

JPMORGAN CHASE & CO.

July 16, 2024

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New Jersey Notification Act Addendum - Payment Estimation

As described in the Notice letter under the NJ Notification Act, you are eligible for 1 week of pay* at a rate that is calculated based on the higher of:

- your final regular rate of compensation
OR
- your average regular rate over the last three years of employment

As of 10/13/2024, your estimated hourly rate calculation is listed in the table below. This amount is an approximation to assist you as you make your **decision between receiving a payment under the JPMorgan Chase Severance Pay Plan or the NJ Notification Act, not both.** The New Jersey Notification Act pay rate is calculated differently than the severance-eligible compensation rate used in the [U.S. Severance Pay Plan Policy](#).

If you do not sign the JPMorgan Chase Severance Pay release agreement provided as part of the Notice letter, you will receive the NJ Notification payment (provided you exit in good standing) which will be adjusted to take into account the rate of pay inclusive of your entire employment through your last day with JPMorgan Chase.

The estimation of the NJ Notification Act lump sum payment can be calculated by multiplying the NJ Notification Act hourly rate by your weekly standard hours, and then multiplying by your year(s) of service.

NJ Notification Act Hourly Pay Rate	Weekly Standard Hours	Completed Years of Service	Estimation of NJ Notification Act Payment
\$92.79	40	1	\$3,711.60

If you choose not to sign the release agreement, the NJ Notification payment would be paid to you in a lump sum payable within the next regularly scheduled pay period after your termination date. Applicable taxes and other legally required deductions will be withheld from this payment. No benefit deductions/contribution will be taken from this lump sum payment for any benefits you are participating in when your employment ends.

*Employees with less than 1 full year of completed service are not eligible for a payment under NJ Notification Act