



OUR BENEFITS GIVE YOU PLENTY  
**TO SMILE ABOUT**



**LiveWell**  
Health > Wealth > Balance

**DISCOVER**

# WELCOME TO DISCOVER®

[ Your journey with Discover comes with benefits ]

As part of our commitment to excellence, Discover® offers competitive, quality benefits to suit your personal and family needs. We put together this document to help you learn about the benefits Discover offers.

## YOU SHOULD KNOW

Take advantage of the following resources to assist you in making your benefits selections:

- Read the **Benefit Highlights** on the following pages to give you an overview of your benefits.
- Visit [www.mydiscoverbenefits.com](http://www.mydiscoverbenefits.com) to review your benefits options, as well as gain insight on how to use the benefits you select.

## TAKE ACTION

### Enrolling in Benefits is Easy

Log on to myHR to process your enrollment elections 24 hours a day, seven days a week from home or work. Access myHR by clicking on the link in the email you received, through the 'Employee Life' page on DLife, or at [resources.hewitt.com/discover](http://resources.hewitt.com/discover). After you enroll, you will receive a confirmation email.

**NOTE:** Your 401(k) deductions will begin as soon as possible after you enroll or are automatically enrolled.

## IF YOU DON'T TAKE ACTION

### Discover 401(k) Plan

You can enroll or make changes to your 401(k) at any time. If you do not make your own election or opt out, you will be automatically enrolled. A copy of the 401(k) Plan's Automatic Enrollment Notice is enclosed. For more information on 401(k) Plan provisions, click on the 'Plan Information' tile on myHR.

# 2017 BENEFIT HIGHLIGHTS

[ Get to Know Your Discover® Benefits ]

At Discover®, we believe people power the company. That's why we are proud to offer eligible employees a benefits package to support your personal and family needs. As part of our commitment to offer a diverse variety of options and to always keep you informed of your choices, here is an overview of benefits you may be eligible for.

## RETIREMENT BENEFITS

### 401(k) Plan

If eligible, you will be automatically enrolled in the Discover 401(k) Plan at 3% of pay, unless you opt out or make another election. You may contribute up to 30% of your eligible pay into the Plan on a pre-tax basis applicable to IRS limits. The Plan includes a broad range of investment options for you. You can make changes to your contribution and investment elections at any time.

**COMPANY MATCH** – Discover makes a dollar-for-dollar match on the first 2% of eligible pay you contribute and 50 cents for each \$1 on the next 4% of pay (up to IRS limits) each pay period that you make a contribution. So, if you contribute 6% of your pay, Discover will match 4%. You are always vested in your own contributions to the Plan, and are 100% vested in your Company Match after two years of service.

**FIXED CONTRIBUTION** – If you are an eligible employee on December 31 of any given year, Discover will automatically contribute 3% of your pay, up to IRS limits, to the 401(k) Plan. This contribution will be made as soon as administratively possible after the end of the year. You are 100% vested in your Fixed Contributions after two years of service.

**401(k) PLAN RESOURCES** – Free educational resources are available on myHR, including 401(k) learning clips, articles, savings calculators and more. In addition, Discover offers you access to Financial Engines for financial education. For an additional fee, Financial Engines will manage the investments in your 401(k) account.

### Employee Stock Purchase Plan (ESPP)

You have the option to purchase shares of our common stock through payroll deductions at a discount. Enrollment is available after you have been a Discover employee for 60 days.

*Discover and its affiliates necessarily reserve the right to amend, modify or discontinue the plans at any time. Any inconsistency between the terms of this booklet or any verbal representation and the official Plan documents will be governed by the Plan documents.*

## ADDITIONAL RESOURCES FOR YOU

### **mydiscoverbenefits.com**

This website includes information on your benefits and resources to help you use your Discover benefits, including eligibility, plan features, and cost.

### **DLife**

Stay up to date on all Discover news, including important benefit updates during the year, wellness initiatives and Annual Enrollment for benefits. Follow 'Discover News' and the 'LiveWell' page for these important updates.

- Employee Life on DLife – Single sign-on access to myHR, featured HR places, spotlight programs and more.
- Visit the 'Plan Information' page on myHR for Summary Plan Descriptions (SPDs) and other important plan information.

### **myHR Representatives**

1-844-DFS-myHR (1-844-337-6947)

8:00 A.M. – 6:00 P.M. CT, Monday through Friday, except certain holidays

Live Chat available on myHR

[resources.hewitt.com/discover](https://resources.hewitt.com/discover)

## OTHER IMPORTANT INFORMATION

We encourage you to review the following reference materials to help you better understand your benefits. The documents below describe your rights and responsibilities with respect to the benefits offered and can be accessed on myHR under the 'Plan Information' tile on the home page. If you have questions, or would like to request a paper copy at no charge, please contact a myHR Service Center Representative at 844-DFS-myHR (844-337-6947).

- **401(k) Summary Plan Description (SPD) & Summary of Material Modifications (SMM)** – The SPD provides information on plan terms and the SMM is a summary to explain changes to the plan terms. The SPD is modified by this SMM.
- **401(k) Safe Harbor Notice** – This is an annual notice about 401(k) Plan provisions.
- **401(k) Fee Disclosure** – This includes information about investment options, fees and other expenses for the Discover Financial Services 401(k) Plan.
- **401(k) Payment Rights Notice** – This includes information about your rights that you may have associated with a payment from the Discover Financial Services 401(k) Plan.
- **Employee Stock Purchase Plan (ESPP) Prospectus** – This prospectus provides information on the ESPP. Under the plan, eligible employees may purchase shares of Discover (DFS) common stock through payroll deductions during specified purchase periods.

A copy of the Health Insurance Marketplace Notice is enclosed. This document includes information on the health insurance marketplace and alternatives that may be available to you.

## PROVIDER CONTACTS

You can contact myHR with questions about any general benefits information. Please contact providers directly with detailed coverage questions.

Plan	Administrator	Group Number	Contact Information
myHR			1-844-DFS-myHR resources.hewitt.com/ discover
Employee Stock Purchase Plan (ESPP)	E*TRADE	N/A	1-800-838-0908 resources.hewitt.com/ discover

For a list of all provider contacts, visit the 'Other Benefit Programs' sub-menu on the myHR website. Click on the 'Contact Benefit Providers' tile.

## QUESTIONS?

Contact the myHR Service Center at 1-844-DFS-myHR (1-844-337-6947) from 8:00 A.M. – 6:00 P.M. CT, Monday through Friday, except certain holidays.

*Whenever you use myHR to initiate a transaction, whether online or with a Representative, you are authorizing the Plan Administrator to process each election as if you had given your written, signed authorization to do so. Discover Financial Services and the Plans are not responsible for any delay in processing transactions due to system unavailability, incomplete information, administrative delay or other reasons. You are responsible for ensuring that your elections are correctly reflected on confirmation statements and the myHR website. If you do not contact myHR immediately to correct any errors, you may not do so at a later date and you will be entitled only to the benefits shown. In its discretion, the Plan Administrator retains the right to correct any errors it discovers, subject to the terms of the Plan. Any inconsistency between the terms of any letter or verbal representation and the official Plan document will be governed by the Plan document. Although Discover Financial Services expects to continue its benefit plans indefinitely, Discover Financial Services and its affiliates necessarily reserve the right to amend, modify or discontinue its plans at any time.*