don't enroll?

A: Your Eaton Vance elections will **not** carry over – and you'll be automatically enrolled in:

- Medical Plan Option B
- Long-Term Disability

## Medical and Prescription Drug Benefits



- » All options provide comprehensive benefits and expansive provider networks
- » Generally, cover same medical services, prescription drugs and health programs – though in-network providers will vary by administrator

### OPTIONS



- Plan A or B  
*PPO with optional Health Care FSA*
- Plan C  
*High-deductible health plan option with optional HSA and/or Limited Purpose FSA*

### PLAN ADMINISTRATORS



- Cigna
  - UnitedHealthcare
- Note:** Medical plan includes Rx coverage through Express Scripts

#### Transitioning

- Most Blue Cross Blue Shield providers are in the Cigna or UHC network
- Current Rx fills and prior authorizations will transfer to Express Scripts

### COVERAGE LEVELS



- Yourself Only
- Yourself + Spouse/Partner
- Yourself + Child/ren
- Yourself + Family (Spouse/Partner, Child/ren)

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

#### Covering Dependents

When enrolling dependents for coverage, you must verify their eligibility – typically, by providing a marriage license or birth certificate

**California** employees may also choose from Kaiser HMO options  
**Hawaii** employees may choose coverage only from HMSA PPO or Kaiser HMO



## Compare Options A, B and C

### Cigna and UnitedHealthcare



	OPTION A	OPTION B	OPTION C
Paycheck contributions	Highest	Moderate	Lowest
Medical deductible	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>
Prescription drug deductible	Lowest <ul style="list-style-type: none"> <li>Individual: \$50</li> <li>Family: \$150</li> </ul>	Lowest Same as Option A	
Coinsurance	80% after deductible	80% after deductible	80% after deductible
Medical out-of-pocket maximum	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>
Prescription drug: out-of-pocket maximum	Lowest <ul style="list-style-type: none"> <li>Individual: \$2,450</li> <li>Family: \$6,125</li> </ul>	Lowest Same as Option A	
Tax-advantaged accounts	Choose to contribute to a <a href="#">Health Care FSA</a> to pay for eligible medical, prescription drug, dental or vision costs  <b>Note:</b> Typically, you may carry over up to \$570 from your Health Care FSA to the following year; however, due to special COVID-19 legislation, unused 2021 funds in Health Care, Limited Purpose and Dependent Day Care FSAs will carry over to 2022 if you elect the same type of account for 2022		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  Morgan Stanley does not contribute to employee HSA accounts.  <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.

**Note:** Naturopathic services are not covered under the Morgan Stanley Medical Plan.

## Which Medical Plan Is Right for You?



### CONSIDER...

#### Which Plan Option?

- How much you expect to use health care next year
- How you prefer to pay for care
  - **Options A and B** – More through paycheck contributions; less when you seek care
  - **Option C** – The reverse: Less through paycheck contributions; more when you seek care
- Your total costs under each option – see cost estimator tool on Benefits Enrollment site
- Tax savings and investment options
  - **Options A and B** – Health Care FSA
  - **Option C** – HSA and/or Limited Purpose FSA

#### Which Administrator?

- Which doctors you use
- Your state's [preferred administrator](#): Paycheck contributions are the same for Cigna or UHC – but you may save at the point of care because of deeper negotiated discounts



- **If you want to keep your paycheck premiums low:**

Consider Options B or C

- **If you want to keep your out-of-pocket costs low, such as your deductible and prescription drugs:**

Consider Options A or B

- **If you want before-tax savings, all three options have tax-advantaged accounts:**

Options A and B – Health Care FSA

Option C – HSA and/or Limited Purposed FSA have greatest savings potential

- **How do I know if my doctors are in-network?**

Search for your provider under these networks on the administrators' sites:

[cigna.com](https://www.cigna.com) – Open Access Plus (OAP) network

[myuhc.com](https://www.myuhc.com) – Choice Plus network

# 2022 Preferred Health Plan Administrators



## Document details which medical plan administrator is preferred in each state

Paycheck contributions are the same for Cigna or UHC – but you may save at the point of care because of deeper negotiated discounts

### How to Read this Chart

#### Preferred Provider Column

Depending on your state of residence, UnitedHealthcare or Cigna may have negotiated greater discounts on average with its network providers. If the discount differential is expected to be greater than 3%, the vendor with the better discounts is designated the state's "preferred provider" and selecting that vendor typically reduces your out-of-pocket expenses for in-network medical services. If the expected discount differential is less than 3%, there is no preferred vendor.

