Taking action together for better health and wellness

As we continue our ongoing conversation about our health and wellness benefits, and prepare for Annual Enrollment, this information will help you:

- Learn about what’s new in 2014
- Estimate your personal costs for next year
- Get ready to make your plan election during Annual Enrollment beginning Oct. 3
- Take an active role in your health and wellness and manage your costs
Our overall approach to our health care plans is staying the same, with some specific updates

We will continue to provide a comprehensive set of benefits to meet the diverse needs of our employees, help you live healthier, and manage your medical and prescription needs.

In 2014, the types of health plans you have access to and the way those plans are designed are staying the same.

This means that the major features of your health care plan — including your deductible, copayment or coinsurance, and out-of-pocket maximum — will be the same as they were in 2013, if you are in the same pay tier, choose to keep the same plan and cover the same people.

The updates for 2014 are in specific areas and reflect how we are continuing to address the changes and rising costs in the health care industry that are affecting all consumers and employers, including us.

First, some employees will see an increase in per-pay-period costs. These increases continue to be aligned to cash compensation levels. More information about this is included on page 5.

Second, we’re continuing to work together to keep health care costs in check. We are making enhancements that invest in your health and wellness — and your family’s — and will help make us a healthier company overall.

One of the ways we do this is by helping you become a more informed consumer. We’ve designed these benefits carefully to give you access to quality health care and the tools, resources and expertise you need to make important decisions about your health.

Another way we can manage changes in health care is to invest in our wellness programs. Tens of thousands of us are already participating. So this year we’re expanding it to give you and your spouse or partner more ways to learn about health, address health risks early, take advantage of preventative care and become more active.

We’re committed to taking action together for better health and wellness all year long.
Here’s the breakdown...

What’s staying the same?

• You’ll continue to have access to a comprehensive network of services to help you live healthier, manage your medical and prescription needs, and manage your personal costs.

Assuming you are in the same pay tier, select the same plan and cover the same people:

• The plans available to each pay tier are not changing.
• Annual deductibles, copay/coinsurance and out-of-pocket maximums are staying the same.
• For those who enroll in our 2014 health care plans, Bank of America will continue to contribute the same amount to your health care account.

What’s new for 2014?

• Per-pay-period costs are increasing for employees who earn $50,000 or more in cash compensation.
• We are expanding our health screening to include a blood test to measure cholesterol.
• Spouses and partners enrolled in our plans will also have the opportunity to participate in the wellness activities to keep an additional $500 credit to your annual premium. (Opportunity to keep $1,000 credit total if employee and spouse/partner both complete).
• Spouses and partners enrolled in our plans will see an increase in their premiums if they use tobacco.
• We’re launching Get Active! — our voluntary team-based program to help you take steps to live a more active, healthier lifestyle.
• In response to employee feedback, we are making several enhancements to our plan, including:
  • Adding adult care to our family care services. You will see more information about this in the coming months.
  • Expanding our pharmacy network to more than 60,000 pharmacies, making it more convenient to refill 90-day supplies of your maintenance medications.

Did you know?

Nearly half of U.S. employers now offer a wellness program to promote healthier living.

On average, these companies save up to $3 for every dollar invested in wellness, and employees save hundreds of dollars each year by improving their personal health.

Source: RAND Corporation
Quality health care is getting more expensive, so we’re taking action together to help manage costs

The question we get most often is, “What’s really driving health care costs, and when will they stop going up?”

The answer is a complex mix of social, economic and regulatory factors. And this also means the future of health care costs is still largely unpredictable.

That’s why we’re working together to keep pace with changes in the health care industry and help manage costs. This means we continue to look for innovative ways to offer a diverse set of benefits that meets the needs of our employees and is competitive in the marketplace.

Some of the reasons costs are rising:

- Rising prices of medical services
- Aging population
- Increase in cases of diabetes and high blood pressure due to unhealthy lifestyles
- Advances in medical technology that have improved the quality of care but often require more tests and treatments
- Changes in health care regulation and legislation

Did you know?

The Aetna health care plan is self-insured. This means that your health care costs are paid by Bank of America and you. Being self-insured is more cost efficient for our company and ultimately helps keep per-pay-period costs lower.

