

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 eligible 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, Specified illness insurance, 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.

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 your 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).

Back-up Childcare and Eldercare

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

Employee Assistance Programme (including confidential counselling)

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

Headspace

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

Additional resources (you can use these at any time)

Volunteering

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

Employee networks

Get involved in one of nine 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.

Health screening

The bank provides you with a core health screen every year to proactively help you to manage your health.

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

Health screening (partner and parents)

You can choose to select a health screen for your partner and/or parents by adding them on [MyBenefitChoices](#) during annual enrolment.

Dental insurance

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

Cycle to Work

Buy a bike up to €1,500 for your commute and spread the cost over a 12-month period from your gross salary – saving you tax, PRSI and the Universal Social Charge on your repayments.

Additional (you can use these at any time)

Gym membership (on-site)

Work out at work and reclaim the cost through the Wellbeing Account.

Discounted gym membership

Get access to discounted gym memberships at more than 200 gyms across Ireland and reclaim the cost through the Wellbeing Account.

Sports and social clubs

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

*Only applicable when you buy annual leave.

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.

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.

Electric vehicle lease scheme

If you are an eligible employee, you can receive USD \$2,000 when you buy a (qualified) new all-electric passenger car or truck (USD \$1,000 for a new lease).

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

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.

Wellbeing Account

Pay between €10 and €140 a month into your Wellbeing 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). The account is designed for ongoing use, so check your balance and make use of it annually. Once you have signed up, it is not possible to refund your 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.

Specified illness insurance

Provides financial support in the event of a specified 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.

Annual season ticket loan

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. Perks at Work also offers a concierge service called Circles, offering you 24/7 lifestyle assistance.

Key:

-  You do not pay income tax when you select to pay for this optional benefit or 'flex up' the core benefits
-  You do not pay PRSI when you select to pay for this optional benefit or 'flex up' the core benefit
-  You do not pay USC when you select to pay for this optional benefit or 'flex up' the core benefit
-  Flex Fund eligible – you can use your Flex Fund towards this benefit
-  Rollover benefit – the benefit rolls over into the next year
-  New or enhanced benefit – the benefit is either new this year or has been enhanced. Contact the MyBenefitChoices helpline for more information on what's changed