#### Default Health Plan Administrator Column

If you are a new hire or newly eligible and you do not actively make an election for your medical needs under either Cigna or UnitedHealthcare, you will be defaulted based on your state of residence.

State	Preferred Provider	Default Health Plan Administrator
Alabama	UnitedHealthcare	UnitedHealthcare
Alaska	Cigna	Cigna
Arizona	Cigna	Cigna
Arkansas	Neutral	Cigna
California	Cigna	Cigna
Colorado	Cigna	Cigna
Connecticut	Cigna	Cigna
Delaware	Cigna	Cigna
Florida	Neutral	Cigna
Georgia	Cigna	Cigna
Idaho	Neutral	UnitedHealthcare
Illinois	Neutral	UnitedHealthcare
Indiana	Neutral	Cigna
Iowa	UnitedHealthcare	UnitedHealthcare
Kansas	Neutral	UnitedHealthcare
Kentucky	Neutral	UnitedHealthcare
Louisiana	UnitedHealthcare	UnitedHealthcare
Maine	Cigna	Cigna
Maryland	Cigna	Cigna
Massachusetts	Cigna	Cigna
Michigan	Neutral	UnitedHealthcare
Minnesota	Neutral	Cigna

View Preferred Health Plan Administrator on [mybenefits.ms.com](https://mybenefits.ms.com)

State	Preferred Provider	Default Health Plan Administrator
Mississippi	UnitedHealthcare	UnitedHealthcare
Missouri	Neutral	UnitedHealthcare
Montana	Cigna	Cigna
Nebraska	UnitedHealthcare	UnitedHealthcare
Nevada	Cigna	Cigna
New Hampshire	Cigna	Cigna
New Jersey	Cigna	Cigna
New Mexico	Cigna	Cigna
New York	Cigna	Cigna
North Carolina	Neutral	Cigna
North Dakota	UnitedHealthcare	UnitedHealthcare
Ohio	UnitedHealthcare	UnitedHealthcare
Oklahoma	Neutral	UnitedHealthcare
Oregon	Cigna	Cigna
Pennsylvania	Cigna	Cigna
Rhode Island	UnitedHealthcare	UnitedHealthcare
South Carolina	Cigna	Cigna
South Dakota	UnitedHealthcare	UnitedHealthcare
Tennessee	Neutral	Cigna
Texas	Cigna	Cigna
Utah	Cigna	Cigna
Vermont	Cigna	Cigna
Virginia	Cigna	Cigna
Washington	Cigna	Cigna
Washington D.C.	Cigna	Cigna
West Virginia	Cigna	Cigna
Wisconsin	UnitedHealthcare	UnitedHealthcare
Wyoming	Cigna	Cigna





## One Medical: New for 2022 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 mobile devices

- 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 (certain locations)
- Symptom triage – in-person or virtual 24/7

Membership is free starting January 1, 2022

More information coming soon on how to enroll

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.

## 125+ 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

## 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



## How Your Rx 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

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

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

ANNUAL DEDUCTIBLE (Medical and prescription drug combined)	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)...

	IN-STORE up to 30-day supply	HOME DELIVERY up to 90-day supply
Generic drugs	You pay \$10 copay	You pay \$20 copay
Preferred brand-name drugs	You pay 30% coinsurance \$25 min, \$75 max	You pay 30% coinsurance \$65 min, \$150 max
Non-preferred brand-name drugs	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

Maintenance medication (such as those for high blood pressure, high cholesterol or birth control) must be purchased in a 90-day supply from one of the pharmacies in the Express Scripts maintenance medication network, including home delivery, CVS or Capsule Pharmacy. You have 3 grace fills at any retail pharmacy, after which you will pay 100% of the cost of the medication if you don't switch.

