

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 Corporation or its subsidiaries.
- 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 banking and Merrill investing 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**.

| Account types | Offers available to you | Changes that will occur when you no longer meet the qualifications |
|--|---|--|
| Bank of America Advantage Relationship Banking ² | <ul style="list-style-type: none"> • Monthly maintenance fee is waived on up to four interest checking accounts. | Standard product terms and pricing apply. (See current Personal Schedule of Fees for details.) |
| Bank of America Employee Identified Checking or Savings Account | <p>Waivers for Active Employees:</p> <ul style="list-style-type: none"> • 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 <ul style="list-style-type: none"> • Fees for 3-business-day and next-business-day online banking transfers to an account at another bank. <ul style="list-style-type: none"> • Order foreign currency before your trip via the Mobile Banking app³ or Online Banking to receive 2% off the published exchange rate⁴ and a waiver of the standard shipping fee. <p>Waivers for Retirees:</p> <ul style="list-style-type: none"> • Order foreign currency before your trip via the Mobile Banking app³ or Online Banking to receive 2% off the published exchange rate⁴ and a waiver of the standard shipping fee. | <p>Standard product terms and pricing apply. (See current Personal Schedule of Fees for details.)</p> <p>Standard product terms and pricing apply. (See Online Banking Service Agreement for details.)</p> <p>Standard product terms and pricing apply.</p> <p>Standard product terms and pricing apply.</p> |
| Mortgage | <ul style="list-style-type: none"> • 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.⁵ | There will be no changes to existing or in-process loans. New loans will not be eligible for employee offers. |
| Bank of America Preferred Rewards Program ⁶ | <ul style="list-style-type: none"> • 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) | <p>Mutual funds</p> <ul style="list-style-type: none"> • \$100 minimum on BlackRock Institutional Shares for new and subsequent purchases. <p>Margin Balances</p> <ul style="list-style-type: none"> • Less than \$100,000: Base rate + 0.875 • \$100,000 to \$4,999,999: 1.50% maximum discount off effective rate (must call to request) • \$5,000,000 to \$9,999,999: 1.75% 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. | <p>There will be no changes to existing accounts.</p> <p>Standard product terms and pricing apply for all new accounts. (Go to merrilledge.com/pricing for current rates.)</p> |

See reverse side for more information.

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- ¹ Special rules may apply and can be found at [HR Connect](#) or Employee Resources at home at [bankofamerica.com/sitemap/associates.go](#).
- ² Advantage with Tiered Interest Checking and Advantage Regular Checking are retired products. Employees or retirees with these account types are eligible for the employee offer.
- ³ Mobile Banking requires that you download the Mobile Banking app and is only available for select mobile devices. Message and data rates may apply.
- ⁴ Exchange rates fluctuate, at times significantly, and you acknowledge and accept all risks that may result from such fluctuations. If we assign an exchange rate to your foreign exchange transaction, that exchange rate will be determined by us in our sole discretion based upon such factors as we determine relevant, including without limitation, market conditions, exchange rates charged by other parties, our desired rate of return, market risk, credit risk and other market, economic and business factors, and is subject to change at any time without notice. You acknowledge that exchange rates for retail and commercial transactions, and for transactions effected after regular business hours and on weekends, are different from the exchange rates for large inter-bank transactions effected during the business day, as may be reported in The Wall Street Journal or elsewhere. Exchange rates offered by other dealers or shown at other sources by us or other dealers (including online sources) may be different from our exchange rates. The exchange rate you are offered may be different from, and likely inferior to, the rate paid by us to acquire the underlying currency.
- We provide all-in pricing for exchange rates. The price provided may include profit, fees, costs, charges or other mark ups as determined by us in our sole discretion. The level of the fee or markup may differ for each customer and may differ for the same customer depending on the method or venue used for transaction execution.
- We do not accept any liability for our exchange rates. Any and all liability for our exchange rates is disclaimed, including without limitation direct, indirect or consequential loss, and any liability if our exchange rates are different from rates offered or reported by third parties, or offered by us at a different time, at a different location, for a different transaction amount, or involving a different payment media (including but not limited to bank-notes, checks, wire transfers, etc.).
- ⁵ 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.
- ⁶ You are eligible to enroll in the Preferred Rewards program if you have an active, eligible Bank of America® personal checking or Bank of America 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. 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 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](#). Your benefits become effective within one month of your enrollment, or for new accounts within one month of account opening, unless we indicate otherwise.

For more complete information on any mutual fund, clients should obtain the prospectus, and/or if available, the summary prospectus, from their Merrill 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 Advisory Center can also call 888.654.6837. If you're not currently a Merrill client, please call 888.637.3343.

Obtaining products or services from Bank of America or Merrill or affiliates is not required and is not a condition to your employment.

The information contained in these disclosures is accurate as of 06/2020.

Employee Financial Services is offered through Bank of America, N.A. and Merrill Lynch, Pierce, Fenner & Smith Incorporated (MLPF&S).

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Investment products:

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| Are Not FDIC Insured | Are Not Bank Guaranteed | May Lose Value |
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