

Employee Benefit Program Details

Waddell & Reed offers an outstanding package of benefit programs designed to help our employees achieve their goals related to their health, education, retirement, career development, work/life balance, and financial well-being. Many of these, including Medical, Dental, Vision, Life, Disability, HSA, FSA, EAP, etc., are available on the first day of employment and most programs are offered to both regular full time and regular part time employees. An engaged, healthy workforce is the foundation to Waddell & Reed's corporate success. We are committed to providing a comprehensive benefit package aimed at meeting the needs of our diverse colleagues.

Core Benefit Programs:

Medical Plan

Our Group Medical Plan includes three different benefit plan options for medical coverage. These options provide employees the flexibility to choose the plan that's best for them and their families. The Company provides decision support tools to help employees make enrollment choices given their unique circumstances. Each of the three Medical Plan options include:

Prescription Drug Coverage

Prescription drug coverage is included as part of the Group Medical Plan. Online resources are available to help you find lower cost alternatives to save you money, along with drug information and possible side effects.

Telehealth

Telehealth is available to all employees enrolled in any of the three medical plans. Telehealth offers 24/7 access to U.S. board certified doctors who can treat many medical issues by phone or video. This convenient and affordable option can save you a trip to urgent care or the ER when you need immediate care for medical conditions such as colds, allergies, bronchitis, sore throat, sinus problems, and more.

Well-Being Program

We encourage employees and their families to take an active role in their personal health through exercise, nutrition and preventive care. We offer a well-being program that is an active, fully integrated global program designed to engage and encourage you on your personal pathway to better health.

Dental Plan

Our comprehensive and affordable dental plan encompasses a large national network of providers and covers preventive and diagnostic services. The plan includes coverage for many restorative services and orthodontics for dependent children and adults.

Vision Plan

The vision plan utilizes a large national network of providers and covers eye exams as well as glasses and contacts. Employees can keep their eyes healthy and get great savings on glasses, contacts and laser vision correction.

Health Savings Account (HSA)

An HSA provides a unique tax-advantaged opportunity to pay for current and future out-of-pocket healthcare expenses with pre-tax dollars for you, your spouse and your dependents. These individual accounts can have a triple tax advantage because employee contributions can be made on a pre-tax basis, investment earnings are not taxable, and you are not taxed when these dollars are used to pay qualified medical expenses. Waddell & Reed has generous employer contributions to accompany the employee contribution.

Flexible Spending Accounts (FSAs)

FSAs allow you to pay or be reimbursed for eligible expenses with pre-tax dollars that you elect to contribute to an FSAs. We offer four types of FSAs:

- Health Care FSA
- Limited Purpose Health Care FSA
- Dependent Care FSA
- Transit/Parking FSA

Short-Term Disability Pay

Waddell & Reed's Short-Term Disability policy is a generous plan that provides employees the opportunity to receive pay while on an approved leave related to their own medical condition, when provided for by separate company policy. From their date of hire, all full-time employees are eligible to receive Short Term Disability pay as follows:

- First 50 workdays at 100% of Regular Rate of Pay
- The next 80 workdays at 80% of Regular Rate of Pay

Long-Term Disability Insurance

We also offer Long-Term Disability insurance and the Company pays 100% of the premium. The plan pays 60% of annual salary plus prior-year incentive compensation up to the maximum monthly benefit.

Life Insurance & Accidental Death & Dismemberment (AD&D) Insurance

All regular full-time employees are covered by a life insurance benefit paid 100% by the company. This benefit is effective the first day of employment. Regular full-time employees are covered by a life insurance benefit of two times their annual salary, plus prior-year incentive compensation up to \$1,000,000 in coverage. We also provide AD&D coverage in the same amount.

Business Travel & Accident Insurance

In addition to the Life, Accident, and Disability programs described above, Waddell & Reed provides every employee with another level of financial security through a company-paid Business Travel and Accident Insurance policy with benefits of up to \$100,000 for covered events while traveling on company business.

401(k) Plan

Employees may contribute eligible earnings on a pre-tax and/or post-tax basis. Waddell & Reed will match dollar-for-dollar the first 3% of eligible pay, and 50 cents for every dollar on the next 2% of eligible pay. The company may also make additional discretionary contributions on a periodic basis. Employees may change elections or opt out during any pay period and may contribute up to the IRS limit. Automatic participation begins after 30 days of service and employees are eligible for company-matched contributions immediately upon participation. Employee contributions are always 100% vested and; company contributions are 100% vested after one year of service.

Net Asset Value Purchase

Waddell & Reed offers employees the opportunity to purchase shares of its affiliated mutual funds at net asset value (NAV). Net asset value equals the price per share before a sales charge is added. This investment privilege is also extended to spouses, children, parents, and parents of spouses.

Employee Assistance Program

Waddell & Reed understands that significant changes can impact an employee's life and cause issues that are stressful to handle. We offer an Employee Assistance Program (EAP) which provides short-term, confidential, professional counseling and other services to employees and their family members. Our EAP also provides work/life resources, including coaching in behavioral changes. This benefit is 100% sponsored by Waddell & Reed. There is no employee contribution, and employees can take advantage of the resources offered by the EAP as early as their first day of employment.

Education Assistance Program

We believe in the ongoing advancement of our colleagues and encourage the development of skills and knowledge that help us remain innovative and competitive. Employees may be reimbursed for 100% of the cost of tuition and fees, up to \$5,250 per year, for any approved undergraduate or graduate degree program that complements company business operations. Full-time employees seeking a degree from an accredited college or university are eligible for reimbursement of tuition required for the degree. The degree being sought must be in a field of study that is compatible with the general business structure of the Company, and additional requirements apply.

