

Get ready for 2022 U.S. Annual Benefits Enrollment Oct. 5–20



We continue to deliver on our commitment to be a great place to work by providing quality health care plans, wellness programs and other benefits and services to help you get the most out of your work and personal lives.

Beginning Oct. 5, you can make important decisions about your benefits for 2022 during U.S. Annual Benefits Enrollment, so now is a good time to start thinking about your current coverage and considering what may work best for you and your family in the coming year.

Things to know as you consider your 2022 benefits

- We'll continue to offer the same medical, dental, vision and prescription coverage options.
- For the tenth year in a row, teammates earning under \$50,000 in performance year cash compensation (PYCC) or as their Annual Base Rate (ABBR) won't see an increase in medical plan premiums.
- For the sixth year in a row, teammates who earn from \$50,000 to under \$100,000 in PYCC or as their ABBR will see an increase in medical plan premiums of only 2%.
- Across the company, some teammates will experience a 2%–6% increase in their medical plan premiums, depending on their pay tier and the medical carrier/plan they choose. For teammates whose PYCC or ABBR has moved them into a higher pay tier for the 2022 plan year, premiums will reflect both an increase due to their new pay tier and the 2%–6% increase by tier.
- Overall at the company, and due in large part to your commitment to your wellness and our wellness programs, these annual premium increases remain at or below the national average, despite annual increases of 6.5%–10% in U.S. health care costs.
- Once again, you'll be able to complete wellness activities to gain insight into your health and keep a credit toward your annual medical plan premium.

Get the most out of all the benefits available to you!

Review the Employee benefits and programs guide, at [HR Connect > Benefits > Overview](#), to learn about all the new, enhanced, and ongoing benefits offered by Bank of America — and how you can take advantage of them.

Highlights and enhancements for 2022

- In 2022, **most non-preventive generic medications** will be **available at no cost** to Comprehensive PPO (PPO) and Consumer Directed (CD) plan participants enrolled in one of the bank's national medical plans — with Aetna, Anthem, UnitedHealthcare — or Kaiser Permanente. This includes antibiotics and medications for the treatment of ulcers, dermatological and other conditions. For Consumer Directed High Deductible (CDHD) plan participants with Aetna, Anthem and UnitedHealthcare, non-preventive generics will be covered at 100% after their deductible is met.
- Most **preventive prescription medications — generic and brand-name** — will continue to be **available at no cost** for teammates in one of our medical plans with Aetna, Anthem or UnitedHealthcare, and now also Kaiser Permanente. This includes medications for the treatment of conditions like diabetes, respiratory disorders and hypertension.
- Starting in 2022, you'll need to **refill any maintenance prescription medications through your prescription administrators' mail order service**. This excludes those enrolled in Kaiser Permanente. If you'd like to move your maintenance prescriptions to mail order now, call your prescription administrator: CVS Health (Caremark) for Aetna or Anthem members or UHC/OptumRx for UnitedHealthcare (UHC) members.
- **PPO and CD plan participants and their family members** enrolled in an Aetna, Anthem or UnitedHealthcare medical plan **will continue to have no-cost, 24/7** access to board-certified doctors, including mental health specialists, by phone or online video for **virtual care through Teladoc®**. If the CARES Act isn't renewed (current expiration is Dec. 31, 2021), there will be a cost for CDHD plan participants until they meet their deductible.
- **Dental and vision plan premiums won't increase, and the Aetna Vision Discount Program will continue to be offered at no cost** for participants who also choose Aetna as their medical carrier.

In September, you'll receive educational resources and tools to help you prepare to make enrollment decisions that are right for you.

Questions?

Contact the Global HR Service Center using the chat function or Submit a Request option on the **Contact Us** page on My Benefits Resources (mybenefitsresources.bankofamerica.com). Log on using Microsoft Edge, Google Chrome or your preferred browser. (Internet Explorer is no longer supported.)

You can also call **800.556.6044**. Representatives are available Monday through Friday, 8 a.m. to 8 p.m. Eastern (excluding certain holidays).

For personalized, confidential guidance on benefits options and coverage, contact the Benefits Education & Planning Center (BEPC) at **866.777.8187**. Representatives are available Monday through Friday, 9 a.m. to 8 p.m. Eastern (excluding certain holidays).

Visit [Employee Resources at Home](#) for more information about available benefits. Review important [legal disclaimer](#).