

Your benefits at a glance

At Bank of America, we're proud to be recognised as a great place to work. You're part of a diverse workplace where your individual needs are recognised. That's why we're committed to offering inclusive and flexible benefits to support you and your family, at work and at home.

You're provided with more than 20 benefits to support your emotional, physical, and financial wellbeing.



Your benefits

You're automatically provided with a core set of benefits, paid for by the bank.

This includes:

- 25 days' annual leave giving you time away from work*;
- Private healthcare for you and your family;
- One health screen a year;
- A bank contribution of 6% of your Salary into the Bank of America Ireland Pension Scheme (the Scheme);
- Life insurance cover – usually eight times your salary;
- A regular income of two thirds' your base salary if you're unable to work for a prolonged period (beyond 28 weeks) due to sickness, injury or disability through our group income protection; and
- A €300* Flex Fund each year to contribute towards the cost of selected benefits.

*Pro-rated for mid-year joiners and part-time employees.

Each year, you have the option to increase or decrease the core level of cover provided to you. You can also select from a diverse range of optional benefits to suit your individual needs, such as Personal accident insurance, Health screening and Dental insurance.

At any point in the year, you can take advantage of a broad range of additional benefits. This includes up to 20 days of back-up care for your children or adult dependants, a comprehensive Employee Discount Programme, on-site** and off-site gym membership and access to the Headspace app.

Remember, not all benefits roll over. Make sure you log on to [MyBenefitChoices](#) and check your selections to avoid missing out on benefits such as Health screening, and to help you keep track of your benefit costs. It's also important to check that any dependants you want to be covered are added to each specific benefit on the [MyBenefitChoices](#) website during annual enrolment.

Read on for a summary of all the benefits available, including where you can make tax saving through [MyBenefitChoices](#).

If you'd like to learn more about any of the benefits, please read the [Benefits Guide](#).

**Available in the Central Park office.



Any questions?

Use the [Benefits Guide](#) to learn more about your benefits or contact the MyBenefitChoices helpline on 00800 4772 4772/+44 238 0831 720 (option 2), between 9am and 5pm UK time. Alternatively, email mybenefitchoices@benefex.co.uk.

Emotional wellbeing

Providing you with the tools to maintain and manage positive mental health now and in the future.



Core (provided and funded by the bank)

Annual leave

The bank pays a standard allowance which you can flex between 20 – 32 days (pro-rated for part-time employees).

Additional (you can use these at any time)

My Family Care

Access 20 days of company-paid back-up childcare and 20 days of company-paid back-up adultcare each year.

Employee Assistance Programme

Access help across all areas of your life – from legal advice, family, and relationship matters, to financial issues, consumer issues and day-to-day wellbeing.

Headspace

Get a free 12-month subscription to Headspace, a guided meditation app.

Volunteering

You can take part in volunteer activities organised by the Volunteering team or work with charities in your local community.

Employee networks

Get involved in one of six employee networks to help you connect with like-minded employees at the bank.

Physical wellbeing

Helping you to be active every day, have a clear picture of your physical health and prevent future health risks.



Core (provided and funded by the bank)

Private healthcare

The bank covers 100% of the cost of core private healthcare cover so you only need to consider the tax charges (which may change each year). This gives you and any eligible family members cover for a range of conditions and treatments. You can choose to upgrade this to a higher level of cover, through the provider directly. To cover your family members you must add them on [MyBenefitChoices](#) website during annual enrolment.

Health screening

The bank provides you with a core health screen every year. You can choose to select a health screen for your partner and/or parents by adding them on [MyBenefitChoices](#) during annual enrolment.

Optional (you can select and pay for via salary deductions)

Dental insurance

Help towards the cost of dental treatment for you, your partner and/or children.

Additional (you can use these at any time)

Gym membership (on-site)

Work out at work and subsidise the cost through the MyWellbeing Account.

Gym membership (off-site)

Get access to discounted gym memberships at more than 200 gyms across Ireland.

Sports and social clubs

Join a variety of recreational clubs, activities, and events, including interdepartmental challenges.

Financial wellbeing

Empowering you to make the most of your money, plan for the future and prepare for the unexpected.



Core (provided and funded by the bank)

Retirement scheme

As a member of the Bank of America Ireland Pension Scheme (the Scheme), you receive a bank contribution of 6% of your Salary. If you'd like to contribute, the bank will match your contribution up to a maximum of 6%. This increases up to 9% after 15 years' service.

Life assurance

Provides your beneficiaries with a cash lump sum in the event of your death – usually eight times your Scheme Salary.

Life assurance (partner)

You can choose to cover your partner (up to a maximum outlined on [MyBenefitChoices](#)) to make sure you are financially protected in the event of your partner's death.

Group income protection

The bank provides a standard level of cover (two-thirds of your base salary) if you are unable to work for a prolonged period (beyond 28 weeks) due to sickness, injury, or disability. You can choose to increase or decrease your cover, ranging from 50% to 75% of your base salary (less Social Welfare Illness Benefit).

Optional (you can select and pay for via salary deductions)

MyWellbeing Account

Pay between €10 and €140 a month into your MyWellbeing Account to use on activities and purchases associated with your long-term health and wellbeing, and the bank will top this up by 50% (to a maximum of €70 a month). If you have previously paid in to your MyWellbeing Account, you should check the existing balance and make a claim this year to save money on eligible services and activities (remember, you will not receive a refund on previous contributions to your MyWellbeing Account).

Personal accident insurance

The bank provides a lump sum should you pass away or suffer a form of permanent disablement due to an accident. You can choose to cover your partner and children too. Please read the [Benefits Guide](#) to understand how the insurance works, should you have an accident.

Critical illness insurance

Provides financial support in the event of critical illness or an unforeseen serious operation. You can also choose cover for your partner. Please read the [Benefits Guide](#) to understand how the insurance works, should you have an accident.

Annual travel pass

Receive an interest-free loan from the bank to buy your annual travel season ticket.

Personal travel insurance

Get cover for you and your family for personal trips abroad.

Additional (you can use these at any time)

Employee Discount Programme

Get access to discounts across fitness or wellbeing, home, utilities, and fashion brands as well as cashback on purchases. Perks at Work also offers a concierge service called Circles, offering you 24/7 lifestyle assistance.

Key:



Flex Fund eligible – you can use your Flex Fund towards this benefit



Rollover benefit – the benefit rolls over into the next year