## Get Ready for Express Scripts



**Your current prescriptions and prior authorizations will transfer automatically to Express Scripts with a few exceptions:**

- Expired prescriptions
- Prescriptions for controlled substance medications



**Watch for a welcome kit shortly after you enroll**

- Information on how to get the most from Express Scripts
- Individuals who need to take action in the new year (specialty medications, formulary tier changes) will receive a letter



**You'll also receive a new medical and prescription drug ID card**

- It will arrive from Cigna or UnitedHealthcare shortly after you enroll  
**Tip:** After you enroll, download e-card at [mycigna.com](https://mycigna.com) or [myuhc.com](https://myuhc.com)
- Present your new ID card to pharmacies and doctors you use



**Continue to have Blue Cross Blue Shield fill prescriptions through December 31**



### Questions? Contact Express Scripts

Call **877-859-0018** | Visit [express-scripts.com/morganstanley](https://express-scripts.com/morganstanley)

## Capsule Pharmacy

Concierge online pharmacy with  
free same-day delivery in select metro areas

- **Faster.** Never wait in line for the pharmacy. Capsule brings your medications to your home or office
- **Smarter.** Never run out of refills. Capsule keeps track so you don't have to
- **Kinder.** Never talk to a voicemail autobot. Text, call, email or chat with a Capsule pharmacist 24/7
- **Hassle-Free.** Capsule coordinates with your doctor and insurance company

### Questions? Contact Capsule

Call or text **888-910-1808** | Email [help@capsule.com](mailto:help@capsule.com)  
Visit [capsule.com/morganstanley](https://capsule.com/morganstanley) (open site in Chrome)

### Program Features

- Manage your medications from your phone
- Get free, same-day delivery that's safe and secure
- Order over-the-counter medications from the Capsule app and save 10%
- Privately text, call or chat with Capsule pharmacists



#### How do I get started with Capsule?

Ask your doctor to prescribe your medication directly to Capsule. Or, download the Capsule app and have Capsule coordinate with your provider to transfer your scripts.

#### I'm already a Capsule customer.

##### How do I get the 10% discount?

After January 1, chat with Capsule from your existing Capsule account, and they'll verify your Morgan Stanley account. If you have two accounts, Capsule will merge them into one.

#### Is Capsule available where I live?

Check your ZIP code at  
[capsule.com/morganstanley](https://capsule.com/morganstanley).

Capsule is continuously expanding their network, so you can sign up to be notified when Capsule is available in your area.

# The Cost of Your Morgan Stanley Benefits



## Morgan Stanley and employees share in 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

### 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 and dismemberment
  - Business travel accident

### How BEE Is Calculated

Generally, your BEE is the higher of:

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

**Note:** For 2022, BEE will be calculated as the higher of current year base pay or 2020 W-2 earnings. Acquisition specific compensation and payments accelerated as a result of the acquisition will be excluded from 2020 W-2 earnings for the purpose of calculating BEE.



## 1-Month Contribution Holiday

To support your transition, we're waiving paycheck contributions in  
*January 2022*

Medical • Dental • Vision



# 2022 Employee Contribution Rates PDF



Document details how much you'll pay for each benefit – paycheck deductions will be taken twice each month

View 2022 Employee Contribution Rates

U.S. BENEFITS

2022

## 2022 Employee Contributions

### Active, International and Unpaid Leave Employees

Detailed in this document are the 2022 employee contribution rates by pay band, where applicable, for Morgan Stanley US benefits. You may also view your customized employee contribution rates online on the Benefit Center website.

2022 Tax Reporting.....	2
.W-2 Reporting.....	2
.2022 IRS Form 1095.....	
Medical Plan Cost of Coverage.....	
.Cigna and UnitedHealthcare.....	
.2022 Preferred Health Plan Administrator by State.....	
.Kaiser and HMSA (California and Hawaii only).....	
Dental Plan Cost of Coverage.....	
Vision Plan Cost of Coverage.....	
Cost of Coverage for U.S. Benefits-Eligible Expatriate and International Employees.....	
.Cigna Global Health Medical Plan.....	
.Cigna Global Health Dental Plan.....	
.Vision Service Plan (VSP).....	
Supplemental Life Insurance Cost of Coverage – Employee or Spouse.....	
.Tobacco-Free Employee or Spouse.....	
.Tobacco-User Employee or Spouse.....	
.Child.....	
Supplemental Accidental Death and Dismemberment Insurance Cost of Coverage.....	
Accident, Critical Illness and Hospital Indemnity Insurance Cost of Coverage.....	
.Aflac — Group Accident Insurance*.....	
.Aflac — Group Hospital Indemnity Insurance*.....	
.Aflac — Critical Illness Insurance*.....	
Legal Assistance Plan Cost of Coverage.....	
Long-Term Care Insurance Cost of Coverage.....	