Voluntary Benefit Programs:

Our employees should feel financially secure, even if an unexpected event, such as an accident, long-term illness or untimely death, should occur. As such, we provide our employees with an array of supplemental programs to meet their specific needs in addition to our comprehensive core benefit programs. Many of these voluntary programs are also subsidized by the company.

Accidental Injury Insurance

Accident Insurance is designed to help employees pay for out-of-pocket expenses that medical insurance doesn't cover, like copays and deductibles. It pays direct benefits for a range of injuries and accident-related expenses such as fractures, dislocations, concussion, emergency room treatment, hospitalization, and accidental death. Employees who are enrolled in the Savings Advantage Plan may enroll in the Accidental Injury Insurance Plan at no additional charge. Employees may enroll eligible family members for an additional premium paid for by the employee. Employees not participating in the Savings Advantage Plan may enroll in the Accidental Injury Plan at minimal cost.

Critical Illness Insurance

Our Critical Illness policy provides employees with a tax-free lump sum payment upon diagnosis of the policy's specified critical illnesses. Specified critical illnesses include cancer, heart attack, stroke, major organ transplant, renal failure and a reduced benefit for carcinoma in situ and coronary artery bypass. Employees may elect coverage of \$10,000, \$20,000, or \$30,000. Coverage is available for spouses/domestic partners and dependent children in the amount of half of the employee's coverage level.

Hospital Indemnity Insurance

This insurance plan provides employees with a lump-sum payment to help with out-of-pocket expenses associated with hospital admission. Maternity coverage is included with no pre-existing condition limitation. Spouse and dependent coverage are also available.

Identity Theft Protection

The company's identity theft protection insurance provides comprehensive identity and credit monitoring, protection, and restoration services, along with enhanced cybercrime protection features.

Legal Services Plan

Offers a wide range of legal services, such as free telephone consultations and in-person meetings; preparation of wills, powers of attorney, and trusts; and divorce services.

Voluntary Life Insurance

This voluntary benefit is available upon an employee's hire date. Employees may elect coverage in \$10,000 increments with guaranteed issue when first eligible up to the lesser of \$500,000 or three times annual salary. The policy allows for up to the lesser of \$2,000,000 or seven times annual salary with medical underwriting. Coverage for spouses and dependents is also available. This policy is portable, with some exceptions. Premiums are payroll deducted and include significant group discounts.

Voluntary AD&D Insurance

Employees can also elect to participate in this benefit upon their date of hire. Employees may elect coverage in \$10,000 increments with guaranteed issue when first eligible up to the lesser of \$2,000,000 or seven times annual salary. Coverage for spouses and dependents is available as well. Like Supplemental Life Insurance, this policy is portable and premiums are payroll deducted.

Paid Time Off Programs:

We all work in a dynamic, ever-changing world both on a professional level and on a personal level. Because of this, it's more important than ever to take time off from work to recharge and spend time with family and friends. With that in mind, Waddell & Reed offers an array of generous time off programs including flexible vacation for exempt employees. We believe this approach to time off programs is advantageous to our employees as they plan their lives with the confidence that they have programs to meet their specific needs. Planning for life without feeling guilty is all part of the balance employees find at Waddell & Reed. These benefits are pro-rated during the first calendar year of hire.

Vacation Pay

Waddell & Reed offers a flexible and generous Vacation Pay program that includes from 13 to 28 days per year for non-exempt employees based on tenure and fully flexible vacation for exempt employees.

Paid Sick Time

All employees, including full-time, part-time and temporary employees, are eligible to receive and use paid sick and safe time ("PST") in accordance with this policy and applicable state law.

Paid Family Leave Policy

Waddell & Reed provides up to 4 weeks of paid family leave at 100% of regular rate of pay for qualified full-time employees with at least 12 months of service. The purpose of Paid Family Leave is to enhance the employee's opportunity to care for and bond with a newborn, newly adopted, or newly placed child. It is also designed to provide employees with paid time off to care for a qualifying family member's serious health condition.

Program/Policy

Vacation	Non-Exempt	13 days accrued, prorated to start date; 18 days accrued in your first full calendar year
	Exempt	Flexible
Sick Leave		7 workdays @100% pay
Short Term Disability		50 workdays @100% pay
		80 workdays @ 80% pay
Paid Family Leave		4 weeks @ 100% pay
Holidays		11 days @ 100% pay
Bereavement Leave		Up to 5 days @100% pay
Jury Duty		Up to 10 days @100% pay
Military Leave		Pay augmentation up to 60 workdays (12 weeks)

Employee Perks

As members of the Waddell & Reed Financial, Inc. team, employees have access to a variety of perks, including:

- An extensive employee discount program/portal.
- Employee events, philanthropic endeavors, and more.
- Casual dress code.
- For those employees joining us at our headquarters, our 37-acre campus offers free parking, cafeteria, and a walking trail complete with local wildlife.

Culture Connections

Culture Connections is our company-wide initiative to enable long-term business success through engaging employees in these key areas of our culture:

- Diversity & Inclusion
- Employee Appreciation
- Philanthropy
- Strategy & Values
- Well-being

The information regarding benefits is intended to summarize the benefits offered in language that is clear and easy to understand. Every effort has been made to ensure that this information is accurate. In the event of a conflict between this information and the Plan Documents, the Plan Documents will govern in all cases.