Understanding employee and retiree offers

We’re proud to provide our Bank of America® employees and retirees with special offers on products.

Eligibility:
• U.S.-based full-time or part-time employees actively employed by Bank of America
• Retirees with at least 10 years of vesting service,¹ and their age plus years of vesting service¹ equal to at least 60 (with no minimum age requirement)

If you are an active employee, you can find information about your discounts on Bank of America products and services by logging into Flagscape. If you do not have access to Flagscape, or are a retired employee, contact a specialist at 800.695.6262, Monday – Friday, 8 a.m. – 8 p.m. local time; Saturday – Sunday, 7 a.m. – 5 p.m. Pacific Standard Time.

If you are unsure of your employment status, contact the Global HR Service Center at 800.556.6044.

<table>
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<tr>
<th>Account types</th>
<th>Offers available to you</th>
<th>Changes that will occur when you no longer meet the qualifications</th>
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<tr>
<td>Bank of America Advantage Relationship Banking²</td>
<td>• Monthly maintenance fee is waived on up to four interest checking accounts.</td>
<td>Standard product terms and pricing apply. (See current Personal Schedule of Fees for details.)</td>
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| Bank of America Employee Identified Checking or Savings Account | Waivers for Active Employees:  
  • International Transaction Fee of 3% of the U.S. dollar amount of a Bank of America ATM or Debit card transaction is waived. Other ATM fees may apply.  
  • ATM/ Debit card replacement fee (including rush replacement fee)  
  • Non-Bank of America Teller withdrawal fees  
  • Fees for 3-business-day and next-business-day online banking transfers to an account at another bank.  
  • Order foreign currency before your trip via Online Banking to receive 2% off the published exchange rate¹ and a waiver of the standard shipping fee.  
Waivers for Retirees:  
  • Order foreign currency before your trip via Online Banking to receive 2% off the published exchange rate¹ and a waiver of the standard shipping fee. | Standard product terms and pricing apply. (See current Personal Schedule of Fees for details.)  
Standard product terms and pricing apply. (See Online Banking Service Agreement for details.)  
Standard product terms and pricing apply. |
| Mortgage                                  | • You enjoy a reduction in the discount points on a home purchase or refinance loan. You can use the 1.0 discount point to buy down the interest rate, or apply it to offset closing costs.⁴                                                                 | There will be no changes to existing or in-process loans. New loans will not be eligible for employee offers.                   |
| Preferred Rewards Program³               | • Platinum tier balance requirement of $50,000 is waived.                                                                                                                                                                   | Standard program terms apply. (See a current copy of the Program details for more information.)                             |
| Merrill Edge Self Directed (for accounts opened before retirement) | Mutual funds  
  • $100 minimum on BlackRock Institutional Shares for new and subsequent purchases.  
Margin Balances  
  • Less than $100,000: Base rate + 0.875  
  • $100,000 to $4,999,999: 1.25% maximum discount off effective rate (must call to request)  
  • $5,000,000 to $9,999,999: 1.50% maximum discount off effective rate (must call to request)  
  • $10,000,000 and over, may call to request further negotiated rates; however, the total rates cannot be less than the Applicable Federal Rates published by the IRS. | There will be no changes to existing accounts.  
Standard product terms and pricing apply for all new accounts. (Go to merrilledge.com/pricing for current rates.) |

See reverse side for more information.
You are eligible to enroll in the Preferred Rewards program if you have an active, eligible Bank of America ® personal checking or Advantage Banking account.

You are invited to apply for a home purchase or refinance loan. This does not mean that you have been pre-qualified or pre-approved for any product or service we offer. This is not a commitment to lend; you must submit additional information for review and approval. Not all mortgage programs are available through Employee Financial Services. The 1.00-point reduction in the discount points will be applied at the time of rate lock-in to reduce available mortgage interest rates and/or to help offset closing costs. For the PrimeFirst® mortgage, the employee mortgage benefit is a 0.500-point reduction in the discount points instead of the 1.00-point reduction. The employee mortgage discount point reduction benefits are subject to total discount point caps by product type. A 1.00-point reduction (one discount point) is 1% of the mortgage amount (for example: $1,000 on a $100,000 loan). Offer applicable to purchase or refinance loan of an owner-occupied primary or secondary residence only. Employee home loan discount cannot be applied to the same property more than once in a 12 month period; period measured from previous loan funding date to new application date. Offer is nontransferable. The employee mortgage discount point reduction benefit can only be combined with the reduced Lender Origination Fee available through Preferred Rewards and an interest rate discount that may be available if qualifying loan type and new account balance minimums are met; ask for details. Additional offer restrictions may apply. If you are refinancing to lower your monthly payment or change from a variable-rate to a fixed-rate loan, you should carefully consider the potential increase in the total number of monthly payments and/or the total interest charges paid over the full term of the new refinance loan – especially for borrowers who currently have loans with terms less than 30 years. Bank of America may change or discontinue the Employee program or any portion of it at any time.

You are eligible to enroll in the Preferred Rewards program if you have an active, eligible Bank of America® personal checking or Advantage Banking account. Existing employees/retirees do not have to meet the three-month average combined balance to enroll in Preferred Rewards and qualify for the Platinum tier. New employees may have to wait up to one month to enroll to allow for the employee indicator to be updated. Employees/retirees can qualify for the Platinum Honors tier with a three-month average combined balance of $100,000 or more. The combined balance is calculated based on your average daily balance for a three calendar month period. If you no longer meet the requirements for employee status, standard program terms apply. Advantage SafeBalance Banking accounts count towards the checking account and balance requirements, and receive benefits. Employee benefit plans (such as 401(k)) will not count toward the combined balance requirement. 529 plans are included only if they appear on your Merrill Lynch or Merrill Edge statement, except 529 plans owned in UGMA/UTMA form, which are not included. Certain benefits are also available without enrolling in Preferred Rewards if you satisfy balance and other requirements. For more information, visit the Preferred Rewards section of the Personal Schedule of Fees. For more information, visit the Preferred Rewards section of the Personal Schedule of Fees, available at bankofamerica.com/fees.

For more complete information on any mutual fund, clients should obtain the prospectus, and/or if available, the summary prospectus, from their Financial Advisor and should read it carefully. Before investing, carefully consider the investment objectives, risks, and charges and expenses of a fund. This and other information can be found in the fund’s prospectus and/or, if available, summary prospectus. Prospectuses for mutual funds can be obtained through the investor’s sign-in area of merrilledge.com. Clients of the Merrill Edge Advisory Center can also call 888.654.6837. If you’re not currently a Merrill Edge client, please call 888.637.3343.

Obtaining products or services from Bank of America or Merrill Lynch or affiliates is not required and is not a condition to your employment. The information contained in these disclosures is accurate as of 11/2018.

Employee Financial Services is offered through Bank of America and Merrill Lynch, Pierce, Fenner & Smith Incorporated (MLPF&S). Banking, Mortgage and Home Equity products are provided by Bank of America, N.A. and affiliated banks, Members FDIC and wholly owned subsidiaries of Bank of America Corporation. Credit and collateral are subject to approval. Terms and conditions apply. This is not a commitment to lend. Programs, rates, terms and conditions are subject to change without notice.

MLPF&S is a registered broker-dealer, Member Securities Investor Protection Corporation (SIPC) and a wholly owned subsidiary of Bank of America Corporation. Merrill Edge is available through MLPF&S, and consists of the Merrill Edge Advisory Center (investment guidance) and self-directed online investing. Investment products:

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<th>Are Not FDIC Insured</th>
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<th>May Lose Value</th>
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