### Medical Plan Cost of Coverage

The costs shown below should be doubled to reflect monthly amounts.

#### Cigna and UnitedHealthcare.\*

Benefits Eligible Earnings (BEE)	Option A Highest Paycheck Contributions Lowest Deductible & Out-of-Pocket Max	Option B Moderate Paycheck Contributions Moderate Deductible & Out-of-Pocket Max	Option C Lowest Paycheck Contributions Highest Deductible & Out-of-Pocket Max
	Yourself Only		
≤ \$40,000.99	\$49.00	\$39.00	\$24.00
\$40,001 - \$60,000.99	\$63.00	\$48.00	\$33.00
\$60,001 - \$80,000.99	\$65.00	\$49.00	\$35.00
\$80,001 - \$100,000.99	\$81.00	\$65.00	\$48.00
\$100,001 - \$125,000.99	\$85.00	\$68.00	\$50.00
\$125,001 - \$150,000.99	\$116.00	\$93.00	\$76.00
\$150,001 - \$250,000.99	\$126.00	\$99.00	\$82.00
\$250,001 - \$300,000.99	\$129.00	\$101.00	\$83.00
\$300,001 - \$500,000.99	\$167.00	\$132.00	\$114.00
≥ \$500,001	\$185.00	\$146.00	\$131.00





## Compare the Dental Options

OPTION A: METLIFE AND 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

### ALL OPTIONS INCLUDE

- Diagnostic and preventive care covered at 100% when you use in-network providers
- Preventive, diagnostic, basic and restorative services
- In- and out-of-network coverage

### KEY DIFFERENCES

- Benefit maximums
- Out-of-network coverage levels
- Orthodontia coverage
- Provider networks:
  - Metlife: In- and out-of-network
  - Delta Dental: In-network, Premier network, out-of-network

### 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.

#### 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

#### A family member or I need braces?

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



## Compare the Vision Options

2 vision plan options through VSP

	OPTION A		OPTION B	
Service	In-network	Out-of-network	In-network	Out-of-network
Exam	100%, after \$20 copay	Up to \$50 reimbursement, after \$20 copay	100%, after \$20 copay	Up to \$40 reimbursement, after \$20 copay
Eyeglass Lenses (Once Every Calendar Year)				
Single	100%, after \$20 copay	Up to \$50 reimbursement, after \$20 copay	100%, after \$20 copay	Up to \$40 reimbursement, after \$20 copay
Frames <sup>1</sup>				
Includes the frame of your choice	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
Contact Lenses (Once Every Calendar Year Instead of Eyeglass Lenses and Frames)				
Laser Vision Correction Surgery				
	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			



## A Healthy Future

- 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.
- The Firm's medical plan options through Cigna and UHC cover one annual vision exam, subject to deductible and coinsurance
- Use VSP network providers and stretch your vision care dollars

# Flexible Spending and Health Savings Accounts



The Medical Plan option you elect determines whether you can contribute to an FSA or HSA to save money on health expenses. **Regardless of your medical plan option** or if you waive medical coverage, you may contribute to a Dependent Care FSA

	Health Care FSA	HSA*	Limited Purpose FSA	Dependent Care FSA
<b>Eligibility</b>	Options A and B or no coverage	Option C only	Option C only	N/A
<b>Use It or Lose It</b>	Carry over any 2021 unused funds (typically, carry over only \$570)	No: Unused funds carry over year to year	Carry over any 2021 unused funds (typically, forfeit all unused funds)	Carry over any 2021 unused funds (typically, forfeit all unused funds)
<b>Will Unused EV Funds Automatically Transfer to MS?</b>	Yes Must elect same type of FSA for 2022	No May transfer funds to MS HSA or keep them in EV HSA	Yes Must elect same type of FSA for 2022	Yes Must elect same type of FSA for 2022
<b>2021 IRS Limits</b> (IRS has yet to announce 2022 limits)	\$2,850 (up \$100 from 2021)	Individual: \$3,650 Family: \$7,300 If age 55+, may contribute an extra \$1,000	\$2,850 (up \$100 from 2021)	Individuals or married couples filing jointly: \$5,000 Married person filing separately: \$2,500
<b>Eligible Expenses</b>	2022 medical, dental, vision, prescription drugs	2022 and/or <b>future</b> medical, dental, vision, Rx drugs	2022 dental and vision (not medical)	Children 13 and under Qualifying dependents incapable of self-care
<b>Availability of Funds</b>	Fully funded 1/1	As funds are contributed	Fully funded 1/1	As funds are contributed