Aetna doesn’t pay anything towards your health care costs. Their role is to process claims, negotiate favorable rates with providers and provide comprehensive resources to support your health and wellness.

How we measure up

Over the past three years, the compound annual growth rate (CAGR) of our employees’ health care costs was lower than that of other large U.S. companies. This means our costs increased at a much slower rate than companies of a similar size.

Health care costs: Three year growth trend

- 9.3% Bank of America
- 2.4% Large U.S. companies

Source: Aon Hewitt — includes employee premiums and out-of-pocket costs
For some employees, annual health care premiums will go up consistent with the overall rise in health care costs

The dollar amounts provided below are approximate per-pay-period increases and assume you and your spouse/partner complete the wellness activities and don’t use tobacco. Your exact annual and per-pay-period costs will be available to you when Annual Enrollment opens on Oct. 3.

We continue to align our costs of health care coverage to cash compensation — meaning those who earn more pay a higher percentage of their health care costs.

<table>
<thead>
<tr>
<th>Your Pay Tier:</th>
<th>Less than $50K</th>
<th>$50K – $99K</th>
<th>$100K – $249K</th>
<th>$250K +</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Employee-only coverage</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Per-pay-period percent increase</td>
<td>0%</td>
<td>4%</td>
<td>7%</td>
<td>10%</td>
</tr>
<tr>
<td>Per-pay-period approximate cost increase</td>
<td>$0</td>
<td>$3</td>
<td>$5</td>
<td>$9+</td>
</tr>
<tr>
<td><strong>Family coverage</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Per-pay-period percent increase</td>
<td>0%</td>
<td>7%</td>
<td>10%</td>
<td>15%</td>
</tr>
<tr>
<td>Per-pay-period approximate cost increase*</td>
<td>$0</td>
<td>$15</td>
<td>$29</td>
<td>$50+</td>
</tr>
</tbody>
</table>

*These dollar amounts assume coverage of a spouse/partner plus children. For coverage of employee + spouse or employee + child(ren), the percentage increase will be the same but the dollar increase will be different.
This is how you can estimate your per-pay-period costs

To get a sense of what this means for you, you can look at your most recent Statement of Earnings, which can be found online on myHR®.

Under pretax deductions, find the line that says pretax medical. The first column represents your per-pay-period costs today.

Take this number and multiply it by $1 +$ the increase for your pay tier. For example, multiply by 1.04 for a 4% increase. Please note, this assumes you’ll stay in the same pay tier and plan and cover the same people.

Remember, these percentages assume that you and your spouse/partner (if applicable) have completed your health screening and health assessment and don’t use tobacco.

Per-pay-period costs will increase on April 1 by approximately $20 if you choose not to do the health screening and assessment before the deadline, and approximately $40 if neither you nor your spouse/partner participates.

Also, your per-pay-period costs will be $25 higher for each tobacco user, starting Jan. 1.

Example for a 4% increase

$73.02 \times 1.04 = \$75.94

<table>
<thead>
<tr>
<th>Description</th>
<th>Current</th>
<th>YTD</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pre Tax Medical</td>
<td>73.02</td>
<td>478.83</td>
</tr>
<tr>
<td>DComp 401K</td>
<td>43.84</td>
<td>300.40</td>
</tr>
<tr>
<td>PTO Deduction</td>
<td>26.23</td>
<td>183.61</td>
</tr>
<tr>
<td>Pre Tax Dental</td>
<td>25.68</td>
<td>165.44</td>
</tr>
<tr>
<td>Total (Pre-Tax Deductions)</td>
<td>168.77</td>
<td>1,128.28</td>
</tr>
</tbody>
</table>
Here’s how we’re helping to manage costs effectively throughout the year

Our employees are the foundation of our success. We know our health care benefits are an important part of why you choose to work here. That’s why Bank of America makes a significant contribution to our employees’ health care benefits each year.

Overall, this adds up to billions of dollars. We do this because we want to make Bank of America a great place to work.

Did you know?

In 2012, on average Bank of America paid 65% of employees’ total health care costs, including premiums and out-of-pocket costs, and employees paid 35%.

This means as we work together to hold down medical costs for controllable health issues, you save on out-of-pocket costs and your future premiums will increase at a lower rate.
Last year, we took steps to become a healthier company. You’ve shown us it’s working, so we’re growing the program even more.

