



2023 Key Benefits

For Women Financial Professionals

Rewarding performance is the cornerstone of our Total Rewards philosophy.

The list below highlights key benefits that specifically apply to women financial professionals. Your eligibility for the benefits described may vary based on your contract status and whether you meet the annual production credit requirements for benefits. All benefits are subject to the provisions and terms of the plan documents.

(This document is designed to accompany the 2023 Total Rewards for Financial Professionals)

Support tailored to your needs

Parental Bonding Leave

Parents can take unpaid parental bonding leave (up to 8 weeks) for benefit eligible Financial Professionals for caregiving after the new birth or adoption of their child. This is offered under and subject to the existing Extended Leave Policy provisions. Certain restrictions apply and documentation required.

Please see contact information for Aflac on how to initiate a request.

90 Day Assist Program

Enhanced client support through Remote Advice team; 14th-edition Financial Professionals will be able to leverage *90 Day Assist* to provide client support when on Extended Leave.

Please see contact information for PCPG for more information about this program and any associated costs.

Diversity, Equity, & Inclusion

Our diversity is what makes us Equitable. The National Diversity, Equity and Inclusion Team hosts a variety of programs and initiatives to assist with culture shift & accountability, business development, recruiting efforts, and sales & marketing programs. Focus includes:

- Annual Diversity Summits
- Quarterly Best Practice Calls
- Translation Services
- Diversity Grant Funding Support
- Organization, Partnerships and Career Fairs
- Culture Surveys

In addition, the DEI team sponsors conference attendance for the professional development of diverse field leaders.

Please see contact information for the DEI Team for more information about specific programs, conferences, and eligibility.

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Dedication to Culture and Community...

Culture & Community of Equitable

We are deeply committed to fostering a culture of inclusion, professional excellence and continuous learning. Core programs enable us to support building stronger communities:

- CEO Taskforce to Advance Racial Equity – seeks to make Equitable representative of America today, ensuring we have the best talent in the industry and using our diversity to find the best solutions for our clients.
 - Equitable Excellence ScholarshipsSM - Helping students and parents take the next step towards college.
 - Force for Good: Matching Gifts – Equitable Foundation matches employee contributions to important causes.
 - Social Impact & Community Engagement – We aspire to drive positive and sustainable change in society and to advance community vitality and social mobility.
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Women's Network Employee Resource Group

The Women's Network Employee Resource Group (ERG) has a mission to encourage, empower, and elevate women to achieve excellence in their careers. The three pillars of focus are community impact, career excellence, and personal wellness. Regular programs include

- 1000 Hours of Giving Back
 - Connections and Conversations
 - Mentorship Program
 - Winding Down
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Women's Mentoring Program (sponsored by the Women's Network ERG)

The Annual Mentorship Program provides personalized development for growing and empowering women leaders at Equitable and Equitable Advisors. Space is limited and applicants must commit to participation in the full program. Group learning, networking sessions, individual executive coaching and working genius assessments are all part of the program. This typically runs March – November.

All Employee Resource Groups

The Equitable-sponsored ERGs are opportunities to increase employee and financial professional engagement and harness the skills and knowledge of our employees and financial professionals to help further the diversity, equity and inclusion strategy. ERGs are voluntary groups of people who share a common interest or dimension of diversity, and they work to create professional development opportunities. All employees and financial professionals are welcome to participate in one or more ERGs:

- Black Leadership Network
 - Family
 - 360 Fit
 - Latino Network
 - MENA
 - Military Appreciation Network
 - Pan-Asian Network
 - Pride
 - Thriving Professional network
 - Toastmasters
 - True Abilities
 - Women's Network
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Field Advisory Councils

5 Field Advisory Councils (FACs), comprised of diverse individuals who volunteer their time and knowledge, provide expert guidance for various Diversity & Inclusion programs and initiatives. There are currently 52 members among 5 diverse groups. (Asian, Black, Hispanic/Latino, LGBTQ and Women FACs).

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Purpose-driven Financial Planning

Holistic Life Planning

Equitable has partnered with Columbia University to create the Holistic Financial Coach Program. This program integrates traditional financial planning with Ivy-League coaching resulting in more purpose-driven financial plans for clients. Upon completion of the program, financial professionals gain a qualification called the Columbia University Holistic Financial Coach Credential.

The Holistic Life Planning approach helps engage clients through purpose, lifestyle, and finances and appeals to women financial professionals with a relationship-first model for winning clients.

Additional Benefits...

Please reference the **2023 Total Rewards for Financial Professionals** for more information on Family support benefits including adoption, back-up care, dependent tutoring services, paid caregiver leave, college coach, and more.

Contact Information

Aflac	1-844-408-1608 ; https://mygrouplifedisability.aflac.com/
PCPG	pcpg@equitable.com
Diversity, Equity, & Inclusion	diversityinclusion@equitable.com
Women's Network ERG	womensnetwork@equitable.com
All Employee Resource Groups (ERGs)	https://equprod.sharepoint.com/sites/employeeeresourcegroups
CEO Taskforce to Advance Racial Equity	CEO_Taskforce_A.R.E@equitable.com
Equitable Excellence Scholarships	AskSocialImpact@equitable.com
Holistic Life Planning	https://plan.equitable.com/
Human Resources	FieldCompensationOperations@equitable.com askhr@equitable.com hredisabilityadmin@equitable.com
Equitable Foundation/Matching Gifts	equitablemgsupport@cybergrants.com
Social Impact/Community	asksocialimpact@equitable.com

The information provided in this chart is a summary of the Company's employee benefit plans and certain other programs maintained for company personnel. More information can be found in the summary plan descriptions, and full details are contained in the legal documents governing each plan. If there is any discrepancy or conflict between the plan documents and the information presented here, the plan documents will govern. The Company always reserves the unrestricted right to modify, amend or terminate the plans at any time and for any reason in whole or in part. Accordingly and without limitation, nothing in this chart should be construed as, and participation in the plans should not be considered, a promise or guarantee of future benefits or of any level or amount of benefits. In addition, nothing in this chart nor participation in the plans is an employment contract or an offer, promise or guarantee of employment or contract for any duration.

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