\* The Firm does not contribute to employees' HSAs



## HOW DO THEY DIFFER?

### FSAs

- Save 25% to 40% on health care and dependent care expenses
- Carry over up to \$570 of unused Health Care FSA funds
- Forfeit all unused Limited Purpose and Dependent Care FSA funds

### HSAs

- Triple-tax-advantaged savings
- Save for future health care costs, including in retirement
- Change contributions at any time and make lump-sum contributions
- Funds are yours to keep if you leave the Firm

## Life Insurance



	Basic	Supplemental
<b>Eligibility</b>	Self	Self, dependent family members
<b>Benefit amount</b>	\$50,000	<ul style="list-style-type: none"> <li>• Self: Up to 10 x BEE*; \$5m max</li> <li>• Spouse/Partner: Up to \$250,000</li> <li>• Children: Up to \$20,000</li> </ul>
<b>Details</b>	<ul style="list-style-type: none"> <li>• Automatically enrolled</li> <li>• Firm pays</li> </ul>	<ul style="list-style-type: none"> <li>• Must elect</li> <li>• You pay</li> </ul>

**Tip:** Supplemental Life Insurance includes free will preparation

## Disability Insurance



	Short-term	Long-term
<b>Time away from work</b>	Up to 180 consecutive days	After 180 days
<b>Benefit amount</b>	100% salary continuation*	60% of BEE* (\$25,000 monthly max)
<b>Details</b>	<ul style="list-style-type: none"> <li>• Automatically enrolled</li> <li>• Firm pays</li> </ul>	<ul style="list-style-type: none"> <li>• Automatically enrolled</li> <li>• You pay</li> </ul>

\* BEE = Benefits Eligible Earnings; 100% salary continuation for salaried employees or commissioned sales person of Investment Management



### Evidence of Insurability

If proof of good health or EOI is required when electing (or changing) supplemental Life Insurance coverage, you will be directed to complete an online form. Requirements for initial elections:

- Employees: If electing over \$1 million
- Spouse/Partner: If electing over \$30,000
- Child: No EOI required

### Long-term Disability

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

## Legal



Affordable assistance with personal legal matters

- Consumer protection
- Court appearances • Debt matters
- Civil lawsuits • Document prep
- Immigration • Family law
- Real estate • Traffic court
- Wills and estate planning

Additionally, the plan covers:

- 20 hours of reproductive law assistance
- 4 hours of attorney services each year (total) for divorce, DUI and non-covered other services

Attorneys' fees for [covered services](#) are covered at 100% in-network

**Tip:** You may enroll your parents and parents-in-law in this coverage

## Supplemental Health Insurances



Income-protection insurances through Aflac pay you lump-sum amounts to use as you wish [Learn more](#)

### Accident

Use payment to cover the costs of unexpected accidents

### Amount You'll Receive

Varies by type of accident

### Critical Illness

Receive a lump sum if you're diagnosed with a covered critical illness, such as cancer or a stroke

### Amount You'll Receive

\$10,000; \$20,000; \$30,000 or \$40,000 (based on the level of coverage you elect)

### Hospital Indemnity

Be paid 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



## DID YOU KNOW?

**Having a baby or planning inpatient surgery in the coming year?**

Consider electing Hospital Indemnity Insurance, which pays a cash benefit you may use however you wish

## Enroll in 401(k) During Annual Enrollment

On January 1, Eaton Vance's 401(k) plan merged into Morgan Stanley's plan

### Set Up Your MS 401(k)

**Make retirement plan elections on Benefit Center (same site where you enroll in benefits)**

- Your EV contribution, investment and beneficiary elections will **not** transfer
  - Loans **will** transfer and payments will restart with Jan. 31 paycheck
  - Contribute up to 50% of eligible pay:
    - Before-tax and/or
    - Roth after-tax
    - 60% max combined
  - Contribute from eligible pay, including:
    - Salary
    - Commissions
    - Cash bonus
  - 2022 IRS limits
    - ≤Age 49: \$20,500 (up \$1,000 from 2021)
    - ≥Age 50: \$27,000 (includes \$6,500 catchup)
- Total employer + employee contributions\*
- ≤Age 49: \$61,000
  - ≥Age 50: \$67,500