The easiest and least expensive way to address health issues is to prevent them. Last year, we expanded our wellness program to help employees understand more about their health, take action to be healthier and manage health care costs. We’re already starting to see the results.

Like in 2013, you can participate in a health screening and online health assessment to keep a $500 credit toward your annual premium. In 2014, spouses and partners covered by our plans can also take part to keep an additional $500 credit. As always, these activities are optional and the results are confidential. Bank of America does not see individual results or use these results to make any coverage, claims or pricing decisions.

Did you know?

High blood pressure medication costs **17¢ per day**, but a heart attack can add up to $30,000 in medical costs alone.

And exercising regularly has been shown to **lower systolic blood pressure** — the top number — by as much as nine points.

Sources: Mayo Clinic, CVS/Caremark, Truven MedInsight

162,000

Bank of America employees completed a Health Screening in 2013

70,000

Bank of America employees have engaged a Health Coach or Case Manager
It’s time to Get Active!

Get Active! is a new, voluntary wellness program to bring employees together in our shared goal of living healthier, more active lives. By promoting exercise and better nutrition, Get Active! is an easy way to take small steps that can make a big difference in your health.

Mark your calendars for mid-September. That’s when we’re launching Ready, Set, Go!, our first challenge. Employees who choose to participate can walk, jog or run 56,000 or more steps per week or exercise for at least 140 minutes to earn rewards. There will also be an option for employees to count calories.

Stay tuned. You’ll hear more about Get Active! in the coming weeks.
Here’s what you can do throughout the year to manage your health

As the health care industry changes, your role in getting the most out of your benefits grows.

We’re here to make sure you have flexible options and the support you need to make your health care dollars go further. We’ve packaged together a comprehensive network of services to make it all work — for you.

Roadmap for taking action

Learn more about your health with a Health Screening and Assessment.

Sign up for Get Active! to take steps toward a more active lifestyle.

Use the money in your health care account to pay your out-of-pocket costs and track your spending through Benefit Solutions.

Visit the CVS Caremark website to save on your prescriptions.

Compare the costs of care to make smarter choices using the Aetna Navigator.

Talk to a Health Coach to make a plan for reaching your health goals.

Contact your Health Concierge to learn about your coverage.
As we continue our ongoing conversation about our health and wellness benefits, and prepare for Annual Enrollment, this is what’s happening over the next 10 weeks

<table>
<thead>
<tr>
<th>August</th>
<th>September</th>
<th>October</th>
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<tbody>
<tr>
<td><strong>Mid-August — September</strong></td>
<td><strong>Early September</strong></td>
<td><strong>Late September</strong></td>
</tr>
<tr>
<td>Health care learning sessions. You will get more information in your line of business or site location.</td>
<td>Detailed health plan information mailed to your home</td>
<td>Annual Enrollment Guides sent to you</td>
</tr>
<tr>
<td><strong>Mid-September</strong></td>
<td><strong>Sep. 30th</strong></td>
<td><strong>Oct. 3rd — Feb. 19th</strong></td>
</tr>
<tr>
<td>Get Active! challenge enrollment begins</td>
<td>Get Active! first challenge begins</td>
<td>Submit your completed wellness activity information. The deadline to submit the information is Feb. 19, 2014.</td>
</tr>
<tr>
<td><strong>Oct. 3rd — 16th</strong></td>
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<tr>
<td><strong>Annual Enrollment.</strong></td>
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<tr>
<td>Remember to complete the Consumer Directed Health Plan video guide if applicable.</td>
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</table>
To find your performance year cash compensation for 2013:

• Log onto mybenefitsresources.bankofamerica.com using your Person Number and the password you set for this site.

• In the upper right-hand corner, click on “Your Profile” and select “Personal Information” from the drop-down list.

• Your performance year cash compensation appears on your Personal Information page.

This communication is intended for U.S.-based employees who are eligible for health and wellness benefits. It does not apply to employees based in Guam, Hawaii, Puerto Rico or the U.S. Virgin Islands. If there are differences between this communication and the official plan documents, which include The Bank of America Employee Health and Insurance Summary Plan Description (SPD), the plan documents always will govern. A copy of the SPD can be found on the Benefits & Pay tab on Flagscape.