

# 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 30 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;
- 8% of your Plan Salary paid into the Bank of America UK Retirement Plan, increasing to 12% after 10 years' continuous service;
- 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, Cycle to Work, Dental insurance and Optical cover.

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, will writing and mortgage advisory services.

Make sure you log on to [MyBenefitChoices](#) and check your selections to avoid missing out on benefits such as Dental insurance, 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 [MyBenefitChoices](#) during annual enrolment.

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

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

\*\*Available in the London and Camberley offices.



### 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](mailto: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 T NI

The bank pays a standard allowance which you can flex between 20 – 32 days (pro-rated for mid-year joiners and 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.

#### Art of connecting

Enjoy some of the UK's best cultural institutions for free or at discounted rates, through our Arts & Culture corporate membership programme.

#### Employee networks

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

#### Matching Gifts Program

Donate to a cause you care about, and the bank will match your gift up to \$5,000 USD per calendar year.

## 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 NI FF R ★

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 following referral from a GP. You can also choose to upgrade your cover.

#### Health screening R NI FF ★

The bank provides you with a core health screen every year. A genetic screen option is also available, assisting with identifying risk of 45 medical conditions.

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

#### Health screening (partner and parents) NI FF

You can choose to select a health screen for your partner and/or parents by adding them on [MyBenefitChoices](#) during annual enrolment. This year, the bank will subsidise 50% of your partner's health screen.

#### Dental insurance NI FF R ★

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

#### Optical cover NI FF R ★

Help towards the cost of eye care for you, your partner and/or children.

#### Cycle to Work T NI FF

Lease a bike up to £5,000 for your commute and spread the cost over a 12-month period.

### 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 3,600 gyms in the UK and reclaim the cost through the Wellbeing Account.

#### On-site medical centre

If you work in the London office, you can book an appointment for a range of health services on-site.

#### Off-site health services

Get access to nurses, physiotherapists and osteopathy services.

#### Sports and social clubs

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

#### Maternity services discounts

Enjoy a 15% discount on private maternity hospital costs at the Portland Hospital, London.

## 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 plan T NI R

As a member of the Bank of America UK Retirement Plan, you will receive a bank contribution of 8% of your Plan Salary, or 12% after 10 years' complete continuous service as at the latest 1 April.

#### Life assurance T NI FF R

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

#### Group income protection NI FF R

The bank provides a standard level of cover (two-thirds of your base salary) if you are unable to work for a prolonged period (28 weeks) due to sickness, injury, or disability. You can choose to increase your cover to 75% of your base salary (subject to a maximum of £350,000).

#### 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) NI FF R

You can take out partner life assurance (up to a maximum of £500,000) to make sure you are financially protected in the event of your partner's death.

#### Wellbeing Account

Pay between £10 and £120 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 £60 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 NI FF R

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 NI FF R

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.

#### Annual season ticket loan

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

#### Gadget insurance NI FF R

Provides worldwide insurance for your gadgets.

#### Personal travel insurance NI FF R

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

#### Car parking (on-site) NI R

Access and availability to on-site parking depends on your office location.

### Additional (you can use these at any time)

#### Will writing service

Access a professional will writing service through James McKenzie Limited which may also help you to reduce your inheritance tax.

#### Employee Discount Programme

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

#### Corporate ISA

Access to a Corporate ISA with discounted fees via Fidelity's Invest@Work.

#### Mortgage advisory service

Meet with a specialist mortgage adviser and broker from Charles Cameron, free of charge.

\*When provided under a registered pension scheme.

### Key:

T You do not pay tax when you select to pay for this optional benefit or 'flex up' the core benefit

NI You do not pay National Insurance when you select to pay for this optional benefit or 'flex up' the core benefit

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

R 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. Read the Benefits Guide for more information on what's changed