**Note:** Contributions above \$20,500 | \$27,000 must be non-Roth after-tax

### Reminders



#### Jan. 7 at 5 pm ET

Deadline to have 401(k) contributions taken from your first paycheck in 2022 (Jan. 14)

#### Jan. 13

Able to view EV 401(k) funds on MS Benefit Center

(**Note:** Funds were reinvested as of Jan. 1 according to fund mapping)

#### Jan. | Feb.

Final EV profit-sharing contribution deposited into your MS 401(k)



## About the Morgan Stanley 401(k) Plan

### Helping you save for a financially sound retirement

#### Company Match

6%

##### ≤\$100K ELIGIBLE PAY\*

Firm matches your contributions  
\$1:\$1 up to 4% of eligible pay –  
and makes a 2% fixed contribution

5%

##### \$101K TO \$275K ELIGIBLE PAY\*\*

Firm matches your contributions  
\$1:\$1 up to 5% of eligible pay

4%

##### >\$275K ELIGIBLE PAY

Firm matches your contributions  
\$1:\$1 up to 4% of eligible pay\*\*\*

\* Excludes FAs and Branch Management

\*\* Excludes Advisory Directors and  
Senior Advisors

\*\*\* 2022 IRS limit on employee compensation  
for calculating contributions: \$305,000

- 40 investment funds – fees are generally lower than what you could find on your own (see [401\(k\) Investment Guide](#))
- Company contributions vest after 3 years of service – **Your Eaton Vance service counts** (All EV 401(k) balances vested)
- Before-tax and Roth after-tax contributions are **matched** (catch-up and regular after-tax contributions are **not** matched)
- Must be employed at the Firm on Dec. 31 to receive that year's company match (except employment ended due to retirement or disability)
- Match paid in one payment, typically at the end of January
- Take up to two loans at once – may continue to repay loans after leaving the Firm
- Make unlimited in-plan Roth conversions and non-hardship withdrawals
- Keep your money in the plan after age 72, the required minimum distribution age

## Safeguarding Your Family's Physical and Mental Health

**Valuable resources available throughout the year at no cost to employees. Register for and use these resources at any time.**



### Medical Second Opinions

Contact 2nd.MD for expert medical advice – at no cost – if:

- You have questions about a new diagnosis, surgery or medication, or treatment plan
- Your surgery was postponed or cancelled due to COVID
- You're concerned about how COVID-19 affects cancer or other diseases
- Need a specialist referral

**Who may use:** You, spouse/partner, children and grandchildren (all ages), parents, grandparents, parents- and grandparents-in-laws



### Mental Health Benefit

16 free, confidential sessions for you and your dependents – per person, per year – with Lyra mental health therapists or coaches:

- Solution-focused – Evidenced-based techniques that help you feel better
- Individual, couples and family counseling
- In-person and virtual options – and online self-care tools
- Continue care beyond initial 16 free sessions at in-network rates\*
- Medication management\*

**Who may use:** You, spouse/partner and children under 26



### Headspace

Stress less. Move more. Sleep soundly. Free access to leading mindfulness app will continue:

- 1,000+ hours of short content: from waking up to midday check-ins to falling asleep
- Fitness classes
- Music to help you be more productive at home and work
- Tips on relationships, reducing technology use, food and money
- Resources for children developed with Sesame Street

**Who may use:** Employees must open account and may share credentials with dependents

*\* Available to employees and their dependents enrolled in the Morgan Stanley Medical Plan through Cigna or UHC; standard deductibles and coinsurance apply*

## Financial Support for Any Family Building Journey

**New for 2022: Morgan Stanley is proud to offer a \$75,000 lifetime family building benefit that covers fertility, adoption and surrogacy**

Spend your family building dollars as you like – on one or any combination of the three options below. Your \$75,000 lifetime maximum covers:



**Fertility\*** – medical and Rx drug costs for treatment such as IVF, egg- and sperm- freezing, etc. when you are enrolled in the Firm's medical plan through Cigna or UnitedHealthcare



**Adoption** – including adoption fees, attorney fees and court costs, travel and lodging expenses, and more



**Surrogacy** – including health care expenses for the surrogate, travel and lodging expenses, and more

For more information, refer to the Morgan Stanley Summary Plan Descriptions (SPDs) on Health Benefits and Insurance and Adoption and Surrogacy Assistance.

**Tip:** Consider electing coverage under the legal plan, which can reduce attorney fees associated when adopting or using a surrogate.

\*Available to employees and their dependents enrolled in the Morgan Stanley Medical Plan through Cigna or UHC; standard deductibles & coinsurance apply. UHC members must enroll in the UHC Fertility Solutions program in order to receive coverage. Kaiser, HMSA and Cigna Global members have separate fertility coverage and maximums through their respective health plan.

## UnitedHealthcare Fertility Solutions Program

UHC requires members to enroll in their Fertility Solutions Program to receive coverage when seeking fertility treatments and services.

Upon enrollment, you will have access to a specialized fertility center of excellence, which provides best-in-class care from world-class practitioners, as well as a fertility nurse to help you make informed decisions.

Call 866-774-4626 to enroll, be paired with a nurse and identify a UHC center of excellence near you.

## Enroll In These Programs at Any Time



### Commuter Benefits

Set aside before-tax dollars to pay for your commute and save 25% to 40% – whether you drive, use park and ride, or take the subway, train, ferry, bus or even a ride-sharing service like UberPool. **Reminder:** WageWorks is now called HealthEquity [Learn more](#)

#### 2022 IRS Limits

Parking and/or transit: \$280/month (up \$10 from 2021) – and a combined monthly maximum of \$560



### Additional Insurances

These group insurance options may save you money compared to your current coverage [Learn more](#)

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



### What happens to my commuter benefits balance?

Unused funds from 2021 will roll over to your new Morgan Stanley account automatically.

Additionally, if you were unable to use your parking or transit passes or contributions due to the pandemic, you may be eligible for a replacement pass or credit.

Keep in mind: Cash refunds are **not** available because commuter benefits contributions are deducted from your pay before-tax. However, your funds will continue to remain in your account and be accessible while you are employed by Morgan Stanley.

[Learn more](#) about your commuter benefits account and COVID-19 policies.

## Deals and Discounts

TYPE IN 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, Theory

### Morgan Stanley Logo Apparel and Merchandise

### Food and Gifts

Blue Apron, Jacque Torres  
Chocolates

### Automobiles

BMW and Mini, 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 for free the perks  
recognition program for the Firm's top  
clients, which includes lifestyle  
content and discounts from 60+  
premium partners. [Learn more](#)

## Questions? We're Here to Help

Starting January 3, Morgan Stanley's Benefits Advocates can answer your questions – and help you select and use your benefits

### Benefits Advocates: Health care concierge support for you and your extended family

Personalized support by phone or chat if you need help:

- Understanding and selecting your benefits
- Finding in-network doctors and scheduling appointments
- During complicated health issues
- Connecting with Firm resources
- Resolving claims and billing issues

Through the end of the year, email the Eaton Vance Benefits team with questions: [hr-benefits@eatonvance.com](mailto:hr-benefits@eatonvance.com)



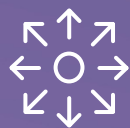
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Employees: **877-MSHR-411**  
Family Members: **800-555-7187**

#### Who may use

You, spouse/partner, children (all ages),  
parents, grandparents, parents- and  
grandparents-in-laws





## Get Help

### Benefits Advocates

For help selecting and using your benefits, starting January 3

• Employees: 877-674-7411 | [Web chat](#)

• Spouse/Partner: 800-555-7187

8 am to 7 pm ET, M-F



## Ready to Enroll?

### Benefits Center website

[morganstanley.com/benefits](https://morganstanley.com/benefits)  
(open in Chrome)

## A Healthy Future

# 2022 Benefits Enrollment | January 3 to 14

Review your options to ensure you have the right benefits for you and your family

### Review

- Benefits enrollment checklist and guide for detail on your options
- Your anticipated health care services and costs for 2022
- Additional Firm resources and perks on [mybenefits.ms.com](https://mybenefits.ms.com)

### Compare

- Your options to determine the coverage levels you need
- Coverage through the Firm with options you may have through your spouse/partner or parents

### Confirm

- Your doctors and other medical providers are in-network at [cigna.com](https://cigna.com) or [myuhc.com](https://myuhc.com)



Unless you have a qualifying life event (marriage or divorce, birth or adoption of a child, loss of coverage, 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](#).



**Submit your questions in the Q&A field  
at the bottom of your screen**

A recording of this webinar and the slides will be  
posted on the [My Benefits site](#) – Until then,  
the enrolment guide has the same information